

MONTH IN REVIEW

OCTOBER 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

New Laws

Sep 25: Alberta will provide \$54.4 million in total funding for apprenticeship training in 2023-24, which includes the addition of over 1,000 new apprenticeship spaces, with principal emphasis on the construction industry.

New Laws

Sep 6: Alberta announced plans to increase average wages of Fetal Alcohol Spectrum Disorder front-line support workers across the province by approximately 10%.

Payroll

Sep 21: Should Alberta withdraw from the Canada Pension Plan and offer its own provincial pension plan for employees in the private sector? The government will hold [online surveying](#) to address that question starting in October and ending on December 10.

Employment Benefits

Oct 1: Alberta pension plan administrators take note: The Superintendent of Pensions increased the annual filing fee rate to \$2.25 per member. The minimum fee is \$250 and the maximum is \$75,000. The rate applies to all annual information returns with fiscal year-ends from Oct. 1, 2023 to Sept. 30, 2024.

Telecommuting

Sep 6: The Alberta WCB revised its [policies](#) to clarify when workers comp covers injuries workers suffer while working from home or another remote location or traveling between their designated workspace and the employer's workplace.

Action Point: Implement a [legally sound telecommuting policy](#) at your workplace

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CASES

Health & Safety: Machine Entanglement Results in Worker's Death and \$275,000 Fine

A worker got killed after getting entangled in the power take-off of a tanker truck from which produced water was being offloaded. The employer was fined \$275,000 after pleading guilty to not ensuring the shaft extension coupler assembly was safely maintained. One other OHS charge was dropped [*Spilak Tank Truck Service Ltd.*].

Action Point: [How to create a vibrant safety culture](#) at your organization