

## INDEX

*The commentary entries in the index are referenced to page numbers.*

*The legislation entries in the index are referenced to the section numbers of the Canada Labour Code and specific regulations included in this edition.*

*Where the references are to section numbers of the Canada Labour Code, the following initials will appear before the section numbers:*

Canada Labour Code: CLC

*Where the references are to section numbers of the specific regulations, the following abbreviations will appear before the section numbers:*

Administrative Monetary Penalties (Canada Labour Code) Regulations:  
Can. Reg. 2020-260

Aviation Occupational Health and Safety Regulations: Can. Reg. 2011-87

Banking Industry Commission-Paid Salespeople Hours of Work  
Regulations: Can. Reg. 2006-92

Broadcasting Industry Commission Salesmen Hours of Work  
Regulations: Can. Reg. 79-430

Canada Industrial Relations Board Regulations, 2012: Can. Reg.  
2001-520

Canada Industrial Relations Regulations: Can. Reg. 2002-54

Canada Labour Standards Regulations: Can. Reg. 986

Canada Occupational Health and Safety Regulations: Can. Reg. 86-304

Coal Mining Occupational Health and Safety Regulations: Can. Reg.  
90-97

Coal Mining Safety Commission Regulations: Can. Reg. 90-98

East Coast and Great Lakes Shipping Employees Hours of Work  
Regulations, 1985: Can. Reg. 987

Maritime Occupational Health and Safety Regulations: Can. Reg.  
2010-120

Motor Vehicle Operators Hours of Work Regulations: Can. Reg. 990

Oil and Gas Occupational Safety and Health Regulations: Can. Reg.  
87-612

On Board Trains Occupational Health and Safety Regulations: Can. Reg.  
87-184

## Index

Ontario Hydro Nuclear Facilities Exclusion from Part I of the Canada Labour Code Regulations (Industrial Relations): Can. Reg. 98-179

Ontario Hydro Nuclear Facilities Exclusion from Part II of the Canada Labour Code Regulations (Occupational Health and Safety): Can. Reg. 98-180

Ontario Hydro Nuclear Facilities Exclusion from Part III of the Canada Labour Code Regulations (Labour Standards): Can. Reg. 98-181

Point Lepreau, New Brunswick Nuclear Facility Exclusion Regulations (Parts I, II and III of the Canada Labour Code and the Non-Smokers' Health Act): Can. Reg. 2008-76

Policy Committees, Work Place Committees and Health and Safety Representatives Regulations: Can. Reg. 2015-164

Railway Running-Trades Employees Hours of Work Regulations: Can. Reg. 991

Saskatchewan Uranium Mines and Mills Exclusion Regulations: Can. Reg. 2001-115

Standards for Work-Integrated Learning Activities Regulations: Can. Reg. 2020-145

Uranium Mines (Ontario) Employment Exclusion Order: Can. Reg. 87-181

Vessel Safety Certificates Regulations: Can. Reg. 2021-135

West Coast Shipping Employees Hours of Work Regulations: Can. Reg. 992

Work Place Harassment and Violence Prevention Regulations: Can. Reg. 2020-130

*For example, in the entry:*

•• members, 3, 6; CLC 10

*3 refers to page 3 of the commentary and CLC 10 refers to section 10 of the Canada Labour Code*

## Index

### A

#### *Administrative Monetary Penalties, Part IV of the Canada Labour Code*

- Administrative Monetary Penalties Regulations, 156
- established, 153; CLC 270
- appeals, 155
- employee entitled to regular rate of wages during proceeding, 155; CLC 288; Can. Reg. 986 18.1; SOR/2023-65 18.1
- Service of documents, 147; Can. Reg. 986 35; SOR/2023-65 35
- “regular rate of wages” defined, 155; Can. Reg. 2020-260 10
- Head may present evidence, 154; CLC 286(4)
- limited reviewability of Board’s decision, 155; CLC 286(6)
- right to appeal to Board, 155; CLC 285
- Board must inform Head, 155; CLC 286
- came into effect January 1, 2021, 149, 153, 156
- penalties, responsibility and recovery of, 156
- early payment reward, 158
- half the amount paid in complete satisfaction of penalty, 158; Can. Reg. 2020-260 7
- payment of penalty ends proceedings, 156; CLC 289
- penalties constitute debts owed to Crown in Right of Canada, 156; CLC 291
- five-year limit to recover penalties owing, 156; CLC 291(2)
- penalty amounts
- non-compliance, history of, 158; Can. Reg. 2020-260 6
- per violation, Can. Reg. 2020-260 5
- sum of “baseline penalty amount”, 157; Can. Reg. 2020-260 4
- regulations and head’s powers
- designating violation contravening Part II or Part III, 153; CLC 270(1)
- form and issue of notices, 153; CLC 271
- reviews
- determination of amount of penalty and/or if applicant committed violation, 155; CLC 284
- Head must review notice of violation, 154; CLC 283
- process, 154; Can. Reg. 2020-260 9
- request to Head for, 154; CLC 281
- time for, 154
- rules and violations
- limitation period for notices, 154; CLC 280
- specific defences, 154; CLC 277(1)
- violations committed or continued on more than one day, 154; CLC 278
- violations
- classified and assigned monetary value, 153
- liability for, 153; CLC 274
- proof of, 153; CLC 275
- types of, 156; Can. Reg. 2020-260
- who commits, 153; CLC 273

**Arbitration.** *See* Collective agreement, content and interpretation of

**Aviation Occupational Health and Safety Regulations,** *see also* Occupational health and safety

- application, 92; Can. Reg. 2011-87 1.11-1.2
- definitions, Can. Reg. 2011-87 1.1(1)
- electrical safety
- electrical equipment, definition, Can. Reg. 2011-87 3.1

## Index

- in-flight maintenance, Can. Reg. 2011-87 3.2-3.7
- safety procedures, Can. Reg. 2011-87 3.8
- first aid, Can. Reg. 2011-87 9.1-9.11
- attendants, Can. Reg. 2011-87 9.3, 9.4
- communication, Can. Reg. 2011-87 9.10
- definitions, Can. Reg. 2011-87 9.1
- general, Can. Reg. 2011-87 9.2
- kits, supplies and equipment, Can. Reg. 2011-87 9.8
- kit contents, Can. Reg. 2011-87 schedule 2
- additional supplies and equipment, Can. Reg. 2011-87 schedule 3
- records, Can. Reg. 2011-87 9.11
- subjects to include, Can. Reg. 2011-87 schedule 1
- training requirements, Can. Reg. 2011-87 9.5
- transportation, Can. Reg. 2011-87 9.9
- generally, 90
- inconsistent provisions, Can. Reg. 2011-87 1.4
- records, Can. Reg. 2011-87 1.3
- hazardous occurrence, Can. Reg. 2011-87 10.1-10.8
- definitions, Can. Reg. 2011-87 10.1
- investigation, Can. Reg. 2011-87 10.3
- minor injury record, Can. Reg. 2011-87 10.5
- report by employee, Can. Reg. 2011-87 10.2
- report, telecommunication, Can. Reg. 2011-87 10.4
- reports
- annual, Can. Reg. 2011-87 10.7, schedule 2
- retention of, Can. Reg. 2011-87 10.8, schedule 1
- written, Can. Reg. 2011-87 10.6
- hazardous substances, Can. Reg. 2011-87 5.1-5.30
- application Can. Reg. 2011-87 5.2
- definitions, Can. Reg. 2011-87 5.1
- general, Can. Reg. 2011-87 5.3-5.19
- control of hazards, Can. Reg. 2011-87 5.16, 5.17
- employee education and training, Can. Reg. 2011-87 5.13, 5.14
- investigation of hazard, Can. Reg. 2011-87 5.4-5.6
- ionizing and non-ionizing radiation, Can. Reg. 2011-87 5.19
- medical examinations, Can. Reg. 2011-87 5.7
- records, Can. Reg. 2011-87 5.3
- storage, handling and use, Can. Reg. 2011-87 5.8-5.11
- substitution of substances, Can. Reg. 2011-87 5.15
- warning of hazardous substances, Can. Reg. 2011-87 5.12
- warnings, Can. Reg. 2011-87 5.18
- application, Can. Reg. 2011-87 5.23
- definitions, Can. Reg. 2011-87 5.22
- exemptions from disclosure, Can. Reg. 2011-87 5.29
- hazardous waste, Can. Reg. 2011-87 5.28
- labels, Can. Reg. 2011-87 5.27
- prescribed medical professional, Can. Reg. 2011-87 5.30
- replacing labels, Can. Reg. 2011-87 5.28
- supplier safety data sheets, Can. Reg. 2011-87 5.24

## Index

- work place safety data sheets, Can. Reg. 2011-87 5.25
- safety data sheets, availability of, Can. Reg. 2011-87 5.26
- materials handling, Can. Reg. 2011-87 8.1-8.13
- defective materials handling equipment, Can. Reg. 2011-87 8.12
- definitions, Can. Reg. 2011-87 8.1
- general, Can. Reg. 2011-87 8.2
- inspection, testing and maintenance, Can. Reg. 2011-87 8.3
- instruction and training, Can. Reg. 2011-87 8.5
- manual handling, Can. Reg. 2011-87 8.9-8.10
- operation, Can. Reg. 2011-87 8.6
- repairs, Can. Reg. 2011-87 8.4
- safe working loads, Can. Reg. 2011-87 8.8
- service cart control systems, Can. Reg. 2011-87 8.7
- storage, Can. Reg. 2011-87 8.13
- transporting, positioning and hoisting employees, Can. Reg. 2011-87 8.11
- provisions, inconsistent, Can. Reg. 2011-87 1.4
- records and reports, Can. Reg. 2011-87 1.3
- safety materials, Can. Reg. 2011-87 6.1-6.16
- clothing, Can. Reg. 2011-87 6.11-6.13
- defective equipment, Can. Reg. 2011-87 6.16
- eye and face protection, Can. Reg. 2011-87 6.6
- general, Can. Reg. 2011-87 6.1-6.3
- instruction and training, Can. Reg. 2011-87 6.15
- protective footwear, Can. Reg. 2011-87 6.5
- protective headwear, Can. Reg. 2011-87 6.4
- records, Can. Reg. 2011-87 6.14
- respiratory protection, Can. Reg. 2011-87 6.7, 6.8
- restraining devices, Can. Reg. 2011-87 6.10
- skin protection, Can. Reg. 2011-87 6.9
- sanitation, Can. Reg. 2011-87 Part 4
- definitions, Can. Reg. 2011-87 4.1
- eating area, crew, Can. Reg. 2011-87 4.20
- preparation, handling, storage, serving, Can. Reg. 2011-87 4.14-4.18
- waste and garbage, Can. Reg. 2011-87 4.19
- general, Can. Reg. 2011-87 4.2-4.8
- potable water, Can. Reg. 2011-87 4.10-4.13
- reusable equipment, Can. Reg. 2011-87 4.20
- washbasins, Can. Reg. 2011-87 4.2(1)-(3), 4.9
- sound level Can. Reg. 2011-87
- definitions, Can. Reg. 2011-87 2.1
- hazard investigation, Can. Reg. 2011-87 2.3
- limits of exposure, Can. Reg. 2011-87 2.4
- maximum duration, schedule Can. Reg. 2011-87 2.8
- measurement and calculation of exposure, Can. Reg. 2011-87 2.2
- protection, hearing, Can. Reg. 2011-87 2.7
- reduction of exposure, Can. Reg. 2011-87 2.5

## Index

- report to regional health and safety Minister, Can. Reg. 2011-87 2.6
- warning signs, Can. Reg. 2011-87 2.8
- temperature and lighting, Can. Reg. 2011-87 6.15

### B

***Banking Industry Commission-paid Salespeople Hours of Work Regulations***, Can. Reg. 206-92 1, 2

**Bargaining rights, acquisition of**, *see also* Collective bargaining process; Revocation of certification

- access to employees, 17, 167
- bargaining unit, determination of, 17; CLC 18.1(2)
- appropriate bargaining unit, 18, 19, 162
- factors considered, 18, 19
- managerial employees excluded, 18
- degree of independence, 19
- degree of supervision and control being key factor, 18
- private constables, require separate bargaining unit, 19
- professional employees, 21, 164; CLC 27(3), (4)
- statutory limitations, 18
- supervisors included, 19; CLC 27(5)
- “bargaining unit” defined, 17; CLC 3(1)
- corporate veil lifted, 19
- “employee” defined, 19, 164
- geographical, 19, 163
- jurisdiction of CIRB, 5, 162
- long-shoring employees within geographic area, 21, 50
- employer representative, 3, 6, 82; CLC 34(3), (6)
- management exclusion, 18, 160
- review of structure, 21; CLC 18.1
- separate bargaining units for certain types of employees, 19, 21, 165
- professional employees, 21, 164
- ship masters and chief engineers, 18
- bargaining unit, exclusions from, 18
- Canada Industrial Relations Board, jurisdiction of, 5
- organizing drive, 17, 54
- single employer declaration, 4, 34; CLC 35
- “trade union” defined, 16
- status of trade union, 17, 163

### **Bargaining rights, applications relating to**

- certification and revocation, subsequent applications, Can. Reg. 2001-520 38, 39
- certification, applications for, CLC 24
- no application during strike or lock-out, CLC 24(3)
- terms or conditions of employment not to be changed, CLC 24(4)
- time of application, CLC 24(2)
- revocation for fraud, applications for, Can. Reg. 2001-520 37
- revocation of bargaining rights and related matters, applications for, Can. Reg. 2001-520 36
- respecting bargaining rights, applications Can. Reg. 2001-520 33
- employees wishes, confidentiality of, Can. Reg. 2001-520 35
- employees wishes, evidence of, Can. Reg. 2001-520 30
- membership in trade union, evidence of, Can. Reg. 2001-520 31
- representation votes, Can. Reg. 2001-520 32

### **Bill C-13**

- changes to legislation, 98, 132

## Index

- • certification from health care practitioner no longer needed for certain leaves of absences, 99
  - • “Leave Related to COVID-19”, 98
  - • “Quarantine Leave”, 98
  - • temporary lay-offs extended, 99
  - Bill C-63**
  - bereavement leave, 119
  - interruption, 115
  - new types of leave introduced by, 121
  - • family responsibility, 121; CLC 207.3(1)
  - • family violence, 121; CLC 207.3(1)
  - • traditional Aboriginal practice, 123; CLC 207.3(1)
  - postponement, 115
  - shift changes, 105
  - time off in lieu, 108
  - • right to refuse, 108
  - vacation periods, 111
  - Bill C-65**
  - coverage, includes employees under Parliamentary Employment and Staff Relation Act, 68
  - employer duties, protection of employees from violence and sexual harassment, 68, 71, 78
  - purpose, prevention of violence and harassment, 67
  - Bill C-86**
  - delegate powers of Head, 88
  - garnishment, 134
  - Head of Compliance designation, 77
  - hour of work, maximum, 103
  - minimum age amendment, 111
  - new leaves introduced by, 124
  - • leave for court or jury duty, 124; CLC 206.9
  - • medical leave, 124; CLC 239.1
  - • personal leave, 123; CLC 207.3(1)
  - • group termination, 128
  - • individual termination, 130
  - pay equity, 110
  - Pay Equity Act enactment, 110
  - rest periods, 101
  - unjust dismissal complaint, 135
  - Bill C-220**
  - bereavement leave extension, 119
  - Broadcasting industry**
  - commission salesmen hours of work, Can. Reg. 79-430 1-3
- ## C
- Canada Industrial Relations Board (CIRB)**, *see also* Certification process; Recertification Process
  - applications relating to bargaining rights, *see* Bargaining rights, applications relating to
  - declaration of an invalid vote, Can. Reg. 2001-520 41
  - establishment and organization, 3
  - • Bill C-19, 2
  - • • mediation, 4
  - • • representational board, 3
  - • • • primary effects, 3
  - • Chairperson, appointment of, 3; CLC 10
  - • • authority of, 3
  - • • external adjudicator, appointment of, CLC, 12.001(1)
  - • • • decision, CLC 12.001(3)
  - • • • powers, duties and functions CLC 12.001(2)
  - • • • remuneration and expenses CLC 12.001(4)
  - • compensation, CLC 12.05
  - • composition of board, CLC 9(2)

## Index

- functions of Chairperson, CLC, 12.01(1)
- inquiries, CLC 12.06
- limitations of liability, CLC 12.051
- meetings, CLC 12.02(1)
- members, 3, 6; CLC 10; CLC 12.02(5)
- appointment of, CLC 10(2)
- full-time occupation, CLC 11(1)
- reappointment, 6, CLC 12(1)
- remuneration, CLC 12.04(1)
- residence, CLC 12.04(2)
- not permitted to vote, CLC 12.02(4)
- general, Can. Reg. 2001-520 1-3
- definitions, Can. Reg. 2001-520 1
- orders, Can. Reg. 2001-520 2
- registrar, Can. Reg. 2001-520 3
- general powers, Can. Reg. 2001-520 46-47.1
- introduction, 2
- Bill C-19, 2
- delegation of matters to staff, CLC 12.01(2)
- directives or remedial orders only in extraordinary circumstances, 5
- extension of time limits for commencing proceedings, 4
- judicial review, standing on, 4
- matters dealt with by CIRB, 5
- mediation, 4
- procedural powers, 7
- evidence, gathering of, 4, 7
- pre-hearing stage, expanded powers at, 3
- representation vote, power to order, 7
- representational Board, 3
- tripartite panel, 3
- jurisdiction of CIRB, 5
- acquisition and termination of bargaining rights, disputes regarding, 5
- adjudication on moot matters, 8
- Chairperson rendering decisions alone in certain matters, 3, 6; CLC 14(3)
- collective bargaining and collective agreements, 5
- determination without oral hearing, 4; CLC 16.1
- enforcement of orders, 8; CLC 22-23.1, 244(1)
- federally regulated industries, 2, 6
- final orders, CLC 20(2)
- no review by certiorari, CLC 22(2)
- interim orders and decisions, CLC 19.1, 20(1)
- matters dealt with by CIRB, 6
- panels, 3; CLC 12.01(1)(a), (b), 14(1)
- decision of panel, CLC 14(1), 14.2(1)
- deemed panel, CLC 14(4)
- equal representation, 3; CLC 12.02(3)
- single member, CLC 14(3)
- single person, CLC 14(3.1)
- time limit, CLC 14.2(2)
- tripartite panel, 3; CLC 14(1)
- powers, duties and functions, CLC 14(5)
- powers and duties, 89; CLC 15-21
- invasive directives, 5
- limitations on authority, 5
- powers under Part II of Code, 92; CLC 156-156.1
- procedural powers, 7; CLC 16
- questions arising in proceedings, power to decide, 7
- representation vote, power to order, 7
- technological change, orders respecting, 42; CLC 51-55

## Index

- members not required to give evidence, CLC, 119(1)
- publications of, CIRB, 8
- reconsideration application, CLC 45
- regulations regarding CIRB, CLC 15
- rules applicable to proceedings, Can. Reg. 2001-520 4-29.1
- • applications, Can. Reg. 2001-520 10
- • • notices of application, Can. Reg. 2001-520 11
- • cancellation, adjournment and postponement, Can. Reg. 2001-520 29, 29.1
- • confidentiality of documents, Can. Reg. 2001-520 22
- • commencement of proceedings, Can. Reg. 2001-520 4, 5
- • computation of time, Can. Reg. 2001-520 9
- • consolidation of proceedings, Can. Reg. 2001-520 20
- • disclosure, Can. Reg. 2001-520 21
- • evidence verification, Can. Reg. 2001-520 19
- • exchange of documents, Can. Reg. 2001-520 23
- • expedited process, Can. Reg. 2001-520 14-17
- • filing and service of documents, Can. Reg. 2001-520 7
- • filing date, Can. Reg. 2001-520 8
- • forms, Can. Reg. 2001-520 6
- • hearing procedures, Can. Reg. 2001-520 27
- • interim orders, Can. Reg. 2001-520 18
- • notice of hearing, Can. Reg. 2001-520 28
- • responses, replies, Can. Reg. 2001-520 11
- • request to intervene, Can. Reg. 2001-520 12
- • signatures and authorizations, Can. Reg. 2001-520 6
- unfair labour practices, CLC 14(f)
- unlawful strikes and lockouts, Can. Reg. 2001-520 42-44
- • declaration of unlawful lockout, application for, Can. Reg. 2001-520 43
- • declaration of unlawful strike, application for, Can. Reg. 2001-520 44
- Certification process, *See also* Revocation of certification**
- application, 22, 162; Can. Reg. 2001-520 33-34
- • employer response, 24
- • fraud, where, 27
- • information included on application, 22; Can. Reg. 2001-520 37
- • • additional information required under Regulations, 22; Can. Reg. 2001-520 34
- • statement of number of employees, 23; Can. Reg. 2001-520 33(m)
- • statutory freeze, 25
- • timely, 23
- certification despite lack of evidence, CLC 99.1
- certification process simplified, 162
- confidentiality of employees' wishes, Can. Reg. 2001-520 35
- decision of board, 159
- evidence of majority support, 26
- evidence of membership in trade union, Can. Reg. 2001-520 31
- • confidentiality, Can. Reg. 2001-520 35
- notice of application, 23, 24, 29; Can. Reg. 2001-520 11
- prohibited conduct during organizing campaign, 57, 167
- • unfair labour practice complaint, 59, 169; CLC 97

## Index

- representation vote, 26; Can. Reg. 2001-520 32
- conduct of vote, 26, 168; CLC 30(1)
- results of representation vote, 26, 169; CLC 31
- Returning Officer, 26, 169; CLC 32
- response of employer, 24, Can. Reg. 2001-520 12
- time period, 24
- revocation of certification, 28
- application by employees, 29; Can. Reg. 2001-520 36
- collective agreement in force, 29
- no collective agreement, 29
- time for application, 28
- statutory freeze period, 25, 39, 50
- terms and conditions not to be changed, CLC 24(4)
- time of application, 23; CLC 34(2)
- timely if made during open periods, 23, 28, 160
- trade union, duty to certify, 25; CLC 28
- applications obtained by fraud, 27
- certification when Code contravened, 26
- effect of certification, 27; CLC 36
- fair representation, duty of, 60; CLC 37
- just cause requirement, 27; CLC 36.1
- representation vote, 26, 166; CLC 29(1)
- conduct of vote, 26, 166; CLC 30(1)
- employees entitled to vote, 26
- result of vote, 26; CLC 31
- when mandatory, 26; CLC 29(2)
- status of trade union, 161
- union membership, proof of, 157; CLC 29(3)
- where criteria established, 157; CLC 28
- voluntary recognition by employer, 28
- where certification prohibited, CLC 25
- Coal Mining (CBDC) Occupational Safety and Health Regulations, see also Occupational health and safety***
- appointments and supervision, Can. Reg. 90-97 8, 9
- definitions, Can. Reg. 90-97 2
- explosion and fire protection Can. Reg. 90-97 126-157
- alcohol and drugs, Can. Reg. 90-97 142
- avoidance of flammable material, Can. Reg. 90-97 144, 145
- dust reduction measures, Can. Reg. 90-97 133
- dusting procedures, Can. Reg. 90-97 134-136
- explosion protection barriers, Can. Reg. 90-97 137
- fire protection equipment, Can. Reg. 90-97 146-149
- flammable gas, Can. Reg. 90-97 126
- exceeding 0.5 per cent, Can. Reg. 90-97 127
- exceeding 0.8 per cent, Can. Reg. 90-97 128
- exceeding 1.25 per cent, Can. Reg. 90-97 129, 130
- exceeding 2 per cent, Can. Reg. 90-97 131
- Measurement, Can. Reg. 90-97 150
- methanometers, Can. Reg. 90-97 132
- mine rescue teams and first aid equipment, Can. Reg. 90-97 155
- random searches, Can. Reg. 90-97 143
- sources of ignition, Can. Reg. 90-97 138-141

## Index

- stoppings and barricades, Can. Reg. 90-97 155-157
- entering a closed mine (Part VIII), Can. Reg. 90-97 167-169
- explosives and detonators (Part I)
  - blasting machines, Can. Reg. 90-97 15
  - firing, Can. Reg. 90-97 25
  - flamed shots, Can. Reg. 90-97 32
  - misfired shots, Can. Reg. 90-97 28-31
  - rounds, Can. Reg. 90-97 29
  - single, Can. Reg. 90-97 28
  - unrecovered, Can. Reg. 90-97 30(1), 31
  - multi-shots, Can. Reg. 90-97 27
  - precautions before firing a shot, Can. Reg. 90-97 22-24
  - preparations before charging a shot hole, Can. Reg. 90-97 27(3)
  - reports and records, Can. Reg. 90-97 33, 34
  - shotfirers, Can. Reg. 90-97 16, 17
  - shotfiring and procedures for, Can. Reg. 90-97 18, 19
  - single shots, Can. Reg. 90-97 26
  - storage and handling, Can. Reg. 90-97 10-14
  - unrecovered misfired shots, Can. Reg. 90-97 30, 31
  - hazardous occurrences, Can. Reg. 90-97 162
    - application, Can. Reg. 90-97 161.1
    - investigations, Can. Reg. 90-97 164(3)
    - reports by employees, Can. Reg. 90-97 162
    - reports by employer, Can. Reg. 90-97 163-166
    - inconsistent provisions, Can. Reg. 90-97 6
    - plans, Can. Reg. 90-97 158-161
    - mine survey plans, Can. Reg. 90-97 160
    - notices of closure, Can. Reg. 90-97 161
    - pre-development requirements, Can. Reg. 90-97 158
    - strata control systems, Can. Reg. 90-97 159
    - qualifications of employees, Can. Reg. 90-97 7
    - records, reports, plans and procedures, Can. Reg. 90-97 4-5
    - safe occupancy of the work place Can. Reg. 90-97 35-58
    - dangerous conditions, Can. Reg. 90-97 46
    - duties, Can. Reg. 90-97 44
    - electrical and mechanical equipment, Can. Reg. 90-97 51-53
    - gas, concentrations of, and water accumulation, Can. Reg. 90-97 54
    - generally, Can. Reg. 90-97 35-39
    - geological faults, Can. Reg. 90-97 56
    - guards, fences and barricades, Can. Reg. 90-97 48-50
    - inspections on behalf of employees, Can. Reg. 90-97 47
    - outside overman's section, Can. Reg. 90-97 43
    - general duties, Can. Reg. 90-97 45
    - pre-shift, Can. Reg. 90-97 42
    - mechanical and electrical equipment, Can. Reg. 90-97 51-53
    - overmen's sections, Can. Reg. 90-97 40
    - solid measure, Can. Reg. 90-97 55
    - training, Can. Reg. 90-97 57, 58
    - water, accumulation of, and gas concentration, Can. Reg. 90-97 54
    - underground transportation and hoisting Can. Reg. 90-97 59-108

## Index

- battery locomotives, Can. Reg. 90-97 106, 107
- cage and mine car, Can. Reg. 90-97 81-82
  - construction, Can. Reg. 90-97 81, 82
  - operations and inspection of, Can. Reg. 90-97 90-92
- charging stations, Can. Reg. 90-97 108
- communication on roadways, Can. Reg. 90-97 62
- hoists, surface, Can. Reg. 90-97 63-80
  - attachments, Can. Reg. 90-97 77-80
  - operation, Can. Reg. 90-97 63, 64
  - rope standards and tests, Can. Reg. 90-97 68-76
  - standards, Can. Reg. 90-97 65
  - tests and inspections, Can. Reg. 90-97 66
- maintenance, inspection and tests, Can. Reg. 90-97 103-105
- man cars, Can. Reg. 90-97 83-86
- material cars, Can. Reg. 90-97 87
- mine cars, Can. Reg. 90-97 83-86
- operator qualifications, Can. Reg. 90-97 102
- ropes, hoist, Can. Reg. 90-97 68-76
- safe operating procedures for transporting persons, Can. Reg. 90-97 97, 98
- safety procedures, Can. Reg. 90-97 100, 101
- shaft communications, Can. Reg. 90-97 96
- standards for diesel equipment, Can. Reg. 90-97 99
- tackling equipment, Can. Reg. 90-97 88, 89
- tests and inspections, Can. Reg. 90-97 65
- transportation, Can. Reg. 90-97 59-61
- vertical shafts and airways, Can. Reg. 90-97 93-95
- ventilation (Part IV)
  - air deficiency, Can. Reg. 90-97 120
  - airways, Can. Reg. 90-97 109
  - booster fans, Can. Reg. 90-97 115
  - deficiency in air, Can. Reg. 90-97 120
  - fans, Can. Reg. 90-97 114-118
    - basic standards, Can. Reg. 90-97 114
    - safe operating procedures, Can. Reg. 90-97 116-118
    - safety operating procedures, Can. Reg. 90-97 115
  - respirable dust underground, levels of, Can. Reg. 90-97 111-112
    - booster fans, Can. Reg. 90-97 115
    - fans, Can. Reg. 90-97 114-118
  - ventilation inspections, Can. Reg. 90-97 123-125
  - ventilation measurements and reports, Can. Reg. 90-97 121-122
  - ventilation plan, Can. Reg. 90-97 113
  - ventilation surveys, procedures for, Can. Reg. 90-97 119
  - ventilation systems, Can. Reg. 90-97 110
- Coal Mining Safety Commission**
  - regulations regarding, CLC 137.1
- Collective agreement, content and interpretation of**
  - arbitration, 43
  - copy of decision filed with Minister, 44; CLC 59
  - costs, fees and expenses, CLC 63
  - decision within 60 days, CLC 64
  - no review of decisions, CLC 58(2)
  - powers of arbitrator, 43; CLC 60
  - referral to arbitrator selected by parties, 43; CLC 57(2)

## Index

- request to Minister for appointment, 43; CLC 57(4)
- binding effect of collective agreement, 45; CLC 56
- final settlement without work stoppage, 43, CLC 57(1)
- mediation, 41; CLC 60(1.2)
- permitted provisions, 45; CLC 68
- term of agreement, 46; CLC 67
- union membership and dues deduction, 44; CLC 70
- “regular union dues” defined, CLC 70(4)
- religious objections, 44; CLC 70(2)
- Collective bargaining procedure**
- access order, application for, CLC 109
- conciliation, 40; CLC 70.1-79
- notice of dispute to Minister, CLC 71(1)
- options of Minister, CLC 72
- conciliation commissioner or board, 40
- duties of, 40; CLC 74(2)
- establishment of conciliation boards, 40; CLC 81-83
- interest arbitration, 41
- notice, delivery of, 40; CLC 73(1), 74(1)
- report to Minister, 40; CLC 74(2)
- extension of time, 40; CLC 75(3)
- reconsideration of report, CLC 76
- release of report, CLC 77
- conciliation officer, 40; CLC 72(1)(a)
- duties of, 40; CLC (73)2)
- notice, delivery of, 40; CLC 73(1)
- duty to bargain in good faith, 38
- statutory freeze period, 25, 39
- filing of collective agreement, 61; CLC 115
- first agreement, settlement of, 41; CLC 80
- matters considered by CIRB, 41; CLC 80(3)
- referral of dispute to CIRB, 41; CLC 80(1)
- generally, 38, CLC 84-87
- interest arbitration, 41
- mediation, 41
- notice to bargain, 38; CLC 48, 49
- technological change, 42; CLC 51
- notice of change, 42; CLC 52(1)
- content of notice, CLC 52(2), (3)
- prior to entering collective agreement, CLC 52(2)(a)
- notice to bargain, leave to serve, CLC 54(2)
- regulations concerning “significant number” of employees, CLC 52(4)
- “technological change” defined, CLC 51(1)
- vote on employer’s offer, 41; CLC 108
- consequences of favourable vote, CLC 108.1(3)
- Compassionate care leave**, CLC 206.3
- Conciliation**, *See* Collective bargaining procedure
- COVID-19 Pandemic, Changes to Code as a Result of**, *See* Bill C-13
- Critical illness leave, 119; CLC 206.4

## D

### Definitions

- “accommodation ladder”, Can. Reg. 2010-120 8
- “advanced first aid certificate”, Can. Reg. 87-612 1.1
- “aerodrome apron”, Can. Reg. 86-304 6.1(1), Can. Reg. 86-304 6.1
- “affidavit”, Can. Reg. 2001-520 1

## Index

- airborne asbestos fibres, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “aircraft stand”, Can. Reg. 86-304 6.1(1), Can. Reg. 86-304 6.1
- “ambulance response time”, Can. Reg. 86-304 16.1
- “ANSI”, 486, Can. Reg. 2010-120 1, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1
- “ARI”, Can. Reg. 87-612 1.1
- “application”, Can. Reg. 2001-520 1
- “appointed”, Can. Reg. 90-97 2
- “approved organization”, Can. Reg. 2011-87 1.1, Can. Reg. 86-304 1.2, Can. Reg. 87-184 12.1, Can. Reg. 87-612.1
- “arbitration board”, CLC 3(1)
- “arbitrator”, CLC 3(1)
- “ARI”, Can. Reg. 86-304 9.1, Can. Reg. 87-612 10.1
- “ASHRAE”, Can. Reg. 86-304 2.1
- “ASME”, Can. Reg. 87-612 1.1
- “authorized”, Can. Reg. 90-97 2
- asbestos, Can. Reg. 2011-87, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- asbestos-containing material, Can. Reg. 2011-87, Can. Reg. 86-304 10.1, Can. Reg. 87-184 7.1, Can. Reg. 2010-120 243
- “auxiliary fan”, Can. Reg. 90-97 2
- “A-weighted sound pressure level”, Can. Reg. 2011-87 2.1, Can. Reg. 86-304 7.1, Can. Reg. 87-184 1.1, Can. Reg. 2010-120 159
- “bargaining agent”, CLC 3(1)
- “bargaining unit”, CLC 3(1)
- “basic first aid certificate”, Can. Reg. 86-304 1.2
- “basic rate of wages”, Can. Reg. 986 19
- “basket”, Can. Reg. 87-612 1.1
- “blasting machine”, Can. Reg. 90-97 2
- “board”, CLC 2, 3(1)(a)
- “boatswain’s chair”, Can. Reg. 2010-120 129
- “Boiler Code”, Can. Reg. 86-304 5.1
- “booster fan”, Can. Reg. 90-97 2
- “breaking strength”, Can. Reg. 90-97 2
- “building”, Can. Reg. 86-304 2.1
- “bulk shipment”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “bus operator”, Can. Reg. 990 2,
- “business”, CLC 2
- “Canadian Electrical Code”, Can. Reg. 86-304 8.1, Can. Reg. 86-304 9.1, Can. Reg. 87-612 1.1
- “certificate”, Can. Reg. 90-97 2
- “change room”, Can. Reg. 86-304 1.2, Can. Reg. 87-612 10.1
- “chief electrician”, Can. Reg. 90-97 2
- “chief mechanic”, Can. Reg. 90-97 2
- “city motor vehicle operator”, Can. Reg. 990 2
- “class of confined spaces”, Can. Reg. 86-304 11.1
- clearance air sampling, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 87-184 7.1, Can. Reg. 2010-120 243
- “coal miner”, Can. Reg. 90-97 2
- “Code”, Can. Reg. 2001-520 1
- “collective agreement”, CLC 3(1), 166
- “common-law partner”, 117; CLC 33(2)
- “communicable disease”, Can. Reg. 2010-120 60
- “competent person”, Can. Reg. 86-304 20.9(1); Can. Reg. 2010-120 103(1)
- “complaint”, Can. Reg. 2001-520 1
- “conciliation board”, CLC 3(1)
- “conciliation commissioner”, CLC 3(1)
- “conciliation officer”, CLC 3(1)

## Index

- “confined space”, Can. Reg. 86-304 11.1, Can. Reg. 87-612 12.1
- “container”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- containment system, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “control device Can. Reg. 86-304 8.1, Can. Reg. 87-612 9.1, Can. Reg. 2010-120 175
- “CPR course”, Can. Reg. 87-612 1.1
- “crew accommodation”, Can. Reg. 2010-120 1
- “CSA (Canadian Standards Association)”, Can. Reg. 2011-87 1.1, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1
- “danger”, CLC 122(1)
- “day”, CLC 166, Can. Reg. 2001-520 1
- “day vessel”, Can. Reg. 2010-120 1
- “dBA”, Can. Reg. 2010-120 159, Can. Reg. 2011-87 2.1, Can. Reg. 2010-120 159
- “decompression table”, Can. Reg. 86-304 18.1
- “dependent contractor”, CLC 3(1)
- “designated”, Can. Reg. 90-97 2
- “detached work place”, Can. Reg. 2010-120 105
- “direct supervision”, Can. Reg. 2010-120 175
- “disabling injury”, Can. Reg. 2011-87 10.1, Can. Reg. 86-304 15.1, Can. Reg. 87-612 16.1
- “dispute”, CLC 3(1)
- “district office”, Can. Reg. 86-304 15.1, Can. Reg. 90-97 2
- “drill floor”, Can. Reg. 87-612 1.1
- “drilling rig”, Can. Reg. 87-612 1.1
- “drilling unit”, Can. Reg. 87-612 1.1
- “East Coast or Great Lakes Port”, Can. Reg. 987 2
- “electrical equipment”, Can. Reg. 90-97 2, Can. Reg. 2011-87 3.1, Can. Reg. 86-304 8.1, Can. Reg. 87-184 1.1, Can. Reg. 87-612 1.1
- “elevating device”, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1, Can. Reg. 87-184 1.1
- “emergency evacuation plan”, Can. Reg. 86-304 17.1
- “emergency first aid certificate”, Can. Reg. 986 19, Can. Reg. 87-612 1.1
- “employee”, CLC 3(1), 122(1), Can. Reg. 987 2
- “employer”, CLC 3(1), 122(1), CLC 166, Can. Reg. 986 19, Can. Reg. 990 2, Can. Reg. 990 2
- “employers’ organization”, CLC 3(1)
- “employment”, Can. Reg. 98-179 1, Can. Reg. 2001-115 1
- encapsulation, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- enclosure, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “engineer”, Can. Reg. 90-97 2
- “environmental conditions”, Can. Reg. 87-612 1.1
- “explosive”, Can. Reg. 90-97 2
- “explosive-actuated fastening tool”, Can. Reg. 86-304 11.1, Can. Reg. 87-612 14.1, Can. Reg. 2010-120 210
- “explosive”, Can. Reg. 90-97 2
- “external adjudicator”, CLC 2
- “factor of safety”, Can. Reg. 90-97 2
- “Federal Mediation and Conciliation Services (FMCS)”, Can. Reg. 2002-54 1
- “federal work, undertaking or business”, 10; CLC 2

## Index

- “field accommodation”, Can. Reg. 86-304 9.1, Can. Reg. 87-612 1.1
- “fire hazard area”, Can. Reg. 86-304 1.2, Can. Reg. 2010-120 20; Can. Reg. 87-612 1.1
- “first aid attendant”, Can. Reg. 2011-87 9.1, Can. Reg. 86-304 16.1, Can. Reg. 87-612 1.1
- “first aid certificate”, Can. Reg. 90-97 2, Can. Reg. 87-184 712.1
- “first aid room”, Can. Reg. 86-304 1.2, Can. Reg. 2010-120 105
- “first aid station”, Can. Reg. 86-304 16.1, Can. Reg. 87-184 12.1, Can. Reg. 87-612 15.1
- “flameproof”, Can. Reg. 90-97 2
- “floor hole”, Can. Reg. 86-304 2.1
- “floor opening”, Can. Reg. 86-304 2.1
- “food preparation area”, Can. Reg. 87-184 6.1
- friable, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “fugitive emission”, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “galley area”, Can. Reg. 2011-87 3.1
- “general holiday”, CLC 166
- “genetic testing”, CLC 247.98(1)
- glove bag, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “grain-handling facility”, Can. Reg. 86-304 2.1
- “group notice period”, CLC 211
- “group termination of employment”, CLC 211
- “guarantor”, Can. Reg. 86-304 8.1, Can. Reg. 2010-120 175
- “guarded”, Can. Reg. 86-304 8.1, Can. Reg. 2010-120 175
- “hand tool”, Can. Reg. 87-184 9.1
- “hazard information”, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “harassment and violence”, CLC 122
- “hazardous substance”, CLC 122(1)
- “hazardous waste”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “head”, CLC 2
- “health and safety representative”, CLC 122(1), Can. Reg. 2011-87 9.1
- “health care practitioner”, CLC 166
- “health unit”, Can. Reg. 86-304 16.1, Can. Reg. 2010-120 105
- HEPA filter, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “high voltage”, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1
- “high pressure boiler”, Can. Reg. 86-304 5.1
- high-risk activity, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “highway motor vehicle operator”, Can. Reg. 990 2
- “hot work”, Can. Reg. 2010-120 189; Can. Reg. 86-304 11, Can. Reg. 87-612 1.1
- “HVAC system”, Can. Reg. 86-304 2.1
- “immediate family”, 119
- “incapacitated”, Can. Reg. 2011-87 9.1
- “industrial establishment”, CLC 166
- “inspector”, CLC 166, Can. Reg. 86-304 5.1, Can. Reg. 87-612 6.1
- “intervenor”, Can. Reg. 2001-520 1
- “intrinsically safe”, Can. Reg. 90-97 2
- “isolated”, Can. Reg. 86-304 8.1
- “isolated work place”, Can. Reg. 87-612 15.1

## Index

- “joint planning committee”, 310; CLC 211
- “laboratory sample”, Can. Reg. 2010-120 259, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “lay-day”, Can. Reg. 987 2
- “locked out”, 487, Can. Reg. 90-97 2, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1
- “lockout”, CLC 3(1), 746
- “longshoring”, Can. Reg. 986 19
- “lower explosive limit”, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 1.2, Can. Reg. 2010-120 243
- “low pressure hot water boiler”, Can. Reg. 86-304 5.1
- “low pressure organic fluid boiler”, Can. Reg. 86-304 5.1
- “low pressure steam boiler”, Can. Reg. 86-304 5.1
- low-risk activity, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “main fan”, Can. Reg. 90-97 2
- “maintenance of way equipment”, Can. Reg. 87-184
- “man car”, Can. Reg. 90-97 2
- “mariners first aid certificate”, Can. Reg. 87-612 1.1
- “material car”, Can. Reg. 90-97 2
- “materials handling area”, Can. Reg. 87-612 15.1
- “materials handling equipment”, Can. Reg. 2011-87 8.1, Can. Reg. 86-304 14, Can. Reg. 87-612 15.1
- maximum allowable pressure, Can. Reg. 86-304 5.1
- “maximum authorized load”, Can. Reg. 90-97 2
- maximum temperature, Can. Reg. 86-304 5.1
- “medic”, Can. Reg. 87-612 1.1
- “medical clinic”, Can. Reg. 87-612 15.1
- “medical facility”, Can. Reg. 2010-120 105
- “medical treatment facility”, Can. Reg. 2011-87 9.1, Can. Reg. 86-304 16.1
- “medicine chest”, Can. Reg. 2010-120 105
- “meeting station”, Can. Reg. 90-97 2
- “mine car”, Can. Reg. 90-97 2
- “mine electrician”, Can. Reg. 90-97 2
- “mine examiner”, Can. Reg. 90-97 2
- “mine manager”, Can. Reg. 90-97 2
- “mine mechanic”, Can. Reg. 90-97 2
- “mine rescue station superintendent”, Can. Reg. 90-97 2
- “mine rescue team captain”, Can. Reg. 90-97 2
- “mine rescue worker”, Can. Reg. 90-97 2
- “mine surveyor”, Can. Reg. 90-97 2
- “minor injury”, Can. Reg. 2011-87 10.1, Can. Reg. 86-304 15.1, Can. Reg. 87-612 15.1, Can. Reg. 2010-120 274
- “mobile accommodation”, Can. Reg. 86-304 9.1
- moderate-risk activity, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “motorized hand-rider truck”, Can. Reg. 86-304 14
- “motor vehicle”, Can. Reg. 990 2
- “motor vehicle operator”, Can. Reg. 990 2
- “National Building Code”, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1
- “National Fire Code”, Can. Reg. 86-304 1.2, Can. Reg. 2010-120 209; Can. Reg. 87-612.1.1

## Index

- “NDT technician”, Can. Reg. 86-304 5.1
- “noise exposure level”, Can. Reg. 2011-87 2, Can. Reg. 86-304 7.1, Can. Reg. 2010-120 159
- “nuclear facility”, Can. Reg. 98-179 1
- “offshore”, Can. Reg. 87-612 1.1
- “on-board accommodation”, Can. Reg. 87-184 1.1
- “operator”, Can. Reg. 2011-87 8.1, Can. Reg. 86-304 14, Can. Reg. 87-612 15.1, Can. Reg. 2010-120 209
- “order”, CLC 166
- “overman”, Can. Reg. 90-97 2
- “overtime”, CLC 166
- “oxygen deficient atmosphere”, Can. Reg. 2011-87 1.1, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1, Can. Reg. 87-184 1.1
- “party”, Can. Reg. 2001-520 1
- “parties”, CLC 3(1)
- “parent”, CLC 206.5(1)
- “person”, Can. Reg. 2001-520 1
- “person in charge”, Can. Reg. 86-304 8.1, Can. Reg. 2010-120 175
- “personal service room”, Can. Reg. 86-304 1.2, Can. Reg. 87-612 10.1
- “persons transfer apparatus”, Can. Reg. 2010-120 129
- “pipeline”, Can. Reg. 86-304 5.1
- “policy committee”, CLC 122(1)
- “post”, Can. Reg. 986 2(1)
- “prescribe”, CLC 122(1)
- “pressure piping system”, Can. Reg. 86-304 5.1
- “presumption”, CLC 167.01
- “primary grain elevator”, Can. Reg. 86-304 6.1(1), Can. Reg. 86-304 6.1
- “private constable”, CLC 3(1)
- “product identifier”, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “production facility”, Can. Reg. 87-612 1.1
- “professional employee”, CLC 3(1)
- “protection equipment”, Can. Reg. 2011-87 1.1, Can. Reg. 86-304 1.2, Can. Reg. 87-612 1.1, Can. Reg. 87-184 1.1
- “Provincial Board”, Can. Reg. 90-97 2
- “qualified person”, Can. Reg. 86-304 1.2, Can. Reg. 87-184 1.1, Can. Reg. 87-612 1.1
- “readily available”, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “redundant employee”, CLC 211
- regional office, Can. Reg. 2011-87 10.1, Can. Reg. 86-304 1.2
- “registrar”, Can. Reg. 2001-520 1
- “remote workplace”, Can. Reg. 86-304 16.1
- “reply”, Can. Reg. 2001-520 1
- “research and development”, Can. Reg. 86-304 10.29
- response, Can. Reg. 2001-520 1
- “Returning Officer”, Can. Reg. 2001-520 1
- “risk phrase”, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31
- “rolling stock”, Can. Reg. 87-184 1.1
- “rope testing laboratory”, Can. Reg. 90-97 2
- “safe working load”, Can. Reg. 2011-87 8.1, Can. Reg. 86-304 14.1, Can. Reg. 87-612 15.1, Can. Reg. 2010-120
- “safety”, CLC 122(1)
- “safety data sheet”, CLC 122(2)
- “safety restraining device”, Can. Reg. 2011-87 1.1

## Index

- “sale”, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31
- “scaffold”, Can. Reg. 2010-120 8
- “shaft”, Can. Reg. 90-97 2
- “shot”, Can. Reg. 90-97 2
- “shotfirer”, Can. Reg. 90-97 2
- “signaller”, Can. Reg. 86-304 14, Can. Reg. 87-612 15.1, Can. Reg. 2010-120
- “significant new data”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 14.1, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “sound level meter”, Can. Reg. 2011-87 2.1, Can. Reg. 86-304 7.1, Can. Reg. 87-612, 8.1, Can. Reg. 2010-120 159
- “sound pressure level”, Can. Reg. 2011-87, Can. Reg. 86-304 7.1, Can. Reg. 2010-120 159
- “stage”, Can. Reg. 2010-120 8, Can. Reg. 87-612
- “standard first aid certificate”, Can. Reg. 86-304 16.1, Can. Reg. 87-612 1.1
- “standard hours of work”, CLC 166, Can. Reg. 990 2
- “strike”, CLC 3(1)
- “supplier”, Can. Reg. 2011-87 5.1, Can. Reg. 2010-120 243
- “supplier label”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “supplier safety data sheet”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 10.29, Can. Reg. 87-612 11.31, Can. Reg. 2010-120 259
- “support craft”, Can. Reg. 87-612 1.1
- “task position”, Can. Reg. 86-304 6.1, Can. Reg. 87-184 1.1
- “toilet room”, Can. Reg. 87-612 1.1, Can. Reg. 86-304 1.2, Can. Reg. 87-184 1.1
- “trade union”, CLC 3(1), 166, 211
- “trip”, Can. Reg. 90-97 2
- “ULC Standard”, Can. Reg. 87-612 1.1
- “underground manager”, Can. Reg. 90-97 2
- “unfired boiler”, Can. Reg. 86-304 5.1
- “unit”, CLC 3(1)
- “uranium mine or mill”, Can. Reg. 2001-115 1
- “VDT”, Can. Reg. 86-304 6.1(1), Can. Reg. 86-304 6.1
- “vertical shaft”, Can. Reg. 90-97 2
- “wages”, CLC 166
- “wall opening”, Can. Reg. 86-304 2.1
- “washroom”, Can. Reg. 2011-87 3.1
- “waste heat boiler”, Can. Reg. 86-304 5.1
- “week”, CLC 166
- work activity, Can. Reg. 2011-87 5.1, Can. Reg. 86-304 10.1, Can. Reg. 2010-120 243
- “work place”, CLC 122(1)
- “work place committee”, CLC 122(1)
- “work place label”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304, Can. Reg. 86-304 1.2, 10.29, Can. Reg. 2010-120 259
- “work place safety data sheet”, Can. Reg. 2011-87 5.22, Can. Reg. 86-304 10.29, Can. Reg. 86-304 1.2, Can. Reg. 2010-120 259
- “work place violence”, Can. Reg. 86-304 16.1
- “working face”, Can. Reg. 90-97 2
- “working hours”, Can. Reg. 990 2
- “working shaft”, Can. Reg. 90-97 2

## E

### Employment standards

- administration and inspection, 144; CLC 248-251
- inquiries concerning employment in industrial establishment, CLC 248

## Index

- • clarification, CLC 230(1.01)
- • complaints, 145; CLC 251.01-251.05
- • audit, internal, 145; CLC 251.001
- • inspectors, appointment of, CLC 249
- • • assistance to inspectors, 144; CLC 249(4)
- • • authority to enter employer's premises and question employees, 144; CLC 249(3)
- • • inspector not liable, CLC 249(7), 334
- • • power to inspect employer's records, 144; CLC 249(2)(a)
- • • power to require employers to make full disclosure, 144; CLC 249(d)
- • payroll records, 144, 140, CLC 252(2)
- age, minimum, 111
- • persons under age of 18 only CLC 179, Can. Reg. 986 10
- bereavement leave, 119; CLC 210
- • "common law partner", 119; Can. Reg. 986 33(2)
- • death of member of immediate family, 119; CLC 210(1)
- • eligibility, 119; CLC 210
- • ten days following death, 119; CLC 210(1)
- breaks for medical reasons or nursing, CLC 181.1-181.3
- compassionate care leave, 117; CLC 206.3, 207.01-207.02, 207.3(1)
- • aggregate leave, 120; CLC 206.3(8)
- • certificate of medical condition, 117; CLC 206.3(3.1), 206.3(8)
- • "common-law partner", 117; CLC 206.3(1)
- • employee must provide written notice, 117; CLC 207.3(1)
- • entitlement to leave, 117; CLC 206.3(2)
- • "family member" defined, 117; 206.3(1)
- • period when leave to be taken, 116; CLC 206.3(3)
- complaints relating to reprisals, CLC 246.1
- • exercising rights pursuant to Occupational health and safety legislation, CLC 147
- COVID-19, leave relating to, CLC 239.01
- critical illness, death, or disappearance of child leave, 118; CLC 206.4(1)-209.6, 207.01-207.02, 207.3(1)
- • child 14 years old at time of crime, 119; CLC 206.5(4)
- dismissal, unjust, 135; CLC 240-246(1)
- • adjudication of, 135, 175
- • • adjudicator, appointment of, 136
- • • • authority to order reinstatement, 136; CLC 242(4)(b)
- • • • award of damages not limited, 142
- • • • decision of board, CLC 242(3)
- • • • limitation on complaint, 138; CLC 242(3.1)
- • • • payments, CLC 242(5)
- • bars to unjust dismissal complaint, 137-138
- • • executed release not a bar, 139; CLC 168(1)
- • • lay-off or discontinuance of function, remedy not applying to, 138; CLC 242(3.1)(a)
- • • progressive discipline, doctrine of, 138
- • civil remedy not affected, CLC 246(1)
- • complaint procedure, 135
- • • Bill C-45 limitations, 135
- • • complaint to inspector for unjust dismissal, 135; CLC 240(1)

## Index

- greater certainty; CLC 240(1.01), 246.1(1.1)
- admissibility of complaint, 135
- eligibility to file complaint, 135; CLC 240(1)
- filing of complaint, 136
- time for making complaint, 136; CLC 240(2), (3)
- interpretation, 136
- managers excluded, 137
- criteria in determining whether manager, 138
- mediation, alternate dispute resolution,
- inspector to assist in settlement, 139; CLC 241(2)-241(5)
- reasons for termination provided upon request, 139; CLC 241(1)
- rejection of complaint, CLC 241.2
- suspension of complaint, CLC 241.1
- employment statement, 147; Can. Reg. 986 3.1; SOR/2023-79 3.1
- garnishment proceedings not grounds for dismissal, 135; CLC 238
- genetic testing, 143; CLC 247.98-247.992
- holidays, general, 113; CLC 191
- Bill C-5 amendment, 113; CLC 166
- Bill C-45 changes, 66
- Bill C-86 amendments, 113
- federally-regulated employees' entitlement to vacation time and pay, 113
- holiday pay not paid if not report to work, 114
- regular wages plus time and one half for hours worked, 114
- entitlement, 114; CLC 192
- holiday pay, 114; CLC 196(1)
- exceptions to provisions, 114
- method of payment, depending upon, 114
- where hours of work differing from day to day, 114
- premium pay, 114
- substituted holidays, 114; CLC 195
- employees not subject to collective agreement, CLC 195(2)
- employees subject to collective agreement, CLC 195(1)
- working on general holiday, 106, 113, 114; CLC 193-195
- continuous operation employment, 114; CLC 196(4); 197(2)
- holiday work for managers, etc., 113; CLC 199
- hours of work, 99; CLC 169-177.1
- averaging of hours, 101; CLC 169(2); Can. Reg. 986 6
- average hours during averaging period not to exceed 40 per week, 103
- averaging agreement, 102
- duration of averaging, 101, CLC 169(2.1)
- industrial establishment, 102; CLC 169(2)
- nature of work requiring irregular distribution, 102; CLC 169(2)
- notice not required where written agreement, 103; CLC 172.2(1)
- notice of averaging period, and reasons, 103; CLC 6(3)
- break, 102; CLC 169.1
- broadcasting industry commission salesmen, 100
- emergency work, 105; CLC 177(1)
- excess hours permit, 105; CLC 176
- flexible work arrangements, CLC 177.1

## Index

- exceptional circumstances, 105; CLC 176(3)
- maximum hours of work, 103; CLC 171(1)
- one day for each week in work schedule, 103
- maximum permitted to be exceeded where agreement, 103; CLC 172(1)
- modified work schedules, 103; CLC 4, 179, 179(1); Can. Reg. 986 4-5
- posting of notice of work schedule, 103; CLC 179(3)
- motor vehicle operators, 99
- railway industry, running-trades employees in, 99; Can. Reg. 991 4
- rest period, 101; CLC 169.2
- scheduling, CLC 173-173.1
- standard hours of work, 98; CLC 169(1)
- managerial employees excluded, 99
- vote to approve work schedule, CLC 172.1
- West Coast Shipping Employees Hours of Work Regulations, 99; Can. Reg. 992
- overtime, Can. Reg. 992 5
- standard hours of work, Can. Reg. 992 4
- illness and injury, work-related, 127; CLC 239.1
- benefits and seniority accruing, 127; CLC 239.1(5)
- lay-off or termination following return to work, 127
- onus on employer to justify, 127
- prohibition against dismissal, 135; CLC 239.1(1)
- reassign employee where unable to perform work, 135; CLC 239.1
- return to work where practicable, 135; CLC 239.1(2)
- employer's obligation where employee medically fit, 127; CLC 239.1(2)
- notifying employee where not returned to work, 127
- reassignment where unable to perform work, 127
- wage replacement plan, 127
- rate equivalent to workers' compensation legislation, 127
- introduction, 97
- announced and proposed changes to the Code and its Regulations, 159
- COVID-19 pandemic, changes to code as a result of, 97
- Crown corporations and Canadian carriers, 97
- federal work, undertaking or business, 97
- managerial employees excluded, 97
- minimum labour standards, 97
- professional employees excluded, 97
- recent and upcoming changes to the Code, 158
- Bill C-3, An act to amend the Criminal Code and the Canada Labour Code, 158
- Bill C-86 amendments, 147, *see* **Bill C-86**
- Budget Implementation Act, 158
- COVID-19, 156
- Pay Equity Act, 110
- Work Place Harassment and Violence Regulations, 69
- leave for court or jury duty, 124; CLC 206.9
- leave for victims of family violence, 121; CLC 206.7, 207.3(1)

## Index

- leave for traditional Aboriginal practices, 123; CLC 206.8, 207.3(1)
- maternity and parental leave, 115; CLC 206-206.2, 207, 207.1-207.2(6)
  - aggregate leave, CLC 206.2
  - compassionate care leave, 117
  - maternity leave, 115; CLC 206
  - certificate from health care practitioner confirming pregnancy, 115; CLC 206(1)(b)
  - notice to employer of leave, 115; CLC 207(1)
  - leave of absence, prohibition against requiring, CLC 208
  - parental leave, 116; CLC 206.1-206.2, 207, 207.1-207.2(6)
    - entitlement, 117; CLC 206(1)
    - extension of period, CLC 206.1(2.1)
    - interruption, CLC 206.1(2.4)
    - medical leave, CLC 206.1(4)
    - when to be taken, 117; CLC 206.1(2)
  - reassignment and leave, maternity-related, 115; CLC 204
  - employee's duty to inform employer, 116; CLC 205.2
  - employee's rights pending request, 116
  - employer's duty to inform employee, 116; 205(4)
  - leave of absence where warranted, 116
  - onus on employer to show modification not practicable, 116; CLC 205(3)
  - paid wage rate attached to usual position where modified, 116
  - request for reassignment or modification, 115
  - rights while on leave, 120; CLC 205(2)
  - benefits continuing and seniority accruing while on leave, 121; CLC 209.1(3) 209.2(1)
  - prohibition against dismissal by reason of pregnancy or leave, CLC 209.3(1)
  - right to be informed of employment opportunities, 120; CLC 209
  - right to be notified of changes caused by reorganization, 121; CLC 209.1(3)
  - right to receive same wages, 120; CLC 209.1(4)
  - removal of service requirement by Bill C-86, 113
  - right to be reinstated to comparable position after leave, 120; CLC 209.1(1)
  - medical leave, 124; CLC 239
  - medical leave with pay, Can Reg 986 33.1; SOR/2022-228 33.1
  - benefits and seniority accumulating during sick leave, 126; CLC 239(8)
  - employer's contribution dependent upon employee paying contribution, 126; CLC 239(10)
  - entitlement to leave – quarantine, 99; CLC 239(1.1)
  - leave related to COVID-19, 124; Can. Reg. 986 33.1
  - protection from dismissal, 124; CLC 239(6)
  - absence not exceeding 17 weeks, 124; CLC 239(1)
  - certificate from health care practitioner to substantiate illness or injury, 124, CLC 239(2)
  - minimum age, 112; CLC 179
  - minimum wages, 110; CLC 178-181
  - multi-employer employment CLC 203; Can Reg. 986 19
  - “multi-employer unit”, Can. Reg. 986 19

## Index

- offences and punishment, 91, 147; CLC 256(1)-261
  - contravention by employer, 145
  - inaccurate records, 145; CLC 256(3)
  - imprisonment precluded in certain cases, 147; CLC 259.1(1)
  - limitation period, 147; CLC 257(2)
  - Minister's consent required in proceeding against director, 147; CLC 257(3)
  - payment order for arrears of wages, 147; CLC 258(1)
  - refusal to comply with order, 147; CLC 259
  - reinstatement of pay and position, 147; CLC 258(2)
  - overtime pay, 106, 145; CLC 174, 257(3)
  - parental leave, 117; CLC 206.1-206.2, 207, 207.0-207.2(6)
  - pay equity, 110
  - personal leave, 123; CLC 206.6, 207.3
  - prohibition on misclassification, 98
  - reservist leave, 120; CLC 247.5(1)-247.97
  - interruption and postponement, 126
  - rights on leave, 126
  - reinstatement, 126
  - severance pay, 132; CLC 235-237
  - termination of employment, 128; CLC 188, 211-234
  - group termination, 128; CLC 211-22
  - individual termination, 130; CLC 229.1-234
  - time off in lieu, 108; CLC 174
  - right to refuse overtime, 108; CLC 174.1
  - transfer of work, undertaking or business, 112; CLC 189(1)-189(1.6)
  - vacations, annual, 111; CLC 183-190; Can. Reg. 986 12
- calculation of vacation pay, CLC 184.04
- interruption or postponement of, 115; CLC 187.1-187.2
- wages, 143, *see also* minimum wage overtime pay
  - amendments (2017), 145
  - deductions, 143; CLC 254.1
  - overpayment of wages, 143; CLC 254.1(2)(d)
  - permitted deductions, 143; CLC 254.1(2)
  - determining hourly rate, Can. Reg. 986 20
  - equal, CLC 182
  - information and returns, CLC 252-254
  - payment of, 143; CLC 247
  - pay statement, 148
  - recovery of, 145; CLC 251.1
  - appeal of payment order, 147; 251.11(1)
  - Board decision, CLC 251.12
  - Minister informed of appeal, CLC 251.111
  - payment to Minister pending appeal, 145; CLC 251.11(3)
  - referee appointed to hear appeal, 147
  - referee's order final, 147; CLC 251.12(6)
  - corporate directors liable for wages, 145; CLC 251.18
  - civil liability limited to six months' wages, CLC 251.18(b)
  - filing of referee's order in Federal Court, 147
  - inspector's orders review and appeal, CLC, 251.101
  - payment order by inspector, 145; CLC 251.1

## Index

- regular rate, Can. Reg. 986 17-18
- Wage Earner Protection Program (WEPP) appeals
  - eligibility, 187
  - overpayment, 191
- Wage recovery appeals, 195
- Work-related expenses reimbursement, Can. Reg. 986 23.1(1); SOR/2023-79 23.1(1)
- factors to determine work-related expenses, 134

### F

**Financial statements, trade union must provide**, 61; CLC 110(1)

### H

**Health and safety, see Occupational health and safety Holidays**, *See* Employment standards Hours of work, *see* Employment standards, hours of work

### I

- Industrial relations generally, see also**  
Certification process; Collective bargaining procedure
- application of Part I, 5; CLC 4-6
  - bargaining rights, acquisition of, 5, 16
  - burden of proof, CLC 6.2
  - access to employees, 17, 163
  - bargaining unit, determination of, 17
  - appropriate bargaining unit, 18, 19, 157
  - exclusions from, 18
  - “bargaining unit” defined, 17
  - geographic units, 19
  - long-shoring employees within geographic area, 21; CLC 34(1)
  - review of structure, 21; CLC 18.1
  - separate bargaining units for certain types of employees, 19, 21

- organizing drive, 17
- single employer declaration, 4, 34; CLC 35(1)
- “trade union” defined, 16; CLC 3(1)
- trade union status, 17, 147
- basic freedoms, CLC 8
- industrial peace, promotion of, 18, 62, 157; CLC 104.1-108
  - industrial inquiry commission for industrial dispute, 62; CLC 106
- major projects, CLC 7
- offences and punishment, 61, 91, 147; CLC 100-104
  - presumption, CLC 6.1
  - scope of *Canada Labour Code*, 10
- Canadian carriers, 16; CLC 5.1
- Crown corporations, 15; CLC 5(1)
- limitation, CLC 5(2)
- derivative federal jurisdiction, 12
- federal work, undertaking or business, 10; CLC 4, 35
- extra-territorial operations, 15
- functional and core impairment tests, 11
- intra-provincial or interprovincial transportation, 13
- work or undertaking for Canada, 14
- union’s duty of fair referral, 61
- union’s duty of fair representation, 60; CLC 37

### L

**Leave for court or jury duty**, 124; CLC 206.9, 207.3

**Leave for victims of family violence**, 121, 124; CLC 206.7, 207.3

**Leave for traditional Aboriginal practices**, 123; CLC 206.8, 207.3

### M

## Index

- Maritime Occupational Health and Safety Regulations***, *see also* Occupational health and safety
- application, 94; Can. Reg. 2010-120 2.1, 3
  - boilers and pressure vessels (Part 17), Can. Reg. 2010-120 198-200
    - application, Can. Reg. 2010-120 198
    - use, operation and maintenance, Can. Reg. 2010-120 200
  - confined spaces (Part 14), Can. Reg. 2010-120 169-174
    - assessment of condition, Can. Reg. 2010-120 171, 172
    - general, Can. Reg. 2010-120 169, 170
    - ventilation equipment, Can. Reg. 2010-120 174
    - work permit, additional requirements for issuance of, Can. Reg. 2010-120 173
  - crew accommodation (Part 3), Can. Reg. 2010-120 19-59
    - application, Can. Reg. 2010-120 19
    - berths, Can. Reg. 2010-120 32-40
    - calculation of area, Can. Reg. 2010-120 31
    - definitions, Can. Reg. 2010-120 1
    - galleys and dining areas, Can. Reg. 2010-120 41
    - general, Can. Reg. 2010-120 20-25
    - mess rooms, Can. Reg. 2010-120 42-53
    - recreational facilities, Can. Reg. 2010-120 54
    - sleeping quarters, Can. Reg. 2010-120 26-31
    - diving operations, Can. Reg. 2010-120 128
  - East Coast and Great Lakes Shipping Employees Hours of Work Regulations, Can. Reg. 987 1-16
    - averaging, Can. Reg. 987 7
    - general, Can. Reg. 987 8-9
    - lay-day plan, Can. Reg. 987 12
    - lay-days, granting of, Can. Reg. 987 15-16
    - lay-days, standard hours of work, Can. Reg. 987 13-14
    - maximum hours, Can. Reg. 987 5
    - modified work schedule, Can. Reg. 987 6
  - electrical safety (Part 15), Can. Reg. 2010-120 175-188
    - coordination of work, Can. Reg. 2010-120 178
    - defective electrical equipment, Can. Reg. 2010-120 180
    - definitions, Can. Reg. 2010-120 175
    - electrical equipment, guarantees of isolation of, Can. Reg. 2010-120 184, 185
    - fuses, Can. Reg. 2010-120 181
    - live test, Can. Reg. 2010-120 186
    - power supply cables, Can. Reg. 2010-120 182
    - safety grounding, Can. Reg. 2010-120 183, 188
    - safety procedures, Can. Reg. 2010-120 176
    - safety watcher, Can. Reg. 2010-120 177
    - switches and control devices, Can. Reg. 2010-120 179
    - termination of guarantee of isolation, Can. Reg. 2010-120 187
  - hazard prevention program (Part 7), Can. Reg. 2010-120 120
    - development, Can. Reg. 2010-120 120
    - employee education, Can. Reg. 2010-120 125
    - hazard identification and assessment, Can. Reg. 2010-120 122, 123

## Index

- implementation plan, Can. Reg. 2010-120 121
- preventive measures, Can. Reg. 2010-120 124
- program evaluation, Can. Reg. 2010-120 126
- reports and records, Can. Reg. 2010-120 127
- hazardous occurrence recording and reporting (Part 21), Can. Reg. 2010-120 274-281
- application, Can. Reg. 2010-120 274.1
- employee report, Can. Reg. 2010-120 275
- immediate report to Head of Compliance and Enforcement, Can. Reg. 2010-120 277
- investigation, Can. Reg. 2010-120 276
- minor injury record, Can. Reg. 2010-120 278
- retention of records, Can. Reg. 2010-120 281
- written report, Can. Reg. 2010-120 279
- hazardous substances (Part 20), Can. Reg. 2010-120 243-273
- control of hazards, Can. Reg. 2010-120 255
- definitions, Can. Reg. 2010-120 243
- employee education and training, Can. Reg. 2010-120 253
- hazard investigation, Can. Reg. 2010-120 245
- hazardous products, Can. Reg. 2010-120 259-273
- containers, portable, Can. Reg. 2010-120 266
- definitions, Can. Reg. 2010-120 259
- exemptions from disclosure, Can. Reg. 2010-120 271
- hazardous waste, Can. Reg. 2010-120 273
- labels, Can. Reg. 2010-120 265, 270
- laboratories, Can. Reg. 2010-120 268
- safety data sheets, Can. Reg. 2010-120 261-264
- signs, Can. Reg. 2010-120 269
- supplier safety data sheets, Can. Reg. 2010-120 262
- work place safety data sheets, Can. Reg. 2010-120 263
- medical examinations, Can. Reg. 2010-120 254
- other than hazardous products, Can. Reg. 2010-120 257-258
- substitution of substances, Can. Reg. 2010-120 246, 247
- storage, handling and use, Can. Reg. 2010-120 250
- health and safety, Can. Reg. 2010-120 7
- hot work operations (Part 16), Can. Reg. 2010-120 189
- definition, Can. Reg. 2010-120 189
- general, Can. Reg. 2010-120 190-193
- ventilation equipment, Can. Reg. 2010-120 194-197
- inconsistent provisions, Can. Reg. 2010-120 5
- incorporation by reference, Can. Reg. 2010-120 6
- materials handling and storage, Can. Reg. 2010-120 209-242
- definitions, Can. Reg. 2010-120 209
- design and construction, Can. Reg. 2010-120 211-226
- automatic materials handling equipment, Can. Reg. 2010-120 225
- control systems, Can. Reg. 2010-120 220
- controls, Can. Reg. 2010-120 216
- conveyors, Can. Reg. 2010-120 226

## Index

- electrical materials handling equipment, Can. Reg. 2010-120 224
- entering and exiting, Can. Reg. 2010-120 218
- fire extinguishers, Can. Reg. 2010-120 217
- fuel tanks, Can. Reg. 2010-120 214
- lighting, Can. Reg. 2010-120 219
- operator's compartment, Can. Reg. 2010-120 215
- protection from falling objects, Can. Reg. 2010-120 212
- rear view mirror, Can. Reg. 2010-120 223
- seat belts, Can. Reg. 2010-120 222
- protection from overturning, Can. Reg. 2010-120 213
- warnings, Can. Reg. 2010-120 221
- maintenance, operation and use, Can. Reg. 2010-120 227-241
- clearances, Can. Reg. 2010-120 241
- dumping, Can. Reg. 2010-120 236
- enclosed working areas, Can. Reg. 238
- fuelling, Can. Reg. 2010-120 239
- gradients, Can. Reg. 2010-120 237
- housekeeping, Can. Reg. 2010-120 233
- inspection, testing and maintenance, Can. Reg. 2010-120 227
- load positioning, Can. Reg. 2010-120 232
- loading, unloading and maintenance, Can. Reg. 2010-120 231
- materials handling area, Can. Reg. 2010-120 235
- operation, Can. Reg. 2010-120 229
- operator training and instruction, Can. Reg. 2010-120 228
- parking, Can. Reg. 2010-120 234
- repairs, Can. Reg. 2010-120 230
- safe working loads, Can. Reg. 2010-120 240
- working areas, Can. Reg. 2010-120 238
- manual handling of materials, Can. Reg. 2010-120 242
- medical care (Part 6), Can. Reg. 2010-120 105-119
- ashore, Can. Reg. 2010-120 113
- definitions, Can. Reg. 2010-120 105
- first aid kit, medicine chest, medical equipment and medical guide, Can. Reg. 2010-120 114-116
- first aid kit type, supplies and equipment, Can. Reg. 2010-120 114 Table 2
- requirements for first aid kits, Can. Reg. 2010-120 Table 1
- records, Can. Reg. 2010-120 119
- posting of information, Can. Reg. 2010-120 118
- transportation, Can. Reg. 2010-120 117
- noise and vibration, prevention of (Part 12), Can. Reg. 2010-120 158
- definitions, Can. Reg. 2010-120 159
- hazard investigation, Can. Reg. 2010-120 162
- levels of sound, Can. Reg. 2010-120 161, 163
- warning signs, Can. Reg. 2010-120 164
- persons transfer apparatus (Part 9), Can. Reg. 2010-120 129-137
- boatswain's chair, Can. Reg. 2010-120, 134, 135
- definitions, Can. Reg. 2010-120 129
- inspection and testing, Can. Reg. 2010-120 136

## Index

- repair and maintenance, Can. Reg. 2010-120 137
- standards, Can. Reg. 2010-120 131
- use and operation, Can. Reg. 2010-120 132, 133
- protection equipment (Part 10), Can. Reg. 2010-120 138-150
- clothing, Can. Reg. 2010-120 145
- eye and face protection, Can. Reg. 2010-120 141
- fall-protection systems, Can. Reg. 2010-120 144
- general, Can. Reg. 2010-120 138
- protection against drowning, Can. Reg. 2010-120 147
- protections against moving vehicles, Can. Reg. 2010-120 146
- protection equipment, defective, Can. Reg. 2010-120 150
- protective headwear, Can. Reg. 2010-120 139
- protective footwear, Can. Reg. 2010-120 140
- records, Can. Reg. 2010-120 148
- respiratory protection, Can. Reg. 2010-120 142
- skin protection, Can. Reg. 2010-120 143
- training and instruction, Can. Reg. 2010-120 149
- records, Can. Reg. 2010-120 4
- emergency evacuation, Can. Reg. 2010-120 92
- emergency procedures, Can. Reg. 2010-120 93
- fire protection equipment, Can. Reg. 2010-120 91
- inspections, Can. Reg. 2010-120 95
- training and instruction, Can. Reg. 2010-120 94
- sanitation (Part 4), Can. Reg. 2010-120 60-89
- definitions, Can. Reg. 2010-120 60
- food handling, storage and serving, Can. Reg. 2010-120 80-85
- garbage, Can. Reg. 2010-120 86-89
- general, Can. Reg. 2010-120 61-69
- sanitary facilities, Can. Reg. 2010-120 70, SOR/2023-78 70
- showers, Can. Reg. 2010-120 72
- wash basins, Can. Reg. 2010-120 71
- water, Can. Reg. 2010-120 73-79
- structures (Part 2), Can. Reg. 2010-120 8
- access, means of, Can. Reg. 2010-120 12
- application Can. Reg. 2010-120 9
- definitions, Can. Reg. 2010-120 8
- design and construction, Can. Reg. 2010-120 10
- guardrails and toe boards, Can. Reg. 2010-120 16
- housekeeping and maintenance, Can. Reg. 2010-120 18
- ladders, Can. Reg. 2010-120 15
- safety nets, Can. Reg. 2010-120 17
- scaffolds, Can. Reg. 2010-120 13
- stages, Can. Reg. 2010-120 14
- temporary structure, Can. Reg. 2010-120 11
- tools and machinery (Part 18), Can. Reg. 2010-120 201-208
- abrasive wheels, Can. Reg. 2010-120 208
- application, Can. Reg. 2010-120 202
- defective tools and machinery, Can. Reg. 2010-120 204
- design, construction and operation of tools, Can. Reg. 2010-120 203

## Index

- machines use, operation, repair and maintenance of, Can. Reg. 2010-120 207
  - protective guards, Can. Reg. 2010-120 206
  - training and instruction, Can. Reg. 2010-120 205
  - West Coast Shipping Employees Hours of Work Regulations, Can. Reg. 992
    - definitions, Can. Reg. 992 2
    - modification, Can. Reg. 992 3
    - overtime, Can. Reg. 992 5
    - standard hours of work, Can. Reg. 992 4
    - work permit (Part 13), Can. Reg. 2010-120 165-168
      - assessment, Can. Reg. 2010-120 165
      - contents, Can. Reg. 2010-120 167
      - issuance, Can. Reg. 2010-120 166
      - requirements, Can. Reg. 2010-120 168
  - Maternity leave**, CLC 206, 207, 207.1-207.2(6)
  - Medical leave**, 126; CLC 239
  - Motor Vehicle Hours of Work Regulations**
    - bus operators, Can. Reg. 990 8
    - city motor vehicle operators, Can. Reg. 990 5
    - definitions, Can. Reg. 990 2
    - general, Can. Reg. 990 4
    - highway motor vehicle operator, Can. Reg. 990 6
    - mixed employment, Can. Reg. 990 7
    - modification, Can. Reg. 990 3
    - weekly rest, Can. Reg. 990 9
- N**
- Nuclear facilities**
    - New Brunswick nuclear facility exclusion, 94; Can. Reg. 2008-76
      - industrial relations, Can. Reg. 2008-76 6-10
      - labour standards, Can. Reg. 2008-76 15, 16
      - occupational health and safety, Can. Reg. 2008-76 11-14
      - tobacco use, Can. Reg. 2008-76 17, 18
    - Ontario Hydro nuclear facilities exclusion from Part I of Code, Can. Reg. 98-179
    - Ontario Hydro nuclear facilities exclusion from Part II of Code, 92; Can. Reg. 98-180
    - Ontario Hydro nuclear facilities exclusion from Part III of Code, Can. Reg. 98-181
- O**
- Occupational health and safety**
    - Aviation Occupational Health and Safety Regulations, Canada Occupational Health and Safety Regulations, Coal Mining Occupational Health and Safety Regulations, Maritime Occupational Health and Safety Regulations, Oil and Gas Occupational Health and Safety Regulations, On Board Trains Occupational Health and Safety Regulations, Policy Committees, Work Place Committees and Health and Safety Representatives Regulations*
      - accidents: employment safety, 65, 67, 73-78; CLC 127
      - referral to Head, 78
      - administration, CLC 138-139.2
      - appeals of decisions and directions, CLC 145.1-145.6
      - appeals of direction, 89; CLC 146
      - Minister informed of, CLC 146.01
      - Powers, duties and functions, CLC 145.1

## Index

- application of Part II, 68; CLC 123-123.1
- burden of proof, CLC 123.3, 167.2
- presumption, CLC 123.2
- application of provincial laws, 92
- boilers and pressure vessels, Can. Reg. 86-304 5.1-5.18
  - inspections, Can. Reg. 86-304 5.10-5.15
  - records and reports, Can. Reg. 86-304 5.17-5.18
- Canada Industrial Relations Board (CIRB), powers of, 92; CLC 156
- Coal Mining Safety Commission, 89, 94; CLC 137.1-137.2
- communication, methods of, 68; CLC 122.3
- complaints when action against employees (reprisals), 84; CLC 133-134
  - board orders, CLC 134
  - duty and power of board, 84
  - time for making complaint, 84; CLC 133(2)
- confined spaces, Can. Reg. 86-304 11.01
  - application, Can. Reg. 86-304 15.2
  - emergency procedures and equipment, Can. Reg. 86-304 11.05
  - entry procedures, Can. Reg. 86-304 11.03-11.04
  - hazard assessment, Can. Reg. 86-304 11.02
  - hot work, Can. Reg. 86-304 11.1
  - record keeping, Can. Reg. 86-304 11.06, 11.13
  - training, Can. Reg. 86-304 11.12
  - ventilation equipment, Can. Reg. 86-304 11.11
- criminal negligence of employer, 65
  - Bill C-45, 66
  - first case under (*Transpavé*), 65
  - defence of due diligence, 65 148
  - occupational health and safety duty, 68
  - work place violence, 68, 69
  - employer's obligation to take reasonable precautions, 69
  - "Violence Prevention Regulations", 66
  - Work Place Harassment and Violence Prevention Regulations coming into force 2021, 67
- definitions, CLC 122(1), Can. Reg. 87-184 1.1
- disciplinary action for exercising rights prohibited, 91; CLC 147
- diving operations, Can. Reg. 86-304 18.1
  - application, Can. Reg. 86-304 18.2-18.4
  - definitions, Can. Reg. 86-304 18.1
  - type 1 dives and type 2 dives, Can. Reg. 86-304 18.4-18.42
  - breathing supply, Can. Reg. 86-304 18.23-18.25
  - decompression, Can. Reg. 86-3 18.17
  - dive plan, Can. Reg. 86-304 18.9
  - dive site, identification of, Can. Reg. 86-3 18.18
  - dive team, Can. Reg. 86-304 18.10-18.14
  - diving equipment, Can. Reg. 86-304 18.26-18.33
  - emergency assistance, Can. Reg. 86-304 18.15
  - fitness to dive, Can. Reg. 86-304 18.6
  - hazards, Can. Reg. 86-304 18.21
  - instruction and training, Can. Reg. 86-304 18.5-18.6
  - medical evaluations, Can. Reg. 86-304 18.7

## Index

- pressure-related injury, Can. Reg. 86-304 18.16
- reports and records, Can. Reg. 86-304 18.37-18.42
- supervision, Can. Reg. 86-3 18.19-18.29
- termination of dive, Can. Reg. 86-304 18.34
- written procedures, Can. Reg. 86-304 18.4
- type 2 dives, Can. Reg. 86-304 18.43-18.46
- alternative energy sources, Can. Reg. 86-304 18.52
- approach to water control and intake facilities, Can. Reg. 86-304 18.43-
- diving hazards, Can. Reg. 86-304 18.47-18.48
- surface supply type 2 dives, Can. Reg. 86-304 18.53-18.62
- type 2 scuba diving, Can. Reg. 86-304 18.63-18.67
- duties of employees, 77; CLC 126
- assist Minister, CLC 142
- compliance, 77; CLC 126(1)
- liability, limitation of, 73; CLC 126(3)
- reporting, 77; CLC 126.1(1)(g)
- duties of employers, 68; CLC 124
- coal mines, CLC 125.3
- compliance, 77
- consultation with workplace committee, 73; CLC 125(1)(z.05)
- criminal liability of employer, 65
- former employees, 76; CLC 127.1(12)
- investigation and reporting in respect of exposure to hazardous substances, 72
- investigation and resolution processes under Work Place Harassment and Violence Prevention Regulations, 73
- medical emergency, information in, 76; CLC 125.2(1)
- report aggregate data on occurrences of harassment and violence, 75
- services, 72
- specific duties, and scope 70; CLC 125
- further specific duties relating to hazardous substances, CLC 125.1
- training and education, 71
- workplace committee and education, 71; CLC 125(1)(z.03)
- workplace and sexual harassment, 69
- workplace inspections, 72
- electrical safety, Can. Reg. 86-304 8.1-8.23
  - application, Can. Reg. 86-304 8.2
  - coordination of work, Can. Reg. 86-304 8.9
  - definitions, Can. Reg. 86-304 8.1
  - distances from live electrical parts (Schedule), Can. Reg. 86-304 Sch. for 8.5(6)
  - isolation of electrical equipment, Can. Reg. 86-304 8.12-8.13
  - guarantees of isolation, Can. Reg. 86-304 8.14-8.16
  - termination of guarantee of isolation, Can. Reg. 86-304 8.18
  - live test, Can. Reg. 86-304 8.17
  - poles and elevated structures, Can. Reg. 86-304 8.10-8.11
  - safety grounding, Can. Reg. 86-304 8.19-8.22
  - safety procedures, Can. Reg. 86-304 8.4-8.7
  - safety watcher, Can. Reg. 86-304 8.8
  - standards, Can. Reg. 86-304 8.3
  - switches and control devices, Can. Reg. 86-304 8.23
  - first aid, Can. Reg. 86-304 16.1-16.13

## Index

- attendants, Can. Reg. 86-304 16.3-16.4
- communication of information, Can. Reg. 86-304 16.6
- definitions, Can. Reg. 86-304 16.1
- records, Can. Reg. 86-304 16.13
- rooms, Can. Reg. 86-304 16.9-16.10
- stations, Can. Reg. 86-304 16.5
- supplies and equipment, Can. Reg. 86-304 16.7-16.8
- teaching first aid, Can. Reg. 86-304 16.12
- hazard prevention program, Can. Reg. 86-304 199.1
- employee education, Can. Reg. 86-304 19.6
- hazard identification and assessment, Can. Reg. 86-304 19.4
  - hazard identification and assessment methodology, Can. Reg. 86-304 19.3
  - implementation plan, Can. Reg. 86-304 19.2
  - preventive measures, Can. Reg. 86-304 19.5
  - program evaluation, Can. Reg. 86-304 19.7
  - reports, Can. Reg. 86-304 19.8
- hazardous occurrence: investigation, recording and reporting, Can. Reg. 86-304 15.1-15.11
  - application, Can. Reg. 2011-87 10.1.1; Can. Reg. 90-97
  - definitions, Can. Reg. 86-304 15.1
  - investigations, Can. Reg. 86-304 15.4
  - records, Can. Reg. 86-304 15.6, 15.7
  - reports, Can. Reg. 86-304 15.11
    - annual, Can. Reg. 86-304 15.10
    - employee, Can. Reg. 86-304 15.3
    - telephone, Can. Reg. 86-304 15.5
    - written, Can. Reg. 86-304 15.8
- hazardous substances, Can. Reg. 86-304 10.1-10.49
  - control of hazards, Can. Reg. 86-304 10.19-10.22
  - controlled (hazardous) products, 92, Can. Reg. 86-304 10.29-10.49
    - exemptions from disclosure, Can. Reg. 86-304 10.42
    - hazardous waste, Can. Reg. 86-304 10.43
    - labels, Can. Reg. 86-304 10.35-10.36, 10.41
    - laboratories, Can. Reg. 86-304 10.39
    - safety data sheets, Can. Reg. 86-304 10.31-10.34
  - definitions, Can. Reg. 86-304 10.1, 10.29
  - employee education, Can. Reg. 86-304 10.14-10.15
  - fire and explosion prevention, Can. Reg. 86-304 10.45(2)-10.49
  - hazard investigation, Can. Reg. 86-304 10.4-10.6
  - medical examinations, Can. Reg. 86-304 10.7
  - storage, handling and use, Can. Reg. 86-304 10.8-10.12
  - records, Can. Reg. 86-304 10.3
  - ventilation, Can. Reg. 86-304 10.17-10.18
  - warnings, Can. Reg. 86-304 10.13, 10.23
  - health and safety representatives, 88; CLC 136
    - appointment of representative, 86; CLC 136(1), (2)
    - duties of representative, 88; CLC 136(5)
    - harassment and violence investigation, CLC 136(5.1)

## Index

- information, providing of, 88; CLC 136(6)
- notice to provide information, 92; CLC 136(3), 155(1)
- internal complaint resolution process, 78; CLC 127.1-131
- combining harassment and violence investigations, CLC 127.1(9.2)
- complaint to head, CLC 127.1(8.1)
- complaint to supervisor, 78; CLC 127.1
- referral to chairperson of workplace committee, 78
- Minister's investigation, 82; CLC 129
- appeal of decision, CLC 129(7)
- referral to Head, 78; CLC 127.1(8)
- refusal to work in dangerous situations, 79
- "danger", expanded meaning of, 80
- procedure on a work refusal, 81
- internal responsibility system, 78
- lighting, Can. Reg. 86-304 6.1-6.11
- definitions, Can. Reg. 86-304 6.1
- emergency lighting, Can. Reg. 86-304 6.10
- minimum levels of lighting, Can. Reg. 86-304 6.11
- VDT lighting, Can. Reg. 86-304 6.7
- materials handling, Can. Reg. 86-304 14.1-14.51
- definitions, Can. Reg. 86-304 14.1
- design and construction, Can. Reg. 86-304 14.3
- maintenance, use and operation, Can. Reg. 86-304 14.20-14.45
- clearances, Can. Reg. 86-304 14.45
- hazard areas, Can. Reg. 86-304 14.39
- inspection, testing and maintenance, Can. Reg. 86-304 14.20
- instruction and training, Can. Reg. 86-304 14.23
- materials handling area, Can. Reg. 86-304 14.38
- manual handling of materials, Can. Reg. 86-304 14.46-14.49
- storage of materials, Can. Reg. 86-304 14.50
- transitional provisions, Can. Reg. 86-304 14.51
- Menstrual products, 96; Can. Reg. 86-304 9.17; Can. Reg. 87-184 6.15(4); Can. Reg. 87-612 1.13; Can. Reg. 2010-120 70(1); Can. Reg. 2011-87 4.7
- Minister's consent, CLC 149
- Minister's powers, 88; CLC 140-143.1
- offences and punishment, 91; CLC 148-154
- defence of due diligence, 91; CLC 148(4)
- if death or injury, 91; CLC 148(2)
- maximum sentence, 91; CLC 148
- risk of death or injury, 91; CLC 148(3)
- Policy Committees, Work Place Committees and Health and Safety Representatives Regulations
- policy health and safety committees, 85; CLC 134.1
- access to reports, studies and tests, 85; CLC 134.1(6)
- duties of policy committee, 85; CLC 134.1(4)
- mandatory at 300 employees, 85; CLC 134.1(1)
- exception, CLC 134.1(2)
- investigation, harassment and violence, CLC 134.1(4.1)
- meetings of committee, 81; CLC 134.1(7)
- pregnant and nursing employees, 79; CLC 132

## Index

- cease to perform job, 79, CLC 132(1)
- provision no longer applicable, CLC 132(3)
- consult health care practitioner, CLC 132(2)
- reassignment of employee, 83; CLC 132(4)
- protection equipment and other preventative measures, Can. Reg. 86-304 12.01
- defective protection equipment, Can. Reg. 86-304 12.18-12.19
- drowning, protection against, Can. Reg. 86-304 12.15
- eye and face, Can. Reg. 86-304 12.12
- fall protection, Can. Reg. 86-304 12.06-12.09
- footwear, Can. Reg. 86-304 12.11
- headware, Can. Reg. 86-304 12.1
- instruction and training, Can. Reg. 86-304 12.2
- loose clothing, Can. Reg. 86-304 12.16
- moving vehicles, protection against, Can. Reg. 86-304 12.17
- records, Can. Reg. 86-304 12.21
- respiratory, Can. Reg. 86-304 12.13, 12.13.1
- skin, Can. Reg. 86-304 12.14
- provincial laws, application of, 92
- purpose of Part II of Code, 67
- regular rate of wages, Can. Reg. 86-304 20.1
- refusal to work in dangerous situations, 79
- “danger” defined, 79
- second-hand smoke, 80
- employee not to be penalized for exercising right, 80
- investigation, 81
- safe occupancy of work place, Can. Reg. 86-304 17.1
- emergency evacuation plan, Can. Reg. 86-304 17.4
- emergency procedures, Can. Reg. 86-304 17.5
- fire hazard areas, Can. Reg. 86-304 17.11
- inspections, Can. Reg. 86-304 17.9
- sanitation, Can. Reg. 86-304 9.1
- accommodations, field, 9.30 Can. Reg. 86-304 9.30-9.38
- food preparation and handling, Can. Reg. 86-304 9.34-9.38
- potable water, Can. Reg. 86-304 9.24-9.29
- showers, Can. Reg. 86-304 9.23
- toilet rooms, Can. Reg. 86-304 9.12-9.17, SOR/2023-78 10.13
- ventilation, Can. Reg. 86-304 9.41
- wash basins, Can. Reg. 86-304 9.18-9.22
- sound levels, Can. Reg. 86-304 7.1-7.8
- hazard investigation, Can. Reg. 86-304 7.3
- limits of exposure, Can. Reg. 86-304 7.4
- special needs, 68; CLC 122.3
- special safety measures, 89; CLC 145
- direction to terminate contravention, 89; CLC 145
- standard hours, wages, vacations and holidays, CLC 166-267
- temporary structures and excavations, Can. Reg. 86-304 3.9
- excavation, Can. Reg. 86-304 3.12
- portable ladders Can. Reg. 86-304 3.11
- safety nets, Can. Reg. 86-304n3.13
- scaffolds, Can. Reg. 86-304 3.10

## Index

- temporary stairs, ramps and platforms, Can. Reg. 86-304 3.9
- tools and machinery, Can. Reg. 86-304 13.1-13.22
- abrasive wheels, Can. Reg. 86-304 13.18-13.19
- design, construction, operation and use of tools, Can. Reg. 86-304 13.2-13.10
- machine guards, Can. Reg. 86-304 13.13-17
- identification of factors contributing to violence, 69
- investigations, 73, 74
- notification and investigation, 73; Can. Reg. 2020-130 22
- obligations to prevent, 66
- training, 71; Can. Reg. 2020-130 12
- work place violence prevention measures review, 91; Can. Reg. 86-304 20.7
- work place health and safety committees, 85; CLC 135
- access to reports, studies and tests, 86; CLC 135(9)
- duties of committee, 86; CLC 135(7)
- harassment and violence investigation, CLC 135(7.1)
- establishment mandatory, 86; CLC 135(1)
- exception to need to establish, 86; CLC 135(2)
- exemptions from requirement, 86; CLC 135(6)
- meetings of committee, 87; CLC 135(10)
- other provisions, CLC 135(4), 135.1, 135.2
- purpose of committee, 86
- Oil and Gas Occupational Safety and Health Regulations***, see also Occupational health and safety
  - application, 94; Can. Reg. 87-612 16.1.1
  - boilers and pressure vessels (Part VI), Can. Reg. 87-612 6.1
  - inspections, Can. Reg. 87-612 6.8-6.11
  - records, Can. Reg. 87-612 6.12
  - building safety (Part III), Can. Reg. 87-612 3.1-3.14
  - confined spaces (Part XII), Can. Reg. 87-612 12.1-12.8
  - definitions, Can. Reg. 87-612 1.1
  - electrical safety (Part IX), Can. Reg. 87-612 9.1-9.16
  - isolation of electrical equipment, Can. Reg. 87-612 9.10
  - safety procedures, Can. Reg. 87-612 9.2-9.6
  - elevating devices (Part V), Can. Reg. 87-612 5.1-5.7
  - first aid (Part XVII), Can. Reg. 87-612 17.1-17.16
  - attendants, Can. Reg. 87-612 17.3-17.8
  - posting of information, Can. Reg. 87-612 17.10
  - records, Can. Reg. 87-612 17.16
  - rooms, Can. Reg. 87-612 17.13, 17.14
  - stations, Can. Reg. 87-612 17.9
  - supplies and equipment Can. Reg. 87-612 17.11
  - transportation, Can. Reg. 87-612 17.15
  - hazardous occurrence: investigation, recording, and reporting (Part XVI), Can. Reg. 87-612 16.1-16.8
  - annual report, Can. Reg. 87-612 16.7
  - definitions, Can. Reg. 87-612 11.1
  - investigation, Can. Reg. 87-612 16.3
  - minor injury record, Can. Reg. 87-612 16.6
  - occurrence report, Can. Reg. 87-612 16.4, 16.5

## Index

- report by employee, Can. Reg. 87-612 16.2
  - hazardous substances (Part XI), Can. Reg. 87-612 11.1
  - air pressure, Can. Reg. 87-612 11.8
  - air sampling, Can. Reg. 87-612 11.28.8-11.28.10
  - control of hazards, Can. Reg. 87-612 11.23-11.25
  - definitions, Can. Reg. 87-612 11.1
  - hazard investigation, Can. Reg. 87-612 11.3-11.5
  - hazardous products, Can. Reg. 87-612 11.31-11.46
  - medical examinations, Can. Reg. 87-612 11.22
  - other hazardous substances, Can. Reg. 87-612 11.28-11.30
  - substitutions, Can. Reg. 87-612 11.6
  - ventilation, Can. Reg. 87-612 11.7
  - warning of hazardous substances, Can. Reg. 87-612 11.9, 11.15
  - interprovincial pipelines (Part II), Can. Reg. 87-612 2.1
  - lighting levels (Part VII), Can. Reg. 87-612 7.1-7.6
  - materials handling (Part XV), Can. Reg. 87-612 15.1
  - design and construction, Can. Reg. 87-612 15.3-15.22
  - maintenance, operation and use, Can. Reg. 87-612 15.23-15.54
  - manual handling of materials, Can. Reg. 2010-120 242
  - storage of materials, Can. Reg. 87-612 15, 55
  - safe occupancy of work place (Part XVIII), Can. Reg. 87-612 18.1-18.18
  - safety materials, equipment, devices and clothing (Part XIII), Can. Reg. 87-612 13.1-13.21
  - sanitation (Part X), Can. Reg. 87-612 10.1-10.38
  - sound levels (Part VIII), Can. Reg. 87-612 8.1-8.7
  - temporary structures and excavations (Part IV), Can. Reg. 87-612 4.1-4.16
  - tools and machinery (Part XIV), Can. Reg. 87-612 14.1-14.21
- P**
- Parental leave**, 117, 119; CLC 206.1-206.2, 207, 207.1-207.2(6)
  - personal leave, 124, 126; CLC 206.6, 207.3
  - Policy Committees**, Can. Reg. 2015-164
  - Pregnant and nursing employees**, 83, CLC 132
  - Public service labour relations**
    - Public Service Employment Act (PSEA), 9
    - Federal Public Service Labour Relations Act (FPSLRA), 8, 9
    - Public Service Labour Relations Board (PSLRB), 8-9
    - jurisdiction over labour relations matters, 9
    - referral of grievances to adjudication, 9
    - Public Service Labour Relations and Employment Board (PSLREB), 9
    - Public Service Staffing Tribunal (PSST), 9
- R**
- Railway running-trades employees hours of work**, Can. Reg. 991
  - Record keeping**, Can. Reg. 986 24(1)
  - Representation vote**, *see* Certification process
  - Revocation of certification**

## Index

- application for revocation of bargaining rights and related matters, 28; CLC 38(1)
  - • application by employees, 29; Can. Reg. 2001-520 36
  - • order that bargaining agent not entitled to represent bargaining unit, 28; CLC 38(3), 39(1)
  - • separate and confidential statement, 29; Can. Reg. 2001-520 34
  - • time for application, 28; CLC 38(4)
  - • where strike or lockout application prohibited, 29; CLC 38(5)
  - application for revocation of certification of a council of trade unions, 29; CLC 41(1)
  - • revocation of certification of council of trade unions, CLC 41(2)
  - • time for application, CLC 41(3)
  - application obtained by fraud, 27; CLC 40(1)
  - Bill C-4, 28
  - collective agreement in place, 29, CLC 38(2)(a)
  - collective agreement not in place, 29; CLC 38(2)(b)
  - declaration that strike unlawful and strike prohibited, CLC 92
  - effect of revocation or declaration, CLC 42
  - • employer not to bargain collectively, CLC 42(b)
  - subsequent applications, Can. Reg. 38-39
- S**
- Safety and health committee**, *see* Occupational health and safety
- Sale of business**
- definition of sale, 32; CLC 44(2)
  - determination by board, 31, 32; CLC 47(4)
  - impact of business acquisition on bargaining rights, 33
  - • double majority rule not followed, 33
  - • freedom of choice subordinated to overall stability of rights, 33
  - review of bargaining units, CLC 46
  - successor contractor and successive contracts for services, 34
  - • equal remuneration, 34; CLC 47(2)
  - • “previous contractor” defined, CLC 47.3
  - successor employer, determination of, 32
  - successor employer obligations, 32; CLC 44(2)
  - • change of activity or sale of provincial business, CLC 44(3)
  - • CIRB power to determine which union representing employees, 32
  - • provincial business becoming federally regulated, 33
  - • where different unions, 32
  - transfer from provincial jurisdiction to federal jurisdiction, 33
- Saskatchewan Uranium Mines and Mills Exclusion Regulations**, Can. Reg. 2001-115
- Shift changes**, 105
- Single employer declaration**
- application for declaration, 34, 37; CLC 35(1)
  - • in conjunction with other applications, 37
  - common control or direction test, 36; CLC 35(1)
  - criteria, 34
  - prevention of erosion of union’s bargaining rights, 37

## Index

### ***Standards for Work-Integrated Learning Activities Regulations***, Can. Reg. 2020-145

#### **Strikes and lockouts**

- limited right to strike between Parliaments, 50; CLC 90(1)
- lockout vote, 47; CLC 87.3(2), (5)
- maintenance of activities and essential services, 47
- • essential workers, identify, 47; CLC 87.4(2)
- notice of 72 hours, 46
- • copy given to Minister, 46; CLC 87.2
- picketing, 51
- prohibited during term of collective agreement, 50; CLC 88.1
- reinstatement of employees, 49; CLC 87.6
- requirements met before legal strike position achieved, 50; CLC 89(1)
- secret ballot strike vote, 46
- • eligible employees participation, 46; CLC 87.3(1)-(2)
- • invalid strike vote, employee application to declare, 46; CLC 87.3(4)
- service to grain vessels, 49; CLC 87.7(1)-(2)
- unlawful, 52; CLC 91(1)
- • declaration of, CIRB, 52; CLC 91(2), 92

## T

**Technological change**, *see* Collective bargaining procedure

**Termination of employment**, *see* Employment Standards

***Trains (On Board) Occupational Safety and Health Regulations***, Can. Reg. 87-184, *see also* Occupational health and safety

- application, 94

- definitions, Can. Reg. 87-184 1.1
- electrical safety, Can. Reg. 87-184 5.1-5.3
- elevating devices, Can. Reg. 87-184 2.1-2.8
- first aid, Can. Reg. 87-184 12.1-12.8
- hand tools and materials handling, Can. Reg. 87-184 9.1-9.7
- hazardous occurrence: investigation, recording and reporting, Can. Reg. 87-184 11.1-11.9
  - • application, Can. Reg. 87-184
  - • annual report, Can. Reg. 87-184 11.1
  - • definitions, Can. Reg. 87-184 11.1
  - • emergency report, Can. Reg. 87-184 11.4
  - • investigation, Can. Reg. 87-184 11.3
  - • minor injury record, Can. Reg. 87-184 11.6
  - • records, Can. Reg. 87-184 11.5
  - • report by employee, Can. Reg. 87-184 11.2
  - • retention of reports and records, Can. Reg. 87-184 11.9
  - • written report, Can. Reg. 87-184 11.7-11.8
- hazard prevention program Can. Reg. 87-184 14
- hazardous substances, Can. Reg. 87-184 7.1
  - • hazard investigation, Can. Reg. 87-184 7.3, 7.4
  - • hazardous products, Can. Reg. 87-184 7.25-7.39
    - • • containers, Can. Reg. 87-184 7.33
    - • • definitions, Can. Reg. 87-184 7.25
    - • • exemptions from disclosure, Can. Reg. 87-184 7.37
    - • • hazardous waste, Can. Reg. 87-184 7.38

## Index

- labels, Can. Reg. 87-184 7.32, 7.36
- safety data sheets, Can. Reg. 87-184 7.28-7.31
- other than controlled products, Can. Reg. 87-184 7.23-7.25
- safety material, equipment devices and clothing, Can. Reg. 87-184 8.2-8.15
- substitution, Can. Reg. 87-184 7.6
- lighting, Can. Reg. 87-184 3-3.5
- rolling stock, Can. Reg. 87-184 10.1
- design and construction, Can. Reg. 87-184 10.1-10.9.1
- machine guards, Can. Reg. 87-184 10.21, 10.22
- maintenance, operation and use, Can. Reg. 87-184 10.10-10.19
- storage of materials, Can. Reg. 87-184 10.20
- safe occupancy of work place, Can. Reg. 87-184 13.1-13.9
- safety materials, equipment, devices and clothing, Can. Reg. 87-184 8.2-8.15
- sanitation, Can. Reg. 87-184 6.1-6.33
- sound levels, Can. Reg. 87-184 4.1-4.8
- violence in work place, Can. Reg. 87-184 15

## U

### Unfair labour practices

- complaint procedure, 59; CLC 97
- refusal to determine complaint, 59; CLC 98(3)
- employer interference, 54; CLC 94(1)
- permissible activities, 54; CLC 94(2)
- generally, 7, 54
- prohibitions
- employers, relating to, 57; CLC 94(3), 95, 96.1, 125.4
- trade unions, relating to, 57; CLC 95
- remedies, 59; CLC 99(1)

- replacement workers, 57

### Unlawful strikes and lock-outs, 52

### Uranium mines and mills

- New Brunswick exclusion, Can. Reg. 87-181
- Ontario employment exclusion, Can. Reg. 87-181
- Saskatchewan exclusion, Can. Reg. 2001-115

## V

### *Vessel Safety Certificates Regulations*, Can. Reg. 2021-135

### Violence prevention in work place, *See* Occupational health and safety

## W

### Wages, *See* Employment standards

### *West Coast Shipping Employees hours of work regulations*, Can. Reg. 992

- definitions, Can. Reg. 992 2
- modification, Can. Reg. 992 3
- overtime, Can. Reg. 992 5
- standard hours of work, Can. Reg. 992 4

### *Work Place Harassment and Violence Prevention Regulations*

- assessment of workplace, Can. Reg. 2020-130 5-9
- come into force January 1, 2021, 65
- definitions, Can. Reg. 2020-130 11
- emergency procedures, Can. Reg. 2020-130 11
- employer duty to protect employee from violence and sexual harassment, 68
- information made available to employees, Can. Reg. 2020-120 13
- investigation and resolution policies, 73

## Index

- conciliation, 74; Can. Reg. 2020-130 24
- duty to investigate, 73; Can. Reg. 2020-130 25
- duty extended to former employees, 76; CLC 127.1(12); Can. Reg. 2020-130 3
- investigation, 74; Can. Reg. 2020-130 25-30
- negotiated resolution, 74; Can. Reg. 2020-130 23
- notification, 73
- monthly status updates, Can. Reg. 2020-130 34
- notice of occurrence, Can. Reg. 2020-130 14-19
- response to notice, Can. Reg. 2020-130 20-22
- record keeping, 75; Can. Reg. 2020-130 35, 36
- ministerial discretion to extend time for complaint, 76; Can. Reg. 2020-130 3
- prevention policy, Can. Reg. 2020-130 10
- policy elements, 69
- report aggregate data on occurrences of harassment and violence, 75
- training and education, 69, 71; Can. Reg. 2020-130 12
- Workplace Committees, 85**
  - access to information that relates to health and safety of employees, 87
  - consultation, 73
  - duties, 87
  - first aid teaching, Can. Reg. 86-304 16.12 (3), (4)
  - internal responsibility system, 78
  - mandatory establishment, 85; CLC 135
  - refusal to work, 81
  - training and education, 71
- Workplace Hazardous Materials Information System (WHMIS), 95**