

SUMMARY TABLE OF CONTENTS

Commentary

Industrial Relations, Part I of the Canada Labour Code	2
Occupational Health And Safety, Part II of the Canada Labour Code. . .	63
Employment Standards, Part III of the Canada Labour Code	95
Administrative Monetary Penalties, Part IV of the Canada Labour Code	147

Appendix 1

Information Circular — No. 7	155
Information Circular — No. 13	165
Information Circular — No. 14	171
Information Circular — No. 15	177
Information Circular — No. 16	181
Information Circular — No. 17	185
Information Circular — No. 18	189

Legislation

Canada Labour Code	195
Canada Labour Standards Regulations	483
Administrative Monetary Penalties (Canada Labour Code) Regulations	545
Aviation Occupational Health and Safety Regulations	701
Banking Industry Commission — Paid Salespeople Hours of Work Regulations	754
Broadcasting Industry Commission Salesmen Hours of Work Regulations	755
Canada Industrial Relations Board Regulations, 2012	756
Canada Industrial Relations Regulations	777
Canada Occupational Health and Safety Regulations	781
Coal Mining Occupational Health and Safety Regulations	983
Coal Mining Safety Commission Regulations	1047
East Coast and Great Lakes Shipping Employees Hours of Work Regulations, 1985	1049
Maritime Occupational Health and Safety Regulations	1053

Summary of Table of Contents

Motor Vehicle Operators Hours of Work Regulations	1176
Oil and Gas Occupational Safety and Health Regulations	1181
On Board Trains Occupational Health and Safety Regulations	1300
Ontario Hydro Nuclear Facilities Exclusion from Part I of the Canada Labour Code Regulations (Industrial Relations)	1368
Ontario Hydro Nuclear Facilities Exclusion from Part II of the Canada Labour Code Regulations (Occupational Health and Safety). .	1370
Ontario Hydro Nuclear Facilities Exclusion from Part III of the Canada Labour Code Regulations (Labour Standards)	1372
Point Lepreau, New Brunswick Nuclear Facility Exclusion Regulations (Parts I, II and III of the Canada Labour Code and the Non-smokers' Health Act)	1374
Policy Committees, Work Place Committees and Health and Safety Representatives Regulations.	1378
Railway Running-Trades Employees Hours of Work Regulations	1384
Saskatchewan Uranium Mines and Mills Exclusion Regulations	1385
Standards for Work-Integrated Learning Activities Regulations.	1388
Uranium Mines (Ontario) Employment Exclusion Order	1397
Vessel Safety Certificates Regulations	1398
West Coast Shipping Employees Hours of Work Regulations	1451
Work Place Harassment and Violence Prevention Regulations.	1454
Index	1471

DETAILED TABLE OF CONTENTS

Introduction	1
Industrial Relations, Part I of the Canada Labour Code	
Jurisdiction of the Canada Industrial Relations Board.....	5
Public Service Labour Relations	8
Introduction to Part I of the Code.....	9
The Intent of Part I.....	9
Who is Covered by the Code?	10
Federal Work, Undertaking or Business	10
Determining the Code’s Jurisdiction: Function and Core Impairment Tests	11
Derivative Federal Jurisdiction	12
Intra-provincial or Interprovincial Transportation Undertaking?	13
A Work or Undertaking for the General Advantage of Canada.....	14
Crown Corporations	15
Extra-Territorial Operations	15
Canadian Carriers	16
Acquisition of Bargaining Rights.....	16
Definition of a Trade Union	16
Trade Union Status	17
Union Organizing	17
Access to Employees	17
Determination of Bargaining Unit.....	17
Exclusions from the Bargaining Unit.....	18
Geographic Bargaining Units.....	19
Certification Process	22
Application	22
Time of Application.....	23
Employer Response	24
Terms and Conditions Not to be Changed—Statutory Freeze Period..	25
Duty to Certify a Trade Union	25
Representation Vote	26
Certification When the Code is Contravened	26

Detailed Table of Contents

Effect of Certification	27
Just Cause Requirement.	27
Applications Obtained by Fraud	27
Voluntary Recognition.	28
Revocation of Certification	28
Time for Application	28
No Collective Agreement.	29
Collective Agreement in Force.	29
Application by Employees for Revocation	29
Successor Unions and Union Mergers	31
Sale of Business	31
Definition of Sale	32
Successor Employer Obligations	32
Impact of Business Acquisition on Bargaining Rights	33
Transfer from Provincial Jurisdiction to Federal Jurisdiction	33
Successive Contracts for Services	34
Single Employer Declaration	34
The Common Control or Direction Test	36
Single Employer Applications in Conjunction with other Applications.	37
Collective Bargaining Procedure	38
Notice	38
Duty to Bargain in Good Faith and Not to Change Terms and Conditions of Employment	38
Conciliation.	40
Conciliation Officer	40
Conciliation Commissioner or Board	40
Interest Arbitration	41
Mediation	41
Vote on an Employer's Offer	41
Settlement of First Agreement	41
Technological Change	42
Content and Interpretation of Collective Agreement	43
Resolution of Disputes through Arbitration.	43
Union Membership and Dues Deduction.	44

Detailed Table of Contents

Permitted Provisions	45
Binding Effect	45
Minimum Term of Agreement	46
Obligations Relating to Strikes and Lockouts	46
Notice	46
Secret Ballot Strike Vote	46
Maintenance of Activities and Essential Services	47
Reinstatement of Employees After Strike or Lockout	49
Service to Grain Vessels.	49
Strikes and Lockouts	50
Prohibited During Term of Collective Agreement	50
No Strike or Lockout Until Certain Requirements Met	50
Limited Right to Strike Between Parliaments.	50
Picketing Activities	51
Unlawful Strike or Lockout.	52
Unfair Labour Practices	54
Employer Interference	54
Prohibitions Relating to Employers	56
Prohibitions Relating to Trade Unions	57
Replacement Workers	57
Complaint Procedure.	58
CIRB Remedies.	59
Duty of Fair Representation	60
Duty of Fair Referral	61
Information.	61
Collective Agreements to be Filed	61
Trade Union Financial Statements.	61
Offences and Punishment.	61
Promotion of Industrial Peace	62
 Occupational Health and Safety, Part II of the Canada Labour Code	
Introduction	63
Purpose	65
Methods of Communication	66
Special Needs	66

Detailed Table of Contents

Application	66
Duties of Employers	66
Work Place Harassment and Sexual Harassment	67
Specific Duties of Employers and the Scope of the Duties	68
Training and Education	69
Workplace Inspections	70
Services	70
Consultation	71
Investigation and Reporting	71
Investigation and Resolution Processes under the Work Place Harassment and Violence Prevention Regulations	71
Information in Emergency	74
Former Employees	74
Duties of Employees	75
Compliance	75
Reporting	75
Limitation of Liability	75
Employment Safety—Accidents	76
Internal Responsibility System	76
Complaint to Supervisor	76
Referral to Head	76
Refusal to Work in Dangerous Situations	77
Procedure on a Work Refusal	79
Minister’s Investigation	80
Compensation Under Other Laws Not Precluded	81
Pregnant and Nursing Employees	81
Reprisal Complaints	82
Policy Health and Safety Committee	83
Purpose	83
Access	83
Meetings of Committee	83
Workplace Health and Safety Committees	83
Exception	84
Exemptions	84

Detailed Table of Contents

Duties of Committee	85
Access	85
Meetings of Committee	85
Health and Safety Representatives	85
Duties of Representative	86
Access	86
Exercise of Minister's Powers in Relation to Health and Safety	86
Accessory Powers	87
Special Safety Measures	87
Powers and Duties	88
Appeal of Direction	88
Disciplinary Action	88
Offences and Punishment	89
If Death or Injury	89
Risk of Death or Injury	89
Defence	89
Providing of Information	90
Powers of the Canada Industrial Relations Board	90
Application of Provincial Laws	90
Regulations Under Part II—Occupation Health and Safety	90
Aviation Occupational Safety and Health Regulations	90
Canada Occupational Health and Safety Regulations	91
Coal Mines (CBDC) Occupational Safety and Health Regulations	92
Regulation Respecting the Manner of Selection and Term of Office of Members of the Coal Mining Safety Commission	92
Maritime Occupational Health and Safety Regulations	92
Oil and Gas Occupational Safety and Health Regulations	92
On Board Trains Occupational Safety and Health Regulations	92
Ontario Hydro Nuclear Facilities Exclusion from Part II of the Canada Labour Code Regulations (Occupational Health and Safety)	93
Policy Committees, Work Place Committees and Health and Safety Representatives Regulations	93
Workplace Hazardous Materials Information System	93

Detailed Table of Contents

Employment Standards, Part III of the Canada Labour Code

Introduction	95
Recent Changes to the Code as a Result of the COVID-19 Pandemic . . .	96
Hours of Work	97
Rest Periods	100
Averaging of Hours	100
Modified Work Schedules	102
Maximum Hours of Work	102
Excess Hours Permit	103
Emergency Work	103
Shift Changes	103
Overtime Pay	104
Time off in Lieu	106
Right to Refuse	107
Minimum Wage	107
Pay Equity	108
Minimum Age	109
Vacations	109
Transfer of Work, Undertaking or Business	110
General Holidays	111
Continuous Operations	112
Interruption and Postponement	113
Maternity and Parental Leave	113
Maternity-Related Reassignment and Leave	113
Parental Leave	114
Notice	114
Compassionate Care Leave	115
Leave Related to the Critical Illness, Death or Disappearance of a Child	116
Rights While On Leave	117
Bereavement Leave	118
Reservist Leave	119
New Leaves Introduced by Bill C-63	120
Family Responsibility Leave	120

Detailed Table of Contents

Leave for Victims of Family Violence	121
Leave for Traditional Aboriginal Practices.	121
New Leaves Introduced by Bill C-86	122
Personal Leave	122
Leave for Court or Jury Duty	122
Medical Leave	123
Group Termination	124
Individual Termination	126
Severance Pay	128
Garnishment	130
Work-Related Expenses	130
Work-Related Illness and Injury	130
Unjust Dismissal	131
Complaint Procedure	131
Interpretation	133
Managerial Exemption.	134
Bars to an Unjust Dismissal Complaint	134
Alternative Dispute Resolution: Mediation	135
The Hearing of Unjust Dismissal Complaints	137
Complaints Relating to Reprisals.	138
Payment of Wages	139
Deductions	139
Genetic Testing	140
Administration and Inspection.	141
Internal Audits	141
Complaints	142
Recovery of Wages	142
Offences and Punishment.	143
 Administrative Monetary Penalties, Part IV of the Canada Labour Code	
Introduction	147
Regulations and the Head's Powers	147
Violations	147
Rules about Violations	148
Reviews and Requests for Review	148

Detailed Table of Contents

Appeals	149
Responsibility and Recovery of Penalties	150
Administrative Monetary Penalties Regulations	150
Recent and Upcoming Changes to the Code and its Regulations	152
 Appendix 1 — Information Circulars	
Information Circular — No. 7	155
Applications for Certification.	155
The Certification Process Simplified.	156
Basic Questions	156
Jurisdiction	156
When Can an Application be Filed?	156
About Trade Union Status	157
What is an Appropriate Bargaining Unit?	157
Who is an Employee?	158
Representative Character of the Union	160
Access to Employees	160
Evidence of Membership in a Trade Union	160
Confidentiality of Evidence of Membership	160
Where can an Application for Certification be Filed?.	161
What Happens Next?.	161
Determination by the Board	162
Holding of a Representation Vote	162
Prohibited Conduct	163
Obligation to Bargain Collectively	164
Information Circular — No. 13	165
Complaints of Reprisals for Exercising Rights Pursuant to Occupational Health and Safety Legislation.	165
What constitutes a complaint filed pursuant to section 133(1) alleging a violation of section 147 under the <i>Canada Labour Code</i> (the <i>Code</i>)?.	165
Situations Giving Rise to a Complaint under Sections 133 and 147 of the <i>Code</i>	166
Who may file a complaint pursuant to section 133(1) alleging a violation of section 147?	166
When to File a Complaint	167

Detailed Table of Contents

How to File a Complaint.	167
What happens after the complaint has been filed?	168
What remedies can be ordered by the Board?	169
Information Circular — No. 14	171
Section 246.1 Reprisal Complaints.	171
What is a section 246.1 complaint under Part III (Standard Hours, Wages, Vacations and Holidays) of the <i>Canada Labour Code</i> (the <i>Code</i>)?.	171
Who may file a complaint under section 246.1?	173
When to File a Complaint.	173
How to File a Complaint.	173
What happens after the complaint has been filed?	174
What remedies can be ordered by the Board?	175
Information Circular — No. 15	177
Adjudication of Unjust Dismissal Complaints	177
What is a complaint of unjust dismissal?	177
Adjudication of Unjust Dismissal Complaints	178
What happens after the unjust dismissal complaint is referred to the CIRB for adjudication?	178
What remedies can be ordered by the CIRB?.	180
Information Circular — No. 16	181
Wage Earner Protection Program Appeals (Eligibility).	181
What is the Wage Earner Protection Program?	181
What is a review by the Minister regarding eligibility?	181
What is a Wage Earner Protection Program appeal regarding eligibility?	182
Who may file a Wage Earner Protection Program appeal?	182
When to File an Application to Appeal.	182
How to File an Application to Appeal.	182
What happens after the application to appeal has been filed?.	183
Information Circular — No. 17	185
Wage Earner Protection Program Appeals (Overpayment) What is the Wage Earner Protection Program?	185
What is a WEPP overpayment?	185
What is a review by the Minister regarding overpayment?	185

Detailed Table of Contents

What is a Wage Earner Protection Program appeal regarding overpayment?	186
Who may file a Wage Earner Protection Program appeal regarding overpayment?	186
When to File an Application to Appeal	186
How to File an Application to Appeal	186
What happens after the application to appeal has been filed?	187
Information Circular — No. 18	189
Wage Recovery Appeals	189
Wage Recovery Complaints Under Part III of the <i>Canada Labour Code</i>	189
Review by the Minister of Labour (the Minister)	190
Wage Recovery Appeals	190
Who may file an application to appeal directly with the CIRB and when can such an appeal be filed?	190
What must accompany an application to appeal of a review decision concerning a payment order?	190
How to File an Application to Appeal with the CIRB	191
What happens after the Part III appeal is received by the CIRB?	192
Acknowledgment Letter	192
Filing of Further Documents or Submissions	192
Exchange of Documents	193
Representations by Minister	193
Mediation Meeting	193
Oral Hearing	193
External Adjudicators	193
Decision of the Board	194
What remedies can be ordered by the Board?	194

CANADA LABOUR CODE

Short Title

1	Short title	196
---	-----------------------	-----

Detailed Table of Contents

	<i>Interpretation</i>	
2	Definitions	196
	PART I — INDUSTRIAL RELATIONS	
	<i>Interpretation</i>	
3	Definitions	198
	<i>Application</i>	
4	Application of Part.	201
5	Crown corporations	201
5.1	Canadian carriers	201
6	Employees of Her Majesty	201
	<i>Major Projects</i>	
7	Major projects	201
	DIVISION I — BASIC FREEDOMS	
8	Employee freedoms.	202
	DIVISION II — CANADA INDUSTRIAL RELATIONS BOARD	
	<i>Establishment and Organization</i>	
9	Establishment of Board	202
10	Appointment of Chairperson and Vice-Chairpersons.	202
10.1	Residence of members	203
11	Full-time occupation.	203
12	Reappointment.	203
12.001	Appointment of external adjudicator	204
12.01	Functions of Chairperson	204
12.02	Meetings.	204
12.03	Acting Chairperson.	205
12.04	Remuneration.	205
12.05	Compensation.	206
12.051	Limitation of liability	206
12.06	Inquiries	206

Detailed Table of Contents

12.07	Measures	206
12.08	Appointment of inquirer	206
12.09	Powers	206
12.10	Staff	207
12.11	Inquiry in public	207
12.12	Rules of evidence	207
12.13	Right to be heard	208
12.14	Report to Minister	208
12.15	Transmission of report to Governor in Council	208
13	Head office	208
13.1	[Repealed 2014, c. 20, s. 417.]	208
14	Panels	208
14.1	Continuation of proceeding	209
14.2	Decision of panel	209

Powers and Duties

15	Regulations	210
15.1	General power to assist parties	211
16	Powers of Board	212
16.1	Determination without oral hearing	214
17	Determination of the wishes of the majority of the employees	214
18	Review or amendment of orders	214
18.1	Review of structure of bargaining units	214
19	Application of orders	215
19.1	Interim orders	215
20	Interim decision	216
21	Exercise of powers and duties	216

Review and Enforcement of Orders

22	Orders and decision final	216
23	Filing in Federal Court	217
23.1	Filing in provincial superior court	217

Detailed Table of Contents

DIVISION III — ACQUISITION AND TERMINATION OF BARGAINING RIGHTS

Application for Certification

24	Application for certification	218
24.1	Exception	219
25	Where certification prohibited.	219
26	Where certification prohibited.	219

Determination of Bargaining Units

27	Determination of appropriate unit	220
----	---	-----

Certification of Bargaining Agents and Related Matters

28	Duty to certify trade union	220
29	Representation vote	221
30	Conduct of vote	221
31	Result of representation vote	222
32	Council of trade unions	222
33	Designation of employers' organization	223
34	Certification in long-shoring and other industries	223
35	Board may declare single employer.	225
36	Effect of certification	225
36.1	Just cause requirement	226
37	Duty of fair representation	226

Revocation of Certification and Related Matters

38	Application for revocation of certification.	226
39	Order revoking certification or declaring bargaining agent not entitled to represent bargaining unit	227
40	Application where fraud	228
41	Application for revocation of certification of a council of trade unions	228
42	Effect of revocation or declaration	229

Successor Rights and Obligations

43	Mergers, etc., of trade unions	229
44	Definitions	230
45	Review of bargaining units	231

Detailed Table of Contents

46	Board to determine questions	231
47	Where portion as federal business	231
47.1	Where notice to bargain collectively given prior to deletion.	233
47.2	Order	234

Successive Contracts for Services

47.3	Definition of “previous contractor”	234
------	---	-----

DIVISION IV — COLLECTIVE BARGAINING AND COLLECTIVE AGREEMENTS

Obligation to Bargain Collectively

48	Notice to bargain to enter into a collective agreement. . .	235
49	Notice to bargain to renew or revise a collective agreement or enter a new collective agreement	235
50	Duty to bargain and not to change terms and conditions.	236

Technological Change

51	Definition of “technological change”	236
52	Notice of technological change	237
53	Application for order respecting technological change. . .	238
54	Application for order to serve notice to bargain	239
55	Conditions precedent to technological change.	239

Content and Interpretation of Collective Agreements

56	Effect of collective agreement	240
57	Provision for final settlement without stoppage of work.	240
58	Decisions not to be reviewed by court.	241
59	Copy to be filed with Minister	241
60	Powers of arbitrator, etc.	241
61	Procedure	242
62	Decision of arbitration board	242
63	Arbitration costs, fees and expenses	243
64	Order or decision within sixty days.	243
65	Questions may be referred to Board	243

Detailed Table of Contents

66	Filing of orders and decisions in Federal Court	244
67	Term of collective agreement	244
68	Collective agreement may contain certain provisions. . . .	245
69	Definition of “referral”	245

Compulsory Check-Off

70	Union dues to be deducted	246
----	-------------------------------------	-----

DIVISION V — CONCILIATION AND FIRST AGREEMENTS

Federal Mediation and Conciliation Service

70.1	Federal Mediation and Conciliation Service	247
------	--	-----

Conciliation Procedures

71	Notice of dispute	247
72	Options of Minister	247
73	Delivery of notice to conciliation officer	248
74	Delivery of notice	248
75	Time limits	249
76	Reconsideration of report	249
77	Release of report	249
78	Report binding by agreement	250
79	Agreement	250

Settlement of First Agreement

80	Minister may refer dispute to Board	250
----	---	-----

Establishment of Conciliation Boards

81	Composition	251
82	Nomination by parties	251
83	Notification to parties of establishment of board	252

General

84	Powers of board	252
85	Sittings	252
86	Proceedings prohibited	253
87	Report and testimony not evidence	253

Detailed Table of Contents

DIVISION V.1 — OBLIGATIONS RELATING TO STRIKES AND LOCKOUTS

87.1	Definitions	253
87.2	Strike notice	253
87.3	Secret ballot — strike vote	254
87.4	Maintenance of activities	255
87.5	Rights unaffected	256
87.6	Reinstatement of employees after strike or lockout	256
87.7	Services to grain vessels	257

DIVISION VI — PROHIBITIONS AND ENFORCEMENT

Strikes and Lockouts

88	Definitions	257
88.1	Strikes and lockouts prohibited during term of collective agreement	257
89	No strike or lockout until certain requirements met	258
90	Right to strike or lockout limited during period between Parliaments	259

Declarations Relating to Strikes and Lockouts

91	Employer may apply for declaration that strike unlawful	259
92	Declaration that lockout unlawful and prohibition of lockout	260
93	Terms and duration of order	260

Unfair Practices

94	Employer interference in trade union	260
95	Prohibitions relating to trade unions	263
96	General prohibition	264
97	Complaints to the Board	264
98	Duty and power of the Board	265
99	Board orders	266
99.1	Certification	268

Offences and Punishment

100	Lockout contrary to this part	268
-----	---	-----

Detailed Table of Contents

101	General offences by persons	269
102	Further offences	269
103	Prosecution of employers' organizations, trade unions and councils of trade unions	269
104	Consent of Board before prosecution	270

DIVISION VII — GENERAL

Promotion of Industrial Peace

104.1	Round-table meetings	270
105	Mediators	270
106	Inquiries regarding industrial matters	270
107	Additional powers	270
108	Industrial Inquiry Commission	270

Vote on Employer's Offer

108.1	Minister may order vote to be held.	271
-------	---	-----

Access to Employees

109	Application for access order	272
109.1	Communication with off-site workers	273

Access to Financial Statements

110	Financial statement of trade union and employers' organization	274
-----	---	-----

Regulations

111	Regulations.	274
111.1	Delegation	276

Miscellaneous

112	Documents as evidence	276
113	Late report not invalid	277
114	Defect in form or irregularity	277
115	Collective agreement to be filed	277
116	Remuneration and expenses	277
117	Persons deemed not to be employed in public service . . .	278

Detailed Table of Contents

118	Witness fees and expenses	278
119	Not required to give evidence — Part I.	278
119.1	No disclosure	278

Arrangements with Provinces

120	Where uniform provincial legislation.	279
-----	---	-----

Annual Reports

121	Annual report of Board	279
-----	----------------------------------	-----

Application of Provincial Laws

121.1	Provincial Crown corporations	280
121.2	Exclusion from application	280
121.3	Non-application of <i>Statutory Instruments Act</i>	281
121.4	Definition of “regulation”.	281
121.5	Regulations.	282

PART II — OCCUPATIONAL HEALTH AND SAFETY

Interpretation

122	Definitions	282
-----	-----------------------	-----

Purpose of Part

122.1	Prevention of accidents, injuries and illnesses	284
122.2	Preventive measures	284
122.21	Head of Compliance and Enforcement	284

Methods of Communication

122.3	Rights of Employees.	284
-------	------------------------------	-----

Application

123	Application of Part.	285
123.1	Canadian Human Rights Act	285

Duties of Employers

124	General duty of employer	286
125	Specific duties of employer	286
125.1	Further specific duties of employer	290

Detailed Table of Contents

125.2	Employer to provide information in emergency.	291
125.3	Coal mines	292
<i>Duties of Employees</i>		
126	Health and safety matters	293
<i>Employment Safety</i>		
127	Interference at accident scene prohibited	294
<i>Internal Complaint Resolution Process</i>		
127.1	Complaint to supervisor	294
128	Refusal to work if danger	296
128.1	Employees on shift during work stoppage.	300
129	Head's investigation	300
130	When collective agreement exists.	302
131	Compensation under other laws not precluded	303
<i>Pregnant and Nursing Employees</i>		
132	Cease to perform job	303
<i>Complaints when Action against Employees</i>		
133	Complaint to Board	304
134	Board orders.	304
<i>Policy Health and Safety Committees</i>		
134.1	Establishment mandatory	305
<i>Work Place Health and Safety Committees</i>		
135	Establishment mandatory	307
<i>Provisions Common to Policy Committees and Work Place Committees</i>		
135.1	Appointment of members	309
135.11	Information likely to reveal identity	311
135.2	Regulations.	311
<i>Health and Safety Representatives</i>		
136	Appointment of health and safety representative.	312
136.1	Information likely to reveal identity	315

Detailed Table of Contents

137	Committees or representatives — specified work places. .	315
	<i>Coal Mining Safety Commission</i>	
137.1	Establishment of Commission.	315
137.2	Approval of plans, procedures	317
	<i>Administration</i>	
138	Special committees	317
139	Medical surveillance and examination programs	318
139.1	Annual report.	319
139.2	Five-year review	319
	<i>Exercise of Minister's Powers in Relation to Health and Safety</i>	
140	Delegation	319
141	Accessory powers	320
141.1	Inspections	322
	<i>General Matters</i>	
142	Duty to assist	322
143	Obstruction and false statements.	323
143.1	Provision of information.	323
143.2	Permission required for access to residence	323
144	Evidence in civil or administrative proceedings precluded	323
	<i>Special Safety Measures</i>	
145	Direction to terminate contravention	325
	<i>Appeals of Decisions and Directions</i>	
145.1	Powers, duties and functions.	327
146	Appeal of direction.	328
146.01	Head informed of appeal	328
146.1	Inquiry	328
146.2	[Repealed 2017, c. 20, s. 349.]	329
146.3	[Repealed 2017, c. 20, s. 349.]	329
146.4	[Repealed 2017, c. 20, s. 349.]	329
146.5	Wages.	329

Detailed Table of Contents

Disciplinary Action

147	General prohibition re employer	329
147.1	Abuse of rights	330

Offences and Punishment

148	General offence.	330
149	Minister's consent required	331
150	Venue	331
151	Information	332
152	Injunction proceedings	332
153	Injunction.	332
154	Imprisonment precluded in certain cases	332

Providing of Information

155	Notice to provide information	333
-----	---	-----

Orders, Decisions and Directions of Board

156	Decision final	333
-----	--------------------------	-----

Fees

156.1	Fees for services, etc.	333
-------	---------------------------------	-----

Regulations

157	Regulations.	334
158	Provincial Crown corporations	335
159	Exclusion from application	335
160	Application of certain provisions	336
161	Pilot projects	336
162	Repeal of regulations	336
163-165	[Repealed R.S.C. 1985, c. 9 (1st Supp.), s. 4.]	336

PART III — STANDARD HOURS, WAGES, VACATIONS AND HOLIDAYS

Interpretation

166	Definitions	336
-----	-----------------------	-----

Detailed Table of Contents

Application

167	Application of Part.	338
167.1	Prohibition	339
167.2	Burden of proof	339
168	Saving more favourable benefits	339
168.1	[Repealed R.S.C. 1985, c. L-2, s. 168.1(3) [Added 2020, c. 5, s. 36.].]	339

DIVISION I — HOURS OF WORK

169	Standard hours of work	395
169.1	Break	340
169.2	Rest period	340
170	Modified work schedule — collective agreement	341
171	Maximum hours of work	342
172	Maximum hours of work — collective agreement	342
172.1	Vote	343
172.2	Duration.	343
173	Scheduling hours of work	344
173.01	Notice — work schedule.	344
173.1	Shift changes	345
174	Overtime pay or time off	345
174.1	Right to refuse	346
175	Regulations for the purpose of this Division.	347
176	Excess hours under ministerial permit.	348
177	Emergency work.	349

DIVISION I.1 — FLEXIBLE WORK ARRANGEMENTS

177.1	Right to request	349
-------	----------------------------	-----

DIVISION II — MINIMUM WAGES

178	Minimum wage.	351
178.1	Minimum wage — rate.	352
179	Employees under 17 years of age	353
180	[Repealed R.S.C. 1985, c. 9 (1st Supp.), s. 6.]	353

Detailed Table of Contents

181	Regulations applicable to Division	353
 DIVISION II.1 — BREAKS FOR MEDICAL REASONS OR NURSING		
181.1	Medical break.	354
181.2	Nursing break.	355
181.3	Regulations.	355
 DIVISION III — EQUAL WAGES		
182	Application of sections	355
 DIVISION IV — ANNUAL VACATIONS		
183	Definitions	357
184	Annual vacation with pay.	357
184.01	Calculation of vacation pay	358
184.1	Entitlement to vacation in one or more periods	358
185	Granting vacation with pay	358
186	Vacation pay	358
187	General holiday during vacation.	358
187.1	Interruption	359
187.2	Postponement.	360
188	Termination of employment during year.	361
189	Transfer	361
190	Regulations in relation to annual vacations	363
 DIVISION V — GENERAL HOLIDAYS		
191	Definitions	364
192	Entitlement to holidays.	364
193	General holiday falling on day off	364
194	Exemption under collective agreement	365
195	Substitution — employees subject to collective agreement.	365
195.1	Voting, duration.	366
196	Holiday pay	366

Detailed Table of Contents

197	Additional pay for holiday work.	366
198	[Repealed 2012, c. 31, s. 221.]	367
199	Holiday work for managers, etc.	367
200	Holiday pay deemed to be wages	367
201	Application of section 189	367
201.1	[Repealed 2012, c. 31, s. 222.]	367
202	[Repealed 2012, c. 31, s. 222.]	367

DIVISION VI — MULTI-EMPLOYER EMPLOYMENT

203	Definition of “multi-employer employment”	367
-----	---	-----

**DIVISION VII — MATERNITY-RELATED REASSIGNMENT AND LEAVE AND
OTHER LEAVES**

Maternity-related Reassignment and Leave

204	Reassignment and job modification	370
205	Employer’s obligations	371
205.1	Entitlement to leave	372
205.2	Employee’s duty to inform employer	372

Maternity Leave

206	Entitlement to leave	372
-----	--------------------------------	-----

Parental Leave

206.1	Entitlement to leave	373
206.2	Aggregate leave — maternity and parental	377

Compassionate Care Leave

206.3	Definitions	377
-------	-----------------------	-----

Leave Related to Critical Illness

206.4	Definitions	379
-------	-----------------------	-----

Leave Related to Death or Disappearance

206.5	Definitions	380
-------	-----------------------	-----

Detailed Table of Contents

<i>Personal Leave</i>	
206.6	Leave — five days 382
<i>Leave for Victims of Family Violence</i>	
206.7	Definitions 383
<i>Leave for Traditional Aboriginal Practices</i>	
206.8	Leave — five days 384
<i>Leave for Court of Jury Duty</i>	
206.9	Entitlement to leave 384
<i>General</i>	
207	Notification to employer. 385
207.01	Minimum periods of leave 385
207.02	Interruption 385
207.1	Notice to employer — interruption of leave 387
207.2	Notification to employer — interruption for child's hospitalization 387
207.3	Notice to employer of leave 387
208	Prohibition 388
208.1	Application. 389
209	Right to notice of employment opportunities 389
209.1	Resumption of employment in same position 389
209.2	Right to benefits. 390
209.21	Effect of leave. 390
209.22	Status of certificate. 390
209.3	Prohibition 391
209.4	Regulations. 391
209.5	Application of section 189 392
 DIVISION VIII — BEREAVEMENT LEAVE	
210	Employee entitled 392
 DIVISION IX — GROUP TERMINATION OF EMPLOYMENT	
211	Definitions 394

Detailed Table of Contents

212	Notice of group termination	395
213	Cooperation with Commission	399
214	Establishment of joint planning committee	400
215	Employee representatives	401
216	Time for appointment.	401
217	Failure to appoint.	401
218	Notice of membership.	402
219	Procedure	402
220	Wages.	403
221	Object of joint planning committee.	403
222	Supplying of information	403
223	Application to Minister for arbitrator.	403
224	Appointment of arbitrator	404
225	Applicable provisions	405
226	Implementation of adjustment program	405
227	Regulations.	405
228	Waiver of application of Division	406
229	Application of sections 214 to 226	407

DIVISION X — INDIVIDUAL TERMINATIONS OF EMPLOYMENT

230	Notice or wages in lieu of notice.	408
231	Conditions of employment	410
232	Expiration of notice	411
233	Regulations.	411
234	Application of section 189	411

DIVISION XI — SEVERANCE PAY

235	Minimum rate	411
236	Regulations.	412
237	Application of section 189	412

DIVISION XII — GARNISHMENT

238	Prohibition	412
-----	-----------------------	-----

Detailed Table of Contents

DIVISION XIII — MEDICAL LEAVE

239	Entitlement to leave	413
-----	--------------------------------	-----

DIVISION XIII.01

[Heading repealed 2020, c. 12, s. 4.5(2). [Added 2020, c. 12, s. 8(2)(b).].]

239.01	[Repealed 2020, c. 12, s. 4.5(2). [Added 2020, c. 12, s. 8(2)(b).].]	418
--------	--	-----

DIVISION XIII.1 — WORK-RELATED ILLNESS AND INJURY

239.1	Prohibition	418
-------	-----------------------	-----

DIVISION XIII.2 — LONG-TERM DISABILITY PLANS

239.2	Employer's obligation	420
239.3	Regulations.	420

DIVISION XIV — UNJUST DISMISSAL

240	Complaint	420
241	Reasons for dismissal	421
241.1	Suspension of complaint	422
241.2	Rejection of complaint	422
242	[Repealed 2017, c. 20, s. 354(1).]	422
243	Order final	423
244	Enforcement of orders	423
245	Regulations.	423
246	Civil remedy	424

DIVISION XIV.1 — COMPLAINTS RELATING TO REPRISALS

246.1	Complaint to Board	424
246.2	Suspension of complaint	426
246.3	Rejection of complaint	426
246.4	Board orders.	427
246.5	Decisions final	427
246.6	Enforcement of orders	427

Detailed Table of Contents

246.7	[Repealed 2017, c. 20, s. 356(3).]	427
-------	------------------------------------	-----

DIVISION XV — PAYMENT OF WAGES

247	Payment of wages.	427
-----	-------------------	-----

DIVISION XV.1

[Heading repealed 2018, c. 22, s. 16.]

247.1-247.4	[Repealed 2018, c. 22, s. 16.]	428
-------------	--------------------------------	-----

**DIVISION XV.2 — LEAVE OF ABSENCE FOR MEMBERS OF THE RESERVE
FORCE**

247.5	Entitlement to leave	428
247.6	Notice to employer	429
247.7	Request for proof	430
247.8	Return to work postponed	430
247.9	[Repealed 2017, c. 33, s. 211.]	430
247.91	Continuous employment—benefits	430
247.92	Application of section 189	431
247.93	Resumption of employment in same position	431
247.94	Not able to perform work	431
247.95	Wages or benefits affected by reorganization	431
247.96	Prohibition—employee	431
247.97	Regulations	432

DIVISION XV.3 — GENETIC TESTING

247.98	Definitions	433
247.99	Complaint	433
247.991	Order final	436
247.992	Regulations	436

DIVISION XVI — ADMINISTRATION AND GENERAL

Inquiries

248	Inquiries	437
-----	-----------	-----

Detailed Table of Contents

Inspections

249	Delegation	437
250	Administering oaths	439
251	Where underpayments found on inspection.	439

Internal Audit

251.001	Internal audit order	440
---------	--------------------------------	-----

Complaints

251.01	Making of complaint	441
251.02	Suspension of complaint	444
251.03	Assistance — Head	444
251.04	Settlement of amounts due	444
251.05	Rejection of complaint	445
251.06	Compliance order	446
251.1	Payment order	447

Orders — Review and Appeal

251.101	Request for review	449
251.11	Appeal	450
251.111	Head informed of appeal	451
251.12	Board decision	451

General Provisions—Orders

251.13	Order to debtor of employer.	452
251.131	Administrative fee.	453
251.132	Return of security.	453
251.14	Deposit of moneys	453
251.15	Enforcement of orders	454
251.16	Regulations.	454
251.17	Statutory Instruments Act	454
251.18	Civil liability of directors	455
251.19	Cooperatives.	455

Information and Returns

252	Information and returns	455
-----	-----------------------------------	-----

Detailed Table of Contents

253	Notice to furnish information	455
254	Pay statement	458

Deductions

254.1	General rule	458
-------	------------------------	-----

Combining Federal Works, Undertakings and Businesses

255	Orders of Minister combining federal works, undertakings and businesses	459
-----	--	-----

Offences and Punishment

256	Offences and punishment	459
257	Procedure	460
258	Order to pay arrears of wages.	461
259	Failure to comply with order	461
259.1	Imprisonment precluded in certain cases	461
260	Identity of complainants	462
261	Civil remedy	462

Ministerial Orders

262	Orders	462
-----	------------------	-----

Pilot Projects

263	Regulations.	462
263.1	Repeal	463

Regulations

264	Regulations.	463
-----	----------------------	-----

Application of Provincial Laws

265	Provincial Crown corporations	465
266	Exclusion from application	465
267	Application of certain provisions	466

PART IV — ADMINISTRATIVE MONETARY PENALTIES

Interpretation and Application

268	Definitions	466
-----	-----------------------	-----

Detailed Table of Contents

	<i>Purpose</i>	
269	Purpose of Part	467
	<i>Regulations</i>	
270	Definitions	467
	<i>Head's Powers</i>	
271	Powers regarding notices of violation	468
272	Delegation	468
	<i>Commission of Violations</i>	
273	Violations	468
274	Liability of parties to violation	468
275	Proof of violation—employees	469
276	Notice of violation	469
	<i>Rules About Violations</i>	
277	Certain defences not available.	470
278	Continuing violation.	470
279	Violation or offence	470
280	Limitation period	470
	<i>Reviews</i>	
281	Request for review	470
282	Variation or cancellation of notice of violation	471
283	Review	471
284	Object of review	471
	<i>Appeal</i>	
285	Appeal	472
286	Head informed of appeal	472
287	Object of appeal	472
288	Wages.	473
	<i>Responsibility</i>	
289	Payment	473
290	Failure to act	473

Detailed Table of Contents

<i>Recovery of Penalties</i>		
291	Debt to Her Majesty.	473
292	Certificate.	473
<i>General</i>		
293	Admissibility of documents.	474
294	Burden of proof	474
295	Publication	474
<i>Pilot Projects</i>		
296	Regulations.	474
297	Repeal of regulations	474
CAN. REG. 986 — CANADA LABOUR STANDARDS REGULATIONS		
1	[Repealed SOR/2019-168, s. 2].	483
INTERPRETATION		
2		483
EXCLUSION OF PROFESSIONS		
3		484
MODIFIED WORK SCHEDULE		
4		484
5		484
AVERAGING		
6		484
7		487
WEEKLY REST		
8		487
9		487
EMPLOYEES UNDER 17 YEARS OF AGE		
10		488

Detailed Table of Contents

	APPRENTICESHIP	
11		488
	REPORTING PAY	
11.1		489
	ANNUAL VACATIONS	
12		489
13		489
14		490
	GENERAL HOLIDAYS	
15		490
16		491
	REGULAR RATE OF WAGES FOR PURPOSES OF GENERAL HOLIDAYS, PERSONAL LEAVE, LEAVE FOR VICTIMS OF FAMILY VIOLENCE AND BEREAVEMENT LEAVE	
17		491
18		491
	MULTI-EMPLOYER EMPLOYMENT	
19		491
	DETERMINATION OF HOURLY RATE OF WAGES	
20		493
	BOARD, LIVING QUARTERS AND OTHER REMUNERATION	
21		493
22		494
	PAYMENT OF WAGES, VACATION OR HOLIDAY PAY OR OTHER REMUNERATION WHEN EMPLOYEE CANNOT BE FOUND	
23		494
	KEEPING OF RECORDS	
24		494

Detailed Table of Contents

CERTIFICATE REFERRED TO IN SUBSECTION 181.1(2) OF THE ACT	
24.1	498
NOTICES TO BE POSTED	
25	498
NOTICE OF GROUP TERMINATION	
26	499
INDUSTRIAL ESTABLISHMENT FOR GROUP TERMINATION	
27	499
EXEMPTION FROM GROUP TERMINATION	
28	499
CONTINUITY OF EMPLOYMENT	
29	500
COMPLAINT FOR UNJUST DISMISSAL	
29.1	500
COMPLAINT RELATED TO GENETIC TESTING	
29.2	500
COMPLAINT REFERRED TO IN SUBSECTION 251.01(1) OF THE ACT	
29.3	501
LAY-OFFS THAT ARE NOT TERMINATION FOR THE PURPOSES OF SEVERANCE PAY, GROUP OR INDIVIDUAL TERMINATION OF EMPLOYMENT	
30	501
REGULAR HOURS OF WORK (SEVERANCE PAY AND INDIVIDUAL TERMINATION OF EMPLOYMENT)	
31	502
32	501
IMMEDIATE FAMILY	
33	503
33.01	503

Detailed Table of Contents

33.1	[Repealed SOR/2020-226, s. 1(2)].	503
	WORK-RELATED ILLNESS AND INJURY	
34		504
	SCHEDULE I	
	SCHEDULE II — NOTICE RELATED TO THE CANADA LABOUR CODE — PART III	
	SCHEDULE III — NOTICE OF MODIFIED WORK SCHEDULE	
	SCHEDULE IV — NOTICE OF AVERAGING OF HOURS OF WORK	
	SCHEDULE V	
	CAN. REG. 2020-260 — ADMINISTRATIVE MONETARY PENALTIES (CANADA LABOUR CODE) REGULATIONS	
	<i>Definition</i>	
1	Definition of “Act”.	545
	<i>Violations</i>	
2	Designations.	545
3	Types of violations	545
	<i>Penalties</i>	
4	Amount	545
5	Baseline penalty amount	546
6	History of non-compliance amount.	546
	<i>Payment</i>	
7	Early payment	546
	<i>Service</i>	
8	Manner of service.	547
	<i>Request for Review</i>	
9	Manner.	548
	<i>Regular Rate of Wages</i>	
10	Calculation and determination	548

Detailed Table of Contents

	<i>Publication</i>	
11	Other information.	550
	<i>Transitional Provision</i>	
12	Type A violations.	550
	<i>Coming into Force</i>	
13	S.C. 2017, c. 20.	550
	SCHEDULE 1 — VIOLATIONS UNDER PART II OF THE ACT AND ITS REGULATIONS	
	SCHEDULE 2 — VIOLATIONS UNDER PART III OF THE ACT AND ITS REGULATIONS	
	SCHEDULE 3 — PENALTY AMOUNT	
	CAN. REG. 2011-87 — AVIATION OCCUPATIONAL HEALTH AND SAFETY REGULATIONS	
	PART 1 — GENERAL	
	<i>Interpretation</i>	
1.1		701
	<i>Application</i>	
1.11		702
1.2		702
	<i>Records</i>	
1.3		702
	<i>Inconsistent Provisions</i>	
1.4		702
	PART 2 — LEVELS OF SOUND	
	<i>Interpretation</i>	
2.1		703
	<i>Measurement and Calculation of Exposure</i>	
2.2		703
	<i>Hazard Investigation</i>	
2.3		704

Detailed Table of Contents

	<i>Limits of Exposure</i>	
2.4		705
	<i>Reduction of Sound Exposure</i>	
2.5		705
	<i>Report to Head of Compliance and Enforcement</i>	
2.6		705
	<i>Hearing Protection</i>	
2.7		706
	<i>Warning Signs</i>	
2.8		706
SCHEDULE [FOR 2.4] MAXIMUM DURATION TO A-WEIGHTED SOUND PRESSURE LEVELS IN THE WORK PLACE		
PART 3 — ELECTRICAL SAFETY		
	<i>Interpretation</i>	
3.1		708
	<i>In-flight Maintenance</i>	
3.2	[Repealed SOR/2019-246, s. 360.]	708
3.3		708
3.4		708
3.5		708
3.6		709
3.7		709
	<i>Safety Procedures</i>	
3.8		709
PART 4 — SANITATION		
	<i>Interpretation</i>	
4.1		709

Detailed Table of Contents

<i>General</i>		
4.2		709
4.3		710
4.4		710
4.5		710
4.6		710
4.7		710
4.8		710
<i>Washbasins</i>		
4.9		711
<i>Potable Water</i>		
4.10		711
4.11		711
4.12		711
4.13		712
<i>Preparation, Handling, Storage and Serving of Food</i>		
4.14		712
4.15		712
4.16		712
4.17		712
4.18		712
<i>Food Waste and Garbage</i>		
4.19		713
<i>Crew Eating Area</i>		
4.20		713
<i>Reusable Equipment</i>		
4.21		713
PART 5 — HAZARDOUS SUBSTANCES		
<i>Interpretation</i>		
5.1		713

Detailed Table of Contents

	<i>Application</i>	
5.2		717
	DIVISION 1 — GENERAL	
	<i>Records of Hazardous Substances</i>	
5.3		717
	<i>Hazard Investigation</i>	
5.4		717
5.5		718
5.6		718
	<i>Medical Examinations</i>	
5.7		718
	<i>Storage, Handling and Use</i>	
5.8		719
5.9		719
5.10		720
5.11		720
	<i>Warning of Hazardous Substances</i>	
5.12		720
	<i>Employee Education and Training</i>	
5.13		720
5.14		721
	<i>Substitution of Substances</i>	
5.15		722
	<i>Control of Hazards</i>	
5.16		722
5.17		723
	<i>Warnings</i>	
5.18		723

Detailed Table of Contents

	<i>Ionizing and Non-ionizing Radiation</i>	
5.19		723
DIVISION 2 — HAZARDOUS SUBSTANCES OTHER THAN HAZARDOUS PRODUCTS		
	<i>Asbestos Exposure Management Program</i>	
	<i>Asbestos-containing Material</i>	
5.19.1		724
	<i>Asbestos Exposure Control Plan</i>	
5.19.2		724
5.19.3		725
	<i>Asbestos Dust, Waste and Debris Removal</i>	
5.19.4		725
5.19.5		726
	<i>Decontamination</i>	
5.19.6		726
5.19.7		726
	<i>Air Sampling</i>	
5.19.8		727
	<i>Clearance Air Sampling</i>	
5.19.9		727
5.19.10		728
	<i>Containers for Asbestos Dust, Waste and Debris</i>	
5.19.11		728
5.20		728
5.21		728
DIVISION 3 — HAZARDOUS PRODUCTS		
	<i>Interpretation</i>	
5.22		729
	<i>Application</i>	
5.23		729

Detailed Table of Contents

	<i>Supplier Safety Data Sheets</i>	
5.24		730
	<i>Work Place Safety Data Sheets</i>	
5.25		731
	<i>Availability of Safety Data Sheets</i>	
5.26		731
	<i>Labels</i>	
5.27		732
	<i>Replacing Labels</i>	
5.28		733
	<i>Hazardous Waste</i>	
5.28.1		733
	<i>Exemptions from Disclosure</i>	
5.29		733
	<i>Prescribed Medical Professional</i>	
5.30		734
	PART 6 — SAFETY MATERIALS, EQUIPMENT, DEVICES AND CLOTHING	
	<i>General</i>	
6.1		734
6.2		734
6.3		734
	<i>Protective Headwear</i>	
6.4		735
	<i>Protective Footwear</i>	
6.5		735
	<i>Eye and Face Protection</i>	
6.6		735

Detailed Table of Contents

	<i>Respiratory Protection</i>	
6.7		735
6.8		735
	<i>Skin Protection</i>	
6.9		736
	<i>Safety Restraining Devices</i>	
6.10		736
	<i>Clothing</i>	
6.11		736
6.12		736
6.13		736
	<i>Records</i>	
6.14		736
	<i>Instructions and Training</i>	
6.15		737
	<i>Defective Protection Equipment</i>	
6.16		737
	PART 7 — TEMPERATURE AND LIGHTING	
7.1		737
7.2		737
	PART 8 — MATERIALS HANDLING	
	<i>Interpretation</i>	
8.1		738
	<i>General</i>	
8.2		738
	<i>Inspection, Testing and Maintenance</i>	
8.3		738

Detailed Table of Contents

	<i>Repairs</i>	
8.4		739
	<i>Instructions and Training</i>	
8.5		739
	<i>Operation</i>	
8.6		740
	<i>Service Cart Control Systems</i>	
8.7		740
	<i>Safe Working Loads</i>	
8.8		740
	<i>Manual Handling of Materials</i>	
8.9		740
8.10		740
	<i>Transporting and Positioning Employees</i>	
8.11		741
	<i>Defective Materials Handling Equipment</i>	
8.12		741
	<i>Storage of Materials</i>	
8.13		741
	PART 9 — FIRST AID	
	<i>Interpretation</i>	
9.1		741
	<i>General</i>	
9.2		742
	<i>First Aid Attendants</i>	
9.3		742
9.4		742

Detailed Table of Contents

	<i>Training Requirements</i>	
9.5		742
9.6	[Repealed SOR/2012-271, s. 12]	743
	<i>First Aid Kits</i>	
9.7		743
	<i>First Aid Supplies and Equipment</i>	
9.8		743
	<i>Transportation</i>	
9.9		744
	<i>Communication of Information</i>	
9.10		744
	<i>Records</i>	
9.11		744
SCHEDULE [FOR 9.5 AND 9.6] 1 — SUBJECTS TO BE INCLUDED IN THE COURSES		
SCHEDULE 2 [FOR 9.7(2), 9.8(4) AND (5)] 2 — CONTENTS OF FIRST AID KITS		
SCHEDULE 3 [FOR 9.7(2), 9.8(6)] 3 — ADDITIONAL SUPPLIES AND EQUIPMENT		
PART 10 — HAZARDOUS OCCURRENCE INVESTIGATION, RECORDING AND REPORTING		
	<i>Interpretation</i>	
10.1		748
	<i>Application</i>	
10.1.1		749
	<i>Report by an Employee</i>	
10.2		749
	<i>Investigation</i>	
10.3		749
	<i>Telecommunication Report</i>	
10.4		750

Detailed Table of Contents

	<i>Minor Injury Record</i>	
10.5		750
	<i>Written Report</i>	
10.6		750
	<i>Annual Report</i>	
10.7		751
	<i>Retention of Reports</i>	
10.8		751
	SCHEDULE 1 [FOR 10.6(1)]	
	SCHEDULE 2 [FOR 10.7(2)]	
	PART 11 — REPEAL AND COMING INTO FORCE	
	<i>Repeal</i>	
11		753
	<i>Coming into force</i>	
12		753
	CAN. REG. 2006-92 — BANKING INDUSTRY COMMISSION-PAID SALESPeOPLE HOURS OF WORK REGULATIONS	
	EXEMPTION	
1		754
	COMING INTO FORCE	
2		754
	CAN. REG. 79-430 — BROADCASTING INDUSTRY COMMISSION SALESMEN HOURS OF WORK REGULATIONS	
	SHORT TITLE	
1		755
	INTERPRETATION	
2		755

Detailed Table of Contents

	EXEMPTION	
3		755
CAN. REG. 2001-520 — CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012		
PART 1 — GENERAL		
<i>Interpretation</i>		
1		756
<i>Orders</i>		
2		756
<i>Registrar</i>		
3		756
PART 2 — RULES APPLICABLE TO PROCEEDINGS		
<i>Commencement of Proceedings</i>		
4		756
<i>Forms</i>		
5		758
<i>Signatures and Authorizations</i>		
6		758
<i>Filing and Service of Documents</i>		
7		758
<i>Date of Filing</i>		
8		759
<i>Computation of time</i>		
9		759
<i>Applications</i>		
10		759
<i>Notices of Application</i>		
11		760

Detailed Table of Contents

	<i>Responses and Replies</i>	
12		761
	<i>Request to Intervene</i>	
12.1		761
13	[Repealed SOR/2012-305, s. 7]	762
13.1	[Repealed SOR/2012-305, s. 7]	762
	<i>Expedited Process</i>	
14		762
15		763
16		763
17	[Repealed SOR/2012-305, s. 9]	763
	<i>Interim Orders</i>	
18		763
	<i>Verification of Evidence</i>	
19		764
	<i>Consolidation of Proceedings</i>	
20		764
	<i>Disclosure</i>	
21		764
	<i>Confidentiality of Documents</i>	
22		764
	<i>Exchange of Documents</i>	
23		765
	<i>Summons</i>	
24		765
	<i>Hearing Procedures</i>	
25	[Repealed SOR/2012-305, s. 14]	765
26	[Repealed SOR/2011-109, s. 15.]	765

Detailed Table of Contents

27		765
	<i>Notice of Hearing</i>	
28		766
	<i>Cancellation, Adjournment and Postponement of Hearings</i>	
29		766
29.1		767
	PART 3 — APPLICATIONS RELATING TO BARGAINING RIGHTS	
	<i>Evidence of Employee's Wishes</i>	
30		767
	<i>Evidence of Membership in a Trade Union</i>	
31		767
	<i>Representation Votes</i>	
32		767
	<i>Applications Respecting Bargaining Rights</i>	
33		768
	<i>Applications for Certification</i>	
34		769
	<i>Confidentiality of Employees' Wishes</i>	
35		769
	<i>Applications for Revocation of Bargaining Rights and Related Matters</i>	
36		769
	<i>Applications for Revocation for Fraud</i>	
37		769
	<i>Subsequent Applications for Certification and Revocation</i>	
38		770
39		770

Detailed Table of Contents

PART 4 — UNFAIR LABOUR PRACTICE COMPLAINTS		
40		770
PART 5 — APPLICATIONS FOR DECLARATION OF AN INVALID VOTE		
41		771
PART 5.1 — MAINTENANCE OF ACTIVITIES		
41.1		772
PART 6 — UNLAWFUL STRIKES AND LOCKOUTS		
<i>Applications for Declaration of an Unlawful Strike</i>		
42		772
<i>Applications for Declaration of an Unlawful Lockout</i>		
43		773
PART 7 — APPLICATIONS FOR RECONSIDERATION		
44	[Repealed SOR/2012-305, s. 22]	774
45		774
PART 8 — GENERAL POWERS		
46		775
47		775
47.1		775
PART 9 — REPEAL, TRANSITIONAL PROVISION AND COMING INTO FORCE		
<i>Repeal</i>		
48		775
<i>Transitional</i>		
49		776
<i>Coming into Force</i>		
50		776
CAN. REG. 2002-54 — CANADA INDUSTRIAL RELATIONS REGULATIONS		
DEFINITIONS		
1		777

Detailed Table of Contents

	NOTICE, REQUEST OR REPORT TO THE MINISTER	
2		777
	NOTICE OR REQUEST BY THE MINISTER	
3		777
4		778
	NOTICE TO COMMENCE COLLECTIVE BARGAINING	
5		778
	NOTICE OF DISPUTE AND REQUEST FOR CONCILIATION ASSISTANCE	
6		778
	STRIKE OR LOCKOUT NOTICE	
7		779
	REQUEST FOR THE APPOINTMENT OF AN ARBITRATOR	
8		779
	ARBITRATION ORDER OR DECISION	
9		780
	REPEAL	
10		780
	COMING INTO FORCE	
11		780
	CAN. REG. 86-304 — CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS	
	PART I	
1.1	[Repealed SOR/2002-208, s. 2.].....	781
	<i>Interpretation</i>	
1.2		781
	<i>Prescription</i>	
1.3		783

Detailed Table of Contents

	<i>Application</i>	
1.31		784
1.4		784
	<i>Records</i>	
1.5		784
	<i>Inconsistent Provisions</i>	
1.6		784
1.7	[Repealed SOR/2019-243, s. 1.].....	785
	<i>Alternate Media</i>	
1.8		785
	PART II — PERMANENT STRUCTURES	
	<i>Interpretation</i>	
2.1		785
	DIVISION I — BUILDINGS	
	<i>Standards</i>	
2.2		786
	<i>Doors</i>	
2.3		787
	<i>Clearances</i>	
2.4		787
	<i>Floor and Wall Openings</i>	
2.5		787
	<i>Open-top Bins, Hoppers, Vats and Pits</i>	
2.6		788
	<i>Ladders, Stairways and Ramps</i>	
2.7		789
2.8		789
2.9		789

Detailed Table of Contents

2.10		789
	<i>Docks, Ramps and Dock Plates</i>	
2.11		790
	<i>Guardrails</i>	
2.12		790
	<i>Toe Boards</i>	
2.13		791
	<i>Housekeeping and Maintenance</i>	
2.14		791
2.15		791
2.16		791
	<i>Temporary Heating</i>	
2.17		793
DIVISION II — TOWERS, ANTENNAS AND ANTENNA-SUPPORTING STRUCTURES		
2.18		793
2.19		793
DIVISION III — HVAC SYSTEMS		
	<i>Application</i>	
2.20		794
	<i>Standards</i>	
2.21		794
2.22		794
	<i>Records</i>	
2.23		794
	<i>Operation, Inspection, Testing, Cleaning and Maintenance</i>	
2.24		795
2.25		796
2.26		796

Detailed Table of Contents

	<i>Investigations</i>	
2.27		796
	PART III — TEMPORARY STRUCTURES AND EXCAVATIONS	
	<i>Application</i>	
3.1		797
	<i>General</i>	
3.2		797
3.3		797
3.4		797
3.5		797
3.6		798
	<i>Barricades</i>	
3.7		798
	<i>Guardrails and Toe Boards</i>	
3.8		798
	<i>Temporary Stairs, Ramps and Platforms</i>	
3.9		798
	<i>Scaffolds</i>	
3.10		799
	<i>Portable Ladders</i>	
3.11		799
	<i>Excavation</i>	
3.12		800
	<i>Safety Nets</i>	
3.13		800
	<i>Housekeeping</i>	
3.14		801
3.15		801

Detailed Table of Contents

PART IV — ELEVATING DEVICES

Application

4.1		801
-----	-------	-----

Standards

4.2		801
-----	-------	-----

Use and Operation

4.3		802
-----	-------	-----

4.4		802
-----	-------	-----

Inspection and Testing

4.5		802
-----	-------	-----

4.6		802
-----	-------	-----

Repair and Maintenance

4.7		803
-----	-------	-----

PART V — BOILERS AND PRESSURE VESSELS

Interpretation

5.1		803
-----	-------	-----

Application

5.2		804
-----	-------	-----

Fabrication and Installation Standards

5.3		805
-----	-------	-----

5.4		805
-----	-------	-----

Use, Operation, Repair, Alteration and Maintenance

5.5		805
-----	-------	-----

5.6		806
-----	-------	-----

5.7		806
-----	-------	-----

5.8		806
-----	-------	-----

5.9		806
-----	-------	-----

Inspections

5.10		806
------	-------	-----

Detailed Table of Contents

5.11		807
5.12		809
5.13		809
5.14		809
5.15		809

Buried Pressure Vessels

5.16		809
------	-------	-----

Records and Reports

5.17		810
5.18		810

PART VI — LIGHTING

Interpretation

6.1		811
-----	-------	-----

Application

6.2		811
-----	-------	-----

Measurement of Average Levels of Lighting

6.3		811
-----	-------	-----

Lighting — Office Areas

6.4		812
-----	-------	-----

Lighting — Industrial Areas

6.5		812
-----	-------	-----

Lighting — General Areas

6.6		812
-----	-------	-----

Lighting — VDT

6.7		812
-----	-------	-----

Lighting — Aerodrome Aprons and Aircraft Stands

6.8		813
-----	-------	-----

Detailed Table of Contents

Lighting — Artefactual Exhibits and Archival Materials

6.9		813
-----	-------	-----

Emergency Lighting

6.10		813
------	-------	-----

Minimum Levels of Lighting

6.11		814
------	-------	-----

SCHEDULE [FOR 6.4] I

SCHEDULE [FOR 6.5] II

SCHEDULE [FOR 6.6] III

SCHEDULE [FOR 6.7] IV

PART VII — LEVELS OF SOUND

Interpretation

7.1		821
-----	-------	-----

Measurement and Calculation of Exposure

7.2		822
-----	-------	-----

Hazard Investigation

7.3		822
-----	-------	-----

Limits of Exposure

7.4		824
-----	-------	-----

Reduction of Sound Exposure

7.5		824
-----	-------	-----

Report to Head of Compliance and Enforcement

7.6		824
-----	-------	-----

Hearing Protection

7.7		824
-----	-------	-----

Warning Signs

7.8		825
-----	-------	-----

Detailed Table of Contents

SCHEDULE [FOR 7.4] [I]

SCHEDULE [FOR 7.4(2)] II

PART VIII — ELECTRICAL SAFETY

Interpretation

8.1		827
-----	-------	-----

Application

8.2		827
-----	-------	-----

Standards

8.3		828
-----	-------	-----

Safety Procedures

8.4		828
-----	-------	-----

8.5		828
-----	-------	-----

8.6		829
-----	-------	-----

8.7		829
-----	-------	-----

Safety Watcher

8.8		829
-----	-------	-----

Coordination of Work

8.9		830
-----	-------	-----

Poles and Elevated Structures

8.10		830
------	-------	-----

8.11		830
------	-------	-----

Isolation of Electrical Equipment

8.12		831
------	-------	-----

8.13		831
------	-------	-----

Guarantees of Isolation for Electrical Equipment

8.14		832
------	-------	-----

8.15		833
------	-------	-----

8.16		833
------	-------	-----

Detailed Table of Contents

	<i>Live Test</i>	
8.17		834
	<i>Termination of Guarantee of Isolation</i>	
8.18		834
	<i>Safety Grounding</i>	
8.19		835
8.20		835
8.21		835
8.22		835
	<i>Switches and Control Devices</i>	
8.23		836
	SCHEDULE [FOR 8.5(6)] [I]	
	PART IX — SANITATION	
	<i>Interpretation</i>	
9.1		837
	<i>General</i>	
9.2		838
9.3		838
9.4		838
9.5		838
9.6		838
9.7		839
9.8		839
9.9		839
9.10		839
9.11		839
	<i>Toilet Rooms</i>	
9.12		839
9.13		841
9.14		841

Detailed Table of Contents

9.15		841
9.16		841
9.17		841
<i>Wash Basins</i>		
9.18		841
9.19		842
9.20		842
9.21		842
9.22		842
<i>Showers and Shower Rooms</i>		
9.23		843
<i>Potable Water</i>		
9.24		844
9.25		844
9.26		844
9.27		844
9.28		844
9.29		844
<i>Field Accommodation</i>		
9.30		844
9.31		845
9.32		845
9.33		845
<i>Preparation, Handling, Storage and Serving of Food</i>		
9.34		846
9.35		846
9.36		846
9.37		846
9.38		846
<i>Food Waste and Garbage</i>		
9.39		846

Detailed Table of Contents

	<i>Lunch Rooms</i>	
9.40		847
	<i>Ventilation</i>	
9.41		847
9.42		848
	<i>Clothing Storage</i>	
9.43		848
9.44		848
9.45		849
	SCHEDULE [FOR 9.41(2)] [I]	
	PART X — HAZARDOUS SUBSTANCES	
	<i>Interpretation</i>	
10.1		850
	<i>Application</i>	
10.2		853
	DIVISION I — GENERAL	
	<i>Records of Hazardous Substances</i>	
10.3		854
	<i>Hazard Investigation</i>	
10.4		854
10.5		855
10.6		855
	<i>Medical Examinations</i>	
10.7		855
	<i>Storage, Handling and Use</i>	
10.8		856
10.9		856
10.10		856
10.11		856

Detailed Table of Contents

10.12		856
	<i>Warning of Hazardous Substances</i>	
10.13		857
	<i>Employee Education and Training</i>	
10.14		857
10.15		858
	<i>Substitution of Substances</i>	
10.16		859
	<i>Ventilation</i>	
10.17		859
10.18		859
	<i>Control of Hazards</i>	
10.19		860
10.20		862
10.21		862
10.22		862
	<i>Warnings</i>	
10.23		863
	<i>Assembly of Pipes</i>	
10.24		863
	<i>Explosives</i>	
10.25		863
	<i>Ionizing and Non-ionizing Radiation</i>	
10.26		863
	SCHEDULE [FOR 10.26(1)(A)] [I]	

Detailed Table of Contents

DIVISION II — HAZARDOUS SUBSTANCES OTHER THAN HAZARDOUS PRODUCTS

Asbestos Exposure Management Program

Asbestos-containing Material

10.26.1	865
---------	-----

Asbestos Exposure Control Plan

10.26.2	865
---------	-----

10.26.3	866
---------	-----

Asbestos Dust, Waste and Debris Removal

10.26.4	866
---------	-----

10.26.5	867
---------	-----

Decontamination

10.26.6	867
---------	-----

10.26.7	868
---------	-----

Air Sampling

10.26.8	868
---------	-----

Clearance Air Sampling

10.26.9	868
---------	-----

10.26.10	869
----------	-----

Containers for Asbestos Dust, Waste and Debris

10.26.11	869
----------	-----

Identification

10.27	870
-------	-----

10.28	870
-------	-----

DIVISION III — HAZARDOUS PRODUCTS

Interpretation

10.29	870
-------	-----

Application

10.30	871
-------	-----

Detailed Table of Contents

Safety Data Sheets and Labels in respect of Certain Hazardous Products

10.31 872

Supplier Safety Data Sheets

10.32 873

Work Place Safety Data Sheets

10.33 873

Availability of Safety Data Sheets

10.34 874

Labels

10.35 875

10.36 876

Portable Containers

10.37 876

Special Cases

10.38 877

Laboratories

10.39 877

Signs

10.40 879

Replacing Labels

10.41 879

Exemptions from Disclosure

10.42 879

Hazardous Waste

10.43 880

Detailed Table of Contents

	<i>Information Required in a Medical Emergency</i>	
10.44		880
	<i>Fire and Explosion Prevention</i>	
10.45		880
10.46		881
10.47		881
10.48		881
10.49		881
	PART XI — CONFINED SPACES	
	<i>Interpretation</i>	
11.01		882
	<i>Confined Space Identification</i>	
11.02		883
	<i>Hazard Assessment</i>	
11.03		884
	<i>Confined Space Procedures</i>	
11.04		885
	<i>Verification Before Entry in and During Occupancy of Hazardous Confined Space</i>	
11.05		886
	<i>Emergency Procedures and Equipment</i>	
11.06		888
	<i>Record of Emergency Procedures and Equipment</i>	
11.07		889
	<i>Provision and Use of Equipment</i>	
11.08		890
	<i>Closing off a Confined Space</i>	
11.09		891

Detailed Table of Contents

<i>Hot Work</i>	
11.1	891
11.2-11.10 [Repealed SOR/2021-143, s. 1.]	891
<i>Ventilation Equipment</i>	
11.11	892
<i>Instruction and Training</i>	
11.12	893
<i>Retention of Records</i>	
11.13	894
PART XII — PROTECTION EQUIPMENT AND OTHER PREVENTATIVE MEASURES	
<i>Interpretation</i>	
12.01	894
12.02	895
<i>General</i>	
12.03	896
12.04	896
12.05	896
<i>Fall Protection</i>	
<i>Fall-protection Plan</i>	
12.06	897
<i>Fall-protection Systems</i>	
12.07	898
12.08	899
<i>Protection Equipment and Procedures</i>	
<i>Fall Protection</i>	
12.09	900
<i>Protective Headwear</i>	
12.1	901
12.4-12.10 [Repealed SOR/2019-243, s. 4.]	901

Detailed Table of Contents

	<i>Protective Footwear</i>	
12.11		902
	<i>Eye and Face Protection</i>	
12.12		902
	<i>Respiratory Protection</i>	
12.13		903
	<i>Skin Protection</i>	
12.13.1		903
	<i>Skin Protection</i>	
12.14		904
	<i>Protection Against Drowning</i>	
12.15		905
	<i>Loose Clothing</i>	
12.16		906
	<i>Protection Against Moving Vehicles</i>	
12.17		906
	<i>Defective Equipment</i>	
12.18		906
12.19		906
	<i>Instruction and Training</i>	
12.2		906
	<i>Records</i>	
12.21		907
12.3	[Repealed SOR/2019-243, s. 4.].....	907
	PART XIII — TOOLS AND MACHINERY	
	<i>Interpretation</i>	
13.1		908

Detailed Table of Contents

<i>Design, Construction, Operation and Use of Tools</i>		
13.2		908
13.3		908
13.4		908
13.5		908
13.6		908
13.7		909
13.8		909
<i>Defective Tools and Machines</i>		
13.9		909
13.10		909
<i>Instructions and Training</i>		
13.11		909
13.12		909
<i>General Requirements for Machine Guards</i>		
13.13		909
<i>Use, Operation, Repair and Maintenance of Machine Guards</i>		
13.14		910
13.15		910
13.16		910
13.17		911
<i>Abrasive Wheels</i>		
13.18		911
13.19		911
<i>Mechanical Power Transmission Apparatus</i>		
13.20		911
<i>Woodworking Machinery</i>		
13.21		911
<i>Punch Presses</i>		
13.22		911

Detailed Table of Contents

PART XIV — MATERIALS HANDLING

Interpretation

14.1		912
------	-------	-----

Application

14.2		912
------	-------	-----

DIVISION I — DESIGN AND CONSTRUCTION

General

14.3		913
------	-------	-----

Protection from Falling Objects

14.4		913
------	-------	-----

14.5		914
------	-------	-----

Protection from Overturning

14.6		914
------	-------	-----

Seat-Belts

14.7		914
------	-------	-----

Fuel Tanks

14.8		914
------	-------	-----

Protection from Elements

14.9		915
------	-------	-----

Vibration

14.10		915
-------	-------	-----

Controls

14.11		916
-------	-------	-----

Fire Extinguishers

14.12		916
-------	-------	-----

Means of Entering and Exiting

14.13		916
-------	-------	-----

Detailed Table of Contents

	<i>Lighting</i>	
14.14		917
	<i>Control Systems</i>	
14.15		917
	<i>Warning Devices</i>	
14.16		917
	<i>Rear View Mirrors</i>	
14.17		918
	<i>Guided Industrial Vehicles</i>	
14.18		918
	<i>Conveyors</i>	
14.19		918
	DIVISION II — MAINTENANCE, USE AND OPERATION	
	<i>Inspection, Testing and Maintenance</i>	
14.20		919
	<i>Mobile Cranes</i>	
14.21		919
	<i>Split Rim Wheels</i>	
14.22		920
	<i>Instruction and Training</i>	
14.23		920
	<i>Qualifications</i>	
14.24		921
	<i>Signals</i>	
14.25		921
14.26		921
14.27		922

Detailed Table of Contents

	<i>Gradients</i>	
14.28		922
	<i>Repairs</i>	
14.29		923
	<i>Transporting and Positioning Employees</i>	
14.30		923
	<i>Loading, Unloading and Maintenance While in Motion</i>	
14.31		923
14.32		924
14.33		924
	<i>Positioning the Load</i>	
14.34		924
	<i>Tools</i>	
14.35		924
	<i>Housekeeping</i>	
14.36		924
	<i>Parking</i>	
14.37		925
	<i>Materials Handling Area</i>	
14.38		925
	<i>Hazard Areas</i>	
14.39		926
	<i>Rear Dumping</i>	
14.40		926
	<i>Fuelling</i>	
14.41		926

Detailed Table of Contents

	<i>Ropes, Slings and Chains</i>	
14.42		927
	<i>Safe Working Loads</i>	
14.43		927
	<i>Aisles and Corridors</i>	
14.44		927
	<i>Clearances</i>	
14.45		928
	DIVISION III — MANUAL HANDLING OF MATERIALS	
14.46		929
14.47		929
14.48		929
14.49		929
	DIVISION IV — STORAGE OF MATERIALS	
14.50		929
	DIVISION V — TRANSITIONAL PROVISIONS	
14.51		930
	PART XV — HAZARDOUS OCCURRENCE INVESTIGATION, RECORDING AND REPORTING	
	<i>Interpretation</i>	
15.1		931
	<i>Application</i>	
15.2		931
	<i>Reports by Employee</i>	
15.3		932
	<i>Investigations</i>	
15.4		932
	<i>Telephone or Fax Reports</i>	
15.5		933

Detailed Table of Contents

	<i>Records</i>	
15.6		933
	<i>Minor Injury Records</i>	
15.7		934
	<i>Written Reports</i>	
15.8		934
15.9		934
	<i>Annual Report</i>	
15.10		935
	<i>Retention of Reports and Records</i>	
15.11		935
	SCHEDULE [FOR 15.8] I	
	SCHEDULE [FOR 15.10] II	
	PART XVI — FIRST AID	
	<i>Interpretation</i>	
16.1		939
	<i>General</i>	
16.2		939
	<i>First Aid Attendants</i>	
16.3		940
16.4		940
	<i>First Aid Stations</i>	
16.5		941
	<i>Communication of Information</i>	
16.6		941
	<i>First Aid Supplies and Equipment</i>	
16.7		942
16.8		942

Detailed Table of Contents

	<i>First Aid Rooms</i>	
16.9		943
16.10		943
	<i>Transportation</i>	
16.11		944
	<i>First Aid Courses</i>	
16.12		944
	<i>Records</i>	
16.13		945
	SCHEDULE [FOR 16.7(1)] I	
	SCHEDULE [FOR 16.7(2) AND (4)] II	
	SCHEDULE [FOR 16.7(3) AND (4)] III	
	SCHEDULE [FOR 16.7(4) AND 16.10(1)(E)(VI)] IV	
	SCHEDULE [FOR 16.12(4) AND (7)] V	
	PART XVII — SAFE OCCUPANCY OF THE WORK PLACE	
	<i>Interpretation</i>	
17.1		951
	<i>Application</i>	
17.2		951
	<i>Fire Protection Equipment</i>	
17.3		951
	<i>Emergency Evacuation Plan</i>	
17.4		951
	<i>Emergency Procedures</i>	
17.5		953
	<i>Instructions and Training</i>	
17.6		954

Detailed Table of Contents

	<i>Emergency Wardens</i>	
17.7		954
17.8		954
	<i>Inspections</i>	
17.9		955
	<i>Meetings of Emergency Wardens and Drills</i>	
17.10		955
	<i>Fire Hazard Areas</i>	
17.11		956
17.12		957
	PART XVIII — DIVING OPERATIONS	
	<i>Definitions</i>	
18.1		957
	<i>Application</i>	
18.2		959
18.3		959
	DIVISION I — TYPE 1 DIVES AND TYPE 2 DIVES	
	<i>Written Procedures</i>	
18.4		959
	<i>Instruction and Training</i>	
18.5		960
18.6		960
	<i>Medical Evaluations</i>	
18.7		960
	<i>Fitness to Dive</i>	
18.8		961
	<i>Dive Plan</i>	
18.9		961

Detailed Table of Contents

<i>Dive Team</i>		
18.10		962
18.11		962
18.12		962
18.13		962
18.14		962
<i>Emergency Assistance</i>		
18.15		963
<i>Pressure-related Injury</i>		
18.16		963
<i>Decompression</i>		
18.17		963
<i>Identification of Dive Site</i>		
18.18		963
<i>Supervision</i>		
18.19		964
18.20		964
<i>Hazards</i>		
18.21		964
<i>Communications</i>		
18.22		964
<i>Breathing Supply</i>		
18.23		964
18.24		965
18.25		965
<i>Diving Equipment</i>		
18.26		965
18.27		965
18.28		966

Detailed Table of Contents

18.29		966
18.30		966
18.31		966
18.32		966
18.33		967

Termination of Dive

18.34		967
-------	-------	-----

Observation After Diving

18.35		967
-------	-------	-----

Flying After Diving

18.36		967
-------	-------	-----

Reports and Records

18.37		968
18.38		968
18.39		969
18.40		969
18.41		969
18.42		970

DIVISION II — TYPE 2 DIVES

Approach to Water Control and Intake Facilities

18.43		970
18.44		970
18.45		970
18.46		970

Diving Hazards

18.47		971
18.48		971

Use of Explosives

18.49		971
-------	-------	-----

Detailed Table of Contents

Hyperbaric Chambers

18.50		971
18.51		971

Alternative Energy Sources

18.52		972
-------	-------	-----

Surface Supply Type 2 Dives

18.53		972
18.54		972
18.55		972
18.56		972
18.57		972
18.58		972
18.59		973
18.60		973
18.61		973
18.62		973

Type 2 Scuba Diving

18.63		973
18.64		973
18.65		974
18.66		974
18.67		974

SCHEDULE [FOR 18.1 AND 18.18] I — DIVER'S FLAG

SCHEDULE [FOR 18.1 AND 18.18] II — INTERNATIONAL CODE FLAG A

PART XIX — HAZARD PREVENTION PROGRAM

Hazard Prevention Program

19.1		977
------	-------	-----

Implementation Plan

19.2		977
------	-------	-----

Detailed Table of Contents

<i>Hazard Identification and Assessment Methodology</i>	
19.3	978
<i>Hazard Identification and Assessment</i>	
19.4	978
<i>Preventive Measures</i>	
19.5	979
<i>Employee Training</i>	
19.6	980
<i>Program Evaluation</i>	
19.7	981
<i>Reports</i>	
19.8	981
PART XX	
[Repealed SOR/2020-130, s. 41.]	
20.1-20.10	982
CAN. REG. 90-97 — COAL MINING OCCUPATIONAL HEALTH AND SAFETY REGULATIONS	
1	983
<i>Interpretation</i>	
2	983
<i>Application</i>	
3	987
<i>Records, Reports, Plans and Procedures</i>	
4	987
5	987
<i>Inconsistent Provisions</i>	
6	987

Detailed Table of Contents

	<i>Qualifications</i>	
7		988
	<i>Appointments and Supervision</i>	
8		988
9		988
	PART I — EXPLOSIVES AND DETONATORS	
	<i>Storage and Handling</i>	
10		988
11		988
12		989
13		989
14		989
	<i>Care of Blasting Machines</i>	
15		989
	<i>Shotfirers</i>	
16		990
17		990
	<i>Shotfiring Procedures</i>	
18		990
19		990
	<i>Preparations Before Charging a Shot Hole</i>	
20		991
21		991
	<i>Precautions Before Firing a Shot</i>	
22		991
23		991
24		991
	<i>Firing with a Blasting Machine</i>	
25		992

Detailed Table of Contents

	<i>Single Shots</i>	
26		992
	<i>Multi-shots</i>	
27		992
	<i>Misfired Shots</i>	
	<i>Single Shots</i>	
28		993
	<i>Rounds of Shots</i>	
29		994
	<i>Unrecovered Misfired Shots</i>	
30		995
31		995
	<i>Flamed Shots</i>	
32		996
	<i>Reports and Records</i>	
33		996
34		996
	PART II — SAFE OCCUPANCY OF THE WORK PLACE	
	<i>General</i>	
35		997
36		997
37		997
38		998
39		998
	<i>Overmen's Sections</i>	
40		998
	<i>Pre-Shift Inspections</i>	
41		999

Detailed Table of Contents

	<i>Inspections During Shifts</i>	
42		999
	<i>Inspections Outside an Overman's Section</i>	
43		999
	<i>General Duties</i>	
44		1000
	<i>Reports</i>	
45		1000
	<i>Dangerous Conditions</i>	
46		1000
	<i>Inspection on Behalf of Employees</i>	
47		1001
	<i>Guards, Fences and Barricades</i>	
48		1002
49		1002
50		1002
	<i>Mechanical Equipment and Electrical Equipment</i>	
51		1002
52		1002
53		1003
	<i>Accumulations of Water or Concentrations of Gas</i>	
54		1003
	<i>Solid Measure</i>	
55		1004
	<i>Geological Faults</i>	
56		1004
	<i>Training</i>	
57		1005

Detailed Table of Contents

58		1005
PART III — UNDERGROUND TRANSPORTATION AND HOISTING		
<i>Underground Transportation</i>		
59		1005
60		1006
61		1007
<i>Communications on Roadways</i>		
62		1007
<i>Surface Hoist Operation</i>		
63		1007
64		1007
<i>Surface Hoist Standards</i>		
65		1008
<i>Surface Hoist Tests and Inspections</i>		
66		1009
67		1010
<i>Hoist Rope Standards and Tests</i>		
68		1010
69		1010
70		1011
71		1011
72		1011
73		1011
74		1012
75		1012
76		1012
<i>Hoist Attachments</i>		
77		1013
78		1013
79		1013

Detailed Table of Contents

80		1013
	<i>Cage and Mine Car Construction</i>	
81		1014
82		1014
	<i>Man Cars</i>	
83		1014
84		1014
85		1015
86		1015
	<i>Material Cars</i>	
87		1016
	<i>Tackling Equipment</i>	
88		1016
89		1017
	<i>Operation and Inspection of Mine Cars</i>	
90		1017
91		1017
92		1018
	<i>Vertical Shafts and Airways</i>	
93		1018
94		1018
95		1018
	<i>Shaft Communications</i>	
96		1018
	<i>Safe Operating Procedures for Transporting Persons</i>	
97		1019
98		1019
	<i>Standards for Diesel Equipment</i>	
99		1019

Detailed Table of Contents

	<i>Safety Procedures</i>	
100		1019
101		1019
	<i>Operator Qualifications</i>	
102		1020
	<i>Maintenance, Inspection and Tests</i>	
103		1020
104		1020
105		1020
	<i>Procedures for Battery Locomotives</i>	
106		1020
	<i>Battery Locomotive Standards</i>	
107		1021
	<i>Charging Stations</i>	
108		1021
	PART IV — VENTILATION	
	<i>Airways</i>	
109		1021
	<i>Ventilation Systems</i>	
110		1021
	<i>Levels of Respirable Dust Underground</i>	
111		1022
112		1022
	<i>Ventilation Plan</i>	
113		1023
	<i>Fans — Basic Standards</i>	
114		1023

Detailed Table of Contents

	<i>Safe Operating Procedures for Booster Fans</i>	
115		1024
	<i>Safe Operating Procedures for Fans</i>	
116		1024
117		1025
118		1025
	<i>Procedures for Ventilation Surveys</i>	
119		1025
	<i>Deficiency in Air</i>	
120		1025
	<i>Ventilation Measurements and Reports</i>	
121		1026
122		1026
	<i>Ventilation Inspections</i>	
123		1026
124		1026
125		1027
	PART V — EXPLOSION AND FIRE PROTECTION	
	<i>Flammable Gas Tests</i>	
126		1027
	<i>Flammable Gas Exceeding 0.5 Per Cent</i>	
127		1028
	<i>Flammable Gas Exceeding 0.8 Per Cent</i>	
128		1028
	<i>Flammable Gas Exceeding 1.25 Per Cent</i>	
129		1028
130		1028

Detailed Table of Contents

	<i>Flammable Gas Exceeding 2 Per Cent</i>	
131		1029
	<i>Methanometers</i>	
132		1029
	<i>Dust Reduction Measures</i>	
133		1029
	<i>Dusting Procedures</i>	
134		1030
135		1030
136		1030
	<i>Explosion Protection Barriers</i>	
137		1030
	<i>Sources of Ignition</i>	
138		1031
139		1031
140		1031
141		1031
	<i>Alcohol and Drugs</i>	
142		1032
	<i>Random Searches</i>	
143		1032
	<i>Avoidance of Flammable Material</i>	
144		1033
145		1034
	<i>Fire Protection Equipment</i>	
146		1034
147		1034
148		1034
149		1034

Detailed Table of Contents

	<i>Measurement</i>	
150		1035
	<i>Mine Rescue Teams and First Aid Equipment</i>	
151		1035
152		1036
153		1036
154		1036
	<i>Stoppings and Barricades</i>	
155		1036
156		1037
157		1037
	PART VI — PLANS	
	<i>Pre-development Requirements</i>	
158		1037
	<i>Strata Control Systems</i>	
159		1038
	<i>Mine Survey Plans</i>	
160		1038
	<i>Notices of Closure</i>	
161		1039
	PART VII — HAZARDOUS OCCURRENCES	
	<i>Application</i>	
161.1		1040
	<i>Reports by Employees</i>	
162		1040
	<i>Investigations</i>	
163		1040

Detailed Table of Contents

Reports by Employer

164		1040
165		1041
166		1041

PART VIII — ENTERING A CLOSED MINE

167		1041
168		1041
169		1042

SCHEDULE I

SCHEDULE II — EXPLOSIVES AND DETONATORS

SCHEDULE III

SCHEDULE IV

SCHEDULE V

CAN. REG. 90-98 — COAL MINING SAFETY COMMISSION REGULATIONS

SHORT TITLE

1		1047
---	-------	------

INTERPRETATION

2		1047
---	-------	------

SELECTION OF MEMBERS

3		1047
4		1048
5		1048

TERM OF OFFICE

6		1048
---	-------	------

REAPPOINTMENT OF MEMBERS

7		1048
---	-------	------

Detailed Table of Contents

**CAN. REG. 987 — EAST COAST AND GREAT LAKES SHIPPING
EMPLOYEES HOURS OF WORK REGULATIONS, 1985**

	SHORT TITLE	
1		1049
	INTERPRETATION	
2		1049
	MODIFICATIONS	
3		1049
	HOURS OF WORK	
4		1050
	MAXIMUM HOURS	
5		1050
	MODIFIED WORK SCHEDULE	
6		1050
	AVERAGING	
7		1050
	GENERAL	
8		1051
9		1051
10		1051
11		1051
	LAY-DAY PLAN	
12		1052
	STANDARD HOURS OF WORK FOR LAY-DAY PLAN	
13		1052
14		1052
	GRANTING OF LAY-DAYS	
15		1052

Detailed Table of Contents

16		1052
CAN. REG. 2010-120 — MARITIME OCCUPATIONAL HEALTH AND SAFETY REGULATIONS		
PART 1 — GENERAL		
<i>Interpretation</i>		
1		1053
2		1056
<i>Application</i>		
2.1		1057
3		1057
<i>Records</i>		
4		1057
<i>Inconsistent Provisions</i>		
5		1057
<i>Incorporation by Reference</i>		
6		1058
<i>Health and Safety</i>		
7		1058
PART 2 — STRUCTURES		
<i>Interpretation</i>		
8		1058
<i>Application</i>		
9		1059
<i>Design and Construction</i>		
10		1059
<i>Temporary Structure</i>		
11		1059

Detailed Table of Contents

	<i>Means of Access</i>	
12		1060
	<i>Scaffolds</i>	
13		1062
	<i>Stages</i>	
14		1063
	<i>Ladders</i>	
15		1063
	<i>Guardrails and Toe Boards</i>	
16		1064
	<i>Safety Nets</i>	
17		1065
	<i>Housekeeping and Maintenance</i>	
18		1065
	PART 3 — CREW ACCOMMODATION	
	<i>Application</i>	
19		1065
	<i>General</i>	
20		1067
21		1067
22		1067
23		1067
24		1067
25		1068
	<i>Sleeping Quarters</i>	
	<i>General</i>	
26		1068
27		1068
28		1068

Detailed Table of Contents

29		1069
30		1069
<i>Calculation of Area</i>		
31		1070
<i>Berths</i>		
32		1070
33		1070
34		1070
35		1070
36		1071
37		1071
<i>Furniture</i>		
38		1071
39		1071
40		1071
<i>Galleys and Dining Areas</i>		
41		1072
<i>Mess Rooms</i>		
42		1072
43		1072
44		1072
45		1073
<i>Sanitary Facilities</i>		
46		1073
47		1073
48		1073
49		1074
50		1074
<i>Laundry</i>		
51		1074

Detailed Table of Contents

	<i>Open Deck</i>	
52		1074
	<i>Office</i>	
53		1075
	<i>Recreational Facilities</i>	
54		1075
	<i>Hospital Accommodation</i>	
55		1075
	<i>Ventilation and Heating</i>	
56		1075
57		1077
58		1077
59		1077
	PART 4 — SANITATION	
	<i>Interpretation</i>	
60		1078
	<i>General</i>	
61		1078
62		1078
63		1078
64		1078
65		1078
66		1079
67		1079
68		1079
69		1079
	<i>Sanitary Facilities</i>	
70		1079
	<i>Wash Basins</i>	
71		1080

Detailed Table of Contents

	<i>Showers</i>	
72		1080
	<i>Water</i>	
73		1080
74		1080
75		1081
76		1081
77		1081
78		1081
79		1081
	<i>Preparation, Handling, Storage and Serving of Food</i>	
80		1081
81		1081
82		1081
83		1082
84		1082
85		1082
	<i>Garbage</i>	
86		1082
87		1082
88		1082
89		1082
	PART 5 — SAFE OCCUPANCY OF THE WORK PLACE	
	DIVISION 1 — GENERAL	
90	[Repealed SOR/2020-130, s. 49.]	1082
	<i>Fire Protection Equipment</i>	
91		1083
	<i>Emergency Evacuation</i>	
92		1083

Detailed Table of Contents

	<i>Emergency Procedures</i>	
93		1083
	<i>Training and instruction</i>	
94		1083
	<i>Inspections</i>	
95		1083
	DIVISION 2	
	[Heading repealed SOR/2020-130, s. 50.]	
96-104		1084
	PART 6 — MEDICAL CARE	
	<i>Interpretation</i>	
105		1084
	<i>General</i>	
106	[Repealed SOR/2021-122, s. 34.]	1085
107		1085
108		1085
109		1085
110		1085
111		1085
112		1086
	<i>Medical Care Ashore</i>	
113		1086
	<i>First Aid Kit, Medicine Chest, Medical Equipment and Medical Guide</i>	
114		1086
115		1090
116		1090
	<i>Transportation</i>	
117		1091

Detailed Table of Contents

	<i>Posting of Information</i>	
118		1091
	<i>Records</i>	
119		1091
	PART 7 — HAZARD PREVENTION PROGRAM	
	<i>Development</i>	
120		1092
	<i>Implementation Plan</i>	
121		1092
	<i>Hazard Identification and Assessment Methodology</i>	
122		1093
	<i>Hazard Identification and Assessment</i>	
123		1093
	<i>Preventive Measures</i>	
124		1094
	<i>Employee Training</i>	
125		1095
	<i>Program Evaluation</i>	
126		1096
	<i>Reports and Records</i>	
127		1096
	PART 8 — DIVING OPERATIONS	
128		1096
	PART 9 — PERSONS TRANSFER APPARATUS	
	<i>Interpretation</i>	
129		1097

Detailed Table of Contents

	<i>Application</i>	
130		1097
	<i>Standards</i>	
131		1097
	<i>Use and Operation</i>	
132		1098
133		1098
	<i>Boatswain's Chair</i>	
134		1099
135		1099
	<i>Inspection and Testing</i>	
136		1099
	<i>Repair and Maintenance</i>	
137		1100
	PART 10 — PROTECTION EQUIPMENT	
	<i>General</i>	
138		1100
	<i>Protective Headwear</i>	
139		1101
	<i>Protective Footwear</i>	
140		1101
	<i>Eye and Face Protection</i>	
141		1101
	<i>Respiratory Protection</i>	
142		1101
142.1		1102
	<i>Skin Protection</i>	
143		1102

Detailed Table of Contents

	<i>Fall-protection Systems</i>	
144		1103
	<i>Loose Clothing</i>	
145		1104
	<i>Protection Against Moving Vehicles</i>	
146		1104
	<i>Protection Against Drowning</i>	
147		1104
	<i>Records</i>	
148		1105
	<i>Training and Instruction</i>	
149		1105
	<i>Defective Protection Equipment</i>	
150		1105
	PART 11 — LIGHTING	
	<i>Interpretation</i>	
151		1106
	<i>Application</i>	
152		1106
	<i>Measurements of Average Levels of Lighting</i>	
153		1107
	<i>Emergency Lighting System</i>	
154		1107
	<i>Levels of Lighting</i>	
155		1107
	<i>Working, Walking and Climbing Areas</i>	
156		1109

Detailed Table of Contents

	<i>Visual Display Terminals</i>	
157		1109
	PART 12 — PREVENTION OF NOISE AND VIBRATION	
	<i>Application</i>	
158		1110
	<i>Interpretation</i>	
159		1110
	<i>General</i>	
160		1110
	<i>Levels of Sound</i>	
161		1111
	<i>Hazard Investigation</i>	
162		1112
	<i>Sound Level Measurement</i>	
163		1114
	<i>Warning Signs</i>	
164		1114
	PART 13 — WORK PERMIT	
	<i>Assessment</i>	
165		1114
	<i>Issuance</i>	
166		1115
	<i>Contents</i>	
167		1115
	<i>Requirements</i>	
168		1115

Detailed Table of Contents

PART 14 — CONFINED SPACES

General

169		1116
170	[Repealed SOR/2021-122, s. 47.]	1116

Assessment of Condition

171		1116
172		1117

Additional Requirements for the Issuance of a Work Permit

173		1118
-----	-------	------

Ventilation Equipment

174		1119
-----	-------	------

PART 15 — ELECTRICAL SAFETY

Interpretation

175		1120
-----	-------	------

Safety Procedures

176		1120
-----	-------	------

Safety Watcher

177		1121
-----	-------	------

Coordination of Work

178		1122
-----	-------	------

Switches and Control Devices

179		1122
-----	-------	------

Defective Electrical Equipment

180		1122
-----	-------	------

Electrical Fuses

181		1122
-----	-------	------

Power Supply Cables

182		1122
-----	-------	------

Detailed Table of Contents

	<i>Grounded Electrical Equipment</i>	
183		1123
	<i>Additional Requirement for the Issuance of a Work Permit</i>	
184		1123
	<i>Guarantees of Isolation of Electrical Equipment</i>	
185		1123
	<i>Live Test</i>	
186		1124
	<i>Termination of the Guarantee of Isolation</i>	
187		1125
	<i>Safety Grounding</i>	
188		1125
	PART 16 — HOT WORK OPERATIONS	
	<i>Definition</i>	
189		1127
	<i>General</i>	
190		1127
191		1127
192		1127
193		1127
	<i>Ventilation Equipment</i>	
194		1128
195		1128
196		1128
197		1128
	PART 17 — BOILERS AND PRESSURE VESSELS	
	<i>Application</i>	
198		1129

Detailed Table of Contents

	<i>Construction, Installation and Inspection</i>	
199		1129
	<i>Use, Operation and Maintenance</i>	
200		1129
	PART 18 — TOOLS AND MACHINERY	
	<i>Interpretation</i>	
201		1130
	<i>Application</i>	
202		1130
	<i>Design, Construction and Operation of Tools</i>	
203		1130
	<i>Defective Tools and Machinery</i>	
204		1131
	<i>Training and Instruction</i>	
205		1131
	<i>General Requirements for Protective Guards</i>	
206		1131
	<i>Use, Operation, Repair and Maintenance of Machines</i>	
207		1132
	<i>Abrasive Wheels</i>	
208		1132
	PART 19 — MATERIALS HANDLING AND STORAGE	
	DIVISION 1 — GENERAL	
	<i>Interpretation</i>	
209		1133
	<i>Application</i>	
210		1133

Detailed Table of Contents

DIVISION 2 — DESIGN AND CONSTRUCTION

General

211		1134
-----	-------	------

Protection from Falling Objects

212		1134
-----	-------	------

Protection from Overturning

213		1134
-----	-------	------

Fuel Tanks

214		1135
-----	-------	------

Operator's Compartment

215		1135
-----	-------	------

Controls

216		1135
-----	-------	------

Fire Extinguishers

217		1136
-----	-------	------

Means of Entering and Exiting

218		1136
-----	-------	------

Lighting

219		1136
-----	-------	------

Control Systems

220		1136
-----	-------	------

Warnings

221		1137
-----	-------	------

Seat Belts

222		1137
-----	-------	------

Rear View Mirror

223		1137
-----	-------	------

Detailed Table of Contents

	<i>Electric Materials Handling Equipment</i>	
224		1137
	<i>Automatic Materials Handling Equipment</i>	
225		1138
	<i>Conveyors</i>	
226		1138
	DIVISION 3 — MAINTENANCE, OPERATION AND USE	
	<i>Inspection, Testing and Maintenance</i>	
227		1138
	<i>Operator Training and Instruction</i>	
228		1139
	<i>Operation</i>	
229		1140
	<i>Repairs</i>	
230		1140
	<i>Loading, Unloading and Maintenance While in Motion</i>	
231		1141
	<i>Positioning the Load</i>	
232		1141
	<i>Housekeeping</i>	
233		1141
	<i>Parking</i>	
234		1142
	<i>Materials Handling Area</i>	
235		1142
	<i>Dumping</i>	
236		1142

Detailed Table of Contents

	<i>Gradients</i>	
237		1143
	<i>Enclosed Working Areas</i>	
238		1143
	<i>Fuelling</i>	
239		1144
	<i>Safe Working Loads</i>	
240		1144
	<i>Clearances</i>	
241		1145
	DIVISION 4 — MANUAL HANDLING OF MATERIALS	
242		1145
	PART 20 — HAZARDOUS SUBSTANCES	
	DIVISION 1 — GENERAL	
	<i>Interpretation</i>	
243		1146
	<i>Application</i>	
244		1150
244.1		1150
	<i>Hazard Investigation</i>	
245		1150
	<i>Substitution of Substances</i>	
246		1151
247		1151
	<i>Ventilation</i>	
248		1151
	<i>Warnings</i>	
249		1151

Detailed Table of Contents

	<i>Storage, Handling and Use</i>	
250		1152
	<i>Warning of Hazardous Substances</i>	
251		1152
	<i>Assembly of Pipes</i>	
252		1152
	<i>Employee Education and Training</i>	
253		1153
	<i>Medical Examinations</i>	
254		1154
	<i>Control of Hazards</i>	
255		1155
256		1156
	<i>Explosives</i>	
257		1157
DIVISION 2 — HAZARDOUS SUBSTANCES OTHER THAN HAZARDOUS PRODUCTS		
	<i>Asbestos Exposure Management Program</i>	
	<i>Asbestos-containing Material</i>	
257.1		1157
	<i>Asbestos Exposure Control Plan</i>	
257.2		1158
257.3		1158
	<i>Asbestos Dust, Waste and Debris Removal</i>	
257.4		1159
257.5		1159
	<i>Decontamination</i>	
257.6		1160
257.7		1160

Detailed Table of Contents

	<i>Air Sampling</i>	
257.8		1160
	<i>Clearance Air Sampling</i>	
257.9		1161
257.91		1161
	<i>Containers for Asbestos Dust, Waste and Debris</i>	
257.92		1162
258		1162
	DIVISION 3 — HAZARDOUS PRODUCTS	
	<i>Interpretation</i>	
259		1162
	<i>Application</i>	
260		1163
	<i>Safety Data Sheets and Labels in Respect of Certain Hazardous Products</i>	
261		1164
	<i>Supplier Safety Data Sheet</i>	
262		1164
	<i>Work Place Material Data Sheet</i>	
263		1165
	<i>Availability of Safety Data sheets</i>	
264		1166
	<i>Labels</i>	
265		1166
	<i>Portable Containers</i>	
266		1167
	<i>Special Cases</i>	
267		1168

Detailed Table of Contents

	<i>Laboratories</i>	
268		1168
	<i>Signs</i>	
269		1169
	<i>Replacing Labels</i>	
270		1170
	<i>Exemptions from Disclosure</i>	
271		1170
	<i>Hazardous Waste</i>	
272		1171
	<i>Information Required in a Medical Emergency</i>	
273		1171
	PART 21 — HAZARDOUS OCCURRENCE RECORDING AND REPORTING	
	<i>Interpretation</i>	
274		1171
274.1		1171
	<i>Employee Report</i>	
275		1172
	<i>Investigation</i>	
276		1172
	<i>Immediate Report to Head of Compliance and Enforcement</i>	
277		1172
	<i>Minor Injury Record</i>	
278		1173
	<i>Written Report</i>	
279		1173

Detailed Table of Contents

	<i>Annual Report</i>	
280		1174
	<i>Retention of Reports and Records</i>	
281		1175
	PART 22 — REPEAL AND COMING INTO FORCE	
	<i>Repeal</i>	
282		1175
	<i>Coming Into Force</i>	
283		1175
	CAN. REG. 990 — MOTOR VEHICLE OPERATORS HOURS OF WORK REGULATIONS	
	SHORT TITLE	
1		1176
	INTERPRETATION	
2		1176
	MODIFICATION	
3		1177
	GENERAL	
4		1177
	CITY MOTOR VEHICLE OPERATORS	
5		1178
	HIGHWAY MOTOR VEHICLE OPERATOR	
6		1178
	MIXED EMPLOYMENT	
7		1179
8		1179
	BUS OPERATORS	
9		1180

Detailed Table of Contents

	WEEKLY REST	
10		1180
	CAN. REG. 87-612 — OIL AND GAS OCCUPATIONAL SAFETY AND HEALTH REGULATIONS	
	SHORT TITLE	
1		1181
	PART I — GENERAL	
	<i>Interpretation</i>	
1.1		1181
	<i>Prescription</i>	
1.2		1185
	<i>Application</i>	
1.21		1185
1.3		1185
	<i>Records and Reports</i>	
1.4		1186
	<i>Inconsistent Provisions</i>	
1.5		1186
1.6		1186
	PART II — INTERPROVINCIAL PIPELINES	
2.1		1186
	PART III — BUILDING SAFETY	
	<i>Standards</i>	
3.1		1186
	<i>Doors</i>	
3.2		1187
	<i>Floor and Wall Openings</i>	
3.3		1187

Detailed Table of Contents

	<i>Open Top Bins, Hoppers, Vats and Pits</i>	
3.4		1187
	<i>Ladders, Stairways and Ramps</i>	
3.5		1188
3.6		1188
3.7		1188
	<i>Docks, Ramps and Dock Plates</i>	
3.8		1189
	<i>Guardrails</i>	
3.9		1189
3.10		1190
	<i>Toe Boards</i>	
3.11		1190
	<i>Housekeeping and Maintenance</i>	
3.12		1190
3.13		1191
	<i>Temporary Heat</i>	
3.14		1191
	PART IV — TEMPORARY STRUCTURES AND EXCAVATIONS	
	<i>Interpretation</i>	
4.1		1191
	<i>Application</i>	
4.2		1191
	<i>General</i>	
4.3		1192
4.4		1192
4.5		1192
4.6		1192

Detailed Table of Contents

	<i>Barricades</i>	
4.7		1192
	<i>Guardrails and Toe Boards</i>	
4.8		1192
	<i>Temporary Stairs, Ramps and Platforms</i>	
4.9		1193
	<i>Scaffolds</i>	
4.10		1193
	<i>Stages</i>	
4.11		1194
	<i>Ladders</i>	
4.12		1194
	<i>Excavation</i>	
4.13		1195
	<i>Safety Nets</i>	
4.14		1195
	<i>Housekeeping</i>	
4.15		1196
4.16		1196
	PART V — ELEVATING DEVICES	
	<i>Standards</i>	
5.1		1196
	<i>Personnel Transfer Baskets</i>	
5.2		1196
	<i>Use and Operation</i>	
5.3		1197
5.4		1197

Detailed Table of Contents

	<i>Inspection and Testing</i>	
5.5		1198
5.6		1198
	<i>Repair and Maintenance</i>	
5.7		1198
	PART VI — BOILERS AND PRESSURE VESSELS	
	<i>Interpretation</i>	
6.1		1198
	<i>Application</i>	
6.2		1199
	<i>Construction, Testing and Installation</i>	
6.3		1199
	<i>Use, Operation, Repair, Alteration and Maintenance</i>	
6.4		1199
6.5		1200
6.6		1200
	<i>Buried Pressure Vessels</i>	
6.7		1200
	<i>Inspections</i>	
6.8		1200
6.9		1200
6.10		1200
6.11		1201
	<i>Records</i>	
6.12		1201
	PART VII — LEVELS OF LIGHTING	
	<i>Application</i>	
7.1		1202

Detailed Table of Contents

	General	
7.2		1202
	Measurement of Average Levels of Lighting	
7.3		1202
	Minimum Average Levels of Lighting	
7.4		1202
	Emergency Lighting Systems	
7.5		1202
	Minimum Levels of Lighting	
7.6		1203
	SCHEDULE [PART VII] — AVERAGE LEVELS OF LIGHTING	
	PART VIII — LEVELS OF SOUND	
	Interpretation	
8.1		1206
	Levels of Sound	
8.2		1206
8.3		1207
8.4		1207
	Sound Level Measurement	
8.5		1207
8.6		1207
	Warning Signs	
8.7		1208
	SCHEDULE [PART VIII] — MAXIMUM EXPOSURE TO LEVELS OF SOUND AT WORK PLACE	
	PART IX — ELECTRICAL SAFETY	
	Interpretation	
9.1		1208

Detailed Table of Contents

<i>Safety Procedures</i>		
9.2		1209
9.3		1209
9.4		1210
9.5		1210
<i>Safety Watcher</i>		
9.6		1210
<i>Coordination of Work</i>		
9.7		1211
<i>Poles and Elevated Structures</i>		
9.8		1211
9.9		1211
<i>Isolation of Electrical Equipment</i>		
9.10		1211
<i>Control Devices, Switches, Cords and Cables</i>		
9.11		1212
9.12		1212
<i>Defective Electrical Equipment</i>		
9.13		1213
<i>Electrical Fuses</i>		
9.14		1213
<i>Power Supply Cables</i>		
9.15		1213
<i>Grounded Electrical Equipment</i>		
9.16		1213

SCHEDULE [PART IX] — DISTANCES FROM LIVE ELECTRICAL PARTS

Detailed Table of Contents

PART X — SANITATION

Interpretation

10.1		1214
------	-------	------

General

10.2		1214
10.3		1215
10.4		1215
10.5		1215
10.6		1215
10.7		1215
10.8		1215
10.9		1215

Toilet Rooms

10.10		1216
10.11		1216
10.12		1216
10.13		1216

Wash Basins

10.14		1216
10.15		1217
10.16		1217
10.17		1217

Showers and Shower Rooms

10.18		1217
-------	-------	------

Potable Water

10.19		1218
10.20		1218
10.21		1218
10.22		1218
10.23		1218
10.24		1218

Detailed Table of Contents

<i>Field Accommodation</i>		
10.25		1218
10.26		1219
<i>Sleeping Quarters</i>		
10.27		1219
<i>Preparation, Handling, Storage and Serving of Food</i>		
10.28		1220
10.29		1220
10.30		1220
10.31		1220
10.32		1220
<i>Food Waste and Garbage</i>		
10.33		1220
10.34		1221
<i>Dining Areas</i>		
10.35		1221
<i>Ventilation</i>		
10.36		1221
<i>Clothing Storage</i>		
10.37		1222
10.38		1222
PART XI — HAZARDOUS SUBSTANCES		
<i>Interpretation</i>		
11.1		1222
<i>Application</i>		
11.2		1226
DIVISION I — GENERAL		
<i>Hazard Investigation</i>		
11.3		1226

Detailed Table of Contents

11.4		1227
11.5		1227
	<i>Substitution of Substances</i>	
11.6		1227
	<i>Ventilation</i>	
11.7		1228
	<i>Air Pressure</i>	
11.8		1228
	<i>Warnings</i>	
11.9		1228
	<i>Storage, Handling and Use</i>	
11.10		1228
11.11		1228
11.12		1229
11.13		1229
11.14		1229
	<i>Warning of Hazardous Substances</i>	
11.15		1229
11.16-11.17	[Repealed SOR/88-199, s. 8.]	1229
	<i>Assembly of Pipes</i>	
11.18		1229
	<i>Employee Education and Training</i>	
11.19		1230
11.20		1231
11.21	[Repealed SOR/88-199, s. 10.]	1232
	<i>Medical Examinations</i>	
11.22		1232

Detailed Table of Contents

<i>Control of Hazards</i>		
11.23		1232
11.24		1233
11.25		1234
<i>Explosives</i>		
11.26		1234
11.27		1234
<i>Radiation Emitting Devices</i>		
11.28		1235
DIVISION II — HAZARDOUS SUBSTANCES OTHER THAN HAZARDOUS PRODUCTS		
<i>Asbestos Exposure Management Program</i>		
<i>Asbestos-containing Material</i>		
11.28.1		1235
<i>Asbestos Exposure Control Plan</i>		
11.28.2		1236
11.28.3		1236
<i>Asbestos Dust, Waste and Debris Removal</i>		
11.28.4		1237
11.28.5		1237
<i>Decontamination</i>		
11.28.6		1238
11.28.7		1238
<i>Air Sampling</i>		
11.28.8		1238
<i>Clearance Air Sampling</i>		
11.28.9		1239
11.28.10		1239
<i>Containers for Asbestos Dust, Waste and Debris</i>		
11.28.11		1240

Detailed Table of Contents

	<i>Identification</i>	
11.29		1240
11.30		1240
	DIVISION III — HAZARDOUS PRODUCTS	
	<i>Interpretation</i>	
11.31		1241
	<i>Application</i>	
11.32		1242
	<i>Safety Data Sheets and Labels in Respect of Certain Hazardous Products</i>	
11.33		1242
	<i>Supplier Safety Data Sheets</i>	
11.34		1243
	<i>Work Place Safety Data Sheets</i>	
11.35		1243
	<i>Availability of Safety Data Sheets</i>	
11.36		1244
	<i>Labels</i>	
11.37		1245
11.38		1246
	<i>Portable Containers</i>	
11.39		1246
	<i>Special Cases</i>	
11.40		1247
	<i>Laboratories</i>	
11.41		1247
	<i>Signs</i>	
11.42		1248

Detailed Table of Contents

	<i>Replacing Labels</i>	
11.43		1249
	<i>Exemptions from Disclosure</i>	
11.44		1249
	<i>Hazardous Waste</i>	
11.45		1250
	<i>Information Required in a Medical Emergency</i>	
11.46		1250
	DIVISION IV	
11.47	[Repealed SOR/94-165, s. 45.].....	1250
	PART XII — CONFINED SPACES	
	<i>Interpretation</i>	
12.1		1250
	<i>General</i>	
12.2		1251
12.3		1253
12.4		1253
	<i>Hot Work Operations</i>	
12.5		1253
	<i>Ventilation Equipment</i>	
12.6		1254
	<i>Reports and Procedures</i>	
12.7		1255
12.8		1255
	PART XIII — SAFETY MATERIALS, EQUIPMENT, DEVICES AND CLOTHING	
	<i>General</i>	
13.1		1255
13.2		1255

Detailed Table of Contents

13.3		1255
	<i>Protective Headwear</i>	
13.4		1256
	<i>Protective Footwear</i>	
13.5		1256
	<i>Eye and Face Protection</i>	
13.6		1256
	<i>Respiratory Protection</i>	
13.7		1256
13.8		1258
	<i>Skin Protection</i>	
13.9		1258
	<i>Fall-Protection Systems</i>	
13.10		1258
	<i>Emergency Escape Devices</i>	
13.11		1259
	<i>Protection Against Drowning</i>	
13.12		1260
	<i>Loose-fitting Clothing</i>	
13.13		1260
	<i>Protection from Extreme Temperatures</i>	
13.14		1261
	<i>Protection Against Moving Vehicles</i>	
13.15		1261
	<i>Fire Protection Equipment</i>	
13.16		1261
13.17		1261

Detailed Table of Contents

<i>Records</i>		
13.18		1262
<i>Instructions and Training</i>		
13.19		1262
<i>Defective Protection Equipment</i>		
13.20		1262
13.21		1263
PART XIV — TOOLS AND MACHINERY		
<i>Interpretation</i>		
14.1		1263
<i>Design, Construction, Operation and Use of Tools</i>		
14.2		1263
14.3		1263
14.4		1263
14.5		1263
14.6		1263
14.7		1264
14.8		1264
<i>Defective Tools and Machines</i>		
14.9		1264
14.10		1264
<i>Instructions and Training</i>		
14.11		1264
14.12		1264
<i>General Requirements for Machine Guards</i>		
14.13		1264
<i>Use, Operation, Repair and Maintenance of Machine Guards</i>		
14.14		1265
14.15		1265
14.16		1265

Detailed Table of Contents

	<i>Abrasive Wheels</i>	
14.17		1265
14.18		1265
	<i>Mechanical Power Transmission Apparatus</i>	
14.19		1266
	<i>Woodworking Machinery</i>	
14.20		1266
	<i>Punch Presses</i>	
14.21		1266
	PART XV — MATERIALS HANDLING	
	<i>Interpretation</i>	
15.1		1266
	<i>Application</i>	
15.2		1267
	DIVISION I — DESIGN AND CONSTRUCTION	
	<i>Standards</i>	
15.3		1267
	<i>General</i>	
15.4		1267
	<i>Protection from Falling Objects</i>	
15.5		1268
15.6		1268
	<i>Protection from Overturning</i>	
15.7		1268
	<i>Fuel Tanks</i>	
15.8		1268
	<i>Protection from Environmental Conditions</i>	
15.9		1269

Detailed Table of Contents

	<i>Vibration</i>	
15.10		1269
	<i>Controls</i>	
15.11		1269
	<i>Fire Extinguishers</i>	
15.12		1269
	<i>Means of Entering and Exiting</i>	
15.13		1270
	<i>Lighting</i>	
15.14		1270
	<i>Control Systems</i>	
15.15		1270
15.16		1270
	<i>Warnings</i>	
15.17		1270
	<i>Seat Belts</i>	
15.18		1271
	<i>Rear View Mirror</i>	
15.19		1271
	<i>Electric Materials Handling Equipment</i>	
15.20		1271
	<i>Automatic Materials Handling Equipment</i>	
15.21		1271
	<i>Conveyors</i>	
15.22		1271

Detailed Table of Contents

DIVISION II — MAINTENANCE, OPERATION AND USE

Inspection, Testing and Maintenance

15.23		1272
15.24		1272
15.25		1272

Ropes, Slings and Chains

15.26		1273
15.27		1273

Training

15.28		1273
-------	-------	------

Operation

15.29		1273
15.30		1273
15.31		1273
15.32		1274

Repairs

15.33		1274
-------	-------	------

Transporting and Positioning Employees

15.34		1274
-------	-------	------

Loading, Unloading and Maintenance

15.35		1275
15.36		1275
15.37		1275

Positioning the Load

15.38		1275
-------	-------	------

Tools

15.39		1275
-------	-------	------

Housekeeping

15.40		1275
-------	-------	------

Detailed Table of Contents

	<i>Parking</i>	
15.41		1275
	<i>Materials Handling Area</i>	
15.42		1276
	<i>Dumping</i>	
15.43		1276
	<i>Enclosed Work Place</i>	
15.44		1276
	<i>Fuelling</i>	
15.45		1277
	<i>Cranes</i>	
15.46		1277
15.47		1277
15.48		1277
	<i>Safe Working Loads</i>	
15.49		1277
	<i>Aisles and Corridors</i>	
15.50		1278
	<i>Clearances</i>	
15.51		1278
15.52		1278
	DIVISION III — MANUAL HANDLING OF MATERIALS	
15.53		1278
15.54		1278
	DIVISION IV — STORAGE OF MATERIALS	
15.55		1279

Detailed Table of Contents

PART XVI — HAZARDOUS OCCURRENCE INVESTIGATION, RECORDING AND REPORTING

Interpretation

16.1		1279
16.1.1		1280

Report by Employee

16.2		1280
------	-------	------

Investigation

16.3		1280
------	-------	------

Hazardous Occurrence Report

16.4		1281
16.5		1281

Minor Injury Record

16.6		1282
------	-------	------

Annual Report

16.7		1282
------	-------	------

Retention of Reports and Records

16.8		1282
------	-------	------

SCHEDULE I [PART XVI] — HAZARDOUS OCCURRENCE INVESTIGATION REPORT

**SCHEDULE II [PART XVI] — EMPLOYER'S ANNUAL HAZARDOUS OCCURRENCE
INVESTIGATION REPORT**

PART XVII — FIRST AID

Interpretation

17.1		1284
------	-------	------

General

17.2		1285
------	-------	------

Physicians and First Aid Attendants

17.3		1285
17.4		1285

Detailed Table of Contents

17.5		1285
17.6		1286
17.7		1286
17.8		1286
<i>First Aid Stations</i>		
17.9		1286
<i>Posting of Information</i>		
17.10		1287
<i>First Aid Supplies and Equipment</i>		
17.11		1287
17.12		1287
<i>First Aid Rooms</i>		
17.13		1288
17.14		1288
<i>Transportation</i>		
17.15		1289
<i>Records</i>		
17.16		1289
SCHEDULE I [PART XVII] — FIRST AID ATTENDANTS FOR ONSHORE WORK PLACE		
SCHEDULE II [PART XVII] — FIRST AID ATTENDANTS FOR OFFSHORE WORK PLACE		
SCHEDULE III [PART XVII] — FIRST AID KITS		
SCHEDULE IV [PART XVII] — CONTENTS OF FIRST AID KITS		
SCHEDULE V [PART XVII] — FIRST AID ROOM SUPPLIES AND EQUIPMENT		
PART XVIII — SAFE OCCUPANCY OF THE WORK PLACE		
<i>Interpretation</i>		
18.1		1294
<i>Fire Protection</i>		
18.2		1294
18.3		1294

Detailed Table of Contents

<i>Fire Hazard Areas</i>		
18.4		1294
18.5		1295
<i>Alarm Systems</i>		
18.6		1295
<i>Emergency Electrical Power</i>		
18.7		1295
18.8		1295
<i>Emergency Procedures</i>		
18.9		1296
18.10		1296
<i>Emergency Evacuation Plan</i>		
18.11		1296
18.12		1296
<i>Instructions and Training</i>		
18.13		1297
<i>Emergency Drills</i>		
18.14		1298
<i>Standby Craft</i>		
18.15		1298
<i>Condition of Employees</i>		
18.16		1298
18.17		1298
<i>Notices and Records</i>		
18.18		1299

Detailed Table of Contents

**CAN. REG. 87-184 — ON BOARD TRAINS OCCUPATIONAL HEALTH AND
SAFETY REGULATIONS**

	<i>Short Title</i>	
1	[Repealed SOR/2015-143, s. 2.]	1300
	PART I — GENERAL	
	<i>Interpretation</i>	
1.1		1300
	<i>Prescription</i>	
1.2		1301
	<i>Application</i>	
1.21		1301
1.3		1302
	<i>Records and Reports</i>	
1.4		1302
	<i>Inconsistent Provisions</i>	
1.5		1302
1.6	[Repealed SOR/2015-143, s. 5.]	1302
	PART II — ELEVATING DEVICES	
	<i>Interpretation</i>	
2.1		1302
	<i>Use and Operation</i>	
2.2		1302
2.3		1302
	<i>Inspection and Testing</i>	
2.4		1303
2.5		1303
	<i>Repair and Maintenance</i>	
2.6		1303

Detailed Table of Contents

PART III — LIGHTING

General

3		1304
3.1		1304

Measurement of Levels of Lighting

3.2		1304
-----	-------	------

Minimum Levels of Lighting

3.3		1304
3.4		1305

Lighting — VDT

3.4.1		1305
-------	-------	------

Emergency Lighting

3.5		1305
-----	-------	------

**SCHEDULE [FOR 3.3] — I LEVELS OF LIGHTING IN CABOOSSES, LOCOMOTIVES AND
MAINTENANCE OF WAY EQUIPMENT**

SCHEDULE [FOR 3.4] II — LEVELS OF LIGHTING OFF ROLLING STOCK

SCHEDULE [FOR 3.4.1] III — LEVELS OF LIGHTING — VDT WORK

PART IV — LEVELS OF SOUND

Interpretation

4.1		1306
-----	-------	------

Measurement and Calculation of Exposure

4.2		1307
-----	-------	------

Hazard Investigation

4.3		1308
-----	-------	------

Limits of Exposure

4.4		1309
-----	-------	------

Reduction of Sound Exposure

4.5		1309
-----	-------	------

Detailed Table of Contents

	<i>Report to Head of Compliance and Enforcement</i>	
4.6		1309
	<i>Hearing Protection</i>	
4.7		1310
	<i>Warning Signs</i>	
4.8		1310
SCHEDULE [1] — MAXIMUM DURATION OF EXPOSURE TO A-WEIGHTED SOUND PRESSURE LEVELS IN THE WORK PLACE		
PART V — ELECTRICAL SAFETY		
	<i>Interpretation</i>	
5.1		1312
	<i>Safety Procedures</i>	
5.2		1312
	<i>Switches and Control Devices</i>	
5.3		1313
PART VI — SANITATION		
	<i>Interpretation</i>	
6.1		1313
	<i>General</i>	
6.2		1313
6.3		1313
6.4		1313
6.5		1314
6.6		1314
6.7		1314
6.8		1314
6.9		1314
6.10		1315

Detailed Table of Contents

Toilet Rooms

6.11		1315
6.12		1315
6.13		1315
6.14		1315
6.15		1316
6.16		1316
6.17		1316
6.18		1316

Potable Water

6.19		1316
6.20		1316
6.21		1316
6.22		1317
6.23		1317
6.24	[Repealed SOR/2015-143, s. 26.]	1317

Preparation, Handling, Storage and Serving of Food

6.25	[Repealed SOR/2015-143, s. 27.]	1317
6.26	[Repealed SOR/2015-143, s. 27.]	1317
6.27		1317
6.28		1317
6.29		1317

Food Waste and Garbage

6.30		1318
------	-------	------

Ventilation

6.31		1318
------	-------	------

Clothing Storage

6.32		1318
------	-------	------

Sleeping Quarters

6.33		1319
------	-------	------

Detailed Table of Contents

PART VII — HAZARDOUS SUBSTANCES

Interpretation

7.1		1319
-----	-------	------

Application

7.2		1323
-----	-------	------

DIVISION I — GENERAL

Records of Hazardous Substances

7.2.1		1323
-------	-------	------

Hazard Investigation

7.3		1323
-----	-------	------

7.4		1324
-----	-------	------

7.5		1324
-----	-------	------

Substitution of Substances

7.6		1324
-----	-------	------

Ventilation

7.7		1325
-----	-------	------

Storage, Handling and Use

7.8		1325
-----	-------	------

7.9		1325
-----	-------	------

7.9.1		1325
-------	-------	------

7.10		1325
------	-------	------

7.11		1325
------	-------	------

7.12-7.14 [Repealed SOR/88-200, s. 7.]		1325
--	-------	------

Assembly of Pipes

7.15		1326
------	-------	------

Employee Education and Training

7.16		1326
------	-------	------

7.17	[Repealed SOR/88-200, s. 9.]	1327
------	------------------------------------	------

7.18		1327
------	-------	------

Detailed Table of Contents

	<i>Medical Examinations</i>	
7.19		1328
	<i>Control of Hazards</i>	
7.20		1328
7.21		1330
7.21.1		1330
7.21.2		1330
7.22	[Repealed SOR/2015-143, s. 39.]	1330
	<i>Ionizing and Non-ionizing Radiation</i>	
7.23		1330
DIVISION II — HAZARDOUS SUBSTANCES OTHER THAN HAZARDOUS PRODUCTS		
	<i>Asbestos Exposure Management Program</i>	
	<i>Asbestos-containing Material</i>	
7.23.1		1331
	<i>Asbestos Exposure Control Plan</i>	
7.23.2		1332
7.23.3		1332
	<i>Asbestos Dust, Waste and Debris Removal</i>	
7.23.4		1333
7.23.5		1333
	<i>Decontamination</i>	
7.23.6		1333
7.23.7		1334
	<i>Air Sampling</i>	
7.23.8		1334
	<i>Clearance Air Sampling</i>	
7.23.9		1335
7.23.10		1335

Detailed Table of Contents

<i>Containers for Asbestos Dust, Waste and Debris</i>		
7.23.11		1335
<i>Identification</i>		
7.24		1336
7.25		1336
DIVISION III — HAZARDOUS PRODUCTS		
<i>Interpretation</i>		
7.26		1336
<i>Application</i>		
7.27		1337
<i>Safety Data Sheets and Labels in respect of certain Hazardous Products</i>		
7.28		1337
<i>Supplier Safety Data Sheets</i>		
7.29		1338
<i>Work Place Safety Data Sheets</i>		
7.30		1338
<i>Availability of Safety Data Sheets</i>		
7.31		1339
<i>Labels</i>		
7.32		1340
<i>Portable Containers</i>		
7.33		1340
<i>Special Cases</i>		
7.34		1341
<i>Signs</i>		
7.35		1341

Detailed Table of Contents

	<i>Replacing Labels</i>	
7.36		1341
	<i>Exemptions from Disclosure</i>	
7.37		1341
	<i>Hazardous Waste</i>	
7.38		1342
	<i>Information Required in a Medical Emergency</i>	
7.39		1342
	DIVISION IV	
7.40	[Repealed SOR/95-105, s. 32.].....	1342
	PART VIII — SAFETY MATERIALS, EQUIPMENT, DEVICES AND CLOTHING	
8.1	[Repealed SOR/2015-143, s. 40.].....	1343
	<i>General</i>	
8.2		1343
8.3		1343
8.4		1343
	<i>Protective Headwear</i>	
8.5		1343
	<i>Protective Footwear</i>	
8.6		1343
	<i>Eye and Face Protection</i>	
8.7		1344
	<i>Respiratory Protection</i>	
8.8		1344
8.9	[Repealed SOR/2015-143, s. 43.].....	1345
	<i>Skin Protection</i>	
8.10		1345

Detailed Table of Contents

	<i>Loose Clothing</i>	
8.11		1345
	<i>Protection Against Moving Vehicles</i>	
8.11.1		1346
	<i>Records</i>	
8.12		1346
	<i>Instructions and Training</i>	
8.13		1346
	<i>Defective Protection Equipment</i>	
8.14		1346
8.15		1347
	PART IX — HAND TOOLS AND MATERIALS HANDLING	
	<i>Interpretation</i>	
9.1		1347
	<i>Instructions and Training</i>	
9.1.1		1347
	<i>Hand Tools</i>	
9.2		1347
9.3		1347
	<i>Manual Handling of Materials</i>	
9.4	[Repealed SOR/2015-143, s. 48.]	1347
9.5		1347
9.6		1348
9.7		1348
	PART X — ROLLING STOCK	
	DIVISION I — DESIGN AND CONSTRUCTION	
	<i>General</i>	
10.1		1348

Detailed Table of Contents

	<i>Fuel Tanks</i>	
10.2		1348
	<i>Protection from Elements</i>	
10.3		1349
	<i>Vibration</i>	
10.4		1349
	<i>Controls</i>	
10.5		1349
	<i>Control Systems</i>	
10.6		1349
10.6.1		1349
	<i>Electric Rolling Stock</i>	
10.7		1350
	<i>Automatic Rolling Stock</i>	
10.8		1350
10.8.1		1350
	<i>Self-propelled Rolling Stock Used to Transport Passengers</i>	
10.9		1350
10.9.1		1350
	DIVISION II — MAINTENANCE, OPERATION AND USE	
	<i>Inspection, Testing and Maintenance</i>	
10.10		1350
10.11		1351
	<i>Operator Instruction and Training</i>	
10.12		1351
	<i>Operation</i>	
10.13		1351

Detailed Table of Contents

	<i>Repairs</i>	
10.14		1352
	<i>Transporting and Positioning of Employees</i>	
10.15		1352
	<i>Employee Seating</i>	
10.16		1352
	<i>Housekeeping</i>	
10.17		1352
	<i>Fuelling</i>	
10.18		1352
	<i>Tools</i>	
10.19		1352
	DIVISION III — STORAGE OF MATERIALS	
10.20		1353
	DIVISION IV — GENERAL REQUIREMENTS FOR MACHINE GUARDS	
10.21		1353
10.22		1354
	PART XI — HAZARDOUS OCCURRENCE INVESTIGATION, RECORDING AND REPORTING	
	<i>Interpretation</i>	
11.1		1354
	<i>Application</i>	
11.1.1		1354
	<i>Report by Employee</i>	
11.2		1355
	<i>Investigation</i>	
11.3		1355

Detailed Table of Contents

	<i>Emergency Report</i>	
11.4		1355
	<i>Records</i>	
11.5		1356
	<i>Minor Injury Record</i>	
11.6		1356
	<i>Written Report</i>	
11.7		1356
11.7.1		1357
	<i>Annual Report</i>	
11.8		1357
	<i>Retention of Reports and Records</i>	
11.9		1357
	SCHEDULE I — HAZARDOUS OCCURRENCE INVESTIGATION REPORT	
	SCHEDULE II — [REPEALED SOR/2015-143, s. 66.]	
	SCHEDULE III — EMPLOYER’S ANNUAL HAZARDOUS OCCURRENCE INVESTIGATION REPORT	
	PART XII — FIRST AID	
	<i>Interpretation</i>	
12.1		1361
	<i>First Aid Stations</i>	
12.2		1361
	<i>Communication of Information</i>	
12.3		1361
	<i>First Aid Supplies and Equipment</i>	
12.4		1362
12.5		1362

Detailed Table of Contents

	<i>Emergency Transportation</i>	
12.6		1362
	<i>Training</i>	
12.7		1362
	<i>Records</i>	
12.8		1363
SCHEDULE [2] — FIRST AID SUPPLIES AND EQUIPMENT		
PART XIII — SAFE OCCUPANCY OF THE WORK PLACE		
	<i>Interpretation</i>	
13.1		1365
	<i>Fire Extinguishers</i>	
13.2		1365
13.3		1365
13.4		1365
13.5	[Repealed SOR/2015-143, s. 69.]	1365
13.6		1365
	<i>Emergency Procedures</i>	
13.7		1366
	<i>Moving and Coupling</i>	
13.8		1366
	<i>Instructions and Training</i>	
13.9		1366
PART XIV — HAZARD PREVENTION PROGRAM		
14		1367
PART XV		
	[Repealed SOR/2020-130, s. 45.]	
15	[Repealed SOR/2020-130, s. 45.]	1367

Detailed Table of Contents

**CAN. REG. 98-179 — ONTARIO HYDRO NUCLEAR FACILITIES EXCLUSION
FROM PART I OF THE CANADA LABOUR CODE REGULATIONS (INDUSTRIAL
RELATIONS)**

INTERPRETATION

1		1368
---	-------	------

EXCLUSION

2		1368
---	-------	------

APPLICATION OF ONTARIO ACTS AND INSTRUMENTS

3		1369
4		1369
5		1369

COMING INTO FORCE

6		1369
---	-------	------

**CAN. REG. 98-180 — ONTARIO HYDRO NUCLEAR FACILITIES EXCLUSION
FROM PART II OF THE CANADA LABOUR CODE REGULATIONS
(OCCUPATIONAL HEALTH AND SAFETY)**

INTERPRETATION

1		1370
---	-------	------

EXCLUSION

2		1370
---	-------	------

APPLICATION OF ONTARIO ACT AND REGULATIONS

3		1370
4		1370
5		1371

COMING INTO FORCE

6		1371
---	-------	------

Detailed Table of Contents

**CAN. REG. 98-181 — ONTARIO HYDRO NUCLEAR FACILITIES EXCLUSION
FROM PART III OF THE CANADA LABOUR CODE REGULATIONS (LABOUR
STANDARDS)**

INTERPRETATION

1		1372
---	-------	------

EXCLUSION

2		1372
---	-------	------

APPLICATION OF ONTARIO ACT AND REGULATIONS

3		1372
4	[Repealed SOR/2002-113, s. 10.]	1372

COMING INTO FORCE

5		1373
---	-------	------

**CAN. REG. 2008-76 — POINT LEPREAU, NEW BRUNSWICK NUCLEAR
FACILITY EXCLUSION REGULATIONS (PARTS I, II AND III OF THE CANADA
LABOUR CODE AND THE NON-SMOKERS' HEALTH ACT)**

INTERPRETATION

1	Definition	1374
2	Construction	1374
3	Incorporating regulations made in the future	1374

GENERAL

4	Application	1374
5	Incorporation by reference	1374

PART 1 — INDUSTRIAL RELATIONS

6	Exclusion	1375
7	Incorporation by reference	1375
8	Adaptations — Act	1375
9	Application of collective agreement	1375
10	Collective agreement — PSLRA	1376

PART 2 — OCCUPATIONAL HEALTH AND SAFETY

11	Exclusion	1376
----	-----------------	------

Detailed Table of Contents

12	Incorporation by reference	1376
13	Adaptation	1376
14	Inconsistency	1376

PART 3 — LABOUR STANDARDS

15	Exclusion	1377
16	Incorporation by reference	1377

PART 4 — USE OF TABACCO

17	Exclusion	1377
18	Incorporation by reference	1377

Coming into Force

19	Registration	1377
----	------------------------	------

**CAN. REG. 2015-164 — POLICY COMMITTEES, WORK PLACE
COMMITTEES AND HEALTH AND SAFETY REPRESENTATIVES REGULATIONS**

INTERPRETATION

1		1378
---	-----------	------

GENERAL APPLICATIONS

1.2		1378
-----	-----------	------

PART 1 — POLICY COMMITTEES AND WORK PLACE COMMITTEES

Applications

2		1378
---	-----------	------

Selection of Members

3		1378
---	-----------	------

Qualifications of Members Selected by the Employer

4		1378
---	-----------	------

Chairpersons

5		1379
---	-----------	------

Vacancy

6		1379
---	-----------	------

Detailed Table of Contents

	<i>Quorum</i>	
7		1379
	<i>Minutes</i>	
8		1379
	<i>Annual Report on Work Place Committee Activities</i>	
9		1380
	PART 2 — HEALTH AND SAFETY REPRESENTATIVES	
	<i>Application</i>	
10		1381
	<i>Selection of Representatives</i>	
11		1381
	<i>Term of Office</i>	
12		1381
	<i>Vacancy</i>	
13		1381
	PART 3 — HEALTH AND SAFETY TRAINING PROGRAM	
	<i>Training</i>	
14		1381
	<i>Repeal</i>	
15		1382
	<i>Coming Into Force</i>	
16		1382
	SCHEDULE [I] — ANNUAL REPORT ON WORK PLACE COMMITTEE ACTIVITIES (SUBSECTION 9(2))	
	CAN. REG. 991 — RAILWAY RUNNING-TRADES EMPLOYEES HOURS OF WORK REGULATIONS	
	SHORT TITLE	
1		1384

Detailed Table of Contents

	INTERPRETATION	
2		1384
	EXEMPTION	
3		1384
	SCHEDULING HOURS OF WORK	
4		1384
CAN. REG. 2001-115 — SASKATCHEWAN URANIUM MINES AND MILLS EXCLUSION REGULATIONS		
	<i>Interpretation</i>	
1		1385
	<i>Exclusion</i>	
2		1385
	<i>Application of Saskatchewan Legislation</i>	
3		1385
4		1385
5		1387
	<i>Repeal</i>	
6		1387
	<i>Coming into Force</i>	
7		1387
CAN. REG. 2020-145 — STANDARDS FOR WORK-INTEGRATED LEARNING ACTIVITIES REGULATIONS		
	<i>Interpretation</i>	
1	Definition of “Act”.	1388
	<i>General Provisions</i>	
2	Educational institutions	1388
3	Provision of documents to employer	1388
4	Record-keeping.	1389

Detailed Table of Contents

Applications and Adaptations

5	Part III of the Act	1390
6	Canada Labour Standards Regulations.	1393
7	Adaptations	1393

Coming Into Force

8	S.C. 2015, c. 36, s. 92	1396
---	-----------------------------------	------

CAN. REG. 87-181 — URANIUM MINES (ONTARIO) EMPLOYMENT EXCLUSION ORDER

SHORT TITLE

1		1397
---	-----------	------

EXCLUSION

2		1397
---	-----------	------

CAN. REG. 2021-135 — VESSEL SAFETY CERTIFICATES REGULATIONS

Interpretation

1	Definitions	1398
2	Interpretation	1399

Application and Prescribed Class

3	Canadian vessels and foreign vessels	1399
4	Prescribed class — section 119 of the Act	1400

PART 1 — CANADIAN VESSELS

Division 1 — Safety Convention Vessels

5	Application.	1400
6	Safety certificate	1400
7	Issuance of safety certificate	1400
8	Exemption certificate	1401
9	Continuous synopsis record	1401
10	Responsibilities of authorized representative	1402

Division 2 — Vessels that are not Safety Convention Vessels

11	Application.	1402
12	Safety certificate	1402

Detailed Table of Contents

13	Issuance of safety certificate	1403
14	Inland voyage safety certificate	1403
15	Responsibilities of authorized representative	1404
16	Terms and conditions	1404
	<i>Division 3 — Reports and Inspections</i>	
17	Reports.	1405
	PART 2 — FOREIGN VESSELS	
18	Safety Convention vessels	1405
19	Vessels that are not Safety Convention vessels	1406
	PART 3 — TRANSITIONAL PROVISION, CONSEQUENTIAL AND RELATED AMENDMENTS, REPEALS AND COMING INTO FORCE	
	<i>Transitional Provision</i>	
20	Certificates issued under <i>Vessel Certificates Regulations</i> .	1406
	CONSEQUENTIAL AMENDMENTS	
	CANADA PENSION PLAN	
	<i>Canada Pension Plan Regulations</i>	
21		1407
	CANADA LABOUR CODE	
	<i>Maritime Occupational Health and Safety Regulations</i>	
22		1407
23		1407
24		1408
	TRANSPORTATION OF DANGEROUS GOODS ACT, 1992	
	<i>Transportation of Dangerous Goods Regulations</i>	
25		1408
26		1408
27		1408
	CANADA SHIPPING ACT, 2001	
	<i>Fishing Vessel Safety Regulations</i>	
28		1408

Detailed Table of Contents

	<i>Load Line Regulations</i>	
29		1409
	<i>Maritime Personnel Regulations</i>	
30		1410
	<i>Vessel Clearance Regulations</i>	
31		1411
32		1411
33		1411
34		1411
	<i>Vessel Registration and Tonnage Regulations</i>	
35		1411
36		1411
	<i>Cargo, Fumigation and Tackle Regulations</i>	
37		1412
	<i>Administrative Monetary Penalties and Notices (CSA 2001) Regulations</i>	
38		1412
	<i>Fire and Boat Drills Regulations</i>	
39		1414
40		1414
	<i>Small Vessel Regulations</i>	
41		1414
42		1414
	<i>Vessel Pollution and Dangerous Chemicals Regulations</i>	
43		1415
	<i>Vessel Fire Safety Regulations</i>	
44		1415
45		1415

Detailed Table of Contents

Navigation Safety Regulations, 2020

46		1416
47		1416
48		1416
49		1416
50		1417
51		1417

RELATED AMENDMENTS

CANADA SHIPPING ACT, 2001

Board of Steamship Inspection Scale of Fees

52		1417
----	-------	------

Hull Construction Regulations

53		1418
54		1418

Large Fishing Vessel Inspection Regulations

55		1418
56		1418
57		1418
58		1418
59		1418
60		1418
61		1418
62		1418
63		1418
64		1418

Marine Machinery Regulations

65		1419
66		1419
67		1419
68		1419
69		1419
70		1419

Detailed Table of Contents

71		1419
72		1419
73		1419
74		1419
75		1419
76		1419
77		1419
78		1419
79		1419
80		1419
81		1419
82		1419
83		1419
84		1419

Coming into Force

85	Publication	1420
----	-------------------	------

SCHEDULE 1 — SHELTERED WATERS VOYAGES — WATERS

SCHEDULE 2 — SHELTERED WATERS VOYAGES MADE BY A FERRY

CAN. REG. 992 — WEST COAST SHIPPING EMPLOYEES HOURS OF WORK REGULATIONS

SHORT TITLE

1		1451
---	-------	------

INTERPRETATION

2		1451
---	-------	------

MODIFICATION

3		1451
---	-------	------

STANDARD HOURS OF WORK

4		1452
---	-------	------

OVERTIME

5		1452
---	-------	------

Detailed Table of Contents

6		1453
	SECTION 173 OF ACT DOES NOT APPLY	
7		1453
CAN. REG. 2020-130 — WORK PLACE HARASSMENT AND VIOLENCE PREVENTION REGULATIONS		
GENERAL		
<i>Interpretation</i>		
1	Definitions	1454
<i>Joint Matters</i>		
2	When unable to agree.....	1454
<i>Former Employees</i>		
3	When unable to agree.....	1455
4	Time period to make complaint	1455
PREVENTION AND PROTECTION MEASURES		
<i>Work Place Assessment</i>		
5	Joint assessment	1455
6	Joint review and update	1456
7	Qualifications	1456
8	Identification of risk factors	1456
9	Preventive measures—development and implementation.....	1456
<i>Work Place Harassment and Violence Prevention Policy</i>		
10	Joint development.....	1457
<i>Emergency Procedures</i>		
11	Joint development and implementation.....	1458
<i>Training</i>		
12	Joint development or identification.....	1458
<i>Support Measures</i>		
13	Information available to employees.....	1459

Detailed Table of Contents

RESOLUTION PROCESS

Notice of an Occurrence

14	Designated recipient	1459
15	Providing notice	1459
16	Content of notice	1460
17	Employer or designated recipient	1460
18	Principal party's choices	1460
19	Initial review.	1460

Response to Notice of an Occurrence

20	Contact with principal party	1460
21	Contact with witness.	1461
22	Contact with responding party	1461

Negotiated Resolution

23	Reasonable effort	1461
----	-----------------------------	------

Conciliation

24	Conditions	1462
----	----------------------	------

Investigation

25	When investigation is required	1462
26	Investigation discontinued.	1462
27	Selection of investigator.	1462
28	Investigator's qualifications.	1463
29	Information for investigator	1463
30	Investigator's report	1463

Implementation of Recommendations

31	Joint determination.	1464
----	------------------------------	------

Completion of Resolution Process

32	Completion of process	1464
33	Time limit.	1464
34	Monthly status updates.	1464

Detailed Table of Contents

RECORDS AND REPORTS

Health and Safety Records

35	Records to be kept	1465
----	------------------------------	------

Annual Report to Head of Compliance and Enforcement

36	Content	1465
----	-------------------	------

Fatality Report

37	Time period	1466
----	-----------------------	------

CONSEQUENTIAL AMENDMENTS

Amendments

38		1467
39		1467
40		1467
41		1467

Transitional Provisions

42		1467
----	-----------	------

On Board Trains Occupational Health and Safety Regulations

43		1468
----	-----------	------

Application

44		1468
45		1468

Oil and Gas Occupational Safety and Health Regulations

46		1468
----	-----------	------

Application

47		1468
----	-----------	------

Coal Mining Occupational Health and Safety Regulations

48		1468
----	-----------	------

Detailed Table of Contents

MARTIME OCCUPATIONAL HEALTH AND SAFETY REGULATIONS		
<i>Amendments</i>		
49		1469
50		1469
51		1469
<i>Application</i>		
52		1469
<i>Transitional Provision</i>		
53		1469
<i>Aviation Occupational Health and Safety Regulations</i>		
54		1469
<i>Coming into Force</i>		
55	S.C. 2018, c. 22.	1470
Index		1471

