

OHS Fines Scorecard (November 15 to December 15)



With British Columbia yet to report as of press time, there were only 8 significant OHS fines of \$25,000 or more across Canada from mid-November to mid-December. this month. The absence of BC fines accounts for the low total, which is far below what had been the previous average monthly fine volume for the entire year of roughly 13.7 per month.

The average fine amount during the period was \$103,125, the second lowest of the year. As a result, average fine amount for the entire year fell for the third straight month and now stands at \$156,563.

Table 1. OHS Fines in 2025 At A Glance (through December 15)

| Period | Total Reported Fines | Reported 6-Figure Fines | Total Fines Value (in millions of dollars) | Average Fine Amount |
|----------------------|----------------------|-------------------------|--|---------------------|
| To mid-Jan | 7 | 1 | \$0.684 | \$97,714 |
| Mid-Jan to mid-Feb | 20 | 14 | \$3.689 | \$184,450 |
| Mid-Feb to mid-March | 9 | 5 | \$2.361 | \$263,300 |

| Period | Total Reported Fines | Reported 6-Figure Fines | Total Fines Value (in millions of dollars) | Average Fine Amount |
|------------------------|-----------------------------|--------------------------------|---|----------------------------|
| Mid-March to mid-April | 12 | 5 | \$2.029 | \$169,083 |
| Mid-April to mid-May | 20 | 6 | \$2,918 | \$145,900 |
| Mid-May to mid-June | 13 | 6 | \$1.565 | \$120,385 |
| Mid-June to mid-July | 18 | 13 | \$4, 081 | \$226,722 |
| Mid-July to mid-August | 14 | 7 | \$1,986 | \$141,864 |
| Mid-Aug to mid-Sept | 8 | 2 | \$1,170 | \$146,293 |
| Mid-Sept to mid-Oct | 15 | 6 | \$1.594 | \$106,240 |
| Mid-Oct to mid-Nov | 14 | 5 | \$1.834 | \$130,964 |
| Mid-Nov to mid-Dec | 8 | 4 | \$0.825 | \$103,125 |
| YTD Total | 158 | 74 | \$24.737 | \$156,563 |

Source: Bongarde

6-Figure OHS Fines

Four of this month's 8 reported significant OHS fines were in 6 figures. Of the total 158 reported fines in 2025, 74 are in the 6-figure range. Until recent months, the year-long ratio was at or slightly above 50%.

None of the reported fines during the

recent period was anywhere near high enough to crack the Top 10 for 2025. Accordingly, British Columbia remains Canada's leader for highest OHS fines, having dished out 6 of the Top 10, including numbers 1 through 6. Alberta is the only other province that's represented on the Top 10 list more than once with 2. The other Top 10 OHS fines of 2025 have come from Ontario and Saskatchewan.

Table 2. Top 10 Biggest OHS Fines of 2025 (through December 15)

| | Fine Amount | Province | Type of Company/Incident | Result |
|---|--------------------|-----------------|--|--|
| 1 | \$783,068 | BC | Long-term care facility fined for high-risk asbestos violations including failure to implement an exposure control plan. | No fatality or injury. |
| 1 | \$783,068 | BC | Provincial Government/High-Risk violations for using untrained and unqualified traffic controllers at music festival site. | No fatality or injury. |
| 1 | \$783,068 | BC | Multiple storage rack violations at 2 Walmart stores. | No fatality or injury. |
| 4 | \$759,368 | BC | Provincial Government/High-Risk violations related to separate wildfire fighting response incidents. | One fatality and at least one serious injury |
| 5 | \$710,000 | BC | Electrical, lockout, and machine guarding violations at mining company sites. | 2 subcontractor workers seriously injured |
| 6 | \$674,445 | BC | Cement plant didn't get professional engineer to certify safety of equipment that had been dismantled and refitted. | Fatality |
| 7 | \$600,000 | ON | Construction contractor fined for allowing workers to use dangerous and improper crane procedures. | Fatality |
| 8 | \$575,000 | SK | Machine guarding violation by steel parts manufacturer. | Serious injury to 1 worker |
| 9 | \$500,000 | AB | Hot work and OHS program violations by prime contractor resulting in welding explosion at energy site. | 2 workers killed |

| | Fine Amount | Province | Type of Company/Incident | Result |
|----|-------------|----------|--|----------|
| 10 | \$495,000 | AB | Crane rigging violation by energy company. | Fatality |

Source: Bongarde

The 4 reported 6-figure OHS fines during the period came from Alberta, Ontario, Saskatchewan, and the federal jurisdiction. Following historical patterns, Ontario has reported the most 6-figure OHS fines of any province in 2025, accounting for 29 of 74. Alberta and British Columbia remain neck and neck for second place with the former holding a slim margin of 2.

Table 3. 6-Figures OHS Fines in 2025 By Jurisdiction (through December 15)

| | Jurisdiction | Reported 6-Figure Fines in 2025 |
|---|------------------|---------------------------------|
| 1 | Ontario | 29 |
| 2 | Alberta | 21 |
| 3 | British Columbia | 19 |
| 4 | Saskatchewan | 3 |
| 5 | Federal | 1 |
| 5 | Nova Scotia | 1 |

Source: Bongarde

Overall OHS Fines

Ontario also led the way for numbers of fines, accounting for 4 of the period's 8 reported significant OHS fines. No other province reported more than 1 fine during the mid-November to mid-December period. Of course, these numbers are deceptive because they don't include British Columbia, which generates a high volume of OHS fines each month.

Caveat: Also keep in mind that not all provinces publicly report their OHS fines the way Alberta, BC, Ontario,

Saskatchewan, Nova Scotia, and Manitoba do. Accordingly, these totals don't account for all jurisdictions, some of which we know have vigorous enforcement regimes like Québec.

Table 4. OHS Fines Reported November 15 to December 15, 2025* (\$25,000 or more)

| Jurisdiction | Fine | Company | What Happened | Violation(s) (all defendants found liable as an employer, unless otherwise indicated) |
|---------------------|-------------|--|---|---|
| FED | \$260,000 | Rogers Communications Canada Inc. | A worker installing an antenna on a telecommunications tower is killed after falling approximately 120 metres. | Failure to: <ul style="list-style-type: none"> • Provide a fall protection system for elevated work over 3 metres. • Ensure workers used required fall protection. • Ensure workers received instruction in safe use of fall protection equipment. |
| ON | \$125,000 | Samuel, Son & Co., Limited, o/a Nelson Steel | A worker leaning into the area between the turnstile and down-ender table to repair a steel coil gets injured when a coworker inadvertently activates the turnstile pusher. | Failure to ensure a guard or shield was in place to prevent access to the hazard. |

| Jurisdiction | Fine | Company | What Happened | Violation(s) (all defendants found liable as an employer, unless otherwise indicated) |
|--------------|-----------|----------------------------|--|---|
| SK | \$100,000 | 3Twenty Modular | A wall at a construction site falls and lands on a worker's leg causing serious injury. | <p>Failure to ensure that:</p> <ul style="list-style-type: none"> • A hoist, crane, and lifting device, including all rigging, is safely designed, constructed, installed, maintained, and operated. • Workers who assemble, use, maintain, or dismantle rigging are trained in safe rigging practices. |
| AB | \$100,000 | HCL Site Services Ltd. | A worker suffers serious injuries when a trench at a water and sewer line restoration site partially collapses. | Unspecified. |
| ON | \$90,000 | National Steel Car Limited | A worker suffered critical injury when the hydraulic clamps holding C-shaped metal pieces onto flat sheets for welding retract under the machine frame, creating an unguarded pinch point. | Failure to ensure that the machine was equipped with a guard or other device to prevent access to a pinch point. |

| Jurisdiction | Fine | Company | What Happened | Violation(s) (all defendants found liable as an employer, unless otherwise indicated) |
|---------------------|-------------|---|---|--|
| ON | \$70,000 | National Logistics Services (2006) Inc. | A temporary worker operating a forklift doesn't see a worker and crashes into him causing critical injury. | Failure to ensure that material handling equipment and pedestrians were adequately separated by pathways and entry points. |
| ON | \$55,000 | Richmond Street Warehouse Restaurant Ltd., o/a El Furniture Warehouse | A restaurant company worker hosting a social event gets slugged by a customer twice. | Failure to develop, maintain and implement a proper workplace violence policy. |
| MB | \$25,000 | Ital-Stone Design Ltd. | A slab of granite being transported with a forklift falls free and shatters causing serious injuries to a worker. | Failure to provide a safe workplace. |

* BC OHS fines get reported a month late but are included in the most recent period to ensure continuity and consistency for comparison purposes across all provinces.

Source: Bongarde