

SUMMARY TABLE OF CONTENTS

<i>Foreword</i>	v
<i>Preface</i>	vii
<i>Currency of Information</i>	ix
<i>Explanatory Notes</i>	xi
<i>Table of Contents</i>	xv
<i>Table of Cases</i>	lxv
<i>Canada Industrial Relations Board Regulations, 1992 Table of Concordance</i>	clxiii
<i>Canada Industrial Relations Board Regulations, 2001 Table of Concordance</i>	clxv
<i>Canada Labour Code Table of Concordance</i>	clxix
Canada Labour Code	1
Canada Industrial Relations Board Regulations, 2012	1497
Policy Committees, Work Place Committees and Health and Safety Representatives Regulations	1559
Canada Industrial Relations Regulations	1563
Canada Labour Standards Regulations	1567
Standards for Work-Integrated Learning Activities Regulations	1615
Canada Occupational Health and Safety Regulations	1623
Work Place Harassment and Violence Prevention Regulations	1789
Administrative Monetary Penalties (Canada Labour Code) Regulations	1804
Interpretive Polices and Guidelines of Part II and III Canada Labour Code issued by Employment and Social Development Canada (Labour Program)	1936
Motor Vehicle Operators Hours of Work Regulations	1939
Trade Unions Act	1945
Department of Employment and Social Development Act	1955
Corporations Returns Act	1991
Personal Information Protection and Electronic Documents Act	2001
Other Regulations and Orders Enacted Pursuant to the Canada Labour Code	2043
Other Acts and Regulations to Consider in Respect of Canada Labour Code Concerns	2045
Other In-Force Federal Statutes Containing the Phrase “Canada Labour Code”	2047
<i>Index</i>	2049

TABLE OF CONTENTS

CANADA LABOUR CODE

	SHORT TITLE	
1	Short title	2
	INTERPRETATION	
2	Definitions	2
	PART I — INDUSTRIAL RELATIONS (SS. 3–121.5)	
	<i>Interpretation</i>	
3	Definitions	53
	<i>Application</i>	
4	Application of Part	99
5	Crown corporations	134
5.1	Canadian carriers	135
6	Employees of Her Majesty	136
	<i>Major Projects</i>	
7	Major projects	138
	DIVISION I — BASIC FREEDOMS	
8	Employee freedoms	139
	DIVISION II — CANADA INDUSTRIAL RELATIONS BOARD	
	<i>Establishment and Organization</i>	
9	Establishment of Board	142
10	Appointment of Chairperson and Vice-Chairpersons	143
10.1	Residence of members	144
11	Full-time occupation	144
12	Reappointment	145
12.001	Appointment of external adjudicator	146
12.01	Functions of Chairperson	146
12.02	Meetings	147
12.03	Acting Chairperson	147
12.04	Remuneration	148
12.05	Compensation	148
12.051	Limitation of liability	148
12.06	Inquiries	148
12.07	Measures	149
12.08	Appointment of inquirer	149
12.09	Powers	150
12.10	Staff	150
12.11	Inquiry in public	150
12.12	Rules of evidence	150
12.13	Right to be heard	150

Table of Contents

12.14	Report to Minister	151
12.15	Transmission of report to Governor in Council	151
13	Head office	152
13.1	[Repealed 2014, c. 20, s. 417.]	153
14	Panels	153
14.1	Continuation of proceeding	158
14.2	Decision of panel	159
	<i>Powers and Duties</i>	
15	Regulations	159
15.1	General power to assist parties	162
16	Powers of Board	165
16.1	Determination without oral hearing	209
17	Determination of the wishes of the majority of the employees	217
18	Review or amendment of orders	218
18.1	Review of structure of bargaining units	257
19	Application of orders	295
19.1	Interim orders	295
20	Interim decision	304
21	Exercise of powers, duties and functions	306
	<i>Review and Enforcement of Orders</i>	
22	Order and decision final	308
23	Filing in Federal Court	320
23.1	Filing in provincial superior court	323
	DIVISION III — ACQUISITION AND TERMINATION OF BARGAINING RIGHTS	
	<i>Application for Certification</i>	
24	Application for certification	324
24.1	Exception	342
25	Where certification prohibited	342
26	Where certification prohibited	345
	<i>Determination of Bargaining Units</i>	
27	Determination of appropriate unit	346
	<i>Certification of Bargaining Agents and Related Matters</i>	
28	Duty to certify trade union	378
29	Representation vote	387
30	Conduct of vote	396
31	Result of representation vote	399
32	Council of trade unions	401
33	Designation of employers' organization	405
34	Certification in long-shoring and other industries	407
35	Board may declare single employer	425
36	Effect of certification	456
36.1	Just cause requirement	461
37	Duty of fair representation	464
	<i>Revocation of Certification and Related Matters</i>	
38	Application for revocation of certification	537
39	Order revoking certification or declaring bargaining agent not entitled to represent bargaining unit	544
40	Application where fraud	552

Table of Contents

41 Application for revocation of certification of a council of trade unions 553

42 Effect of revocation or declaration 553

Successor Rights and Obligations

43 Mergers, etc., of trade unions 554

44 Definitions 557

45 Review of bargaining units 570

46 Board to determine questions 575

47 Where portion as federal business 589

47.1 Where notice to bargain collectively given prior to deletion 597

47.2 Order 599

Successive Contracts for Services

47.3 Definition of “previous contractor” 600

DIVISION IV — COLLECTIVE BARGAINING AND COLLECTIVE AGREEMENTS

Obligation to Bargain Collectively

48 Notice to bargain to enter into a collective agreement 601

49 Notice to bargain to renew or revise a collective agreement or enter a new collective agreement 603

50 Duty to bargain and not to change terms and conditions 606

Technological Change

51 Definition of “technological change” 635

52 Notice of technological change 636

53 Application for order respecting technological change 637

54 Application for order to serve notice to bargain 639

55 Conditions precedent to technological change 640

Content and Interpretation of Collective Agreements

56 Effect of collective agreement 640

57 Provision for final settlement without stoppage of work 644

58 Decisions not to be reviewed by court 666

59 Copy to be filed with Minister 681

60 Powers of arbitrator, etc. 682

61 Procedure 699

62 Decision of arbitration board 701

63 Arbitration costs, fees and expenses 701

64 Order or decision within sixty days 702

65 Questions may be referred to Board 702

66 Filing of orders and decisions in Federal Court 713

67 Term of collective agreement 718

68 Collective agreement may contain certain provisions 722

69 Definition of “referral” 724

Compulsory Check-Off

70 Union dues to be deducted 730

DIVISION V — CONCILIATION AND FIRST AGREEMENTS

Federal Mediation and Conciliation Service

70.1 Federal Mediation and Conciliation Service 733

Conciliation Procedures

71 Notice of dispute 733

Table of Contents

Table of Contents

72	Options of Minister	734
73	Delivery of notice to conciliation officer	735
74	Delivery of notice	736
75	Time limits	736
76	Reconsideration of report	737
77	Release of report	737
78	Report binding by agreement	737
79	Agreement	737
	Settlement of First Agreement	
80	Minister may refer dispute to Board	738
	Establishment of Conciliation Boards	
81	Composition	741
82	Nomination by parties	741
83	Notification to parties of establishment of board	742
	General	
84	Powers of board	742
85	Sittings	742
86	Proceedings prohibited	743
87	Report and testimony not evidence	743
	DIVISION V.1 — OBLIGATIONS RELATING TO STRIKES AND LOCKOUTS	
87.1	Definitions	743
87.2	Strike notice	744
87.3	Secret ballot — strike vote	746
87.4	Maintenance of activities	748
87.5	Rights unaffected	762
87.6	Reinstatement of employees after strike or lockout	763
87.7	Services to grain vessels	763
	DIVISION VI — PROHIBITIONS AND ENFORCEMENT	
	Strikes and Lockouts	
88	Definitions	765
88.1	Strikes and lockouts prohibited during term of collective agreement	766
89	No strike or lockout until certain requirements met	768
90	Right to strike or lockout limited during period between Parliaments	773
	Declarations Relating to Strikes and Lockouts	
91	Employer may apply for declaration that strike unlawful	773
92	Declaration that lockout unlawful and prohibition of lockout	779
93	Terms and duration of order	780
	Unfair Practices	
94	Employer interference in trade union	781
95	Prohibitions relating to trade unions	841
96	General prohibition	854
97	Complaints to the Board	858
98	Duty and power of the Board	875
99	Board orders	890
99.1	Certification	916

Table of Contents

	Offences and Punishment	
100	Lockout contrary to this part	917
101	General offences by persons	918
102	Further offences	918
103	Prosecution of employers' organizations, trade unions and councils of trade unions	919
104	Consent of Board before prosecution	919
	DIVISION VII — GENERAL	
	Promotion of Industrial Peace	
104.1	Round-table meetings	920
105	Mediators	920
106	Inquiries regarding industrial matters	920
107	Additional powers	920
108	Industrial Inquiry Commission	921
	Vote on Employer's Offer	
108.1	Minister may order vote to be held	921
	Access to Employees	
109	Application for access order	922
109.1	Communication with off-site workers	926
	Access to Financial Statements	
110	Financial statement of trade union and employers' organization	927
	Regulations	
111	Regulations	928
111.1	Delegation	930
	Miscellaneous	
112	Documents as evidence	930
113	Late report not invalid	930
114	Defect in form or irregularity	930
115	Collective agreement to be filed	932
116	Remuneration and expenses	932
117	Persons deemed not to be employed in public service	933
118	Witness fees and expenses	933
119	Not required to give evidence — Part I	933
119.1	No disclosure	934
	Arrangements with Provinces	
120	Where uniform provincial legislation	934
	Annual Reports	
121	Annual report of Board	935
	Application of Provincial Laws	
121.1	Provincial Crown corporations	935
121.2	Exclusion from application	936
121.3	Non-application of <i>Statutory Instruments Act</i>	937
121.4	Definition of "regulation"	937
121.5	Regulations	937
	PART II — OCCUPATIONAL HEALTH AND SAFETY (SS. 122–165)	
	Interpretation	
122	Definitions	937

Table of Contents

Table of Contents

	Purpose of Part	
122.1	Prevention of accidents, injuries and illnesses	942
122.2	Preventive measures	943
122.21	Head of Compliance and Enforcement	943
	Methods of Communication	
122.3	Rights of Employees	943
	Application	
123	Application of Part	943
123.1	Canadian Human Rights Act	947
	Duties of Employers	
124	General duty of employer	947
125	Specific duties of employer	953
125.1	Further specific duties of employer	973
125.2	Employer to provide information in emergency	975
125.3	Coal mines	976
	Duties of Employees	
126	Health and safety matters	977
	Employment Safety	
127	Interference at accident scene prohibited	978
	Internal Complaint Resolution Process	
127.1	Complaint to supervisor	979
128	Refusal to work if danger	984
128.1	Employees on shift during work stoppage	1038
129	Head's investigation	1039
130	When collective agreement exists	1051
131	Compensation under other laws not precluded	1052
	Pregnant and Nursing Employees	
132	Cease to perform job	1053
	Complaints when Action against Employees	
133	Complaint to Board	1054
134	Board orders	1064
	Policy Health and Safety Committees	
134.1	Establishment mandatory	1067
	Work Place Health and Safety Committees	
135	Establishment mandatory	1069
	Provisions Common to Policy Committees and Work Place Committees	
135.1	Appointment of members	1075
135.11	Information likely to reveal identity	1078
135.2	Regulations	1078
	Health and Safety Representatives	
136	Appointment of health and safety representative	1079
136.1	Information likely to reveal identity	1081
137	Committees or representatives — specified work places	1082
	Coal Mining Safety Commission	
137.1	Establishment of Commission	1082
137.2	Approval of plans, procedures	1083

Table of Contents

	Administration	
138	Special committees	1084
139	Medical surveillance and examination programs	1085
139.1	Annual report	1085
139.2	Five-year review	1085
	Exercise of Powers in Relation to Health and Safety	
140	Delegation	1086
141	Accessory powers	1087
141.1	Inspections	1090
	General Matters	
142	Duty to assist	1090
143	Obstruction and false statements	1091
143.1	Provision of information	1091
143.2	Permission required for access to residence	1091
144	Evidence in civil or administrative proceedings precluded	1092
	Special Safety Measures	
145	Direction to terminate contravention	1094
	Appeals of Decisions and Directions	
145.1	Powers, duties and functions	1102
146	Appeal of direction	1103
146.01	Head informed of appeal	1114
146.1	Inquiry	1114
146.2-146.4	[Repealed 2017, c. 20, s. 349.]	1134
146.5	Wages	1134
	Disciplinary Action	
147	General prohibition re employer	1135
147.1	Abuse of rights	1142
	Offences and Punishment	
148	General offence	1144
149	Minister's consent required	1150
150	Venue	1151
151	Information	1151
152	Injunction proceedings	1152
153	Injunction	1152
154	Imprisonment precluded in certain cases	1152
154.1	[Proposed] Publication	1153
	Providing of Information	
155	Notice to provide information	1153
	Orders, Decisions and Directions of Board	
156	Decision final	1154
	Fees	
156.1	Fees for services, etc.	1154
	Regulations	
157	Regulations	1154
158	Provincial Crown corporations	1155
159	Exclusion from application	1156
160	Application of certain provisions	1156

Table of Contents

Table of Contents

161	Pilot projects	1156
162	Repeal of regulations	1156
163.-165	[Repealed R.S.C. 1985, c. 9 (1st Supp.), s. 4.]	1156
PART III — STANDARD HOURS, WAGES, VACATIONS AND HOLIDAYS (SS. 166–267)		
<i>Interpretation</i>		
166	Definitions	1157
<i>Application</i>		
167	Application of Part	1161
167.1	Prohibition	1175
167.2	Burden of proof	1176
168	Saving more favourable benefits	1176
168.1	[Repealed R.S.C. 1985, c. L-2, s. 168.1(3). Added 2020, c. 5, s. 36.]	1184
DIVISION I — HOURS OF WORK		
169	Standard hours of work	1184
169.1	Break	1185
169.2	Rest period	1186
170	Modified work schedule — collective agreement	1186
171	Maximum hours of work	1187
172	Maximum hours of work — collective agreement	1187
172.1	Vote	1188
172.2	Duration	1189
173	Scheduling hours of work	1189
173.01	Notice — work schedule	1189
173.1	Shift changes	1190
174	Overtime pay or time off	1191
174.1	Right to refuse	1195
175	Regulations for the purpose of this Division	1195
176	Excess hours under permit	1196
177	Emergency work	1197
DIVISION I.1 — FLEXIBLE WORK ARRANGEMENTS		
177.1	Right to request	1197
DIVISION II — MINIMUM WAGES		
178	Minimum wage	1199
178.1	[Proposed] Minimum wage — rate	1201
179	Employees under 17 years of age	1202
180	[Repealed R.S.C. 1985, c. 9 (1st Supp.), s. 6.]	1202
181	Regulations applicable to Division	1202
DIVISION II.1 — BREAKS FOR MEDICAL REASONS OR NURSING		
181.1	Medical break	1203
181.2	Nursing break	1203
181.3	Regulations	1203
DIVISION III — EQUAL WAGES		
182	Application of sections	1204
182.1	[Proposed] Prohibition — rate of wages	1205
182.2	[Proposed] Request for review	1205
182.3	[Proposed] Notice of employment opportunities	1206
182.4	[Proposed] Regulations	1206

Table of Contents

	DIVISION IV — ANNUAL VACATIONS	
183	Definitions	1206
184	Annual vacation with pay	1206
184.01	Calculation of vacation pay	1206
184.1	Entitlement to vacation in one or more periods	1207
185	Granting vacation with pay	1207
186	Vacation pay	1207
187	General holiday during vacation	1208
187.1	Interruption	1208
187.2	Postponement	1210
188	Termination of employment during year	1210
189	Transfer	1211
190	Regulations in relation to annual vacations	1217
	DIVISION V — GENERAL HOLIDAYS	
191	Definitions	1218
192	Entitlement to holidays	1218
193	General holiday falling on day off	1219
194	Exemption under collective agreement	1219
195	Substitution — employees subject to collective agreement	1219
195.1	Voting, duration	1221
196	Holiday pay	1221
197	Additional pay for holiday work	1222
198	[Repealed 2012, c. 31, s. 221.]	1223
199	Holiday work for managers, etc.	1223
200	Holiday pay deemed to be wages	1223
201	Application of section 189	1224
201.1-202	[Repealed 2012, c. 31, s. 222.]	1224
	DIVISION VI — MULTI-EMPLOYER EMPLOYMENT	
203	Definition of “multi-employer employment”	1225
	DIVISION VI.1 — [PROPOSED] TEMPORARY HELP AGENCIES	
203.01	[Proposed] Application	1225
203.1	[Proposed] Prohibition	1225
203.2	[Proposed] Equal treatment	1226
203.3	[Proposed] Request for review	1226
203.4	[Proposed] Inspections and complaints	1227
203.5	[Proposed] Regulations	1227
	DIVISION VII — MATERNITY-RELATED REASSIGNMENT AND LEAVE AND OTHER LEAVES	
	<i>Maternity-related Reassignment and Leave</i>	
204	Reassignment and job modification	1227
205	Employer’s obligations	1228
205.1	Entitlement to leave	1229
205.2	Employee’s duty to inform employer	1229
	<i>Maternity Leave</i>	
206	Entitlement to leave	1230
	<i>Parental Leave</i>	
206.1	Entitlement to leave	1231
206.2	Aggregate leave — maternity and parental	1235

Table of Contents

Table of Contents

	Compassionate Care Leave	
206.3	Definitions	1235
	Leave Related to Critical Illness	
206.4	Definitions	1236
	Leave Related to Death or Disappearance	
206.5	Definitions	1237
	Personal Leave	
206.6	Leave — five days	1239
	Leave for Victims of Family Violence	
206.7	Definitions	1240
	Leave for Traditional Aboriginal Practices	
206.8	Leave — five days	1241
	Leave for Court or Jury Duty	
206.9	Entitlement to leave	1241
	General	
207	Notification to employer	1241
207.01	Minimum periods of leave	1242
207.02	Interruption	1242
207.1	Notice to employer — interruption of leave	1243
207.2	Notification to employer — interruption for child’s hospitalization	1243
207.3	Notice to employer of leave	1244
208	Prohibition	1244
208.1	Application	1245
209	Right to notice of employment opportunities	1245
209.1	Resumption of employment in same position	1245
209.2	Right to benefits	1247
209.21	Effect of leave	1249
209.22	Status of certificate	1249
209.3	Prohibition	1249
209.4	Regulations	1249
209.5	Application of section 189	1250
	DIVISION VIII — BEREAVEMENT LEAVE	
210	Employee entitled	1251
	DIVISION IX — GROUP TERMINATION OF EMPLOYMENT	
211	Definitions	1251
212	Notice of group termination	1252
212.1	[Proposed] Redundant employee — employment terminated	1256
213	Cooperation with Commission	1258
213.1	[Proposed] Transitional support measures	1258
214	Establishment of joint planning committee	1258
215	Employee representatives	1259
216	Time for appointment	1260
217	Failure to appoint	1260
218	Notice of membership	1260
219	Procedure	1260
220	Wages	1261
221	Object of joint planning committee	1261

Table of Contents

222	Supplying of information	1261
223	Application to Minister for arbitrator	1262
224	Appointment of arbitrator	1262
225	Applicable provisions	1264
226	Implementation of adjustment program	1264
227	Regulations	1265
228	Waiver of application of Division	1266
229	Application of sections 214 to 226	1266
	DIVISION X — INDIVIDUAL TERMINATIONS OF EMPLOYMENT	
229.1	[Proposed] Application	1267
230	Notice or wages in lieu of notice	1267
231	Conditions of employment	1274
232	Expiration of notice	1274
233	Regulations	1274
234	Application of section 189	1275
	DIVISION XI — SEVERANCE PAY	
235	Minimum rate	1275
236	Regulations	1279
237	Application of section 189	1279
	DIVISION XII — GARNISHMENT	
238	Prohibition	1279
	DIVISION XII.1 — [PROPOSED] REIMBURSEMENT OF WORK-RELATED EXPENSES	
238.1	[Proposed] Entitlement	1280
238.2	[Proposed] Regulations	1280
	DIVISION XIII — MEDICAL LEAVE	
239	Entitlement to leave	1280
	DIVISION XIII.01	
239.01	[Repealed 2020, c. 12, s. 4.5(2) [Added 2020, c. 12, s. 8(2)(b).]	1286
	DIVISION XIII.1 — WORK-RELATED ILLNESS AND INJURY	
239.1	Prohibition	1286
	DIVISION XIII.2 — LONG-TERM DISABILITY PLANS	
239.2	Employer's obligation	1289
239.3	Regulations	1289
	DIVISION XIV — UNJUST DISMISSAL	
240	Complaint	1289
241	Reasons for dismissal	1311
241.1	Suspension of complaint	1315
241.2	Rejection of complaint	1315
242	. . . . .	1316
243	Order final	1403
244	Enforcement of orders	1416
245	Regulations	1418
246	Civil remedy	1418
	DIVISION XIV.1 — COMPLAINTS RELATING TO REPRISALS	
246.1	Complaint to Board	1421
246.2	Suspension of complaint	1423

Table of Contents

Table of Contents

246.3	Rejection of complaint	1423
246.4	Board orders	1423
246.5	Decisions final	1424
246.6	Enforcement of orders	1424
246.7	[Repealed 2017, c. 20, s. 356(3).]	1424
	DIVISION XV — PAYMENT OF WAGES	
247	Payment of wages	1424
	DIVISION XV.1	
247.1-247.4	[Repealed 2018, c. 22, s. 16.]	1425
	DIVISION XV.2 — LEAVE OF ABSENCE FOR MEMBERS OF THE RESERVE FORCE	
247.5	Entitlement to leave	1425
247.6	Notice to employer	1426
247.7	Request for proof	1427
247.8	Return to work postponed	1427
247.9	[Repealed 2017, c. 33, s. 211.]	1427
247.91	Continuous employment — benefits	1427
247.92	Application of section 189	1428
247.93	Resumption of employment in same position	1428
247.94	Not able to perform work	1428
247.95	Wages or benefits affected by reorganization	1428
247.96	Prohibition — employee	1428
247.97	Regulations	1428
	DIVISION XV.3 — GENETIC TESTING	
247.98	Definitions	1429
247.99	Complaint	1430
247.991	Order final	1432
247.992	Regulations	1432
	DIVISION XVI — ADMINISTRATION AND GENERAL	
	<i>Inquiries</i>	
248	Inquiries	1433
	<i>Inspections</i>	
249	Delegation	1433
250	Administering oaths	1435
251	Where underpayments found on inspection	1435
	<i>Internal Audit</i>	
251.001	Internal audit order	1437
	<i>Complaints</i>	
251.01	Making of complaint	1438
251.02	Suspension of complaint	1440
251.03	Assistance — Head	1441
251.04	Settlement of amounts due	1441
251.05	Rejection of complaint	1441
251.06	Compliance order	1443
251.1	Payment order	1443
	<i>Orders — Review and Appeal</i>	
251.101	Request for review	1446
251.11	Appeal	1448

Table of Contents

251.111	Head informed of appeal	1451
251.12	Board decision	1453
	General Provisions — Orders	
251.13	Order to debtor of employer	1458
251.131	Administrative fee	1459
251.132	Return of security	1459
251.14	Deposit of moneys	1459
251.15	Enforcement of orders	1460
251.16	Regulations	1461
251.17	Statutory Instruments Act	1461
251.18	Civil liability of directors	1461
251.19	Cooperatives	1464
	Information and Returns	
252	Information and returns	1464
253	Notice to furnish information	1464
	Information Related to Employment	
253.1	[Proposed] Copy — employee	1465
253.2	[Proposed] Employment statement	1466
254	Pay statement	1466
	Deductions	
254.1	General rule	1466
	Combining Federal Works, Undertakings and Businesses	
255	Orders of Minister combining federal works, undertakings and businesses	1473
	Offences and Punishment	
256	Offences and punishment	1473
257	Procedure	1475
258	Order to pay arrears of wages	1475
259	Failure to comply with order	1476
259.1	Imprisonment precluded in certain cases	1477
259.2	[Proposed] Publication	1477
260	Identity of complainants	1477
261	Civil remedy	1477
	Ministerial Orders	
262	Orders	1479
	Pilot Projects	
263	Regulations	1479
263.1	Repeal	1479
	Regulations	
264	Regulations	1480
	Application of Provincial Laws	
265	Provincial Crown corporations	1482
266	Exclusion from application	1482
267	Application of certain provisions	1482
	PART IV — ADMINISTRATIVE MONETARY PENALTIES (SS. 268–297)	
	Interpretation and Application	
268	Definitions	1482

Table of Contents

Table of Contents

	Purpose	
269	Purpose of Part	1483
	Regulations	
270	Regulations	1483
	Head's Powers	
271	Powers regarding notices of violation	1484
272	Delegation	1484
	Commission of Violations	
273	Violations	1484
274	Liability of parties to violation	1484
275	Proof of violation — employees	1484
276	Notice of violation	1485
	Rules About Violations	
277	Certain defences not available	1485
278	Continuing violation	1486
279	Violation or offence	1486
280	Limitation period	1486
	Reviews	
281	Request for review	1486
282	Variation or cancellation of notice of violation	1486
283	Review	1486
284	Object of review	1487
	Appeal	
285	Appeal	1487
286	Head informed of appeal	1487
287	Object of appeal	1487
288	Wages	1488
	Responsibility	
289	Payment	1488
290	Failure to act	1488
	Recovery of Penalties	
291	Debt to Her Majesty	1489
292	Certificate	1489
	General	
293	Admissibility of documents	1489
294	Burden of proof	1489
295	Publication	1489
	Pilot Projects	
296	Regulations	1489
297	Repeal of regulations	1490

Table of Contents

**2001-520 — CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS,
2012**

PART 1 — GENERAL

Interpretation

1 1497

Orders

2 1498

Registrar

3 1498

PART 2 — RULES APPLICABLE TO PROCEEDINGS

Commencement of Proceedings

4 1499

Forms

5 1499

Signatures and Authorizations

6 1500

Filing and Service of Documents

7 1501

Date of Filing

8 1502

Computation of time

9 1502

Applications

10 1503

Notices of Application

11 1505

Responses and Replies

12 1509

Request to Intervene

12.1 1513

13–13.1 [Repealed SOR/2012-305, s. 7.] 1514

Expedited Process

14 1514

15 1515

16 1515

17 [Repealed SOR/2012-305, s. 9.] 1515

Interim Orders

18 1515

Verification of Evidence

19 1516

Consolidation of Proceedings

20 1516

Table of Contents

Table of Contents

21	Disclosure	1518
	Confidentiality of Documents	
22	.....	1518
	Exchange of Documents	
23	.....	1520
	Summons	
24	.....	1520
	Hearing Procedures	
25	[Repealed SOR/2012-305, s. 14.]	1521
26	[Repealed SOR/2011-109, s. 15.]	1521
27	.....	1521
	Notice of Hearing	
28	.....	1523
	Cancellation, Adjournment and Postponement of Hearings	
29	.....	1524
29.1	.....	1526
	PART 3 — APPLICATIONS RELATING TO BARGAINING RIGHTS	
	Evidence of Employee's Wishes	
30	.....	1526
	Evidence of Membership in a Trade Union	
31	.....	1528
	Representation Votes	
32	.....	1533
	Applications Respecting Bargaining Rights	
33	.....	1533
	Applications for Certification	
34	.....	1534
	Confidentiality of Employees' Wishes	
35	.....	1535
	Applications for Revocation of Bargaining Rights and Related Matters	
36	.....	1539
	Applications for Revocation for Fraud	
37	.....	1540
	Subsequent Applications for Certification and Revocation	
38	.....	1541
39	.....	1542
	PART 4 — UNFAIR LABOUR PRACTICE COMPLAINTS	
40	.....	1542
	PART 5 — APPLICATIONS FOR DECLARATION OF AN INVALID VOTE	
41	.....	1545
	PART 5.1 — MAINTENANCE OF ACTIVITIES	
41.1	.....	1545

Table of Contents

	PART 6 — UNLAWFUL STRIKES AND LOCKOUTS	
42	<i>Applications for Declaration of an Unlawful Strike</i>	1546
43	<i>Applications for Declaration of an Unlawful Lockout</i>	1547
	PART 7 — APPLICATIONS FOR RECONSIDERATION	
44	[Repealed SOR/2012-305, s. 22.]	1548
45		1548
	PART 8 — GENERAL POWERS	
46		1552
47		1555
47.1		1556
	PART 9 — REPEAL, TRANSITIONAL PROVISION AND COMING INTO FORCE	
	<i>Repeal</i>	
48		1557
	<i>Transitional</i>	
49		1557
	<i>Coming into Force</i>	
50		1558
	2015-164 — POLICY COMMITTEES, WORK PLACE COMMITTEES AND HEALTH AND SAFETY REPRESENTATIVES REGULATIONS	
	INTERPRETATION	
1		1559
	GENERAL APPLICATION	
1.2		1559
	PART 1 — POLICY COMMITTEES AND WORK PLACE COMMITTEES	
	<i>Application</i>	
2		1559
	<i>Selection of Members</i>	
3		1559
	<i>Qualifications of Members Selected by the Employer</i>	
4		1559
	<i>Chairpersons</i>	
5		1560
	<i>Vacancy</i>	
6		1560
	<i>Quorum</i>	
7		1560
	<i>Minutes</i>	
8		1560

Table of Contents

9	<i>Annual Report on Work Place Committee Activities</i>	1561
	PART 2 — HEALTH AND SAFETY REPRESENTATIVES	
	<i>Application</i>	
10	.....	1561
	<i>Selection of Representatives</i>	
11	.....	1561
	<i>Term of Office</i>	
12	.....	1561
	<i>Vacancy</i>	
13	.....	1561
	PART 3 — HEALTH AND SAFETY TRAINING PROGRAM	
	<i>Training</i>	
14	.....	1562
	<i>Repeal</i>	
15	.....	1562
	<i>Coming Into Force</i>	
16	.....	1562
	SCHEDULE — ANNUAL REPORT ON WORK PLACE COMMITTEE ACTIVITIES	

2002-54 — CANADA INDUSTRIAL RELATIONS REGULATIONS

	DEFINITIONS	
1	.....	1563
	NOTICE, REQUEST OR REPORT TO THE MINISTER	
2	.....	1563
	NOTICE OR REQUEST BY THE MINISTER	
3	.....	1563
4	.....	1563
	NOTICE TO COMMENCE COLLECTIVE BARGAINING	
5	.....	1564
	NOTICE OF DISPUTE AND REQUEST FOR CONCILIATION ASSISTANCE	
6	.....	1564
	STRIKE OR LOCKOUT NOTICE	
7	.....	1565
	REQUEST FOR THE APPOINTMENT OF AN ARBITRATOR	
8	.....	1565
	ARBITRATION ORDER OR DECISION	
9	.....	1565
	REPEAL	
10	.....	1566
	COMING INTO FORCE	
11	.....	1566

Table of Contents

	986 — CANADA LABOUR STANDARDS REGULATIONS	
1	[Repealed SOR/2019-168, s. 2.]	1567
	INTERPRETATION	
2	. . . . .	1567
	EXCLUSION OF PROFESSIONS	
3	. . . . .	1568
	MODIFIED WORK SCHEDULE	
4	. . . . .	1568
5	. . . . .	1568
	AVERAGING	
6	. . . . .	1568
7	. . . . .	1570
	WEEKLY REST	
8	. . . . .	1570
9	. . . . .	1571
	EMPLOYEES UNDER 17 YEARS OF AGE	
10	. . . . .	1571
	APPRENTICESHIP	
11	. . . . .	1571
	REPORTING PAY	
11.1	. . . . .	1571
	ANNUAL VACATIONS	
12	. . . . .	1572
13	. . . . .	1572
14	. . . . .	1572
	GENERAL HOLIDAYS	
15	. . . . .	1573
16	. . . . .	1573
	REGULAR RATE OF WAGES FOR PURPOSES OF GENERAL HOLIDAYS, PERSONAL LEAVE, LEAVE FOR VICTIMS OF FAMILY VIOLENCE AND BEREAVEMENT LEAVE	
17	. . . . .	1573
18	. . . . .	1573
	MULTI-EMPLOYER EMPLOYMENT	
19	. . . . .	1574
	DETERMINATION OF HOURLY RATE OF WAGES	
20	. . . . .	1575
	BOARD, LIVING QUARTERS AND OTHER REMUNERATION	
21	. . . . .	1575
22	. . . . .	1575
	PAYMENT OF WAGES, VACATION OR HOLIDAY PAY OR OTHER REMUNERATION WHEN EMPLOYEE CANNOT BE FOUND	
23	. . . . .	1576
	KEEPING OF RECORDS	
24	. . . . .	1576

Table of Contents

Table of Contents

	NOTICES TO BE POSTED	
25	.....	1579
	NOTICE OF GROUP TERMINATION	
26	.....	1579
	INDUSTRIAL ESTABLISHMENT FOR GROUP TERMINATION	
27	.....	1579
	EXEMPTION FROM GROUP TERMINATION	
28	.....	1580
	CONTINUITY OF EMPLOYMENT	
29	.....	1580
	LAY-OFFS THAT ARE NOT TERMINATION FOR THE PURPOSES OF SEVERANCE PAY, GROUP OR INDIVIDUAL TERMINATION OF EMPLOYMENT	
30	.....	1580
	REGULAR HOURS OF WORK (SEVERANCE PAY AND INDIVIDUAL TERMINATION OF EMPLOYMENT)	
31	.....	1581
32	.....	1581
	IMMEDIATE FAMILY	
33	.....	1581
33.01	[Repealed SOR/2020-226, s. 1(2).]	1582
33.1	[Repealed SOR/2021-36, s. 1(2).]	1582
	WORK-RELATED ILLNESS AND INJURY	
34	.....	1582
	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 [Repealed SOR/99-337, s. 3.]	
	2020-145 — STANDARDS FOR WORK-INTEGRATED LEARNING ACTIVITIES REGULATIONS	
	INTERPRETATION	
1	Definition of “Act”	1615
	GENERAL PROVISIONS	
2	Educational institutions	1615
3	Provision of documents to employer	1615
4	Record-keeping	1616
	APPLICATION AND ADAPTATIONS	
5	Part III of the Act	1617
6	Canada Labour Standards Regulations	1619
7	Adaptations	1619

Table of Contents

8	COMING INTO FORCE	1622
	S.C. 2015, c. 36, s. 92	
	86-304 — CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS	
	PART I	
1.1	[Repealed SOR/2002-208, s. 2.]	1623
	Interpretation	
1.2	.....	1623
	Prescription	
1.3	.....	1625
	Application	
1.31	.....	1625
1.4	.....	1625
	Records	
1.5	.....	1625
	Inconsistent Provisions	
1.6	.....	1626
1.7	[Repealed SOR/2019-243, s. 1.]	1626
	Alternate Media	
1.8	.....	1626
	PART II — PERMANENT STRUCTURES	
	Interpretation	
2.1	.....	1627
	DIVISION I — BUILDINGS	
	Standards	
2.2	.....	1627
	Doors	
2.3	.....	1628
	Clearances	
2.4	.....	1628
	Floor and Wall Openings	
2.5	.....	1628
	Open-top Bins, Hoppers, Vats and Pits	
2.6	.....	1629
	Ladders, Stairways and Ramps	
2.7	.....	1629
2.8	.....	1629
2.9	.....	1629
2.10	.....	1630
	Docks, Ramps and Dock Plates	
2.11	.....	1630

Table of Contents

	Guardrails	
2.12	.....	1631
	Toe Boards	
2.13	.....	1631
	Housekeeping and Maintenance	
2.14	.....	1631
2.15	.....	1631
2.16	.....	1631
	Temporary Heating	
2.17	.....	1633
	DIVISION II — TOWERS, ANTENNAS AND ANTENNA-SUPPORTING STRUCTURES	
2.18	.....	1633
2.19	.....	1633
	DIVISION III — HVAC SYSTEMS	
	Application	
2.20	.....	1634
	Standards	
2.21	.....	1634
2.22	.....	1634
	Records	
2.23	.....	1634
	Operation, Inspection, Testing, Cleaning and Maintenance	
2.24	.....	1634
2.25	.....	1635
2.26	.....	1635
	Investigations	
2.27	.....	1636
	PART III — TEMPORARY STRUCTURES AND EXCAVATIONS	
	Application	
3.1	.....	1637
	General	
3.2	.....	1637
3.3	.....	1637
3.4	.....	1637
3.5	.....	1637
3.6	.....	1637
	Barricades	
3.7	.....	1637
	Guardrails and Toe Boards	
3.8	.....	1637
	Temporary Stairs, Ramps and Platforms	
3.9	.....	1638
	Scaffolds	
3.10	.....	1638

Table of Contents

	Portable Ladders	
3.11	.....	1638
	Excavation	
3.12	.....	1639
	Safety Nets	
3.13	.....	1639
	Housekeeping	
3.14	.....	1640
3.15	.....	1640
	PART IV — ELEVATING DEVICES	
	Application	
4.1	.....	1640
	Standards	
4.2	.....	1640
	Use and Operation	
4.3	.....	1641
4.4	.....	1641
	Inspection and Testing	
4.5	.....	1641
4.6	.....	1641
	Repair and Maintenance	
4.7	.....	1641
	PART V — BOILERS AND PRESSURE VESSELS	
	Interpretation	
5.1	.....	1641
	Application	
5.2	.....	1643
	Fabrication and Installation Standards	
5.3	.....	1643
5.4	.....	1643
	Use, Operation, Repair, Alteration and Maintenance	
5.5	.....	1644
5.6	.....	1644
5.7	.....	1644
5.8	.....	1644
5.9	.....	1644
	Inspections	
5.10	.....	1645
5.11	.....	1645
5.12	.....	1646
5.13	.....	1647
5.14	.....	1647
5.15	.....	1647

Table of Contents

	Buried Pressure Vessels	
5.16	.....	1647
	Records and Reports	
5.17	.....	1647
5.18	.....	1647
	PART VI — LIGHTING	
	Interpretation	
6.1	.....	1648
	Application	
6.2	.....	1649
	Measurement of Average Levels of Lighting	
6.3	.....	1649
	Lighting — Office Areas	
6.4	.....	1649
	Lighting — Industrial Areas	
6.5	.....	1649
	Lighting — General Areas	
6.6	.....	1649
	Lighting — VDT	
6.7	.....	1649
	Lighting — Aerodrome Aprons and Aircraft Stands	
6.8	.....	1650
	Lighting — Artefactual Exhibits and Archival Materials	
6.9	.....	1650
	Emergency Lighting	
6.10	.....	1650
	Minimum Levels of Lighting	
6.11	.....	1651
	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	.....	1655
	Measurement and Calculation of Exposure	
7.2	.....	1656
	Hazard Investigation	
7.3	.....	1656
	Limits of Exposure	
7.4	.....	1657

Table of Contents

7.5	Reduction of Sound Exposure	1657
	Report to Head of Compliance and Enforcement	
7.6		1658
	Hearing Protection	
7.7		1658
	Warning Signs	
7.8		1658
	SCHEDULE [FOR 7.4]	
	SCHEDULE [FOR 7.4(2)] II	
	PART VIII — ELECTRICAL SAFETY	
	Interpretation	
8.1		1660
	Application	
8.2		1660
	Standards	
8.3		1660
	Safety Procedures	
8.4		1661
8.5		1661
8.6		1662
8.7		1662
	Safety Watcher	
8.8		1662
	Coordination of Work	
8.9		1662
	Poles and Elevated Structures	
8.10		1662
8.11		1663
	Isolation of Electrical Equipment	
8.12		1663
8.13		1663
	Guarantees of Isolation for Electrical Equipment	
8.14		1664
8.15		1665
8.16		1665
	Live Test	
8.17		1665
	Termination of Guarantee of Isolation	
8.18		1666
	Safety Grounding	
8.19		1666
8.20		1666
8.21		1667

Table of Contents

8.22	.....	1667
	Switches and Control Devices	
8.23	.....	1668
	SCHEDULE [FOR 8.5(6)]	
	PART IX — SANITATION	
	Interpretation	
9.1	.....	1668
	General	
9.2	.....	1669
9.3	.....	1669
9.4	.....	1669
9.5	.....	1669
9.6	.....	1669
9.7	.....	1669
9.8	.....	1670
9.9	.....	1670
9.10	.....	1670
9.11	.....	1670
	Toilet Rooms	
9.12	.....	1670
9.13	.....	1671
9.14	.....	1671
9.15	.....	1671
9.16	.....	1671
9.17	.....	1672
	Wash Basins	
9.18	.....	1672
9.19	.....	1672
9.20	.....	1672
9.21	.....	1672
9.22	.....	1673
	Showers and Shower Rooms	
9.23	.....	1673
	Potable Water	
9.24	.....	1673
9.25	.....	1674
9.26	.....	1674
9.27	.....	1674
9.28	.....	1674
9.29	.....	1674
	Field Accommodation	
9.30	.....	1674
9.31	.....	1674
9.32	.....	1675
9.33	.....	1675
	Preparation, Handling, Storage and Serving of Food	
9.34	.....	1675

Table of Contents

9.35	.....	1675
9.36	.....	1675
9.37	.....	1676
9.38	.....	1676
	<i>Food Waste and Garbage</i>	
9.39	.....	1676
	<i>Lunch Rooms</i>	
9.40	.....	1676
	<i>Ventilation</i>	
9.41	.....	1677
9.42	.....	1677
	<i>Clothing Storage</i>	
9.43	.....	1677
9.44	.....	1678
9.45	.....	1678
	SCHEDULE [FOR 9.41(2)]	
	PART X — HAZARDOUS SUBSTANCES	
	<i>Interpretation</i>	
10.1	.....	1679
	<i>Application</i>	
10.2	.....	1682
	DIVISION I — GENERAL	
	<i>Records of Hazardous Substances</i>	
10.3	.....	1682
	<i>Hazard Investigation</i>	
10.4	.....	1682
10.5	.....	1683
10.6	.....	1683
	<i>Medical Examinations</i>	
10.7	.....	1683
	<i>Storage, Handling and Use</i>	
10.8	.....	1684
10.9	.....	1684
10.10	.....	1684
10.11	.....	1684
10.12	.....	1684
	<i>Warning of Hazardous Substances</i>	
10.13	.....	1684
	<i>Employee Education and Training</i>	
10.14	.....	1684
10.15	.....	1686
	<i>Substitution of Substances</i>	
10.16	.....	1686
	<i>Ventilation</i>	
10.17	.....	1686

Table of Contents

Table of Contents

10.18	.....	1686
	Control of Hazards	
10.19	.....	1687
10.20	.....	1688
10.21	.....	1688
10.22	.....	1689
	Warnings	
10.23	.....	1689
	Assembly of Pipes	
10.24	.....	1689
	Explosives	
10.25	.....	1689
	Ionizing and Non-ionizing Radiation	
10.26	.....	1690
	SCHEDULE [FOR 10.26(1)(A)] [Repealed SOR/2021-122, s. 6.]	
	DIVISION II — HAZARDOUS SUBSTANCES OTHER THAN HAZARDOUS PRODUCTS	
	Asbestos Exposure Management Program	
	Asbestos-containing Material	
10.26.1	.....	1691
	Asbestos Exposure Control Plan	
10.26.2	.....	1691
10.26.3	.....	1692
	Asbestos Dust, Waste and Debris Removal	
10.26.4	.....	1692
10.26.5	.....	1692
	Decontamination	
10.26.6	.....	1693
10.26.7	.....	1693
	Air Sampling	
10.26.8	.....	1693
	Clearance Air Sampling	
10.26.9	.....	1694
10.26.10	.....	1694
	Containers for Asbestos Dust, Waste and Debris	
10.26.11	.....	1694
	Identification	
10.27	.....	1695
10.28	.....	1695
	DIVISION III — HAZARDOUS PRODUCTS	
	Interpretation	
10.29	.....	1695
	Application	
10.30	.....	1696

Table of Contents

	Safety Data Sheets and Labels in Respect of Certain Hazardous Products	
10.31	.....	1696
	Supplier Safety Data Sheets	
10.32	.....	1697
	Work Place Safety Data Sheets	
10.33	.....	1698
	Availability of Safety Data Sheets	
10.34	.....	1698
	Labels	
10.35	.....	1699
10.36	.....	1699
	Portable Containers	
10.37	.....	1700
	Special Cases	
10.38	.....	1700
	Laboratories	
10.39	.....	1700
	Signs	
10.40	.....	1702
	Replacing Labels	
10.41	.....	1702
	Exemptions from Disclosure	
10.42	.....	1702
	Hazardous Waste	
10.43	.....	1703
	Information Required in a Medical Emergency	
10.44	.....	1703
	Fire and Explosion Prevention	
10.45	.....	1703
10.46	.....	1704
10.47	.....	1704
10.48	.....	1704
10.49	.....	1704
	PART XI — CONFINED SPACES	
	Interpretation	
11.01	.....	1705
	Confined Space Identification	
11.02	.....	1705
	Hazard Assessment	
11.03	.....	1706
	Confined Space Procedures	
11.04	.....	1707

Table of Contents

Table of Contents

Verification Before Entry in and During Occupancy of Hazardous Confined Space		
11.05	.....	1708
Emergency Procedures and Equipment		
11.06	.....	1709
Record of Emergency Procedures and Equipment		
11.07	.....	1710
Provision and Use of Equipment		
11.08	.....	1711
Closing off a Confined Space		
11.09	.....	1711
Hot Work		
11.1	.....	1711
11.2–11.10	[Repealed SOR/2021-143, s. 1.]	1713
Ventilation Equipment		
11.11	.....	1713
Instruction and Training		
11.12	.....	1714
Retention of Records		
11.13	.....	1715
PART XII — PROTECTION EQUIPMENT AND OTHER PREVENTIVE MEASURES		
Interpretation		
12.01	.....	1715
12.02	.....	1716
General		
12.03	.....	1716
12.04	.....	1716
12.05	.....	1717
Fall Protection		
Fall-protection Plan		
12.06	.....	1717
Fall-protection Systems		
12.07	.....	1718
12.08	.....	1719
Protection Equipment and Procedures		
Fall Protection		
12.09	.....	1719
Protective Headwear		
12.1	.....	1721
12.4–12.10	[Repealed SOR/2019-243, s. 4.]	1721
Protective Footwear		
12.11	.....	1721
Eye and Face Protection		
12.12	.....	1722

Table of Contents

	Respiratory Protection	1722
12.13	.....
	Skin Protection	1723
12.14	.....
	Protection Against Drowning	1724
12.15	.....
	Loose Clothing	1724
12.16	.....
	Protection Against Moving Vehicles	1724
12.17	.....
	Defective Equipment	1725
12.18	.....
12.19	.....
	Instruction and Training	1725
12.2	.....
	Records	1726
12.21	.....
12.3	[Repealed SOR/2019-243, s. 4.]	1726
	PART XIII — TOOLS AND MACHINERY	
	Interpretation	1726
13.1	.....
	Design, Construction, Operation and Use of Tools	1726
13.2	.....
13.3	.....
13.4	.....
13.5	.....
13.6	.....
13.7	.....
13.8	.....
	Defective Tools and Machines	1727
13.9	.....
13.10	.....
	Instructions and Training	1727
13.11	.....
13.12	.....
	General Requirements for Machine Guards	1728
13.13	.....
	Use, Operation, Repair and Maintenance of Machine Guards	1728
13.14	.....
13.15	.....
13.16	.....
13.17	.....
	Abrasive Wheels	1729
13.18	.....
13.19	.....

Table of Contents

	<i>Mechanical Power Transmission Apparatus</i>	
13.20	.....	1729
	<i>Woodworking Machinery</i>	
13.21	.....	1729
	<i>Punch Presses</i>	
13.22	.....	1729
	PART XIV — MATERIALS HANDLING	
	<i>Interpretation</i>	
14.1	.....	1729
	<i>Application</i>	
14.2	.....	1730
	DIVISION I — DESIGN AND CONSTRUCTION	
	<i>General</i>	
14.3	.....	1730
	<i>Protection from Falling Objects</i>	
14.4	.....	1730
14.5	.....	1731
	<i>Protection from Overturning</i>	
14.6	.....	1731
	<i>Seat-Belts</i>	
14.7	.....	1731
	<i>Fuel Tanks</i>	
14.8	.....	1732
	<i>Protection from Elements</i>	
14.9	.....	1732
	<i>Vibration</i>	
14.10	.....	1732
	<i>Controls</i>	
14.11	.....	1732
	<i>Fire Extinguishers</i>	
14.12	.....	1733
	<i>Means of Entering and Exiting</i>	
14.13	.....	1733
	<i>Lighting</i>	
14.14	.....	1733
	<i>Control Systems</i>	
14.15	.....	1734
	<i>Warning Devices</i>	
14.16	.....	1734
	<i>Rear View Mirrors</i>	
14.17	.....	1734
	<i>Guided Industrial Vehicles</i>	
14.18	.....	1734

Table of Contents

14.19	Conveyors	1735
	DIVISION II — MAINTENANCE, USE AND OPERATION	
	Inspection, Testing and Maintenance	
14.20		1735
	Mobile Cranes	
14.21		1735
	Split Rim Wheels	
14.22		1736
	Instruction and Training	
14.23		1736
	Qualifications	
14.24		1737
	Signals	
14.25		1737
14.26		1737
14.27		1737
	Gradients	
14.28		1738
	Repairs	
14.29		1738
	Transporting and Positioning Employees	
14.30		1738
	Loading, Unloading and Maintenance While in Motion	
14.31		1739
14.32		1739
14.33		1739
	Positioning the Load	
14.34		1739
	Tools	
14.35		1739
	Housekeeping	
14.36		1739
	Parking	
14.37		1740
	Materials Handling Area	
14.38		1740
	Hazard Areas	
14.39		1741
	Rear Dumping	
14.40		1741
	Fuelling	
14.41		1741
	Ropes, Slings and Chains	
14.42		1741

Table of Contents

	<i>Safe Working Loads</i>	
14.43	.....	1742
	<i>Aisles and Corridors</i>	
14.44	.....	1742
	<i>Clearances</i>	
14.45	.....	1742
	DIVISION III — MANUAL HANDLING OF MATERIALS	
14.46	.....	1743
14.47	.....	1743
14.48	.....	1743
14.49	.....	1744
	DIVISION IV — STORAGE OF MATERIALS	
14.50	.....	1744
	DIVISION V — TRANSITIONAL PROVISIONS	
14.51	.....	1744
	PART XV — HAZARDOUS OCCURRENCE INVESTIGATION, RECORDING AND REPORTING	
	<i>Interpretation</i>	
15.1	.....	1745
	<i>Application</i>	
15.2	.....	1745
	<i>Reports by Employee</i>	
15.3	.....	1745
	<i>Investigations</i>	
15.4	.....	1746
	<i>Telephone or Fax Reports</i>	
15.5	.....	1746
	<i>Records</i>	
15.6	.....	1747
	<i>Minor Injury Records</i>	
15.7	.....	1747
	<i>Written Reports</i>	
15.8	.....	1747
15.9	.....	1748
	<i>Annual Report</i>	
15.10	.....	1748
	<i>Retention of Reports and Records</i>	
15.11	.....	1748
	SCHEDULE [FOR 15.8] I	
	SCHEDULE [FOR 15.10] II	
	PART XVI — FIRST AID	
	<i>Interpretation</i>	
16.1	.....	1753

Table of Contents

	General	
16.2	.....	1753
	First Aid Attendants	
16.3	.....	1753
16.4	.....	1754
	First Aid Stations	
16.5	.....	1754
	Communication of Information	
16.6	.....	1755
	First Aid Supplies and Equipment	
16.7	.....	1755
16.8	.....	1756
	First Aid Rooms	
16.9	.....	1756
16.10	.....	1756
	Transportation	
16.11	.....	1757
	First Aid Courses	
16.12	.....	1757
	Records	
16.13	.....	1758
	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	
	Interpretation	
17.1	.....	1762
	Application	
17.2	.....	1763
	Fire Protection Equipment	
17.3	.....	1763
	Emergency Evacuation Plan	
17.4	.....	1763
	Emergency Procedures	
17.5	.....	1764
	Instructions and Training	
17.6	.....	1765
	Emergency Wardens	
17.7	.....	1765
17.8	.....	1765

Table of Contents

Table of Contents

	Inspections	
17.9	.....	1766
	Meetings of Emergency Wardens and Drills	
17.10	.....	1766
	Fire Hazard Areas	
17.11	.....	1767
17.12	.....	1767
	PART XVIII — DIVING OPERATIONS	
	Definitions	
18.1	.....	1768
	Application	
18.2	.....	1769
18.3	.....	1769
	DIVISION I — TYPE 1 DIVES AND TYPE 2 DIVES	
	Written Procedures	
18.4	.....	1769
	Instruction and Training	
18.5	.....	1769
18.6	.....	1770
	Medical Evaluations	
18.7	.....	1770
	Fitness to Dive	
18.8	.....	1770
	Dive Plan	
18.9	.....	1771
	Dive Team	
18.10	.....	1771
18.11	.....	1771
18.12	.....	1772
18.13	.....	1772
18.14	.....	1772
	Emergency Assistance	
18.15	.....	1772
	Pressure-related Injury	
18.16	.....	1772
	Decompression	
18.17	.....	1772
	Identification of Dive Site	
18.18	.....	1773
	Supervision	
18.19	.....	1773
18.20	.....	1773
	Hazards	
18.21	.....	1773

Table of Contents

	Communications	
18.22	.....	1773
	Breathing Supply	
18.23	.....	1774
18.24	.....	1774
18.25	.....	1774
	Diving Equipment	
18.26	.....	1774
18.27	.....	1774
18.28	.....	1774
18.29	.....	1775
18.30	.....	1775
18.31	.....	1775
18.32	.....	1775
18.33	.....	1775
	Termination of Dive	
18.34	.....	1776
	Observation After Diving	
18.35	.....	1776
	Flying After Diving	
18.36	.....	1776
	Reports and Records	
18.37	.....	1776
18.38	.....	1776
18.39	.....	1777
18.40	.....	1778
18.41	.....	1778
18.42	.....	1778
	DIVISION II — TYPE 2 DIVES	
	Approach to Water Control and Intake Facilities	
18.43	.....	1778
18.44	.....	1778
18.45	.....	1778
18.46	.....	1778
	Diving Hazards	
18.47	.....	1779
18.48	.....	1779
	Use of Explosives	
18.49	.....	1779
	Hyperbaric Chambers	
18.50	.....	1779
18.51	.....	1779
	Alternative Energy Sources	
18.52	.....	1779
	Surface Supply Type 2 Dives	
18.53	.....	1780
18.54	.....	1780

Table of Contents

Table of Contents

18.55	.....	1780
18.56	.....	1780
18.57	.....	1780
18.58	.....	1780
18.59	.....	1780
18.60	.....	1780
18.61	.....	1781
18.62	.....	1781
	<i>Type 2 Scuba Diving</i>	
18.63	.....	1781
18.64	.....	1781
18.65	.....	1781
18.66	.....	1781
18.67	.....	1781
	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	
	<i>Hazard Prevention Program</i>	
19.1	.....	1783
	<i>Implementation Plan</i>	
19.2	.....	1784
	<i>Hazard Identification and Assessment Methodology</i>	
19.3	.....	1784
	<i>Hazard Identification and Assessment</i>	
19.4	.....	1785
	<i>Preventive Measures</i>	
19.5	.....	1785
	<i>Employee Training</i>	
19.6	.....	1786
	<i>Program Evaluation</i>	
19.7	.....	1787
	<i>Reports</i>	
19.8	.....	1787
	PART XX	
20.1	[Repealed SOR/2020-130, s. 41.]	1787
20.2–20.10	[Repealed SOR/2020-130, s. 41.]	1788

2020-130 — WORK PLACE HARASSMENT AND VIOLENCE PREVENTION REGULATIONS

GENERAL

Interpretation

1	Definitions	1789
---	-------------------	------

Table of Contents

	Joint Matters	
2	When unable to agree	1790
	Former Employees	
3	Prescribed circumstances — extension	1790
4	Time period to make complaint	1790
	PREVENTION AND PROTECTION MEASURES	
	Work Place Assessment	
5	Joint assessment	1790
6	Joint review and update	1790
7	Qualifications	1791
8	Identification of risk factors	1791
9	Preventive measures — development and implementation	1791
	Work Place Harassment and Violence Prevention Policy	
10	Joint development	1792
	EMERGENCY PROCEDURES	
11	Joint development and implementation	1792
	TRAINING	
12	Joint development or identification	1793
	SUPPORT MEASURES	
13	Information available to employees	1794
	RESOLUTION PROCESS	
	Notice of an Occurrence	
14	Designated recipient	1794
15	Providing notice	1794
16	Content of notice	1794
17	Employer or designated recipient	1794
18	Principal party's choices	1794
19	Initial review	1794
	Response to Notice of an Occurrence	
20	Contact with principal party	1795
21	Contact with witness	1795
22	Contact with responding party	1795
	Negotiated Resolution	
23	Reasonable effort	1795
	Conciliation	
24	Conditions	1796
	Investigation	
25	When investigation is required	1796
26	Notice of investigation	1796
27	Selection of investigator	1796
28	Investigator's qualifications	1797
29	Information for investigator	1797
30	Investigator's report	1797
	Implementation of Recommendations	
31	Joint determination	1798

Table of Contents

Table of Contents

	Completion of Resolution Process	
32	Completion of process	1798
33	Time limit	1798
34	Monthly status updates	1798
	RECORDS AND REPORTS	
	<i>Health and Safety Records</i>	
35	Records to be kept	1799
	<i>Annual Report to Head of Compliance and Enforcement</i>	
36	Content	1799
	<i>Fatality Report</i>	
37	Time period	1800
	CONSEQUENTIAL AMENDMENTS	
	<i>Canada Labour Standards Regulations</i>	
38	.....	1800
	<i>Canada Occupational Health and Safety Regulations</i>	
	Amendments	
39	.....	1800
40	.....	1801
41	.....	1801
	Transitional Provision	
42	.....	1801
	<i>On Board Trains Occupational Health and Safety Regulations</i>	
43	.....	1801
44	.....	1801
45	.....	1801
	<i>Oil and Gas Occupational Safety and Health Regulations</i>	
46	.....	1801
47	.....	1802
	<i>Coal Mining Occupational Health and Safety Regulations</i>	
48	.....	1802
	<i>Maritime Occupational Health and Safety Regulations</i>	
	Amendments	
49	.....	1802
50	.....	1802
51	.....	1802
52	.....	1802
	Transitional Provision	
53	.....	1802
	<i>Aviation Occupational Health and Safety Regulations</i>	
54	.....	1803
	COMING INTO FORCE	
55	S.C. 2018, c. 22	1803

Table of Contents

**2020-260 — ADMINISTRATIVE MONETARY PENALTIES (CANADA
LABOUR CODE) REGULATIONS**

	DEFINITION	
1	Definition of “Act”	1804
	VIOLATIONS	
2	Designations	1804
3	Types of violations	1804
	PENALTIES	
4	Amount	1804
5	Baseline penalty amount	1804
6	History of non-compliance amount	1805
	PAYMENT	
7	Early payment	1805
	SERVICE	
8	Manner of service	1806
	REQUEST FOR REVIEW	
9	Manner	1807
	REGULAR RATE OF WAGES	
10	Calculation and determination	1807
	PUBLICATION	
11	Other information	1808
	TRANSITIONAL PROVISION	
12	Type A violations	1808
	COMING INTO FORCE	
13	S.C. 2017, c. 20	1808

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

Part 1 — Definitions

Part 2 — Amount

**990 — MOTOR VEHICLE OPERATORS HOURS OF WORK
REGULATIONS**

	SHORT TITLE	
1	.....	1939
	INTERPRETATION	
2	.....	1939
	MODIFICATION	
3	.....	1940
	GENERAL	
4	.....	1940

Table of Contents

Table of Contents

	CITY MOTOR VEHICLE OPERATORS	
5	.....	1940
	HIGHWAY MOTOR VEHICLE OPERATOR	
6	.....	1941
	MIXED EMPLOYMENT	
7	.....	1941
8	.....	1942
	BUS OPERATORS	
9	.....	1942
	WEEKLY REST	
10	.....	1943
	TRADE UNIONS ACT	
	Short Title	
1	Short title	1945
	Interpretation	
2	Definition of "trade union"	1945
	Application	
3	Agreements not affected	1945
4	Legal proceedings not authorized by this Act	1945
5	Application of certain Acts	1946
	Constitution and Registration	
6	Trade union may be registered	1946
7	Registrar	1946
8	Registration	1946
9	Regulations	1947
10	Rules of registered union	1947
11	Registered office	1947
12	Notice of office	1947
	Annual Statement	
13	General statement of affairs	1947
14	Copies of rules to accompany statement	1948
	Respecting Property	
15	Powers relating to land	1948
16	Property vested in trustees	1948
	Procedure	
17	Forms of action	1948
18	Powers of trustees	1949
	Accounting	
19	Liability of trustee	1949
20	Account to be rendered	1949
21	Audit	1949
	Offences and Punishment	
22	Fraudulently obtaining, misapplying funds, books, etc.	1950

Table of Contents

23	Failure to have a registered office	1951
24	Failure to transmit general statement	1951
25	Making false entries	1951
26	Circulating false copies of rules of a union	1951
	Procedure	
27	Summary conviction	1952
28	[Repealed 2000, c. 12, s. 297.]	1952
	General	
29	Purposes of trade union not unlawful	1952
30	Annual report for Parliament	1952

Table of Contents

SCHEDULE I — MAXIMUM FEES

SCHEDULE II — MATTERS TO BE PROVIDED FOR BY THE RULES OF TRADE UNIONS REGISTERED UNDER THIS ACT

DEPARTMENT OF EMPLOYMENT AND SOCIAL DEVELOPMENT ACT

SHORT TITLE

1	Short title	1955
---	-----------------------	------

INTERPRETATION

2	Definitions	1955
---	-----------------------	------

PART 1 — DEPARTMENT OF EMPLOYMENT AND SOCIAL DEVELOPMENT (SS. 3–17)

Continuation

3	Department continued	1956
4	Deputy Minister	1956

Powers, Duties and Functions of the Minister

5	Powers, duties and functions	1957
5.1	Service delivery to public	1957
5.2	Fees — services and facilities	1958
6	Powers	1958
7	Programs	1958
8	Business numbers — Minister	1959

Committees

9	Committees	1959
---	----------------------	------

General Provisions

10	Agreements	1959
11	Delegation	1959
12	Oaths and affidavits	1959
13	Fees for services and use of facilities	1960
14	Fees for products, rights and privileges	1960
15	Fees for regulatory processes and approvals	1960
16	Publication	1960
17	Power to make regulations	1960

PART 2 — MINISTER OF LABOUR (SS. 18–19.1)

18	Minister of Labour	1960
19	Programs	1961

Table of Contents

19.01	Business numbers — Minister of Labour	1961
19.02	Social Insurance Numbers — Minister of Labour	1961
19.1	Crediting to Labour Cooperation Treaties Account	1961
PART 3 — CANADA EMPLOYMENT INSURANCE COMMISSION (SS. 20–29)		
<i>Continuation of the Commission</i>		
20	Commission	1962
21	Tenure, remuneration and conditions of office	1962
22	Chairperson	1963
23	Voting	1963
<i>Powers, Duties and Functions of the Commission</i>		
24	Powers, duties and functions of the Commission	1963
24.1	Business numbers — Commission	1964
25	Rules	1964
26	Agent of Her Majesty	1964
<i>Organization and Operation of the Commission</i>		
27	Head office	1964
28	Staff	1964
<i>Social Insurance Number</i>		
28.1	Registration	1965
28.2	Social Insurance Register	1965
28.3	Change of name	1966
28.4	Prohibitions	1966
28.5	Designation of investigators	1967
<i>Audit</i>		
29	Audit by Auditor General	1967
PART 4 — PROTECTION OF PERSONAL INFORMATION (SS. 30–43)		
30	Definitions	1967
31	Purpose	1968
32	Protection of information	1968
33	Availability of information — individuals and representatives	1968
34	Availability of information for a program	1969
34.1	Service delivery programs	1969
34.2	Non-application — information made available	1969
35	Availability of information — federal institutions	1969
36	Availability of information — provincial authorities	1970
36.1	Information relative to Social Insurance Numbers	1970
36.2	Availability of information — certain persons or bodies	1970
37	Public interest	1970
38	Research or statistical purposes	1971
39	Use of information for research purposes	1971
40	Evidence and production of documents	1971
41	Agreements authorizing the obtaining of information	1972
42	Offence	1972
43	Regulations	1972
PART 5 — SOCIAL SECURITY TRIBUNAL (SS. 44–70)		
<i>Establishment and Administration</i>		
44	Establishment of Tribunal	1973

Table of Contents

45	Composition	1973
45.1	[Proposed] Chairperson	1974
46	Vice-chairpersons	1974
47	Employment Insurance Section	1974
48	Full-time occupation	1974
49	Remuneration	1975
50	Immunity	1975
50.1	[Proposed] Competence and compellability	1975
51	Absence — Chairperson	1975
	Organization of Tribunal	
	Appeal to Tribunal — General Division	
52	Appeal — time limit	1976
53	Dismissal	1976
54	Decision	1976
	Appeal Division	
55	Appeal	1977
56	Leave	1977
57	Appeal — time limit	1977
58	Grounds of appeal	1977
58.1	[Proposed] Leave to appeal — Income Security Section	1979
58.2	[Proposed] Decision — leave to appeal	1979
58.3	[Proposed] Hearing <i>de novo</i> — Income Security Section	1979
59	Decision	1979
	General	
60	Head office	1980
60.1	Services and facilities	1980
61	Tribunal sittings	1980
62	Tribunal hearings	1981
63	Expenses and allowances	1981
63.1	[Proposed] Representation of party	1981
64	Powers of tribunal	1981
65	Canada Pension Plan	1982
66	Amendment of decision	1983
67	Time limits	1983
68	Decision final	1984
68.1	[Proposed] Annual report	1984
	Regulations	
69	Governor in Council	1984
70	Regulations — electronic documents and electronic information	1985
	PART 6 — ELECTRONIC ADMINISTRATION OR ENFORCEMENT (SS. 70.1–85)	
70.1	Application	1985
71	Powers	1985
72	Electronic manner of filing documents	1986
73	Regulations	1986
74–76	[Repealed 2012, c. 19, s. 224.]	1988
77	[Repealed 2005, c. 16, s. 21(2).]	1988

Table of Contents

Table of Contents

78-85 [Repealed 2012, c. 19, s. 224.] 1988

SCHEDULE — TREATIES

CORPORATIONS RETURNS ACT

Short Title

1 Short title 1991

Interpretation

2 Definitions 1991

PART I — CORPORATIONS (SS. 3-10)

Application

3 Application of this Part 1992

Returns

4 Return to be filed with Chief Statistician of Canada 1993
 5 Statements to be filed with Chief Statistician of Canada by holding
 corporation 1995
 6 Returns on transfers of technology 1996
 7 Return to be certified 1996
 8 Proof that this Part does not apply 1996

Offences And Punishment

9 Failure to file return and non-compliance with subsection 8(2)
 1997
 10 Non-compliance with subsection 8(3) demand 1997

PART II — (SS. 11-15)

[Heading repealed 1998, c. 26, s. 65.]

11.-15 [Repealed 1998, c. 26, s. 65.] 1997

PART III — GENERAL (SS. 16-23)

16 Information available for inspection 1997
 17 Definitions 1998
 18 Privileged information; prohibition against communication 1998
 19 Exception respecting proceedings 1998
 20 Contravention of section 18 or 19 1999
 21 Certificate as evidence 1999
 22 Annual report 1999
 23 Regulations 1999

**PERSONAL INFORMATION PROTECTION AND ELECTRONIC
 DOCUMENTS ACT**

SHORT TITLE

1 Short title 2001

Table of Contents

PART 1 — PROTECTION OF PERSONAL INFORMATION IN THE PRIVATE SECTOR (SS. 2–30)

Interpretation

2 Definitions 2001

Purpose

3 Purpose 2003

Application

4 Application 2003

4.01 Business contact information 2004

4.1 Certificate under *Canada Evidence Act* 2004

DIVISION 1 — PROTECTION OF PERSONAL INFORMATION

5 Compliance with obligations 2005

6 Effect of designation of individual 2005

6.1 Valid consent 2005

7 Collection without knowledge or consent 2005

7.1 Definitions 2008

7.2 Prospective business transaction 2009

7.3 Employment relationship 2010

7.4 Use without consent 2010

8 Written request 2010

9 When access prohibited 2011

10 Sensory disability 2013

DIVISION 1.1 — BREACHES OF SECURITY SAFEGUARDS

10.1 Report to Commissioner 2013

10.2 Notification to organizations 2014

10.3 Records 2015

DIVISION 2 — REMEDIES

Filing of Complaints

11 Contravention 2015

Investigations of Complaints

12 Examination of complaint by Commissioner 2015

12.1 Powers of Commissioner 2016

Discontinuance of Investigation

12.2 Reasons 2017

Commissioner’s Report

13 Contents 2018

Hearing by Court

14 Application 2018

15 Commissioner may apply or appear 2018

16 Remedies 2019

17 Summary hearings 2019

Compliance Agreements

17.1 Compliance agreement 2019

17.2 Agreement complied with 2020

DIVISION 3 — AUDITS

18 To ensure compliance 2020

19 Report of findings and recommendations 2021

Table of Contents

Table of Contents

	DIVISION 4 — GENERAL	
20	Confidentiality	2021
21	Not competent witness	2022
22	Protection of Commissioner	2022
23	Consultations with provinces	2023
23.1	Disclosure of information to foreign state	2023
24	Promoting the purposes of the Part	2025
25	Annual report	2025
26	Regulations	2025
27	Whistleblowing	2025
27.1	Prohibition	2026
28	Offence and punishment	2026
29	Review of Part by parliamentary committee	2026
	DIVISION 5 — TRANSITIONAL PROVISIONS	
30	Application	2027
	PART 2 — ELECTRONIC DOCUMENTS (SS. 31–51)	
	<i>Interpretation</i>	
31	Definitions	2027
	<i>Purpose</i>	
32	Purpose	2028
	<i>Electronic Alternatives</i>	
33	Collection storage, etc.	2028
34	Electronic payment	2028
35	Electronic version of statutory form	2028
36	Documents as evidence or proof	2029
37	Retention of documents	2029
38	Notarial act	2029
39	Seals	2029
40	Requirements to provide documents or information	2029
41	Writing requirements	2030
42	Original documents	2030
43	Signatures	2030
44	Statements made under oath	2030
45	Statements declaring truth, etc.	2030
46	Witnessed signatures	2031
47	Copies	2031
	<i>Regulations and Orders</i>	
48	Regulations	2031
49	Amendment of schedules	2031
50	Regulations	2032
51	Effect of striking out listed provision	2032
	PART 6 — COMING INTO FORCE (S. 72)	
72	Coming into force	2032

Table of Contents

**SCHEDULE 1 — PRINCIPLES SET OUT IN THE NATIONAL STANDARD OF CANADA
ENTITLED MODEL CODE FOR THE PROTECTION OF PERSONAL INFORMATION,
CAN/CSA-Q830-96**

SCHEDULE 2 — ACTS OF PARLIAMENT

SCHEDULE 3 — REGULATIONS AND OTHER INSTRUMENTS

Table of Contents