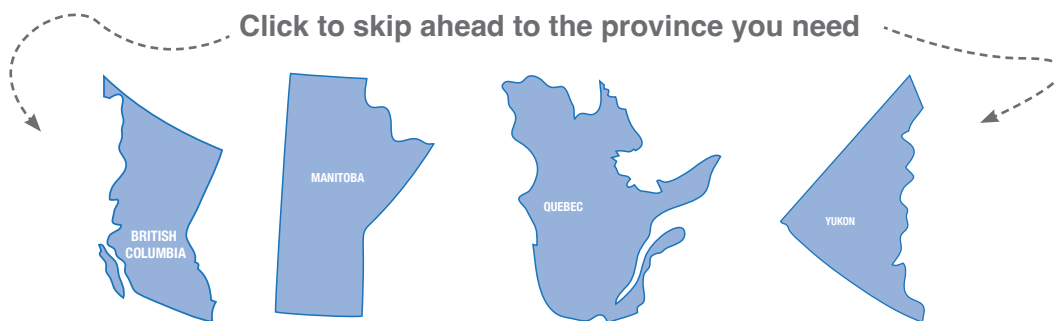


# LEGISLATION UPDATES

## 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?
<b>BRITISH COLUMBIA</b>	
<p><b>Updates to WorkSafeBC’s Part 8: Personal Protective Clothing and Equipment</b></p> <p>WorkSafeBC has introduced updates to Part 8: Personal Protective Clothing and Equipment, effective April 1, 2026.</p> <p><b>Changes include:</b></p> <p><b>Respiratory Protections:</b></p> <ul style="list-style-type: none"> <li>• Requirements are now more clearly aligned with current CSA Standards (CSA Z94.4), with greater emphasis placed on proper respirator selection, fit testing procedures, and program quality and consistency. Employers are expected to follow established, recognized standards rather than relying on equivalent approaches.</li> <li>• Clarified expectations around respirator fit testing. Employees must be properly fit tested before using a respirator, and fit testing must follow recognized procedures.</li> </ul> <p><b>Exposure Limits:</b></p> <ul style="list-style-type: none"> <li>• Guidance related to Maximum Use Concentration (MUC) and Immediately Dangerous to Life or Health (IDLH) has been updated to reflect current practices.</li> </ul> <p><b>Head Protection:</b></p> <ul style="list-style-type: none"> <li>• Updates clarify requirements for head protection in certain situations, including when using equipment such as bicycles, ATV’s, or similar devices in the workplace.</li> </ul>	<p><b>Employers should take this opportunity to review and update their PPE programs, with particular attention to:</b></p> <ul style="list-style-type: none"> <li>• Ensuring respiratory protection programs align with current CSA standards</li> <li>• Confirming fit testing procedures are up to date and consistently applied</li> <li>• Maintaining clear documentation to demonstrate due diligence</li> <li>• Reviewing hazard assessments related to respirator use</li> <li>• Updating PPE policies where equipment such as bicycles, ATV’s, or similar devices are used</li> </ul> <p>Click <a href="#">here</a> for the full information on these updates and requirements.</p>

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# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>BRITISH COLUMBIA</b>	
<p><b>Updates to WorkSafeBC’s Part 7, Division 4: Heat Exposure</b></p> <p>These updates are intended to clarify expectations, reflect current best practices, and improve worker safety in higher-risk activities.</p> <p><b>Key areas of focus include:</b></p> <ul style="list-style-type: none"> <li>• Identifying heat stress hazards (including environmental and workload factors)</li> <li>• Implementing controls such as:               <ul style="list-style-type: none"> <li>• Work/rest cycles</li> <li>• Hydration strategies</li> <li>• Shaded or cooled recovery areas</li> </ul> </li> <li>• Monitoring workers for signs of heat-related illness</li> <li>• Adjusting work for new or unacclimatized workers</li> </ul>	<p>Employers should take a more structured approach to heat exposure, particularly during warmer months or in high-heat environments (e.g., construction, kitchens, manufacturing), including:</p> <ul style="list-style-type: none"> <li>• Review applicable guidelines based on operations</li> <li>• Update hazard assessments and safe work procedures</li> <li>• Ensure supervisors and workers are trained on updated expectations</li> <li>• Confirm appropriate controls are in place for heat stress.</li> </ul> <p>Click <a href="#">here</a> for the full information on these updates and requirements.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>MANITOBA</b>	
<p><b>Hot Water at Construction Sites under the Workplace Safety and Health Regulation</b></p> <p>On March 20, 2026, amendments to the Workplace Safety and Health Regulation were passed requiring employers and prime contractors to ensure that hot water for handwashing is provided at certain construction project sites. These amendments will come into effect on April 1, 2027.</p>	<p>For more information about this amendment, please refer to <a href="http://www.manitoba.ca/labour/safety/fag/hotwater-handwashing.html">www.manitoba.ca/labour/safety/fag/hotwater-handwashing.html</a>.</p>
<p><b>Access to Menstrual Products Amendments in the Workplace Safety and Health Regulation</b></p> <p>On March 9, 2026, amendments to the Workplace Safety and Health Regulation were passed to ensure that all workers who need menstrual products have access to them in the workplace. These amendments will come into effect on September 1, 2026.</p>	<p>For more information about this amendment, please refer to <a href="http://www.manitoba.ca/labour/safety/fag/menstrual-products.html">www.manitoba.ca/labour/safety/fag/menstrual-products.html</a>.</p>

# LEGISLATION UPDATES

## OVERVIEW OF MAJOR CHANGES

## WHAT DOES THIS MEAN FOR EMPLOYERS?

### QUEBEC

#### Québec Electrical Code Changes

Effective March 26, 2026, amendments to Québec's **Safety Code** and **Construction Code** adopt the updated **Canadian Electrical Code (CEC)**, 2021 Edition. These changes impact both existing buildings (operation and maintenance) and new construction or electrical installations.

The updated code applies to all new electrical installations and any modifications made after this date, while existing installations must comply with the code in force at the time of their construction unless altered.

#### Key implications and commonly enforced requirements include:

- Extension cords cannot be used as permanent wiring or run through walls, ceilings, floors, doors, or windows.
- Electrical panels must remain readily accessible at all times.
- Electrical rooms cannot be used for storage and must be maintained below 40°C.
- Circuit breakers for HVAC systems must be manually tested at least once every 12 months.
- Requirements for hazardous locations have been updated, including equipment approval and area classification.
- The definition of “therapeutic pools” has been expanded to include spas and hot tubs.
- New requirements for electric vehicle (EV) infrastructure, including minimum electrical capacity to support Level 2 charging in new buildings.
- Electrical contractors (or owner-builders) must declare electrical work to the Régie du bâtiment du Québec (RBQ) within prescribed timelines.
- A new fee and reporting structure for electrical contractors, including a base annual fee and payroll-based contributions.
- Electrical installations exceeding 200 kW must be designed by a recognized professional (e.g., an engineer).
- Administrative and technical requirements have been modernized to align with the 2021 Canadian Electrical Code and improve oversight of electrical work.

#### Employers, building owners, and construction stakeholders should:

- **Review whether their operations fall under:**
  - Building ownership/management
  - Construction/design activities
- **Update:**
  - Preventive maintenance programs
  - Fire safety system inspection schedules
  - Documentation and recordkeeping practices
- **Ensure:**
  - Contractors and designers are using current code versions
  - Internal teams understand ongoing compliance obligations

#### For full information:

#### Safety Code Amendment:

[https://www.publicationsduquebec.gouv.qc.ca/fileadmin/gazette/pdf\\_encrypte/lois\\_reglements/2026A/107963.pdf](https://www.publicationsduquebec.gouv.qc.ca/fileadmin/gazette/pdf_encrypte/lois_reglements/2026A/107963.pdf)

#### Construction Code Amendment:

[https://www.publicationsduquebec.gouv.qc.ca/fileadmin/gazette/pdf\\_encrypte/lois\\_reglements/2026A/107964.pdf](https://www.publicationsduquebec.gouv.qc.ca/fileadmin/gazette/pdf_encrypte/lois_reglements/2026A/107964.pdf)

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# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
<p><b>Shift Premium Requirements</b></p> <p>The Decree respecting building service employees in the Montréal region has been amended. The decree covers employees working in building services, such as janitorial/cleaning work, maintenance workers, etc.). The regulation introduced a mandatory night shift premium.</p> <p><b>A minimum of \$0.25/hour is required starting March 4, 2026 with the following scheduled increases:</b></p> <ul style="list-style-type: none"><li>• \$0.50 (Nov 2026)</li><li>• \$0.75 (Nov 2027)</li><li>• \$1.00 (Nov 2028)</li></ul>	<p>Employers should review compensation structures for evening and night shifts. Ensure shift premiums are clearly defined in policy or agreements, and make any necessary adjustments effective as of March 4, 2026.</p>

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>YUKON</b>	
<p><b>WSCB Update: Administrative Penalties &amp; Employer Compliance Policies</b></p> <p>The Yukon Workers' Safety and Compensation Board is introducing a formal administrative penalty (AMP) regime and strengthening enforcement of employer obligations related to workplace safety, reporting, and return-to-work duties. Effective date: June 1, 2026.</p> <p><b>Key updates include:</b></p> <p><b>Policy 7.9 – Administrative Penalties (AMPs Framework)</b></p> <ul style="list-style-type: none"> <li>• Penalties range from \$1,000 to \$20,000 per violation</li> <li>• Penalty amounts depend on the severity of the offence and whether it is a first, second, or repeated violation</li> <li>• WSCB will publicly disclose the names of employers who receive AMPs</li> </ul> <p><b>Policy 4.6 – Employer’s Obligation to Re-Employ</b></p> <p>This policy reinforces employer responsibilities when a worker is injured and outlines consequences for non-compliance.</p> <p>Employers must properly follow re-employment obligations after workplace injury.</p> <p>Failure to comply with return-to-work obligations may result in Administrative monetary penalties (AMPs).</p> <p><b>Policy 4.5 – Duty to Cooperate (Return-to-Work Process)</b></p> <p>This policy strengthens enforcement of the employer’s duty to cooperate in the return-to-work process.</p> <p>Employers must actively cooperate with workers, the WSCB, and Return-to-Work planning processes.</p> <p>Failure to cooperate may result in Administrative monetary penalties (AMPs).</p>	<p>Employers who are not actively managing OHS and return-to-work obligations will now face measurable financial and reputational consequences.</p> <p>Ensure your return to work policies and programs are up to date and align with current requirements, including timely reporting to WSCB and internal escalation procedures. Ensure supervisors and HR are trained on their duty to cooperate, return-to-work expectations, and documentation expectations.</p> <p><i>If you are a full-service client of Dunk &amp; Associates, these updates do not affect your program.</i></p>