

Monthly Compliance Briefing for OHS Coordinators of Federally Regulated Companies



November was an active month on the OHS regulatory front highlighted by important deadlines looming and new legislation moving toward enactment. Here's a look at the key developments that may affect the OHS program of federally regulated companies along with 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 key 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

A new government Workplace Hazard Alert cites elevated fall risks in longshoring, road transport, telecommunications, and air transport, emphasizing ongoing hazards for workers at heights.

Infectious Illness

Canada lost its measles elimination status, following a multi-jurisdictional outbreak starting October 2024. Federal measures are recommended to prevent spread, particularly in under-vaccinated communities.

Federal Programs

There were several important government funding and investment initiatives announced in November, including:

- \$98.2M over 5 years for the **Buy Canadian Policy**, plus \$79.9M for supporting **SME procurement** streams.
- \$97M over 5 years for a **Foreign Credential Recognition Action Fund** to expedite skilled immigrant worker integration.
- \$75M over 3 years to expand the **Union Training and Innovation Program (UTIP)**.

New Federal Legislation

Legislation that federally regulated OHS coordinators need to keep track of include:

- **Bill C-3** extending Canadian citizenship by descent for children of Canadian parents under specified conditions.
- **Bill C-9** and **Bill C-225** address hate propaganda and intimate partner violence.
- **Bill S-233** enhancing sentencing aggravation for assaults on healthcare workers and first responders.
- A **5-year Personal Support Workers Tax Credit** (5% of eligible income, up to \$1,100).

Court Cases

The most important court case reported in November was *Gould v. Canada (Attorney General)*, 2025 FCA 191, in which EI benefits were denied because the employee got fired for refusing to submit the company's demand to undergo drug testing.

Action Points

Here's a Checklist of Action Points for OHS coordinators of federally regulated companies to take away from these developments (click on the links to get the OHS Insider tools you need to comply):

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. Combustible Dusts

- Find out about the 3 steps you should take to [protect workers from combustible dusts](#).

3. Fall Protection

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

4. Workplace Violence, Domestic Violence & Harassment

- Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site.
- Recognize that domestic violence can extend into the workplace and implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

5. Infection Control

- Use the [OHS Insider Infection Exposure Control Plan](#) template to guard against measles and other potential infectious illness outbreaks at your workplace.

6. Immigration

- Monitor rapidly changing immigration law developments and determine [whether you must provide multilingual safety training](#) to your workers.

7. Drug & Alcohol Testing

- Find out how to implement a legally sound and effective [Drugs and Alcohol Testing Policy](#) at your workplace.