

Monthly Compliance Briefing for Alberta OHS Coordinators



November brought an unusually broad set of OHS-relevant developments in Alberta, spanning fall protection, first aid, regulatory authority, transportation safety, mental health, domestic violence, and multiple enforcement rulings. Here's a look at the key developments that may affect your OHS program and Action Points for dealing with them.

WHMIS & Hazardous Products

January 1, 2026 is the final deadline to comply with [GHS 7 WHMIS rules](#). For most companies, the most important changes relate to the hazard information that must be listed on Safety Data Sheets (Sections 9 & 14). In addition, there are new GHS 7 classification rules for flammable gases, aerosols, chemicals under pressure, and STOT-SE Category 3 chemicals. Combustible dust hazard statement requirements are updated to allow either the original statement or "May form explosible dust-air mixture."

Fall Protection

The WCB revealed that between 2019 and 2023, 922 Alberta workers sustained ladder-related injuries, averaging 184 WCB claims per year, resulting in over 21,000 lost workdays and nearly \$10 million in claim costs. Over half of these injuries were sprains, strains, or tears. Fall

protection remains a critical area for safety programs.

First Aid

Alberta published an updated list of approved first aid training agencies and courses for October–December 2025. Compliance with OHS first aid requirements is essential, especially for workplaces with higher-risk environments.

Transportation Safety

Alberta is assessing proposals to raise highway speed limits on certain routes to 120 km/h and conducting a “mini trial” on safety and driver behavior. Employers should remain vigilant in disciplining distracted or unsafe driving by workers.

Workplace Violence & Mental Stress

On the legislative front, the Assembly proposed Bill 4 to expand the authority for Alberta’s Integrated Threat and Risk Assessment Centre (ITRAC) to manage high-risk domestic violence offenders, including in workplace settings.

The most significant regulation development involved workers’ comp, specifically WCB policy updates recognizing PTSD and other traumatic psychological injuries as presumably work-related for certain nurses.

Environmental

Bill 7, the *Water Amendment Act*, aims to streamline water access for agriculture, communities, and businesses without compromising environmental protections.

Key Cases

There were 3 important OHS cases reported in Alberta this month:

- **Incident Reporting:** *Knelsen Sand & Gravel Ltd. v Occupational Health and Safety* emphasizes the importance of timely injury reporting. A 6-day delay in reporting an eye injury resulted in a \$10,000 fine.
- **Machine Safety:** McLeod Valley Sand and Gravel was fined \$150,000 after a worker was injured in an unguarded conveyor system.
- **OHS Enforcement:** In *Westgate Property Management Ltd.*, the Alberta Labour Relations Board reduced administrative monetary penalties against a corporate director from \$50,000 to \$14,000 citing previous penalties for similar violations, the director's lack of knowledge, cooperation and other mitigating factors.

Action Points

Here's a Checklist of Action Points for Alberta OHS coordinators to take away from these developments:

1. WHMIS GHS 7 Compliance

- Conduct an [SDS inspection](#) to assess whether your current SDSs meet the new GHS 7 requirements for Sections 9 and 14.
- If the current SDS isn't compliant, [get an updated version of the SDS from the](#) supplier of the product.
- Find out more about [the new SDS standards](#) and the 6 things you must do to comply, along with [templates of written requests](#) and [other](#)

[records you'll need to document compliance.](#)

2. Fall Protection

- Implement a legally sound [Fall Protection Compliance Game Plan](#) to prevent ladder-related and height injuries.

3. First Aid Compliance

- Use the OHS Insider [First Aid Compliance Game Plan](#) to ensure all workers are trained under approved programs and that first aid training records are accurate and up to date.

4. Transportation Safety

- Educate and enforce safe driving practices.
- Learn how far you can go in [disciplining workers for distracted or dangerous driving](#).

5. Workplace Violence

- Recognize that domestic violence can extend into the workplace and implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

6. Mental Stress & PTSD

- Look after the mental health of your workers by taking measures like implementing a [Workplace Fatigue Risk Management System](#)

7. Incident Reporting

- Implement a [legally sound Incident Reporting Compliance Game Plan](#) to ensure injuries are reported promptly, avoiding fines and enforcement actions.

8. Machine & Conveyor Safety

- Protect workers from conveyor entanglements by implementing an effective [Conveyor Safety and Compliance Game Plan](#) at your workplace.

9. Administrative Monetary Penalties

- Find out about [Administrative Monetary Penalty rules](#) for OHS violations across Canada and understand how penalties may be applied to corporate directors.