



Summary of Alberta's New HS Legislation – Effective June 1, 2018

Health and safety program

Starting June 1, employers with 20 or more workers at a work site must have a written health and safety program. The program must have 10 mandated elements and be reviewed every 3 years.

Employers with less than 20 employees at a work site must involve workers in hazard assessment and control.

Worksite health and safety committees and representatives

Joint worksite health and safety committees are important forums for workers to participate in OHS. They ensure supervisors and workers discuss health and safety issues in the workplace and work collaboratively to find ways to address them.

These committees will be responsible for:

- inspecting the work site for hazards
- helping employers respond to health and safety concerns of workers
- helping resolve dangerous work refusals
- helping develop health and safety policies and safe work procedures
- helping with new employee health and safety orientation
- developing and promoting education and training programs

Starting June 1:

- larger employers (20 or more workers at a work site) will be required to have a joint worksite health and safety committee for work lasting 90 days or more
- smaller employers (5-19 workers at a work site) will be required to have a health and safety representative for work lasting 90 days or more
- an employer can use an alternative approach to meet these requirements with approval from an OHS director

These changes will bring Alberta in line with other provinces and ensure our workers have the same rights and protections as other Canadians.

Please note: Only approved organizations may provide training for committee members and representatives. Training criteria and a list of approved providers is under development. Please be wary of organizations offering training before the criteria and provider list is available. Watch for information if you want to become an approved trainer. Currently, Alberta Labour is not processing requests for acceptances related to joint work site health and safety committees. Submissions will be put in a queue and processed accordingly once Alberta Labour begins accepting them. Please check back for updates.



Harassment and violence

Employers and supervisors must ensure workers are not subject to nor participate in workplace harassment or violence.

The new rules:

- define workplace harassment and violence in all forms, including domestic violence
- require employers to investigate incidents of violence and harassment and take corrective action
- require employers to develop separate violence and harassment prevention plans
- require review of plans at least once every three years
- require employers to ensure workers receive training on preventing and responding to violence and harassment
- have an appeal process for workers disciplined for bringing harassment and violence issues forward
- require employers to advise workers of treatment options if harmed by violence or harassment; workers are entitled to wages and benefits while attending treatment programs

Reporting incidents

The government must be notified when a serious injury, incident or fatality occurs to ensure an adequate investigation is conducted to prevent future occurrences.

- Injuries resulting in a worker being admitted to hospital must be reported. This replaces the previous threshold of having to be in hospital for two days.
- Employers must report “potentially serious” incidents. These are incidents that had potential to cause serious injury to a person, but did not.