



CANADIAN WORKERS' COMPENSATION DIGEST

Volume 6 Issue 1





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INTRODUCTION/ABOUT TEKS**MED**

Teks**Med** Services Inc. is the leader in Canadian disability management, backed by over 30 years of success. We proactively manage occupational and non-occupational injuries and illnesses with personalized recover-at-work solutions, helping hundreds of employers with thousands of employees.

Inspired by a never-ending quest to be the best, TeksMed continues to set the standard and raise the bar for integrity, innovation, and exceptional service.

Teks**Med** sees the ability in disability.

Thousands of businesses across Canada trust us with their disability management. For more information on our services and contact information see the final section of this magazine.

ABOUT THE PUBLICATION

This is the twenty-first issue of our Canadian Workers' Compensation Digest. This magazine highlights prominent Canadian Workers' Compensation updates nationally and within each province/territory.

All content within this digest is sourced from third-party websites, which can be accessed by following the provided links.

NATIONAL - CANADA



How to leverage AI and avoid the pitfalls

At the 2025 Women in Safety Summit in Calgary, experts explored how artificial intelligence (AI) can enhance workplace safety by identifying hazards and improving training accessibility. However, they emphasized the need for human oversight, given AI's lack of empathy and potential for bias, especially in hiring. Concerns around data privacy and outdated regulations were also discussed. To leverage AI effectively, organizations should implement it ethically, train employees, and prioritize inclusive leadership.

<https://awcbc.org/knowledge-center/trends/how-to-leverage-ai-and-avoid-the-pitfalls>

Employment Law in Canada: Recent and Upcoming Changes

Canada is seeing major employment law updates across provinces. Ontario is expanding illness leave and introducing job posting transparency, while Alberta is streamlining employment trials and boosting tip protections. British Columbia is strengthening pay transparency and linking minimum wage to inflation. Quebec is lowering the threshold for French language compliance and easing medical note requirements. Federally, new leave entitlements and stricter employee classification rules take effect by late 2025.

<https://awcbc.org/knowledge-center/trends/employment-law-in-canada-recent-and-upcoming-changes>



BRITISH COLUMBIA

Workplace safety for newcomers — Know your rights from day one

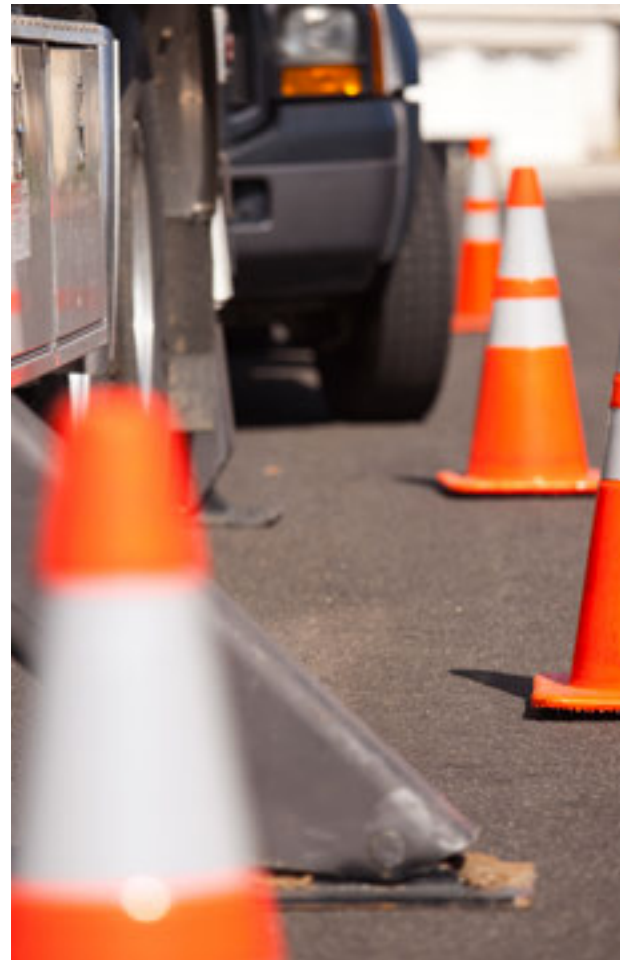
WorkSafeBC has launched a campaign to inform newcomers to British Columbia that all workers, regardless of immigration status or job type, are entitled to a safe workplace from day one. Research indicates that recent immigrants are less likely to report safety concerns or file injury claims. The campaign emphasizes workers' rights to know about hazards, receive proper training, and refuse unsafe work without fear of retaliation. Employers are legally obligated to provide safety training, investigate hazards, and cannot penalize workers for raising concerns. Multilingual resources and anonymous support are available to assist newcomers in understanding and exercising their workplace rights.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2025/March/workplace-safety-for-newcomers-know-your-rights-from-day-one>

Hidden hazard in construction: Road safety risks beyond jobsites

WorkSafeBC's March 2025 campaign highlights road safety as a critical yet often overlooked hazard in B.C.'s construction industry. With over 1,100 motor vehicle incident claims in the past decade—averaging one every 2.3 workdays—employers are urged to integrate driving safety into their health and safety programs. Key measures include providing training on fatigue management and distractions, ensuring vehicle maintenance, and recognizing that any vehicle used for work is considered a workplace under safety regulations. The campaign emphasizes that protecting workers on the road is as essential as ensuring safety on the jobsite.

<https://www.worksafebc.com/en/about-us/news-events/campaigns/2025/March/hidden-hazard-in-construction?origin=s&returnurl=https%3A%2F%2Fwww.worksafebc.com%2Fen%2Fabout-us%2Fnews-events%2Fsearch%23sort%3DDate>

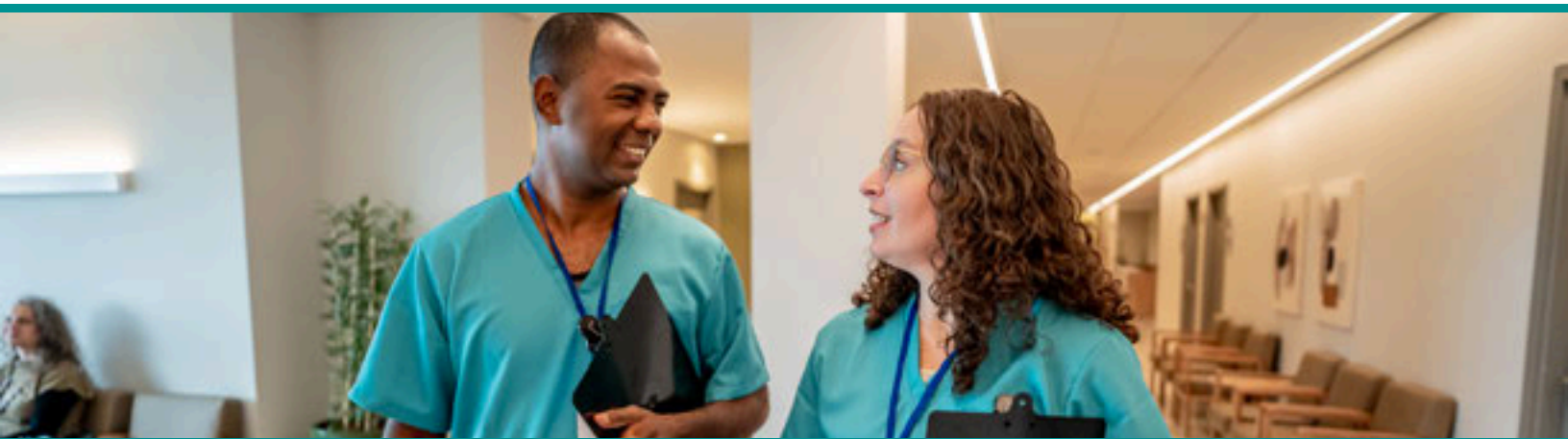


BRITISH COLUMBIA

Ask an officer: Properly fitting PPE leads to better worker protection

Properly fitting personal protective equipment (PPE) is essential for worker safety, as highlighted by safety officer Chelle Wright. PPE must be tailored to fit various body types to ensure its effectiveness, as ill-fitting gear can compromise protection and cause discomfort. Employers are required to provide properly fitted PPE that meets safety standards and does not create additional risks. Ensuring the right fit is crucial for both worker safety and legal compliance.

<https://www.worksafebc.com/en/about-us/news-events/campaigns/2025/March/ask-an-officer-properly-fitting-ppe-leads-to-better-worker-protection?origin=s&returnurl=https%3A%2F%2Fwww.worksafebc.com%2Fen%2Fabout-us%2Fnews-events%2Fsearch%23sort%3DDate>



B.C. nurses rally for workplace safety and staffing reforms as contract negotiations set to begin

Nurses in British Columbia are advocating for improved workplace safety and staffing reforms amid ongoing emergency room (ER) closures. They are calling for increased nurse-to-patient ratios, enhanced safety protocols, and better support for healthcare workers to address the challenges posed by understaffing and overcapacity in ERs. These efforts aim to ensure safer working conditions and more effective patient care in the province's healthcare system.

<https://www.cbc.ca/news/canada/british-columbia/nurses-rally-for-workplace-safety-staffing-reforms-amid-er-closures-1.7470934>



ALBERTA



What Alberta-based employers need to know about incoming workplace violence, harassment policy changes

Alberta employers must update their workplace violence and harassment policies by March 31, 2025, following changes to the Occupational Health and Safety Code. The new rules require a unified policy that includes hazard elimination measures, clear reporting procedures, and confidentiality protections. Employers must review this plan every three years or after any relevant incidents or changes. Non-compliance can lead to penalties, including fines up to \$10,000.

<https://www.benefitscanada.com/human-resources/hr-law/what-alberta-based-employers-need-to-know-about-incoming-workplace-violence-harassment-policy-changes/>

Wildland firefighters deserve better cancer compensation, NDP says

Alberta's NDP is urging the provincial government to extend presumptive cancer coverage to wildland firefighters, aligning with protections already afforded to structural firefighters. Under the current system, wildland firefighters must prove their cancer diagnosis is work-related, unlike their structural counterparts. The NDP argues that this discrepancy fails to recognize the unique and hazardous conditions wildland firefighters face, such as exposure to carcinogens during long shifts in unpredictable environments. While the government acknowledges the risks, it cites limited research on wildland-specific exposures as a barrier to policy change. However, the NDP points to other provinces that have successfully implemented similar protections, urging Alberta to take action to better support these frontline workers.

<https://www.westernwheel.ca/local-news/wildland-firefighters-deserve-better-cancer-compensation-ndp-says-10165288>



15 employers convicted of OHS violations in 2024

Fifteen employers in Alberta were convicted in 2024 for Occupational Health and Safety (OHS) violations, resulting in the deaths of 10 workers and 5 injuries. Notable cases include Volker Stevin Contracting Ltd., which was fined \$480,000 after a worker was fatally struck by a vehicle driven by a supervisor. HTK Iron Works Ltd. received a \$360,000 fine following a fatality caused by a falling windbreak panel, while Syncrude Canada Ltd. was fined \$390,000 after a worker drowned in an excavator accident. Other companies, including Westpower Equipment Ltd., Glenmore Fabricators Ltd., and Xtreme Oilfield Group Inc., were also fined for safety breaches leading to serious incidents. These convictions highlight ongoing concerns about workplace safety in Alberta's high-risk industries.

<https://albertaworker.ca/news/15-employers-convicted-of-ohs-violations-in-2024/>





SASKATCHEWAN

2024 provincial workplace injury statistics released

Saskatchewan's workplace injury rates reached historic lows in 2024. The total injury rate decreased to 3.91 per 100 workers, down from 3.95 in 2023, marking a 1.01% decline. The time loss injury rate also fell to 1.72 per 100 workers, a 3.37% decrease from the previous year. These improvements are attributed to collaborative efforts among workers, employers, and safety organizations. Additionally, 90% of workplaces reported zero injuries and fatalities for the fifth consecutive year. Despite these positive trends, 27 workplace fatalities were recorded in 2024, with 10 resulting from occupational diseases and 17 from traumatic incidents. The Workers' Compensation Board (WCB) continues to focus on reducing workplace injuries and fatalities through ongoing safety initiatives.

<https://www.wcbsask.com/news/2024-provincial-workplace-injury-statistics-released>





MANITOBA

Amendments to Workplace Safety and Health Act introduced

Amendments to Manitoba's Workplace Safety and Health Act, introduced in March 2025, focus on improving worker safety. Key updates include the recognition of psychological safety, clearer definitions of dangerous work, and enhanced medical surveillance requirements for workers exposed to harmful substances. The bill also expands protections against reprisals, empowers the Manitoba Labour Board to determine hearing formats and award costs, and allows for related employers to be treated as a single entity for safety purposes. Additionally, it requires competent persons to conduct risk assessments and introduces new posting and service rules for orders. These changes aim to modernize workplace safety standards across the province.

<https://mhca.mb.ca/worksafely-news/amendments-to-workplace-safety-and-health-act-introduced/>





Lack of training continues to threaten new workers' safety

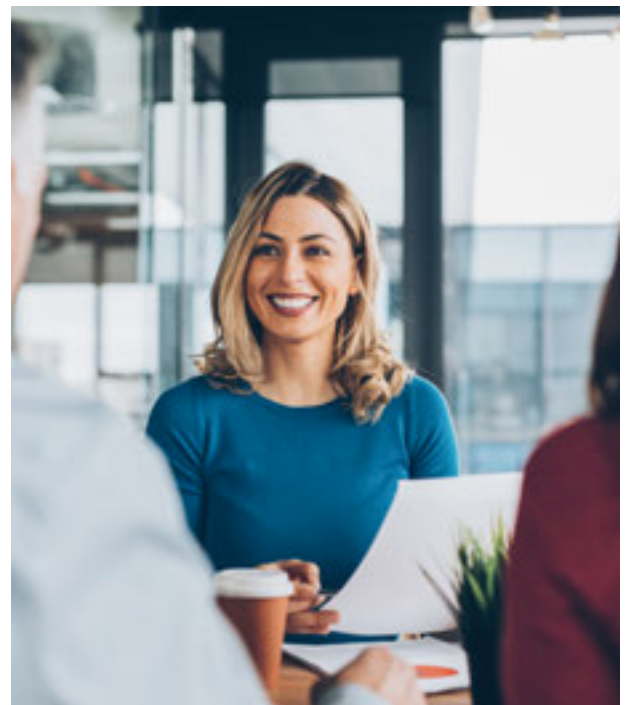
New workers are at a higher risk of injury, with studies showing they are three times more likely to be injured during their first month on the job. A lack of proper safety training is a major factor, as many employers treat it as a one-time event instead of an ongoing process. Ontario's Occupational Health and Safety Act requires employers to provide new workers with necessary safety training, including job-specific hazards and proper use of personal protective equipment.

<https://www.whsc.on.ca/What-s-new/News-Archive/Lack-of-training-continues-to-threaten-new-workers%E2%80%99-safety>

Injured workers' advocates push to replace Workplace Safety and Insurance Act

The "Meredith Act" is Ontario legislation aimed at reforming the Thunder Bay Police Service. Named after the late Ontario Ombudsman André Marin, it seeks to improve accountability by establishing independent oversight, requiring body-worn cameras, and mandating enhanced cultural sensitivity and de-escalation training for officers. The Act is supported by community groups seeking to rebuild trust in law enforcement.

<https://www.cbc.ca/news/canada/thunder-bay/meredith-act-thunder-bay-1.7455395>





On board a fishing boat, everything has its place

The CNESST emphasizes the importance of maintaining an organized environment on fishing boats to prevent accidents. They recommend avoiding overloading the vessel, keeping the center of gravity low, securing equipment and cargo, and keeping decks clear. Additionally, workers should stay away from suspended or moving loads and store cargo in designated spaces. These measures aim to prevent injuries like crushes, falls, or entrapments.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/bateau-peche-chaque-chose-place>



The CNESST Grand Prix: Get your work achievements recognized

The CNESST Grand Prix is back for 2025, highlighting leadership and innovation in labour standards, pay equity, and workplace health and safety. Open to public, private, and educational organizations, the competition invites nominations in three categories: Leader, Proaction, and Education. Submissions are open from March 31 to May 30, with winners announced at a national ceremony in 2026. The awards recognize individuals and teams whose initiatives inspire safer, fairer workplaces across Quebec and promote pride and visibility within their organizations.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/faites-reconnaitre-vos-realizations-en-matiere>

NEW BRUNSWICK



WorkSafeNB improves benefits to better support workers and families

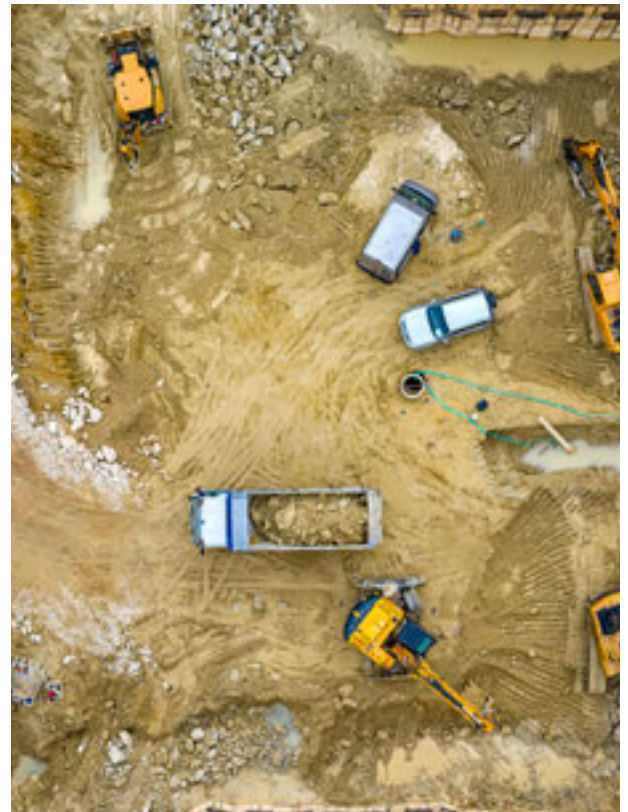
WorkSafeNB is improving its workers' compensation system, effective July 1, 2025. Key updates include enhanced survivor benefits providing spouses with 90% of net earnings, expanded protections for young workers, and lump sum payouts for workers with smaller annuities. The system will also adopt the latest AMA Guides for impairment ratings and update the Workers' Compensation Act with clearer, more inclusive language. These changes aim to provide fairer and more sustainable support for workers and their families.

<https://www.worksafenb.ca/about-us/news-and-events/news/2025/worksafenb-improves-benefits-to-better-support-workers-and-families/>

N.B. jury makes recommendations to improve construction site safety after 2021 death

A New Brunswick jury recommended 10 safety measures following the 2023 death of Jamie Harris at a construction site. The jury found Perfection Contracting guilty of safety violations, including failing to maintain an excavator. The company was fined \$30,000. Recommendations include a two-person checklist, improved training, better communication, and repairing equipment. The jury also suggested mandatory certification for equipment operators, fatigue management policies, and stricter penalties for safety violations.

<https://www.ctvnews.ca/atlantic/new-brunswick/article/nb-jury-makes-recommendations-to-improve-construction-site-safety-after-2021-death/>



NOVA SCOTIA

Workers' Compensation: A spotlight on a clear path for change

In February 2025, WCB Nova Scotia announced a comprehensive plan to enhance the province's workers' compensation system. The initiative aims to address concerns that workers' benefits are currently too low compared to the premiums employers pay. While specific details of the plan were not disclosed in the announcement, the focus is on creating a more equitable and sustainable system for both workers and employers. The WCB has emphasized its commitment to transparency and stakeholder engagement throughout this process.

<https://www.wcb.ns.ca/About-Us/News-Room/News/Workers-Compensation-A-spotlight-on-a-clear-path-for-change-Feb-19-25>

Calls for proper safety measures after N.S. workplace fatalities increased in 2024

Nova Scotia reported 20 workplace fatalities in 2024, up from 18 the previous year, prompting renewed calls for stronger safety measures. The deaths included eight from traumatic incidents, six from occupational diseases, and six from health-related events like heart attacks. Labour Minister Nolan Young emphasized that "every workplace fatality is one too many," while the Nova Scotia Federation of Labour urged the government to take concrete action, including stricter enforcement and more charges under the Westray Bill, to hold employers accountable.

<https://www.ctvnews.ca/atlantic/nova-scotia/article/calls-for-proper-safety-measures-after-ns-workplace-fatalities-increased-in-2024/>

PRINCE EDWARD ISLAND



Your Hearing Matters: WCB launches awareness campaign on workplace noise protection

The Workers Compensation Board of Prince Edward Island has launched a campaign titled "Your Hearing Matters," running from March 24 to May 2, 2025. The initiative aims to educate employers, workers, and their families about the risks of noise-induced hearing loss and the importance of preventive measures. By raising awareness, the campaign seeks to promote safer workplace practices and protect workers' hearing health.

<https://www.wcb.pe.ca/Information/NewsItem/1180>

Additional online courses offered to support PEI workers and employers

Three new online safety courses—Ergonomics, Developing a Respiratory Protection Program, and Hearing Conservation—have been launched by the Workers Compensation Board of PEI to enhance occupational health and safety training across the province. These free, accessible courses aim to equip both employers and workers with practical knowledge to prevent workplace injuries and illnesses, and support a culture of safety. By expanding its online offerings, the WCB continues to make it easier for workplaces to meet safety standards and improve long-term outcomes for employees.

<https://www.wcb.pe.ca/Information/NewsItem/1157>



NEWFOUNDLAND & LABRADOR

New cheque payment schedule begins on May 27, 2025

Starting May 27, 2025, WorkplaceNL will implement a new cheque mailing schedule, affecting injured workers who receive benefit payments by cheque. Under the new system, cheques for Temporary Earnings Loss benefits, travel reimbursements, and certain other benefits will be mailed exclusively on Tuesdays, potentially resulting in delivery delays of up to four business days compared to the current schedule. This change does not impact payments made via direct deposit or those related to Extended Earnings Loss, Pension Replacement Payments, Permanent Partial Disability, or Dependency Benefits. WorkplaceNL encourages clients to enroll in direct deposit to ensure timely and secure receipt of benefits.

<https://workplacenl.ca/article/new-cheque-payment-schedule/>

Overfilled emergency rooms and rising violence are threatening nurses in N.L., union says

In Newfoundland and Labrador, nurses are advocating for the implementation of nurse-patient ratios to address staffing shortages and improve patient care. The provincial government has acknowledged the issue and is considering measures to enhance working conditions for nurses. However, specific details or timelines for implementing nurse-patient ratios have not been provided.

<https://www.cbc.ca/news/canada/newfoundland-labrador/nurse-ratios-1.7492959>





TERRITORIES

High Hazard Work Notifications are now live on WSCC Connect

As of April 10, 2025, the Workers' Safety and Compensation Commission (WSCC) has transitioned its High Hazard Work Notification process to the WSCC Connect online platform. This change streamlines reporting for employers undertaking high-risk projects in the Northwest Territories and Nunavut, encompassing activities like quarrying, powerline maintenance, excavation, sandblasting, demolition, construction, and radiation work. Employers are mandated to submit notifications at least 30 days prior to project commencement. A one-year grace period allows continued use of the previous PDF submission method until April 9, 2026, after which all notifications must be submitted through WSCC Connect. The platform facilitates real-time updates, access management, and ensures compliance with safety regulations, enhancing workplace safety oversight.

<https://wsc.nt.ca/health-safety/ohs-information/reporting-requirements/high-hazard-work>



MORE ABOUT TEKS**MED**

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services, contact us today:

TeksMed.com

T: 1-844-835-7253 (TEKSALE)

E: info@teksmed.com

A FEW WORDS FROM OUR HAPPY CLIENTS:

“Over the course of our working relationship, Fitzpatrick Electrical Contractor has found TeksMed’s disability management to be exceptional. Their knowledge of return-to-work best practices, WSIB law and policy, and overall commitment to customer service is impressive and extremely helpful to us, especially in this industry.”

- Fitzpatrick Electrical Contractor Inc. | Health & Safety Manager

“TeksMed has been helping our employees return back to work when they are fully recovered and ready to work while reducing the time away from their workplace and lost wages. This has led to a substantial amount of savings for Denny’s Canada.”

- Denny’s Canada | Human Resources Coordinator

“TeksMed has been working with us for the last 3 years and has been providing excellent workplace injury claim management services. We have reduced our WCB costs by 12% each year and have successfully brought our injured workers back to work sooner and safer. Their professionals have made me worry-free on the WCB claims, so I can work on other things of my duties. Their team has really helped our company throughout the years.”

- Van-Whole Produce | HR Generalist

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