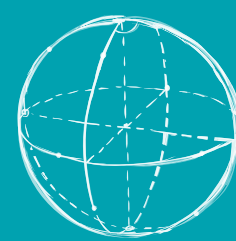


Canadian Federal Statutory Changes and Other Notable Changes in the Federal Sphere



Quarterly Update: April 1, 2019 – June 30, 2019

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1. Draft *Workplace Harassment and Violence Prevention Regulations* Published - Sets out Proposed Regulatory Framework re Employee Protections and Employer Obligations under Bill C-65

On April 27, 2019, the federal government published [draft *Workplace Harassment and Violence Prevention Regulations* \(Regulations\)](#) for comment. The *Regulations* set out a proposed regulatory framework pertaining to employee protections and employer obligations under the [Bill C-65, An Act to amend the *Canada Labour Code* \(harassment and violence\), the *Parliamentary Employment and Staff Relations Act* and the *Budget Implementation Act, 2017, No.1*](#), which amends Part II of the [Canada Labour Code](#) with regard to workplace harassment and violence, including sexual harassment and sexual violence. The proposed *Regulations* would replace the violence prevention provisions currently under Part XX of the [Canada Occupational Health and Safety Regulations](#), and other related provisions. [A Government of Canada press release dated April 26, 2019](#) stated that the new regime, which received Royal Assent in October 2018, will come into force in 2020.

2. Proposed Amendments to the *Canada Labour Standards Regulations* Address Student Internships Published for Comment

On June 8, 2019, the Government of Canada published [proposed amendments](#) to the [Canada Labour Standards Regulations](#) pertaining to unpaid internships. Comments are sought within 30 days of publication. The amendments establish a process for determining that a student placement can be unpaid, labour standards protections for students in “work-integrated learning”, and record keeping requirements.

3. Amendments to Part III of the *Canada Labour Code* will be in force Effective September 1, 2019

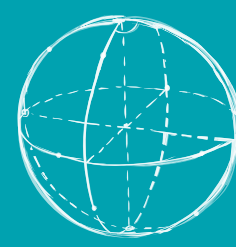
On June 12, 2019, amendments in [Bill C-63, Budget Implementation Act, 2017, No. 2](#) and related amendments in [Bill C-86, Budget Implementation Act, 2018, No. 2](#), were proclaimed in force effective September 1, 2019.

On June 3, 2019, the federal government published [Regulation SOR/2019-168](#), which makes related amendments to provisions of Part III of the [Canada Labour Code](#) pertaining to shift changes, hours of work, overtime, leaves of absence (family member leave, family violence leave, Aboriginal practices leave, personal leave, and bereavement leave), vacation, and flexible work arrangements. These amendments come into force on September 1, 2019.

4. Bill C-97, *An Act to implement provisions of the budget tabled in Parliament on March 19, 2019 and other measures*, receives Royal Assent

On June 21, 2019, [Bill C-97, An Act to implement provisions of the budget tabled in Parliament on March 19, 2019 and other measures](#) received Royal Assent. Employment-related amendments in Bill C-97 include amendments to the [Employment Equity Act](#) relating to the reporting of additional salary

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information by federally-regulated private-sector employers; amendments to the *Canada Pension Plan*, the *Employment Insurance Act*, and the *Income Tax Act* relating to the repayment of salary overpayments by employees; amendments to the *Canada Business Corporations Act* to add provisions permitting corporate directors and officers to consider the interests of employees, retirees and pensioners when “acting in the best interests of the corporation”, and requiring directors of prescribed corporations to present information at shareholder meetings relating to the diversity of directors and senior management, the approach to remuneration, and the well-being of employees, retirees, and pensioners; amendments to the *Bankruptcy and Insolvency Act* that give the court authority to inquire into and impose liability on directors for termination pay, severance pay, or incentive benefits to directors or officers in the year prior to an insolvency. All of these amendments are to be proclaimed into force, and are not effective in law until so proclaimed.

5. **Bill C-81, An Act to ensure a barrier-free Canada, receives Royal Assent**

On June 21, 2019, [Bill C-81, An Act to ensure a barrier-free Canada](#), received Royal Assent. It enacts the *Accessible Canada Act* (ACA), the purpose of which is to identify and remove barriers to persons with disabilities relating to employment, the built environment, information and communication technologies, communication other than information and communication technologies, procurement, program delivery, transportation, and other areas designated under regulations. Bill C-81 also includes accessibility-related amendments to other legislation, including the [Canadian Human Rights Act](#). The ACA will come into force when it is proclaimed, and is not effective in law until so proclaimed.