

Changes to Alberta's Occupational Health and Safety Legislation Take Effect on June 1, 2018

Monday, June 4, 2018

On June 1, 2018, significant changes to Alberta's occupational health and safety legislation come into effect. The *Occupational Health and Safety Act*, SA 2017 c O-2.1 ("OHSA"), introduces new obligations on workplace stakeholders, including owners, employers, supervisors, consultants, other service providers and temporary staffing agencies ("Workplace Stakeholders").

Some of the new specific obligations on Workplace Stakeholders include the following:

- **Health and Safety Representative ("HSR") or Health and Safety Committee ("HSC").** There is now a requirement to have a designated HSR if there are between 5 and 19 workers on a worksite for 90 days or more or a HSC if there are 20 workers or more on a worksite for more than 90 days. The HSR and HSC have specific duties and functions and employers are required to provide the HSR and HSC with training on their obligations.
- **Health and Safety Program.** Employers that employ 20 workers or more are required to establish, in consultation with the HSC, a health and safety program (the "Program"). The Program is required to include specific information and be reviewed every 3 years or in the event of a change of circumstances.
- **Harassment and Violence Policy.** Employers are required to have both a harassment and violence policy that must include specific information such as prevention procedures.

The obligations set out above are only a few of the complete set of new obligations that have been introduced in the OHSA. Employers in Alberta should be aware that they are not only obligated to ensure the health, safety and welfare of workers, but also to provide competent supervisors, provide training for workers, prevent violence and harassment, and work with the HSR and HSC.

If you have any questions or require assistance with regards to ensuring your organization's compliance with the OHSA changes, please contact a member of our Labour and Employment Group.

AUTHOR

Andrew Pozzobon
T 403.232.9520
APozzobon@blg.com

BLG OFFICES

Calgary

Centennial Place, East Tower
520 3rd Avenue S.W.
Calgary, AB, Canada
T2P 0R3

T +1.403.232.9500
F +1.403.266.1395

Montréal

1000 De La Gauchetière Street West
Suite 900
Montréal, QC, Canada
H3B 5H4

T +1.514.954.2555
F +1.514.879.9015

Ottawa

World Exchange Plaza
100 Queen Street
Ottawa, ON, Canada
K1P 1J9

T +1.613.237.5160
F +1.613.230.8842

Toronto

Bay Adelaide Centre, East Tower
22 Adelaide Street West
Toronto, ON, Canada
M5H 4E3

T 416.367.6000
F 416.367.6749

Vancouver

1200 Waterfront Centre
200 Burrard Street
Vancouver, BC, Canada
V7X 1T2

T 604.687.5744
F 604.687.1415

The information contained herein is of a general nature and is not intended to constitute legal advice, a complete statement of the law, or an opinion on any subject. No one should act upon it or refrain from acting without a thorough examination of the law after the facts of a specific situation are considered. You are urged to consult your legal adviser in cases of specific questions or concerns. BLG does not warrant or guarantee the accuracy, currency or completeness of this publication. No part of this publication may be reproduced without prior written permission of Borden Ladner Gervais LLP. If this publication was sent to you by BLG and you do not wish to receive further publications from BLG, you may ask to remove your contact information from our mailing lists by emailing unsubscribe@blg.com or manage your subscription preferences at blg.com/MyPreferences. If you feel you have received this message in error please contact communications@blg.com. BLG's privacy policy for publications may be found at blg.com/en/privacy.

© 2018 Borden Ladner Gervais LLP. Borden Ladner Gervais LLP is an Ontario Limited Liability Partnership.