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CANADIAN LABOUR LAW George W. Adams Release No. 1, March 2026
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Available online in *LabourSource* and in print, **Canadian Labour Law, Second Edition** offers a complete and current analysis of collective bargaining laws as they apply to non-government employees across Canada. Labour relations statutes, labour board decisions and judicial cases for all jurisdictions are analyzed, covering a broad range of topics you normally wouldn't find in one resource.

What's New in this Update:

This release updates the case law and commentary in Chapter 2 (Legislative Overview), Chapter 3 (Constitutional Considerations in Collective Bargaining), Chapter 4 (Judicial Review of Labour Relations Tribunals), Chapter 5 (The Labour Relations Board), Chapter 6 (Status Under Collective Bargaining Legislation), Chapter 7 (Acquisition of Bargaining Rights), Chapter 8 (Continuation of Bargaining Rights), Chapter 10 (Unfair Labour Practice Proceedings), Chapter 11 (Regulation of Industrial Conflict), Chapter 12 (The Collective Agreement), Chapter 13 (The Duty of Fair Representation) and Chapter 14 (Regulation of Trade Union Affairs).

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Highlights

Recent legislative developments, including:

- Alberta, *Back to School Act* [Bill 2], S.A. 2025, c.B-0.5, which received Royal Assent and came into force on October 28, 2025, ended the strike and lockout actions of the province's teachers and school boards, imposed a four year collective agreement and expressly operated notwithstanding (a) sections 2 and 7 to 15 of the *Canadian Charter of Rights and Freedoms*, (b) the *Alberta Bill of Rights* and (c) the *Alberta Human Rights Act*: § 2:3.
- Quebec, *An Act to improve certain labour laws* [Bill 101], S.Q. 2025, c. 28, which received Assent and came into force on October 28, 2025, updated nine work related statutes as exemplified by the several revisions to the *Labour Code* that imposed time limits for the selection of a grievance arbitrator and for the holding of the first day of hearing, required the parties to first consider resolving their dispute by mediation, provided for the use of pre-hearing conferences and for the related disclosure of intended evidence and increased the fines contained in the *Code's* enforcement provisions: § 2:11

Recent court decisions, including:

- *Canadian Union of Postal Workers v. Quebecor Media Inc.*, 2024 CarswellOnt 18334, 2024 ONSC 6484 (Ont.S.C.J.), on whether a trade union that primarily represented employees governed by the Canada Labour Code was permitted to sue for alleged defamation arising from the participation of two senior union officials in a public protest concerning events in the Middle East: § 14:21, § 14:22, § 14:23, § 14:25, § 14:30
- *Cape Breton-Victoria Regional Centre for Education v. McInnis*, 2025 CarswellNS 187 (N.S.C.A.), on whether a teacher's personal injury lawsuit alleging a slip-and-fall in the school's parking lot should be struck because its essential character was regulated by a collective agreement: § 12:19
- *Telecommunications Workers Union v. Telus Communications Inc.*, 2024 CarswellBC 2576, 2024 BCSC 1613 (B.C.S.C.) on whether an interlocutory injunction should be issued restraining an employer's actions under a collective agreement where it had given 1000 employees one month to choose between a return to the office to work three days a week and, in that event, for some this involved a relocation from Ontario to Quebec, or a voluntary separation payment: § 12:18, § 12:19

Recent labour board decisions, including:

- *British Columbia Maritime Employers Association*, 2025 CIRB 1190 (C.I.R.B.), on whether a collective agreement was in force to support employers' claims for damages caused by an unlawful strike where the workers had been engaged in a lawful strike, returned to work to consider a mediator's proposal and then resumed strike action which

the labour board had found to be unlawful because of the failure to give the employers another required strike notice: § 12:9, § 12:11

- *Chase v. OSSTF, District 25*, 2025 CarswellOnt 6489 (Ont.L.R.B.), on whether a labour board will hear a fair representation complaint where the union is continuing to actively process the complainant's grievances: § 13:11
- *Taylor v. Unifor, Local 199*, 2025 CarswellOnt 2460 (Ont.L.R.B.), on whether a trade union ceases to be subject to the duty of fair representation at the time of decertification: § 13:2
- *Waitson v. International Brotherhood of Electrical Workers, Local 424*, 2024 CarswellAlta 1205, 2024 ALRB 51 (Alta.L.R.B.), remedy 2024 CarswellAlta 2645, 2024 ALRB 111 (Alta.L.R.B.), on whether a local union had breached the duty of fair representation where two employees subject to the same alleged safety infraction were treated differently and, if so, the appropriate remedy: § 13:6, § 13:8, § 13:19

ProView Developments

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