

Welcome to

Staying Ahead of EHS Compliance

Key Regulatory Developments for Canada and Beyond in 2025

PRESENTER

Shannon Major

Director of Partnerships

Shannon Major has 18 years in the EHS industry, working 14 of those years as an EHS consultant specializing in environmental, health and safety auditing, regulatory applicability reviews, strategic planning and the implementation of EHS management systems. As the Director of Partnerships at STP, Shannon establishes and nurtures sustainable partnerships with organizations like the Manufacturing Safety Alliance of BC to leverage STP's EHS/ESG regulatory content to meet the unique needs of EHS practitioners.



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PRESENTER

Frank Skiba

Director of Product Management

As the Director of Product Management at STP ComplianceEHS, he leads the development of industry-leading compliance solutions that help organizations navigate complex regulatory requirements. With deep expertise in workplace safety, environmental regulations, and corporate sustainability, Frank is committed to delivering innovative tools that empower businesses to proactively manage risk and maintain compliance. A seasoned leader, he has successfully guided global teams, integrating best practices and emerging technologies to enhance EHS performance and regulatory adherence.

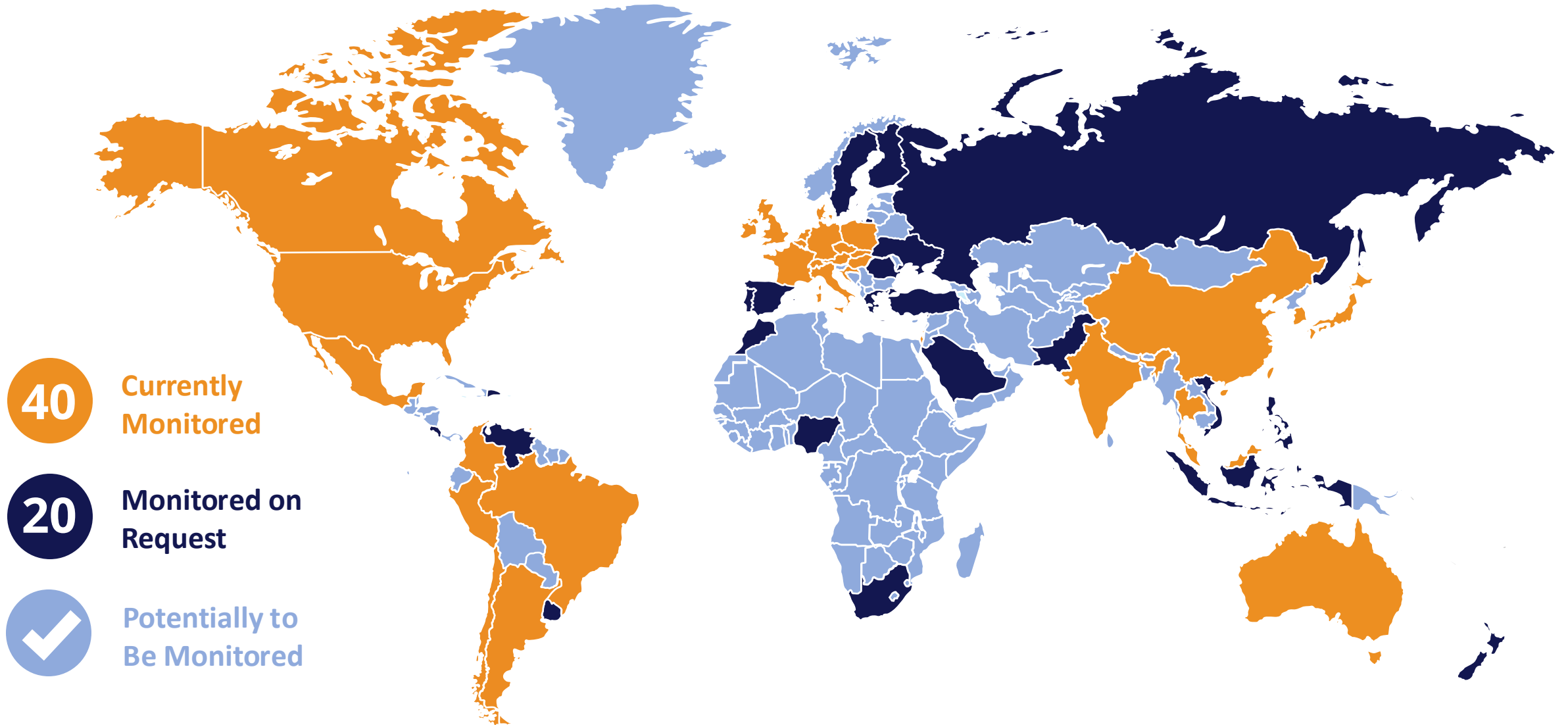


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The Big Picture



40

Currently Monitored

20

Monitored on Request



Potentially to Be Monitored

BC's Regulatory Landscape

2024 - 2026

- Emergency Response Planning
- First Aid
- Workplace Violence & Harassment
- Combustible Dust
- General Risk Management
- Canadian Sustainability Standards
- Climate Change: Cold Stress Limits, Heat Exposure, Solar Radiation
- Washroom Facilities
- Personal Protective Equipment / Clothing

[2024-2026 Occupational Health and Safety Regulation Workplan | WorkSafeBC](#)



Emergency Response Planning

Amendments Came into Effect

Part 5: Chemical Agents and Biological Agents - Emergency Planning in the Occupational Health and Safety Regulation: amends Section 5.97 – 5.104

Published July 24, 2024
Effective Date: February 3, 2025

Changes to definitions, provisions for worker participation, hazardous substance inventories, risk assessments, emergency response plans, procedures, training and drills.

Proposed Guidelines Open for Comments

9 OHS Guidelines under Part 5: Chemical Agents and Biological Agents to address recent amendments to OHS Regulations Emergency Planning.

Proposed updates Published February 4, 2025

Open for comment until April 4, 2025

For more details, check out MSABC's webinar:

[Webinar | 2025 Amendments to Emergency Response Planning Regulations – Manufacturing Safety Alliance of BC](#)



First Aid

Amendments Came into Effect

Part 3: Rights and Responsibilities -
Occupational First Aid in the
Occupational Health and Safety
Regulation: amends Section 3.1, 3.14 –
3.17.1, 3.21, Schedule 3-A

Published June 27, 2024
Effective Date: November 1, 2024

New and Amended OHS Guidelines: Occupational First Aid Came into Effect

19 OHS Guidelines under Part 3: Rights and
Responsibilities to address recent
amendments to OHS Regulations –
Occupational First Aid
-6 New
-13 Revised

Effective Date: November 1, 2024

For more details, check out MSABC's webinar:

[Getting Compliant: The Latest Updates for BC's Occupational
First Aid Regulations – Manufacturing Safety Alliance of BC](#)



First Aid – Canada Federal

CSA Z1220:24 First Aid Kits for the Workplace

2nd Edition (Published May 17, 2024)

- Specifies minimum requirements for workplace first aid kits
- Supersedes 1st Edition (2017)
- Referenced in Saskatchewan, Manitoba, Quebec, Nova Scotia, New Brunswick, Newfoundland and Labrador, and Prince Edward Island regulations

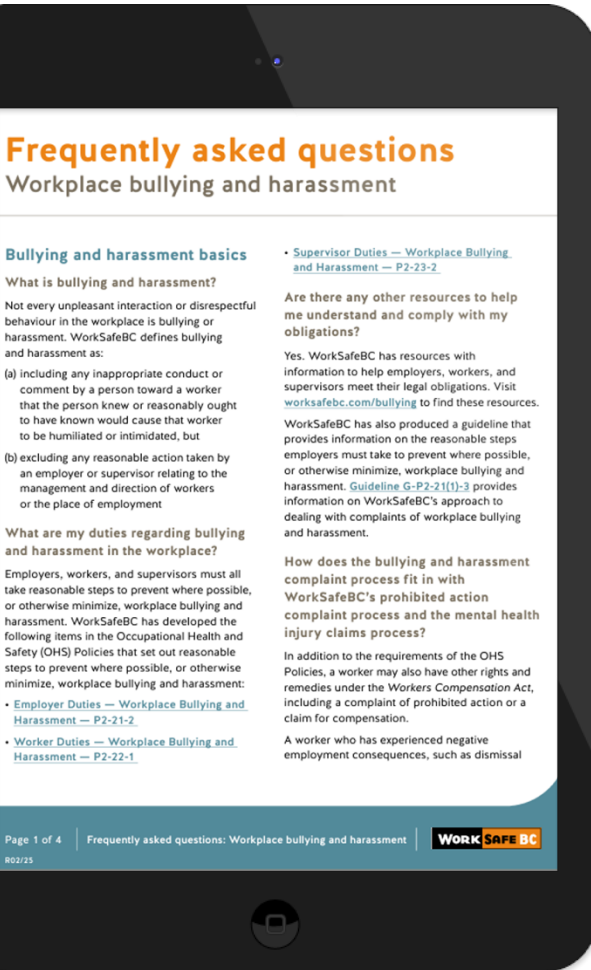
CSA Z1210:24 First Aid Training for the Workplace

Curriculum and Quality management for Training Agencies

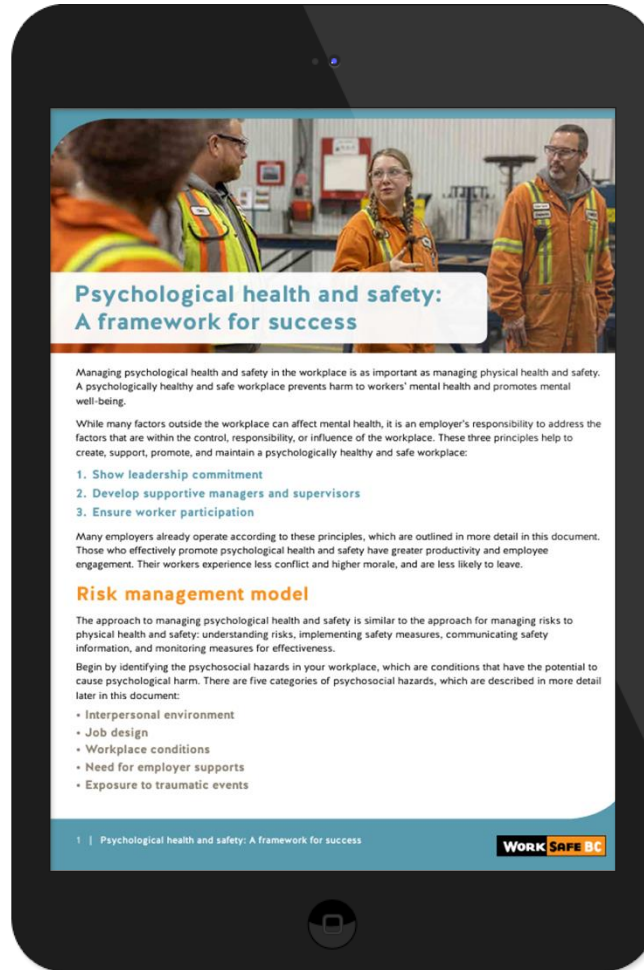
2nd Edition (Published May 17, 2024)

- Specified minimum requirements for workplace first aid training programs
- Supersedes 1st Edition (2017)
- Referenced in Manitoba and Nova Scotia regulations





[WorkSafe BC FAQ document](#)



[Psychological Safety Framework for Success](#)



Work Harassment & Violence

- One of our top global trends to watch in 2025
- **British Columbia** (Part 4, General Conditions, Section 4.24 – 4.31: Harassment and Violence)
 - Current state: Workplace behaviour hazards addressed in three separate places.
 - Amendments would replace existing regulations on workplace conduct, violence, and bullying and harassment with a single comprehensive framework.
 - Employers must implement a harassment and violence prevention program
 - Risk assessment of harassment and violence
 - Effective control measures to eliminate or minimize risk
 - Written policies and procedures
 - Training for supervisors and workers
 - Prepare and review program in consultation with joint committee
 - Procedures for recordkeeping, investigating, and resolving incidents

Total Worker Health

Defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness-prevention efforts to advance worker well-being.

Examples: control of physical, biological, and *psychosocial* hazards and exposures; organization of work; compensation and *benefits*; built environment supports; and *work-life integration*.

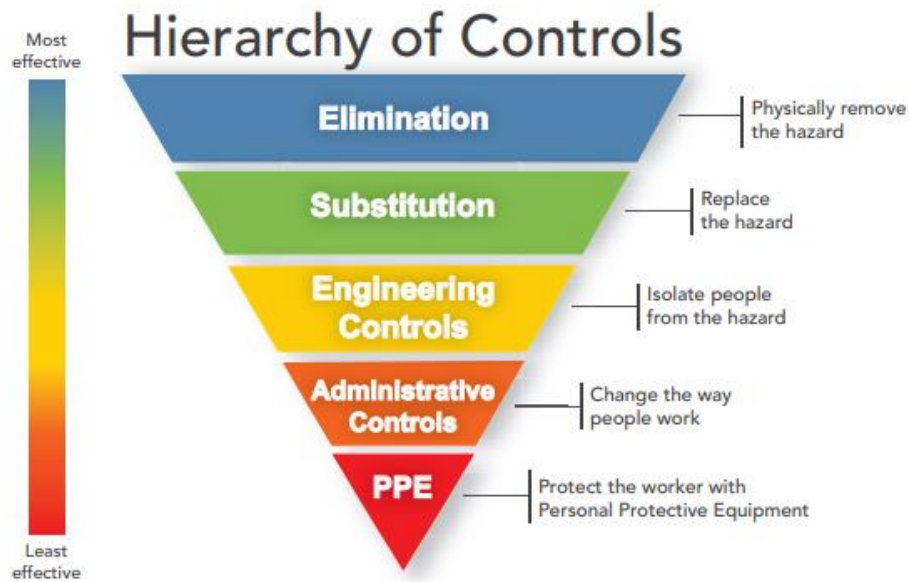


Figure 1. Hierarchy of Controls [NIOSH 2015]

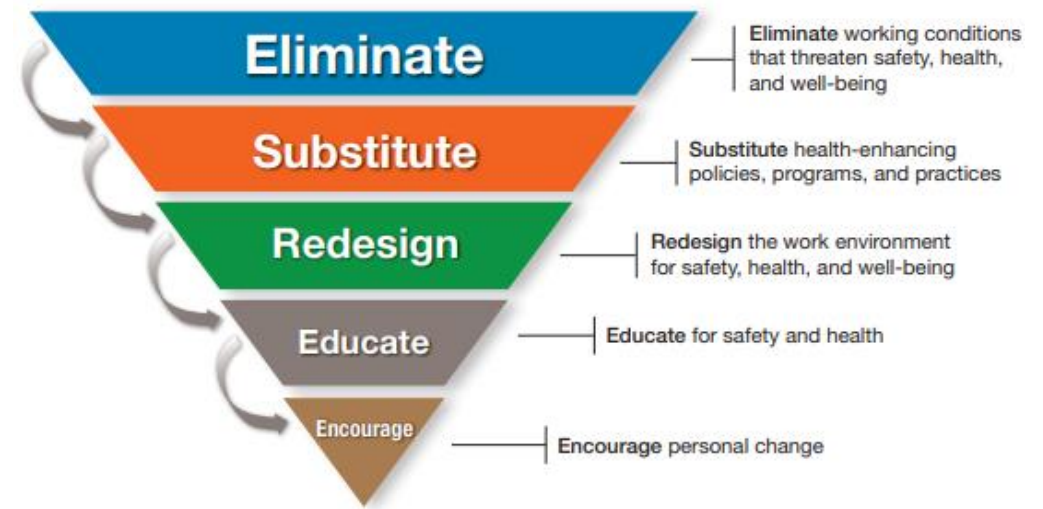


Figure 2. Hierarchy of Controls Applied to NIOSH Total Worker Health®

Workplace Harassment & Violence

Across Canada

- **Ontario:** Working for Workers Five Act, 2024, S.O. 2024, c. 19 - Bill 190
 - Amends definitions of “workplace harassment” and “workplace sexual harassment,” expanding the scope of existing protections to cover such behavior occurring “virtually through the use of information and communications technology.”
 - Received royal assent October 28, 2024
 - Must review plans annually or when change in circumstances
- **Alberta:** AB Regulation 202/2024
 - Amends Part 27 of Alberta’s Occupational Health and Safety Code to consolidate the requirements for workplace violence and prevention and harassment prevention plans
 - One consolidated and prescribed violence and harassment prevention plan instead of two separate plans
 - Effective December 4, 2024
 - 3-year minimum review period, or when incident indicates a review is required



Combustible Dust

NEW - Proposed Requirements Under Review

Part 6: Substance Specific Requirements, Combustible Dusts of the Occupational Health and Safety Regulation: Adds NEW Sections 6.133 – 6.167

Amendments under Part 4: General Conditions, Part 5: Chemical Agents and Biological Agents and Part 31: Firefighting

Consultation Closed: May 17, 2024
Effective Date: Not yet defined

Proposed Requirements – Subject to Change

- Identification of combustible dust, ignitability and deflagrability by qualified person
- Participation of workers
- Risk Assessment
- Combustible dust management program
- Instructions and training
- Risk Controls

For more details, check out MSABC's webinar:

[From Compliance to Prevention: Changes to BC's OHS Regulations on Combustible Dust – Manufacturing Safety Alliance of BC](#)



General Risk Management

NEW - Proposed Requirements Under Review

Part 3: Rights and Responsibilities, General Risk Management of the Occupational Health and Safety Regulation

NEW Sections 3.01

Consultation Closed: February 9, 2024
Effective Date: Not yet defined

New Target Proposed Requirements

- Identify every known or reasonably foreseeable hazard at the workplace
- Assess the risk to worker and severity of harm from the hazard
- Eliminate the hazard (if not practicable, control the hazard)
- Document and maintain record of risk assessment
- Make risk assessment available to workers
- Worker participation



Canadian ESG Reporting and Climate Disclosure

New Standards Came into Effect

CSDS 1 General Requirements for Disclosure of Sustainability-related Financial Information

CSDS 2 Climate-related Disclosures

Voluntarily Effective Date: January 1, 2025

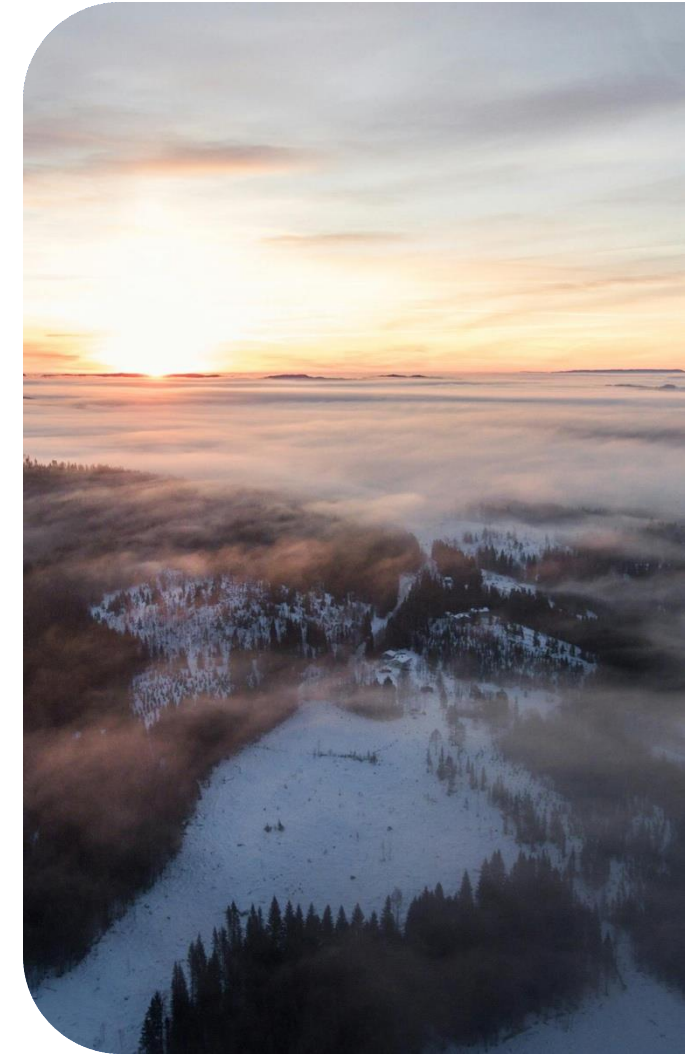
Transition reliefs:

- Disclosure on non-climate-related risks and opportunities not required in the first two annual reporting periods – i.e. January 1, 2027 (CSDS 1)
- Disclosure of climate resilience extended to three years on quantitative scenario analysis requirements – i.e. January 1, 2028 (CSDS 2)
- Disclosure of Scope 3 GHG emissions not required for the first three reporting periods – i.e. January 1, 2028 (CSDS 2)

Canadian Securities Administrator issued a statement:

“the CSA continues to work towards a revised climate-related disclosure rule that will consider the CSSB Standards and may include modifications considered appropriate for the Canadian capital markets. The CSA is taking a climate-first approach and therefore is focusing on those requirements necessary to support a climate-related disclosure rule.”

CSDS1 and CSDS 2 are part of the CPA Canada Handbook - Sustainability



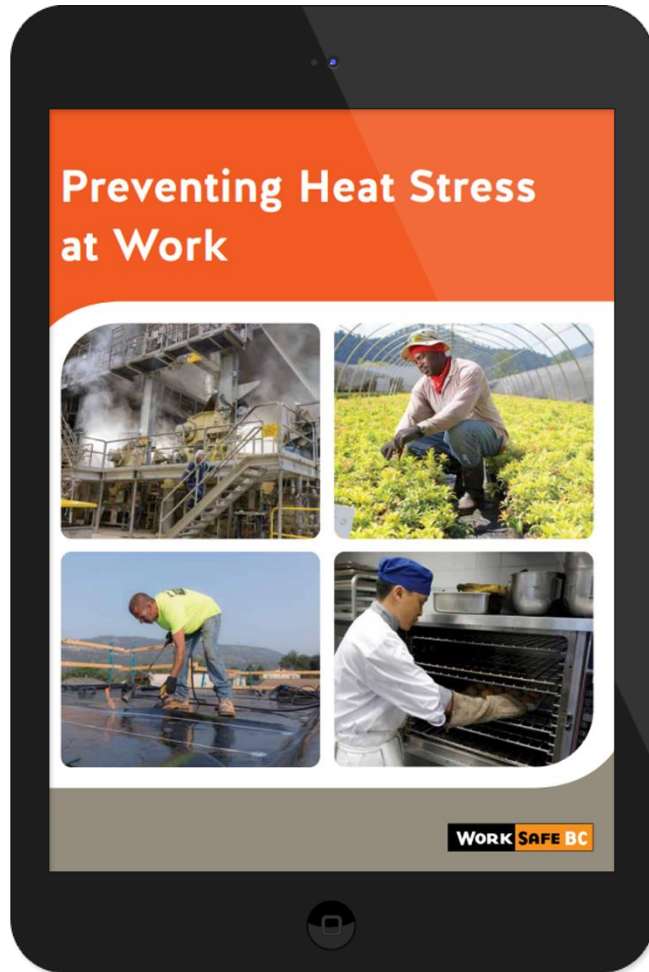
Heat Injury & Illness

British Columbia: Addressing Workplace Environmental Exposure requirements as part of Climate Change Bundle

- **Cold Exposure** – Update current requirement based on 1993 ACGIH standard with most current 2018 standard
- **Solar Radiation Exposure** – Exposure to sun not currently listed as hazard workplaces must consider. Natural radiation exposure specifically excluded.
 - Would require employers to assess solar radiation exposure and implement control measures where risk is present
 - Based on recognition of increased risks of chronic and acute skin and eye damage (e.g., skin cancer, cataracts)
- **Heat Exposure** – Recommendation to review existing heat exposure requirements and update recommended corrective measures
 - Current requirements at Sections 4.80, 7.27–7.32

Ontario: Proposed Heat Stress Regulation Under the Occupational Health and Safety Act (Proposed August 2023, First Reading Nov 2024)

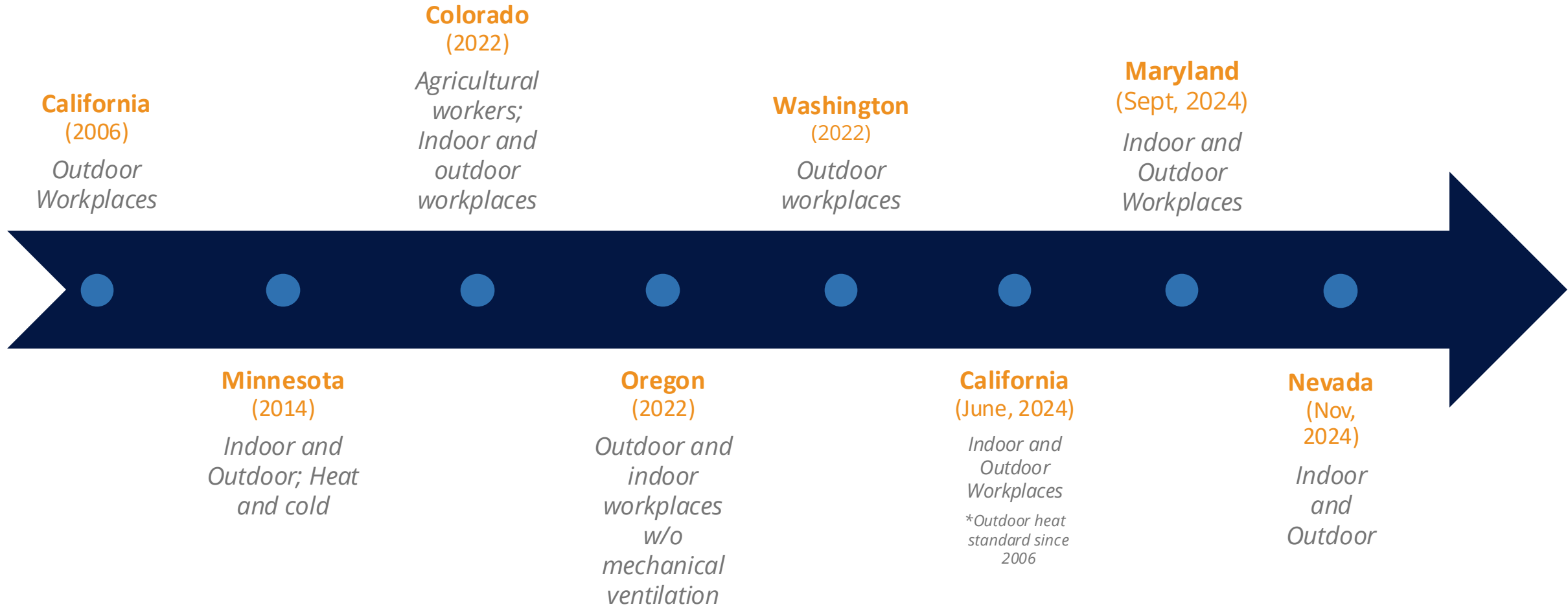
- Heat stress exposure limits based on the ACGIH method
- Require employers to identify and implement measures and procedures to control heat exposures based on the “hierarchy of controls”



Preventing Heat Stress at Work



U.S. Heat Regulation Timeline



* Proposed nation-wide standard by U.S. Federal Occupational Safety and Health Administration (OSHA). Would implement a consistent national standard. Future of this regulation is uncertain as new Administration reviews all rulemaking activities

Workplace Exposure Limits for Fentanyl

Requirements to Limit and Control Exposure:

- Section 5.48 of OHSR (B.C. Reg. 296/97) requires employers to limit worker exposure to regulated substances below the prescribed limits.
 - 8-hour time-weighted average: 0.0001 mg/mg^3
 - $0.3 \text{ }\mu\text{g/m}^3$ for more than 30 minutes total during the work period;
 - no more than $0.5 \text{ }\mu\text{g/m}^3$ at any time
- Where substances cannot be eliminated or substituted, employer must implement an exposure control plan to maintain workers' exposure as low as reasonably achievable below the exposure limit
 - E.g., engineering controls and/or safe work procedures
- Adopted by WorkSafeBC Board November 2024; Effective January 29, 2025



Washroom Facilities

New/Amended Requirements Came into Effect

Part 4: General Conditions – Occupational Environment Requirements in the Occupational Health and Safety Regulation: amends Section 4.85

Part 20: Construction, Excavation and Demolition in the Occupational Health and Safety Regulation
New Section 20.3.1

Published Date: September 10, 2024

Effective Date: October 1, 2024

At construction sites where a construction project is undertaken, and 25+ workers will be present at any time during the construction project:

- Flushed toilets, or if not practicable, chemical toilets
- Handwashing facility
- Cleaned and sanitized

Anticipate Proposed Changes

Part 4: General Conditions, section 4.85

No proposals currently

Focus on other industries without access to proper washroom facilities



Washroom Facilities - Ontario

New Requirements Coming into Effect

Duties of Constructor and Duties of Employers under the Occupational Health and Safety Act; New Sections 23.1 and 25.3

Published Date: October 28, 2024
Effective Date: July 1, 2025

Constructor on projects, and employers, must ensure washroom facilities are provided and maintained in a **clean and sanitary condition**. Records must be kept available of the cleaning

New / Amended Requirements Coming into Effect

Washroom Facilities – Records of Cleaning Regulation (O. Reg. 480/24) NEW

- Employer or construction must post records of cleaning and sanitization in conspicuous place

Constructions Projects Regulation, amending s. 29(12)

- Retain records of cleaning and sanitization for 6 months or duration of project (whichever is shorter)

Both Published: November 29, 2024
Both Effective Date: January 1, 2026



Personal Protective Clothing & Equipment

Anticipate Proposed Changes

Part 8: Personal Protective Clothing and Equipment, section 8.3

OHS Guideline G8.3 Ensuring Adequate Fit of PPE

No proposals currently

Focus on standard of fit from a gender inclusive lens



Canadian Women's Experiences with PPE in the Workplace



Table A-1: Employer Responsibilities and Duty to Provide

	BC	AB	SK	MB	ON	QC	NL	NS	NB	PE	YT	NT	NU	CA
Must provide PPE required by regulation, at no cost	X		X	X		X					X	X	X	
Must ensure PPE as prescribed are provided					X				X					
Must ensure that PPE fits worker correctly and can be used without adverse effect to worker's safety or health				X										
Must provide appropriate alternate PPE if PPE provided causes allergenic or other adverse health effects	X										X			

CSA's Canadian Women's Experience with Personal Protective Equipment in the Workplace Report

Q & A



Have you got any questions?

Make It Safe 2025

We are excited to announce our participation in the upcoming Make It Safe events hosted by the Manufacturing Safety Alliance of BC. These events provide an excellent opportunity to connect with industry professionals and discuss the latest advancements in workplace safety.

Meet Our Team at MIS 2025

Okanagan Conference: 10th April 2025

Vancouver Conference: 8th-9th October 2025

We look forward to the opportunity to connect with you in person, share our expertise, and explore how we can collaborate to enhance safety and compliance in your organization. Be sure to stop by and meet the team!



THANK YOU