

New Legislation and Regulations - 2024



WHAT YOU NEED TO KNOW



Legislative and regulatory changes for the energy industry are regularly issued at federal, provincial and municipal levels, and organizations need to be forward-looking and ready to comply. Below are some relevant changes for consideration.

Alberta

Potential: Release of Part 37 of the Code is anticipated but not confirmed. The [OHS review plan and timeline](#) is available online and the following are scheduled for 2023-2024:

- Part 27 Violence and Harassment
- Part 33 Explosives (continuation)
- Part 36 Mining (continuation)
- Occupational Exposure Limit (OEL)

British Columbia

[New return-to-work requirements for employers and workers starting January 1, 2024](#)

Employers and workers will have a legal duty to cooperate with each other and WorkSafeBC for timely and safe return to work following an injury. Certain employers will be obligated to return injured workers to work in specific circumstances.

[Backgrounder: Occupational first aid regulatory changes](#)

Amendments to Part 3 of the Occupational Health and Safety Regulation relating to the provision of occupational first aid will take effect November 1, 2024. Employers will need to obtain all required first aid training and equipment.

Saskatchewan

[The Saskatchewan Employment \(Part III\) Amendment Act, 2023 Section 3-21.1](#)

All Saskatchewan workplaces—part of a high-risk industry or not—will be required to implement a policy statement and prevention plan (PSPP) to eliminate workplace violence by May 17, 2024.

Federal

Potential: Ongoing consultations for the [Onshore Pipelines Regulation](#) by the Canada Energy Regulator.

The [New Benzene TLV](#) has been established by the American Conference of Governmental Industrial Hygienists (ACGIH) at 0.02 parts per million (ppm) time-weighted average (TWA). This has changed from the previous number of 0.5 ppm. This will primarily affect federally regulated companies, maritime employers, and offshore activities.

[Amendments to the Hazardous Products Regulations](#): Key changes resulting from the amendments include: 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.

This is not an exhaustive list.

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What Should Employers Do?

Stay informed: Regularly monitor government announcements, official publications and legal updates for legislation updates affecting the workplace.

Review policies and practices: Assess existing policies and practices to identify areas needing adjustment to align with new legislation.

Training and communication: Provide training to employees on the changes and ensure effective communication of new policies and/or procedures.

Engage legal counsel: Seek legal advice to navigate compliance requirements and understand implications of the legislative change.

Update contracts and agreements: Review and update employment or work contracts, agreement, and other relevant documents to reflect changes in the law.

Compliance audits: Conduct internal audits to ensure compliance with new legislation and resolve areas of non-compliance.

Engage with industry associations: Share information and best practices related to compliance with new legislation or regulations.



RESOURCES

Alberta: [Occupational Health and Safety](#)

British Columbia: [Occupational Health and Safety](#)

Saskatchewan: [Occupational Health and Safety](#)

Federal: [Canada Labour Code Part II](#)

Federal: [Canada Occupational Health and Safety Regulations](#)

What should workers do?

Educate yourself: Stay informed about legislative changes impacting your rights and obligations as an employee.

Ask questions: Seek clarification from your employer or HR department about how legislative changes affect you or your work.

Participate in training: Attend training sessions or workshops to understand the changes and their effects on you or your role.

Review employment contracts: Review your contract and any other relevant documents to ensure they reflect current legal requirements.

Report concerns: If you believe your employer is not in compliance with new legislation, report to the appropriate regulatory body or seek legal advice.

Utilize employee resources: Take advantage of employee assistance programs or resources provided by your employer to address concerns related to legislative changes.