Current and future legislative and regulatory changes

**OCCUPATIONAL HEALTH AND SAFETY (PART II*)**

- **Asbestos (now in force)**
  Amendments to the Canada Occupational Health and Safety Regulations on airborne asbestos.
  - Spring 2014: Consultations
  - June 20, 2017: Coming into force of the regulations

- **Standards on use of safety materials, equipment, devices and clothing**
  Amendments to Part XII of the Canada Occupational Health and Safety Regulations.
  - Spring 2017: Consultations
  - Summer 2019: Coming into force of the regulations

- **Harassment and violence**
  A new regime will be in effect as early as 2019 to ensure that federally regulated workplaces, and Parliament Hill, are free from harassment and violence.
  - November 2017: Publication of the What We Heard report following legislative consultations
  - Summer and fall 2018: Proposed regulatory framework and survey for Canadians to comment
  - October 25, 2018: Legislation received Royal Assent
  - Winter 2019: Publication of a summary of feedback received during the online regulatory consultations
  - Spring 2019: Anticipated coming into force of the regulations and legislation

- **Interns**
  In 2019, the Canada Labour Code will protect interns in federally regulated workplaces and limit unpaid internships to those that are part of a formal educational program. Unpaid internships that are part of a formal educational program will receive certain labour standard protections such as maximum hours of work, weekly days of rest and general holidays.
  - December 14, 2017: Legislation received Royal Assent
  - Fall 2018: Regulatory consultations
  - Summer 2019: Coming into force of the new provisions

**LABOUR STANDARDS (PART III*)**

- **Flexible work arrangements**
  In 2019, federally regulated workers will have the right to ask their employer for a flexible work arrangement, be eligible for new leaves—traditional Aboriginal practices, family responsibility and victims of family violence (including five paid days)—and have greater freedom to manage their work and life.
  - December 14, 2017: Legislation received Royal Assent
  - Fall 2018: Regulatory consultations
  - Summer 2019: Coming into force of the new provisions

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  - Fall 2018: Regulatory consultations
  - Summer 2019: Coming into force of the new provisions

- **Modernizing Labour Standards**
  Updates to the Canada Labour Code will ensure that Canadians continue to have a robust and modern set of federal labour standards.
  - Spring 2017 to spring 2018: Consultations
  - Summer 2018: Publication of the What We Heard report
  - October 29, 2018: Proposed legislation tabled in Parliament
  - December 13, 2018: Legislation received Royal Assent
  - Spring-Summer 2019: Regulatory consultations

**OCCUPATIONAL HEALTH AND SAFETY (PART II*) AND LABOUR STANDARDS (PART III*)**

- **Compliance and enforcement**
  Starting in 2019, new compliance and enforcement measures under the Canada Labour Code will come into effect.
  - June 22, 2017: Legislation receives Royal Assent

- **Fall 2017 and fall 2018: Regulatory consultations**
  - Spring 2019: Coming into force of new labour standards compliance measures
  - Summer 2019: Transfer of adjudicative functions under Part II, Part III and the Wage Earner Protection Act to the Canada Industrial Relations Board

- **Spring 2020: Anticipated coming into force of the administrative monetary penalty regime and publishing names of violators and offenders for occupational health and safety and labour standards**

**WAGE FAIRNESS**

- **Pay Transparency**
  Budget 2018 announced the introduction of pay transparency measures that will provide Canadians with more accessible online information on the pay practices of employers in the federally regulated private sector covered by the Employment Equity Act. This will help to highlight employers who lead in equitable pay practices while holding employers accountable for wage gaps that affect women, Indigenous peoples, persons with disabilities and members of visible minorities.
  - Winter and spring 2019: Consultations
  - Summer 2019: Coming into force of the regulations

- **Wage Earner Protection Program**
  Budget 2018 announced an increase in the maximum WEPP payment from four to seven weeks of Employment Insurance insurable earnings. Changes will also be made to make eligibility for the Program more equitable.
  - 2015: Wage Earner Protection Program Act five-year review
  - October 29, 2018: Proposed legislation tabled in Parliament
  - December 13, 2018: Coming into force of the legislation
  - Spring and summer 2019: Regulatory consultations