

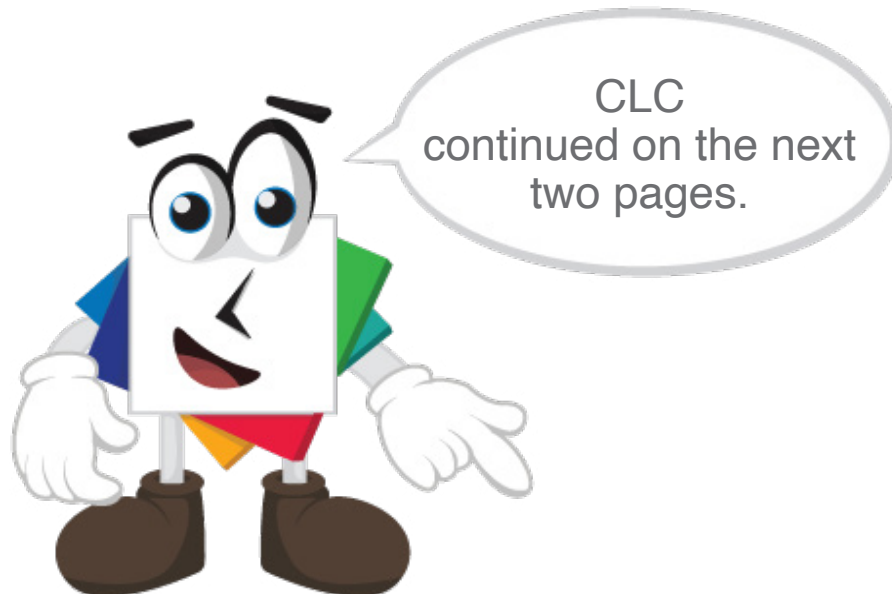
LEGISLATION UPDATES

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](#).



OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
CLC Minimum Wage to Increase April 1, 2026 The general minimum wage increases from \$17.75 to \$18.10 per hour, effective April 1st.	Review your payroll and make any necessary adjustments effective as of April 1, 2026.



LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p data-bbox="126 317 178 348">CLC</p> <p data-bbox="126 384 922 447">Amendments to regulations under Part II of the Canada Labour Code (Code)</p> <p data-bbox="126 478 902 636">As of February 2026, several amendments to Regulations made under the Canada Labour Code (Code) Part II will be published and will come into effect in February 2027. These changes aim to modernize protective measures to better manage emerging workplace risks.</p> <p data-bbox="126 667 440 699">Key Revised Obligations</p> <p data-bbox="126 720 529 751">Hazardous substances register: Employers must maintain an updated list of hazardous substances present in the workplace, including substances brought in or used by contractors.</p> <p data-bbox="126 867 483 898">Air contaminant monitoring: When measuring airborne chemical agents or asbestos fibres, sampling must be conducted in the breathing zone of workers who are most likely to experience the highest exposure levels. Updated sampling methods must also be used.</p> <p data-bbox="126 1052 521 1083">Minimizing chemical exposure: If no exposure limits exist in ACGIH guidelines, employers must still keep airborne chemical concentrations as low as reasonably achievable, with some exceptions such as grain or flour dust and asbestos fibres.</p> <p data-bbox="126 1230 467 1262">Engineered nanomaterials: Workplaces using engineered nanomaterials must follow the CSA Z12885 standard to manage exposure risks and implement appropriate protection and prevention measures.</p> <p data-bbox="126 1377 526 1409">Extreme temperature exposure: Employers must control worker exposure to extreme heat or cold once specified thresholds are reached, in consultation with workplace health and safety committees or representatives. Related incidents must also be documented.</p> <p data-bbox="126 1556 297 1587">Radon limits: The allowable radon exposure level for most workplaces will be reduced to 200 Bq/m³.</p> <p data-bbox="126 1671 386 1703">Ultraviolet radiation: Exposure to artificial UV radiation must remain within the limits established by ACGIH standards.</p> <p data-bbox="126 1787 342 1818">Control banding: A structured risk-management approach may be used to assess and control exposure to hazardous substances when no official exposure limits exist, helping determine appropriate protective measures.</p>	<p data-bbox="971 384 1487 447">These changes will come into effect in February 2027. More information will follow.</p> <p data-bbox="971 478 1495 604">For more information or questions regarding the upcoming regulatory changes, please contact the Labour Program at 1-800-641-4049.</p> <p data-bbox="971 636 1455 762"><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated with these requirements by February 2027.</i></p>

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ALBERTA	
<p>WCB Policy Review: Funding Policy – Open for Feedback</p> <p>WCB is seeking public input on their funding policy to ensure they appropriately balance the needs of Albertans with sustainability of the system.</p>	<p>To review the draft policy and provide feedback, please see WCB What's New In Policy.</p> <p>Consultation is open until June 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p>Minimum Wage to Increase June 1, 2026</p> <p>The general minimum wage increases from \$17.85 to \$18.25 per hour, effective June 1, 2026.</p>	<p>Review your payroll and make any necessary adjustments effective as of June 1, 2026.</p>
<p>Crane Operator Certification</p> <p>In B.C., crane operators must have a certificate that's acceptable to WorkSafeBC in order to operate cranes in any of the three general crane categories (boom trucks, mobiles, and tower cranes).</p>	<p>If you have employees who operate cranes, they must be certified through the BC Association for Crane Safety.</p> <p>Certificates issued in B.C. by previous regulatory bodies are recognized, so no further testing or assessment is required. However, operators must still register with BC Crane Safety and have their certificates verified.</p> <p>Ensure that any crane operators are properly trained and have a valid certificate.</p> <p>Visit WorkSafeBC to learn more about the certification requirements.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$15.65 to \$15.90 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEWFOUNDLAND	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.00 to \$16.35 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.50 to \$16.75 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Ontario Launches Canada’s First Occupational Exposure Registry to Protect Workers</p> <p>Ontario has launched Canada’s first Occupational Exposure Registry (OER), a new digital portal designed to help workers track workplace exposures, support the prevention of occupational illnesses, and contribute to a healthier workforce.</p> <p>The registry was introduced through Ontario’s <i>Working for Workers Act, 2023</i> as part of the province’s broader efforts to strengthen workplace health and safety. The OER reflects Ontario’s commitment to transparency and gives workers the ability to maintain their own record of workplace exposures throughout their careers.</p> <p>Occupational illnesses are often underreported or difficult to diagnose due to long latency periods between exposure and the onset of symptoms. By giving workers the tools to track their own exposures over the course of their careers, the registry can also support medical assessments if symptoms arise years later.</p>	<p>Participation in the registry is voluntary. The OER is not intended to serve as a complaint or enforcement tool. Information entered by workers is not actively monitored, and no follow-up action is taken based solely on exposures recorded in the system.</p> <p>Employers are reminded that they remain responsible for ensuring that worker exposure to designated substances does not exceed established Occupational Exposure Limits (OELs). OELs specify the maximum concentration of a substance a worker may be exposed to over a defined period of time.</p> <p>In Ontario, these limits are set out in the following regulations:</p> <ul style="list-style-type: none"> • Control of Exposure to Biological or Chemical Agents (Reg. 833) • Designated Substances (O. Reg. 490/09)

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.50 to \$17.00 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p>QUEBEC</p> <p>Regulatory Update: OHS Committee and Health & Safety Representative Training Deadlines</p> <p>The Government of Quebec has adopted Order in Council 164-2026, which amends the Regulation respecting prevention and participation mechanisms in institutions under the Act respecting occupational health and safety.</p> <p>This amendment does not change the mandatory training requirements for Occupational Health and Safety (OHS) Committee members or Health and Safety Representatives (HSS). Instead, it extends the implementation deadlines by six months to allow workplaces additional time to comply.</p> <p>These deadlines apply to OHS committee members and Health and Safety Representatives who are designated before the applicable deadline.</p> <p>Individuals designated after these dates must complete training according to the standard requirements after appointment.</p>	<p>New Deadlines for Compliance:</p> <ul style="list-style-type: none"> • Level 4 establishments: training deadline moved April 2026 -> October 2026 • Level 3 establishments: moved Oct 1, 2026 -> Apr 1, 2027 • Level 2 establishments: moved April 2027 -> October 2027 • Level 1 establishments: moved Oct 1, 2027 -> Apr 1, 2028 <p>Be sure to verify the classification level of your establishment from Schedule I of the regulation.</p> <p>Employers should ensure that individuals serving in these roles complete the required training before the deadline applicable to their establishment.</p>
<p>Professional Qualifications of Contractors and Owner Builders – Open for Comments</p> <p>Two draft regulations were published on February 25th, 2026 proposing changes to how contractors and owner-builders are regulated under the Building Act (Loi sur le bâtiment). These are open for public comment for 45 days.</p> <p>Draft Regulation 1 – Amendments to Construction Work Authorization</p> <p>Proposed amendment is to limit the scope of certain licensed work by contractors. It clarifies and narrows what contractors in specific mechanical trades can do unless properly licensed, and aligns regulatory standards.</p> <p>Draft Regulation 2 – Security (Financial Protection) Requirements</p> <p>The draft strengthens financial protections for clients and future owners in construction contracts, and aligns regulatory definitions and security coverage.</p>	<p>The regulation to amend the Regulation respecting the professional qualification of contractors and owner-builders.</p> <p>The draft regulations can be reviewed here:</p> <p>Draft Regulation 1: Building Act (chapter B-1.1, s. 185, pars. 16, 17, 18 and 38, and s. 192, 1st par.).</p> <p>Draft Regulation 2: Building Act (chapter B-1.1, s. 185, pars. 19.7 and 38, and s. 192, 1st par.).</p> <p>Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Caroline Hardy, secretary general and director, Affaires institutionnelles, Régie du bâtiment du Québec, 800, place D’Youville, 16e étage, Québec (Québec) G1R 5S3; email: projet.reglement.commentaires@rbq.gouv.qc.ca.</p>

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
YUKON	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$17.94 to \$18.51 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>