

LEGISLATION UPDATES

OVERVIEW OF IMPORTANT UPDATES

Dunk & Associates continues to monitor legislation updates and implement changes to program content and training modules to ensure you are always kept up to date. To see a recap of the recent changes, please [click here](#).

Click to skip ahead to the province you need



OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ALL	
<p>WHMIS Compliance</p> <p>In 2023, Canada updated its Workplace Hazardous Materials Information System (WHMIS 2015). These revisions were part of Canada's proactive approach to regulatory alignment, now reflected in the latest GHS 7th revised edition. Companies were granted a three-year window until January 4th, 2026, to revise and update their Hazard Communication documentation in compliance with the amended WHMIS Regulations.</p> <p>Key changes resulting from the amendments include:</p> <ul style="list-style-type: none">• Improved clarity and precision for certain provisions• New information elements required on safety data sheets• Adoption of a new physical hazard class (Chemicals Under Pressure)• Adoption of a new hazard category for non-flammable aerosols and new subcategories for flammable gases	<p>By January 4, 2026, ensure your Health & Safety program meets the new requirements and has been fully implemented:</p> <ul style="list-style-type: none">• Ensure hazardous products used in the workplace are properly labelled and are accompanied by a current SDS.• Train workers on both generic and workplace-specific WHMIS training.• Ensure workers can access the SDSs and know how to make workplace labels.• Develop procedures and training for workers regarding the safe use, storage, handling, and disposal of hazardous products, as well as procedures to follow when fugitive emissions are present and what to do in case of an emergency involving hazardous products, such as a spill.• Ensure appropriate control measures are in place to protect the health and safety of workers.• Review and update the WHMIS program annually with the Joint Health and Safety Committee or Health and Safety Representative to ensure that it is effective in protecting workers who are exposed to hazardous chemicals. <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program has been updated with these requirements.</i></p>

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FEDERAL	
<p>Incident Reporting</p> <p>The government revised the LAB1070, Hazardous Occurrence Investigation Report (HOIR) form that federally regulated employers must use to report a workplace hazardous occurrence and incidents resulting in a disabling injury or death.</p> <p>Key updates include reinstatement of the digital or wet (handwritten) to replace the temporary attestation introduced during the pandemic, and the addition of the notation “Protected B when completed” to indicate that the form may contain sensitive personal information.</p>	<p>Ensure you are using the most up-to-date version of the Hazardous Occurrence Investigation Report when reporting to the Labour Program.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program has been updated. The new version of this form is found under the “Forms” menu on your site.</i></p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
CSA	
<p>Public Comments</p> <p>The CSA Group is inviting public comment on drafts of several new and updated CSA standards. The names of these standards, along with their deadlines for comment (in parentheses), are as follows:</p> <p>New</p> <ul style="list-style-type: none"> • CSA Z434, Industrial robots and robot systems (November 30, 2025) • CSA Z434.1, Use of industrial robot cells (November 15, 2025) <p>Update</p> <ul style="list-style-type: none"> • CSA B167, Overhead cranes, gantry cranes, monorails, hoists and jib cranes (November 15, 2025) • CSA Z150, Safety code on mobile cranes (November 2, 2025) • CSA Z150.3, Safety code on articulating boom cranes (November 10, 2025) • CSA Z62.1, Chain saws (November 14, 2025) 	<p>To view the drafts and submit comments, visit CSA Group’s draft review page (you will need to register for a free account).</p>

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BRITISH COLUMBIA	
<p>Payroll Reporting - WorksafeBC</p> <p>WorksafeBC payroll reporting is going digital. Over the next few months, WorksafeBC is transitioning to a paperless system for all payroll reporting.</p> <p>Timeline of the changes:</p> <ul style="list-style-type: none">• <i>September to December 2025:</i> During this transition period, you'll continue to receive a paper payroll report by mail. You'll also receive an email notification when it's time to report and pay.• <i>Starting January 2026:</i> Payroll reports will no longer be mailed; instead, you'll receive an email notification prompting you to go online to report and pay, based on your reporting and payment deadlines.	<p>Visit WorksafeBC for the full information on the new process and deadlines.</p> <p>If you need help setting up your online services account or figuring out how to report and pay, email ASMTonlinehelp@worksafebc.com with your contact information.</p>

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NEW BRUNSWICK	
<p>WorkSafeNB Performance Refund</p> <p>WorkSafeNB will be issuing a performance refund to eligible employers because of a surplus in our Accident Fund. The \$53.2 million performance refund is possible because of a significant surplus above WorkSafeNB's funding target. This is the second year in a row WorkSafeNB has been able to provide a performance refund. The funding position also allows for lower average assessment rates.</p>	<p>Visit WorkSafeNB's page for full information, including resources to help answer any questions you may have on the distribution of the surplus funds. If you have questions about your rebate, please contact assessment.cotisations@ws-ts.nb.ca</p>

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QUEBEC	
<p>Act Respecting Occupational Health and Safety: New Provisions in Force - Oct 1, 2025</p> <p>The Regulation on Workplace Prevention and Participation Mechanisms officially came into force on October 1, 2025. It establishes a detailed framework outlining employers' new responsibilities regarding occupational health and safety (OHS).</p> <p>Its implementation also brings an end to the interim regime introduced under the Act to Modernize the Occupational Health and Safety System, marking the full application of its final provisions.</p> <p>This regulation includes the following chapters:</p> <ul style="list-style-type: none">• <i>Chapter II:</i> Prevention Program and Action Plan• <i>Chapter III:</i> Health and Safety Committee• <i>Chapter IV:</i> Health and Safety Representative <p>For workplaces that do not yet have a health and safety committee or representative as of September 30, 2025, the Regulation provides staggered compliance deadlines up to 2027, depending on workplace risk level. It also repeals the Regulation respecting prevention programs and updates several related regulations to align terminology and requirements.</p>	<p>Prevention Programs and Action Plans</p> <p>Employers now have one year to develop and implement either a prevention program (for workplaces with 20 or more workers) or a prevention action plan (for workplaces with fewer than 20 workers). These must be reviewed and updated annually and include a hierarchy of preventive measures, starting with the elimination of hazards at the source and extending to the use of protective equipment when necessary.</p> <p>Health and Safety Committee</p> <p>The Act to Modernize the Occupational Health and Safety System requires any workplace with 20 or more workers establish a health and safety committee. In such workplaces, a health and safety representative must also be appointed.</p> <p>All committee members, including the health and safety representative, must complete a theoretical training program approved by the CNESST or another recognized body within one hundred and twenty days of their appointment. CNESST will have this training available on a date to be determined.</p> <p>For workplaces with fewer than 20 workers, a health and safety liaison officer must instead be designated. The Regulation provides further details on the structure and functioning of these participation mechanisms.</p> <p>Health and Safety Representative</p> <p>The representative, chosen from among committee members, is entitled to a minimum monthly allocation of time to carry out their duties, determined by the number of employees and the workplace risk level. Within one hundred and twenty days of appointment, the representative must complete mandatory training and provide proof of certification. Refresher training is required every two years.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program has been updated to reflect these new provisions. Ensure you review the program and understand the new responsibilities, as well as establishing a Health and Safety Committee with Representative with applicable training completed within the specified timeframe.</i></p>

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YUKON		
<p>WSCB Industry Assessment Rates and Rebate</p> <p>Workers' Safety and Compensation Board (WSCB) announced 2025 assessment rates, the 2025 maximum annual earnings rate, and an upcoming employer rebate at their annual information meeting.</p> <p>Assessment rates for 2025 will be reduced across all rate groups. Approximately three-quarters of employers will see a reduction of more than 5 per cent, while the rest will see a reduction of less than 5 per cent.</p> <p>For the sixth time since 2015, WSCB will distribute a rebate to eligible employers. The rebate amounts to \$10 million.</p>		<p>Visit WSCB's page for full information on the Industry Classifications and Assessment rates and rebate.</p>