

MONTH IN REVIEW

JULY 2023 | ALBERTA

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Every month, [HR Insider](#) scours the journals, indexes, and legal announcements to find everything that impacts your HR compliance, no matter what jurisdiction you need to comply with. [HR Insider](#) then summarizes everything to tell you what you need to do and give you the tools to do it.

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LAWS & ANNOUNCEMENTS

Immigration

Jul 26: The Premier issued a mandate letter ordering the Minister of Immigration and Multiculturalism to step up efforts to ensure auto-credentialing of Canadian and foreign workers from outside Alberta that have met standards equivalent to those of the province and streamline immigration processes to meet healthcare staffing challenges, particularly in rural areas.

Labour Relations

Jun 22: The Alberta Labour Relations Board [revised](#) its Rules of Procedure dealing with delegation powers (Rule 2), while also issuing a new mandatory form for reconsideration applications seeking to challenge a Board decision (Rule 4) and updating rules relating to the Director of Settlement's powers (Rule 22) and Pre-hearing conferences (Rule 25).

Young Workers

Jun 16: According to the Alberta WCB, there were 23 potentially serious incidents involving workers ages 14 to 19 between 2019 and 2022. Material handling accounted for 21% of these incidents. Most common types of incidents: i. Caught, contact or struck with tool, object or equipment (44%); ii. Exposure to harmful substance (16%); and iii. Body movement (12%).

Action Point: Look up the [youth employment laws of your province](#)

Transportation Safety

Jun 27: Alberta drivers ages 18 and over who've completed their 24-month driving period with no suspensions or demerits in the past 12 month will now automatically exit from the Graduated Driver Licence program without having to take another driving test and shell out the \$154 GDL exit fee.

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CASES

Statutory Holidays: Union Employees Don't Get Paid Holiday for National Day of Mourning for QE2

The union cried foul when employees didn't get a paid day off for the National Day of Mourning for Queen Elizabeth II, claiming that the health system employer violated the collective agreement provision entitling employees a paid day off for "any day proclaimed to be a holiday by The Government of the Province of Alberta, or The Government of Canada." The employer claimed the provision didn't cover the National Day of Mourning because it wasn't listed as a paid holiday in the Alberta Employment Standards Code or Canada Labour Code and that the QE2 holiday was proclaimed only for public employees. The Alberta arbitrator sided with the employer and tossed the grievance [[Alberta Union of Provincial Employees v Covenant Health](#), 2023 CanLII 54527 (AB GAA), June 15, 2022].

Action Point: Use the resources on the HRI [Statutory Holiday](#) Compliance Centre to avoid stat holiday violations at your workplace