

Highlights as of December 2017

ALBERTA:

Bill 30

Royal Assent

Occupational health and safety changes

Albertans will see an improved OHS system that better protects workers and ensures they have the same rights as other Canadians.

Basic rights of workers

The changes will enshrine the three basic rights of workers in Alberta's legislation:

- **The right to refuse unsafe work** protects workers from any form of reprisal for exercising this right, including loss of compensation or benefits.
- **The right to know** ensures workers are informed about potential hazards and have access to basic health and safety information in the workplace.
- **The right to participate** ensures workers are involved in health and safety discussions, including participation in health and safety committees.

Responsibilities of worksite parties

The OHS system is grounded on the principle that everyone in the workplace is responsible for health and safety in the workplace.

- Employers would be responsible for:
 - ensuring the health, safety and welfare of workers and the public
 - providing competent supervisors, training workers, and preventing violence and harassment
 - working with the joint worksite health and safety committee or health and safety representative
- Supervisors would have legal responsibilities for OHS and be responsible for preventing violence and harassment.
- Workers would be responsible for protecting their own and others' health and safety at worksites and refraining from violence and harassment.
- Contractors would be responsible for ensuring that work under their control does not endanger health and safety.
- Prime contractors would be required in construction, oil and gas worksites or any other projects that are designated by the OHS director. They would also have added responsibilities to ensure worker health and safety.
- Owners of worksites would be responsible for ensuring that property under their control does not endanger health and safety.
- Suppliers would have to ensure their products are safe to use, and must include user instructions for all equipment, including leased equipment. They would also have to provide a notice when their product or equipment doesn't comply with the law.
- Service providers would have to ensure the services they provide comply with the laws, are provided by a competent person and do not create a hazard.

- Self-employed persons would have responsibilities to ensure they do not create a hazard to others and to comply with OHS laws.
- Temporary staffing agencies would have to comply with OHS laws and ensure worker health and safety.

Availability of information

Workers have the right to know of workplace health and safety hazards and employers have an obligation to provide this information. Changes to the act will:

- enshrine a worker's right to know about workplace hazards
- require all worksite parties to ensure that information on health and safety hazards is provided onsite

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 unsafe 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

Changes will bring Alberta in line with the other provinces.

- Larger employers (20 or more workers) will be required to have a joint worksite health and safety committee for work lasting 90 days or more.
- Smaller employers (5-19 workers) 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 meeting these requirements with approval from an OHS director.

Right to refuse dangerous work

Workers have the right to refuse dangerous work and be protected from reprisal for exercising their rights and responsibilities under the legislation.

Employers must ensure workers understand the hazards at the workplace, know what needs to be reported and have the support to exercise their right.

- Employers must investigate the matter in cooperation with the joint worksite health and safety committee or health and safety representative, if there is one.
- Employers would not be able to take or threaten discriminatory action against a worker for exercising their rights and duties under the legislation.
- Workers would continue to be paid their normal wages and benefits while a work refusal is being investigated.

Health and safety program

- Employers with 20 or more workers must have a written health and safety program. The program must be reviewed every 3 years and include mandated elements.
- Employers with less than 20 employees must involve workers in hazard assessment and control.

New role for OHS Council

The OHS Council will become an advisory council to provide specialized advice to government to better protect working Albertans.

Reporting serious injuries, incidents and fatalities

The government must be notified when a serious injury, incident or fatality occurs to ensure it's adequately investigated to prevent future occurrences.

- Threshold for reporting a serious injury would be changed to an injury that requires admission to hospital.
- Employers will be required to report "near misses" (incidents that had the potential to cause a serious injury or incident).

Medical assessments

Medical assessment requirements will be updated to align modern care practices and how medical services are delivered.

- Medical examinations could only occur with the worker's consent and would be considered time at work.
- The list of health-care professionals who are required to report a notifiable occupational disease would be expanded.
- The director of medical services would be provided more access to medical information to prevent occupational illnesses and injury.

Compliance and enforcement

Powers to conduct inspections and investigations, as well as compliance tools, will be expanded and updated.

- The person who receives an order would be required to
 - report back to OHS on measures taken to remedy any infractions
 - provide a copy of the report to their joint worksite health and safety committee or health and safety representative, if they have one
 - post the report at the worksite
- Officers would be able to issue a stop-work order to an employer with multiple worksites.
- When a stop-work or stop-use order is issued, workers would continue to be paid their normal pay and benefits.
- Sale, rental, lease or transfer of equipment would be prohibited in the event of a stop-use order.
- Officers would only be able to enter a private dwelling that is a worksite with the owner's consent or a court warrant.

- Suppliers would be prohibited from supplying any substance or material that does not comply with the legislation.

Appeals process overhauled

The OHS appeals processes require modernization, streamlining and better alignment.

- Certain types of OHS officer orders and decisions could be submitted to an OHS director for review. The director could:
 - confirm, vary or revoke the order or decision
 - issue a new order
 - refer the matter to the appeal body
- The OHS director review would apply to:
 - refusals to do dangerous work
 - orders to remedy unhealthy or unsafe work conditions
 - stop-work orders/stop-use orders
- Responsibility for other OHS appeals would be shifted to the Alberta Labour Relations Board to streamline processes and create efficiencies. These would include:
 - discriminatory action complaints
 - cancellation of a licence
 - administrative penalties
- The process for hearing appeals would be modified to align with current practices used by the Alberta Labour Relations Board.
- Transitional appeal requirements would be added to allow for appeals submitted before changes to the act come into place.

Offences and penalties

The types of offences will be expanded (for example, to include not reporting a reportable injury or incident) and more options will be provided for creative sentencing.

- Fines and penalties would remain unchanged.
- Creative sentencing requirements would be expanded by providing the court with additional powers to direct how penalties could be used and provide more oversight. These powers would include:
 - directing offenders to pay into training regarding health and safety
 - research on preventative medicine
 - any creative remedy order the court felt appropriate

Information collection and exchange

Changes will provide greater opportunities for government to acquire and share information to help with prevention efforts for workplace illness and injury.

- Alberta Labour would be allowed to share data with other government bodies, agencies and external organizations beyond the WCB-Alberta.
- More information about employers would be published at regular intervals. Expanded information would include:
 - orders issued
 - tickets issued to employers (but not workers)
 - investigation reports completed by an officer

- acceptances issued
 - approvals issued
- WCB-funded health and safety associations would be required to submit a report to government each year for review. Government could make recommendations on the effectiveness of the association's OHS efforts.
- Government would be able to designate organizations and programs to promote OHS in Alberta.

Duties of the government

Roles, responsibilities and authorities of government for OHS will be clearly articulated.

- Government would be concerned with OHS generally and maintaining reasonable standards to protect workplace health and safety.
- The OHS Act would have to be reviewed every 5 years.
- A plan for the review of any OHS regulations and the OHS Code would be published every 3 years.
- The minister must consult with workers and employers, and can recommend changes to OHS legislation.
- Ensure OHS statistics are maintained and published.

Bill 23

Royal Assent

This bill amends the *Alberta Human Rights Act* to add “age” as a prohibited ground of discrimination under sections 4 and 5 of the act. These sections include the areas of tenancy, goods, services and accommodation or facilities.

- Section 4 of the act protects against discrimination when any goods, services, accommodation or facilities normally available to the public are provided.
- Section 5 prohibits discrimination regarding tenancy, including commercial tenancy and residential rental accommodations.
- Age is currently a prohibited ground of discrimination in all areas other than sections 4 and 5.
- Age is defined in the act to mean “18 years of age or older.” Given this, adding age to sections 4 and 5 of the act will not, for example, require bars to admit minors, or young children to be given drivers' licences.
- Age-restricted condominiums that wish to can transition to being seniors-only during the transition period, notwithstanding continued occupancy by individuals who do not meet the seniors-only age-restriction.

BRITISH COLUMBIA

Bill 6

Royal Assent

This Bill creates the legal framework for conducting a province-wide referendum before November 30, 2018 respecting a proportional representation voting system.

Bill 12

Royal Assent

If a peace officer serves a person with a notice of a 30-day or 90-day driving prohibition under section 215.41, the peace officer must cause the motor vehicle that the person was driving or operating at the time the notice was served to be taken to and impounded at a place directed by the peace officer.

NEW BRUNSWICK

Bill 4

Royal Assent

Amendments to the *Industrial Relations Act* to include first contract arbitration between workers and employers when they first enter into collective bargaining.

NEWFOUNDLAND

Bill 13

Royal Assent

This Bill would amend the Schedule to the Highway Traffic Act to increase the fines for various offences, including:

- Failure to produce vehicle licence,
- Identification plates not securely fastened in proper position,
- Failure to keep identification plates clean,
- Failure to notify registrar of change of name,
- Operating a vehicle contrary to paragraph 10(1)(d),
- No licence for class of motor vehicle,
- Invalid or no driver's licence,
- Licensee failing to produce licence upon request,
- Failure to return or deliver licence,
- Failure to notify registrar of lost driver's licence, etc.,
- Failure to produce proof that a policy is in force,
- Slow driving,

- Failure to observe traffic-control device prohibiting parking or stopping,
- Driving motor vehicle with windshield, etc., so covered with snow, etc. as to obscure or obstruct vision,
- Operating vehicle without proper equipment or of improper construction,
- Failure to comply with vehicle inspection requirements

Bill 27

Royal Assent

This Bill amends the *Highway Traffic Act* to strengthen road safety in the province. The Bill will:

- add a new offence and associated penalties, including a licence suspension, for performing stunts while driving;
- add a separate offence and new penalties, including a licence suspension, for driving in excess of 50 kilometres an hour over the speed limit;
- add a new offence and associated penalties, including a licence suspension and a term of imprisonment, for driving without due care and attention or without reasonable consideration for other persons and thereby causing death or bodily harm to any other person;
- add a licence suspension as a new penalty where a peace officer has reasonable grounds to believe that a person is racing on a highway;
- increase the fines for driving without due care and attention or without reasonable consideration for other persons;
- require a driver to reduce his or her speed to at least 30 kilometres an hour less than the speed limit or where the speed limit is less than 60 kilometres an hour, to a speed of not greater than 30 kilometres an hour when approaching an emergency vehicle or a designated vehicle that is stopped in a lane or on the edge or along the shoulder of the roadway;
- allow a registered owner to be liable for penalties where any driver of the owner's vehicle does not take the safety precautions required by the Act when approaching an emergency vehicle or a designated vehicle that is stopped in a lane or on the edge or along the shoulder of the roadway;
- add regulation making authority to allow the seizure and impoundment of a vehicle where a peace officer has reason to believe that a person is operating a vehicle

in excess of 50 kilometres an hour over the speed limit, while racing or while performing a stunt;

- require an insurance policy which is produced at a police station after a request for it is made to be in force at the time of the request;
- place the onus on the person who is charged with an offence to prove that there was a policy of insurance in force at the time of the offence;
- clarify that certain suspensions are imposed by operation of the Act and not by a decision of the registrar; and
- add an appeal procedure for certain 90 day licence suspensions under the Act.

NOVA SCOTIA

NO UPDATE House Adjourned

NORTHWEST TERRITORIES

NO UPDATE The Legislative Assembly will resume on February 7th, 2018

MANITOBA

Bill 211

Defeated

This Bill amends *The Employment Standards Code* to increase an employee's entitlement to unpaid parental leave from 37 weeks to 63 weeks. The period within which that leave must be commenced is extended from one year to 78 weeks.

ONTARIO

Bill 148

Royal Assent

Bill 148 highlights

- Workers can refuse shifts without penalty if employer asks them with less than four days' notice.
- If a shift is cancelled within 48 hours of its start, employees must be paid three hours at regular pay.
- On-call employees not called in to work must be paid three hours at regular pay.
- Employers would be banned from misclassifying employees as "independent contractors."
- Vacation and Statutory Holidays: Paid vacation will increase to 3 weeks per year after 5 years of service. And A new formula for calculating holiday pay will be implemented entitling an

employee to holiday pay based on the wages paid to the employee in the pay period prior to the holiday, divided by the days worked in that period. The new formula will result in an increased entitlement for certain employees.

- All employees entitled to 10 days a year, two of them paid.
- A new leave for child death for up to 104 weeks.
- Employees who regularly work more than three hours a day but get less than three hours when reporting for work must be paid for three at regular pay.
- Family medical leave will rise to 28 weeks in a year.
- Employers can't request a doctor's note to support personal emergency leave.
- General minimum wage to \$14 an hour in January, to \$15 in 2019. Students, \$13.50 in 2018, \$14.10 in 2019. Liquor servers, \$12.20 in 2018, \$13.05 in 2019.
- Effective April 1, 2018, part-time, temporary and seasonal workers will be entitled to be paid equally to full-time employees when performing "substantially the same" job for the same employer.

Changes that may impact Union

- Card-based certification for the temp, building services, home care and community services sectors.
- Allow unions to get certified more easily, improve access to first contract arbitration, add intensive mediation to the process.
- Allow unions to access employee lists and contact information, provided the union has 20 per cent support.
- The successor rights provisions will be applied to the retendering of building services contracts. In addition, Bill 148 will enable the government to enact regulations applying the successor rights provisions to the retendering of other publicly-funded contracted services.
- Maximum fines under the LRA will rise to \$5,000 for individuals and \$100,000 for organizations, up from \$2,000 and \$25,000.
- Just cause protections were added to the LRA, which protects employees from discharge or discipline during the period between certification and the conclusion of a first collective agreement, and between the date employees are in a legal strike or lock-out position and the new collective agreement
- OHSA: Effective immediately, employers will be prohibited from requiring a worker to wear footwear with an elevated heel unless it is required to perform the work safely. Workers employed as performers in the entertainment and advertising industry will be exempted from this change.

Bill 174

Royal Assent

The Bill enacts the Cannabis Act, 2017 (Schedule 1) and the Ontario Cannabis Retail Corporation Act, 2017 (Schedule 2). It also repeals the Smoke-Free Ontario Act and the Electronic Cigarettes Act, 2015 and replaces them with the Smoke-Free Ontario Act, 2017 (Schedule 3), and makes amendments to the Highway Traffic Act regarding driving with alcohol or drugs present in the body and other matters (Schedule 4).

PRINCE EDWARD ISLAND

Bill 102

Royal Assent

SECTION 1 adds new provisions to section 6 of the Act, setting out a presumption that a worker who has been exposed in the course of employment to a traumatic event or events and diagnosed with post-traumatic stress disorder by a physician or psychologist in accordance with the DSM-5, has suffered a personal injury by accident arising out of and in the course of employment. This presumption applies to a worker who is diagnosed with PTSD after the subsection setting out the presumption comes into force. It also provides that, for greater certainty, PTSD is considered an acute reaction to a traumatic event for the purpose of subsection 1(1.1) of the Act and thus is not excluded from “accident”. It also defines terms used in these new provisions.

Bill 100

First Reading

SECTION 1 provides for the new section 36.1 of the Act to apply to employees who are subject to a collective agreement. SECTION 2 amends the wording in section 35 of the Act to be consistent with the new section 36.1 of the Act. SECTION 3 adds a new section 36.1 to the Act, which prohibits an employer from taking any reprisal or discriminating against an employee, or threatening to do so, for reporting an offence to a lawful authority or testifying in an investigation or proceeding pursuant to a provincial or federal Act, except where the actions of the employee are frivolous or vexatious. It also defines “lawful authority”.

Bill 165
First Reading

This bill proposes numerous amendments relating to road safety. The Highway Safety Code is amended to clearly state the duty of care that is binding on all road users. All road users must be careful and considerate when travelling on a public highway, especially toward more vulnerable users.

Several new traffic and signage rules applicable to road users are enacted. Measures to encourage users to share the road, in particular special provisions on shared streets and bicycle boulevards, are introduced. The safe distance that drivers of road vehicles must maintain when passing cyclists on the roadway or shoulder of a public highway is specified, as are the safe behaviours that drivers must adopt in such situations. Similar provisions are also to apply with respect to pedestrians and groups of participants during exceptional events or sports events or competitions. The rules that road users must comply with in intersections and traffic circles are set out.

As regards repeat drinking and driving offenders, the bill provides that, from the very first repeat offence, any licence that may subsequently be issued to the repeat offender is to be subject to the condition of driving a road vehicle equipped with an alcohol ignition interlock device. That condition may however be lifted after a 10-year period provided certain conditions are met.

The bill contains various rules to regulate sources of distraction while driving, such as the use of portable electronic devices and display screens. It increases the amounts of the fines for contraventions and provides that, in the case of a repeat offence, the offender's licence is immediately suspended.

Under specific conditions, peace officers are given the power to immediately suspend the driver's licence of a person who fails a test to check whether he or she is able to orient in space and time.

The date on which an automobile must be equipped with winter tires is moved forward to 1 December. Driving a vehicle covered with ice, snow or any other matter that may detach from the vehicle is prohibited. Several rules relating to the stopping of

vehicles are revisited, and peace officers are given the power to have stopped vehicles moved, in particular when they are stopped because of special weather conditions or inadequate visibility conditions.

The bill amends the fines for speeding violations in school zones to double their amounts. It also includes certain provisions on the use of photo radar devices and red light camera systems.

The bill clarifies the Minister's power regarding toll rates for operating a vehicle on a public highway subject to a toll. Municipalities are given the power to designate, by a by-law approved by the Minister, level crossings on their territory where drivers of vehicles carrying dangerous substances and drivers of buses or minibuses are exempt from stopping their vehicles at least five metres before the crossing.

Special rules are stipulated as regards operating heavy vehicles and securing their loads. Certain provisions relating to the equipment of certain vehicles and the verification of their compliance are revised. More specifically, heavy vehicles with a dump body must be equipped with a warning light that activates when the dump body is not completely lowered.

The Automobile Insurance Act is amended to delimit public plan coverage in relation to certain activities and vehicles.

Lastly, various administrative and penal measures as well as transitional and final provisions are included.

Bill 999
Last Stage

This bill amends the Act respecting labour standards to improve various minimum conditions of employment set out in that Act and promote work-family balance. Under a provision introduced by the bill, employees are entitled to know their work schedule at least seven days in advance and may refuse to work as soon as the number of hours to be worked exceeds their regular daily working hours.

The bill adds two statutory general holidays, namely, 8 March and 1 May, and grants a compensatory holiday if the statutory holidays 1 January or 25 December fall on a day on which an employee does not normally work.

The bill also increases the annual leave with pay to which employees are entitled. Thus, employees credited with less than one year of uninterrupted service with the same employer are entitled to an annual leave determined at the rate of two working days for each month of uninterrupted service, for a total duration not exceeding three weeks. Under the bill, employees are also entitled to a minimum annual leave of three consecutive weeks if they are credited with one year of uninterrupted service and to four consecutive weeks for two years of uninterrupted service.

The bill also amends the provision that employees may be absent from work to fulfil obligations relating to the care, health or education of their child or their spouse's child, or because of the state of health of their spouse, father, mother, brother, sister or one of their grandparent, making this leave remunerated.

Lastly, the bill prohibits clauses involving differences in treatment with regard to supplemental pension plans or group insurance plans for employees performing the same tasks in the same establishment.

NUNAVUT

NO UPDATE

The 5th Legislative Assembly will convene on a date to be announced (2018)

SASKATCHEWAN

Bill 116

Royal Assent

The Saskatchewan Employment (Interpersonal Violence Leave) Amendment Act, 2017, provides survivors of interpersonal violence with 10 days of unpaid leave to access services or to relocate.

To be eligible, an employee, employee's child or a person for whom an employee is a caregiver must be the victim of interpersonal violence and the employee requires time off work to:

- Seek medical attention;
- Obtain services from a victims services organization;
- Obtain psychological or other professional services;
- Relocate, either temporarily or permanently; or

- Seek legal or law enforcement assistance and attend court appearances.

The 10 days of leave can be taken in shorter blocks of a few hours or a few days as needed. As a result, only the time away from work would be considered leave time.

YUKON

Bill 8

Royal Assent

This enactment amends, in the first Part, the Workers' Compensation Act to:

- establish a presumption that certain emergency response workers who have been diagnosed with post-traumatic stress disorder have a work-related injury and are therefore entitled to compensation; and
- establish that the emergency response workers to whom the presumption applies are firefighters, paramedics and police officers.

This enactment also amends, in the second Part, the Occupational Health and Safety Act to:

- permit the making of regulations respecting the prevention and treatment of occupational injury; and
- replace the definition of "occupational illness" with the definition of "occupational injury", which would include both physical and psychological illness or injury.

PARLIAMENT OF CANADA

Bill C-49

Second Reading in the Senate (2017-12-08)

This enactment amends the Canada Transportation Act in respect of air transportation and railway transportation.

With respect to air transportation, it amends the Canada Transportation Act to require the Canadian Transportation Agency to make regulations establishing a new air passenger rights regime and to authorize the Governor in Council to make regulations requiring air carriers and other persons providing services in

relation to air transportation to report on different aspects of their performance with respect to passenger experience or quality of service. It amends the definition of Canadian in that Act in order to raise the threshold of voting interests in an air carrier that may be owned and controlled by non-Canadians while retaining its Canadian status, while also establishing specific limits related to such interests. It also amends that Act to create a new process for the review and authorization of arrangements involving two or more transportation undertakings providing air services to take into account considerations respecting competition and broader considerations respecting public interest.

With respect to railway transportation, it amends the Act to, among other things,

- (a) provide that the Canadian Transportation Agency will offer information and informal dispute resolution services;
- (b) expand the Governor in Council's powers to make regulations requiring major railway companies to provide to the Minister of Transport and the Agency information relating to rates, service and performance;
- (c) repeal provisions of the Act dealing with insolvent railway companies in order to allow the laws of general application respecting bankruptcy and insolvency to apply to those companies;
- (d) clarify the factors that must be applied in determining whether railway companies are fulfilling their service obligations;
- (e) shorten the period within which a level of service complaint is to be adjudicated by the Agency;
- (f) enable shippers to obtain terms in their contracts dealing with amounts to be paid in relation to a failure to comply with conditions related to railway companies' service obligations;
- (g) require the Agency to set the interswitching rate annually;
- (h) create a new remedy for shippers who have access to the lines of only one railway company at the point of origin or destination of the movement of traffic in circumstances where interswitching is not available;
- (i) change the process for the transfer and discontinuance of railway lines to, among other things, require railway companies to make certain information available to the Minister and the public and establish a remedy for non-compliance with the process;
- (j) change provisions respecting the maximum revenue entitlement for the movement of Western grain and require certain railway companies to provide to the Minister and the public information respecting the movement of grain; and
- (k) change provisions respecting the final offer arbitration process by, among other things, increasing the maximum amount for the summary process to \$2 million and by making a decision of an

arbitrator applicable for a period requested by the shipper of up to two years.

It amends the CN Commercialization Act to increase the maximum proportion of voting shares of the Canadian National Railway Company that can be held by any one person to 25%.

It amends the Railway Safety Act to prohibit a railway company from operating railway equipment and a local railway company from operating railway equipment on a railway unless the equipment is fitted with the prescribed recording instruments and the company, in the prescribed manner and circumstances, records the prescribed information using those instruments, collects the information that it records and preserves the information that it collects. This enactment also specifies the circumstances in which the prescribed information that is recorded can be used and communicated by companies, the Minister of Transport and railway safety inspectors.

It amends the Canadian Transportation Accident Investigation and Safety Board Act to allow the use or communication of an on-board recording, as defined in subsection 28(1) of that Act, if that use or communication is expressly authorized under the Aeronautics Act, the National Energy Board Act, the Railway Safety Act or the Canada Shipping Act, 2001.

It amends the Canadian Air Transport Security Authority Act to authorize the Canadian Air Transport Security Authority to enter into agreements for the delivery of screening services on a cost-recovery basis.

It amends the Coasting Trade Act to enable repositioning of empty containers by ships registered in any register. These amendments are conditional on Bill C-30, introduced in the 1st session of the 42nd Parliament and entitled the Canada–European Union Comprehensive Economic and Trade Agreement Implementation Act, receiving royal assent and sections 91 to 94 of that Act coming into force.

It amends the Canada Marine Act to permit port authorities and their wholly-owned subsidiaries to receive loans and loan guarantees from the Canada Infrastructure Bank. These amendments are conditional on Bill C-44, introduced in the 1st session of the 42nd Parliament and entitled the Budget Implementation Act, 2017, No. 1, receiving royal assent.

Finally, it makes related and consequential amendments to the Bankruptcy and Insolvency Act, the Competition Act, the Companies' Creditors Arrangement Act, the Air Canada Public Participation Act, the Budget Implementation Act, 2009 and the Fair Rail for Grain Farmers Act.

Bill C-65
First Reading

Part 1 of this enactment amends the *Canada Labour Code* to strengthen the existing framework for the prevention of harassment and violence, including sexual harassment and sexual violence, in the work place. Part 2 amends Part III of the *Parliamentary Employment and Staff Relations Act* with respect to the application of Part II of the *Canada Labour Code* to parliamentary employers and employees, without limiting in any way the powers, privileges and immunities of the Senate and the House of Commons and their members. Part 3 amends a transitional provision in the *Budget Implementation Act, 2017, No. 1*.

Bill C- 63
Royal Assent

Hidden in a budget bill are the following *Canada Labour Code* amendments:

Division 8 of Part 5 amends the *Canada Labour Code* in order to, among other things,

- (a) provide employees with a right to request flexible work arrangements from their employers;
- (b) provide employees with a family responsibility leave for a maximum of three days, a leave for victims of family violence for a maximum of ten days and a leave for traditional Aboriginal practices for a maximum of five days; and
- (c) modify certain provisions related to work schedules, overtime, annual vacation, general holidays and bereavement leave, in order to provide greater flexibility in work arrangements.

Division 9 of Part 5 amends the *Economic Action Plan 2015 Act, No. 1* to repeal the paragraph 167(1.2)(b) of the *Canada Labour*

Code that it enacts, and to amend the related regulation-making provisions accordingly.