

EmploymentSource™

What's in EmploymentSource™

COMMENTARY

Texts & Annotations

EmploymentSource includes an extensive collection of authored treatises by Canada's foremost employment and occupation health & safety law experts. The commentary on EmploymentSource includes:

1. **Canadian Employment Law (Stacey Reginald Ball)** - A thorough survey and analysis of all aspects of employment law in Canada.
2. **Canadian Health and Safety Law: A Comprehensive Guide to the Statutes, Policies and Case Law (Norman A. Keith)** - Detailed coverage of occupational health and safety law in every jurisdiction in Canada.
3. **Employee Obligations in Canada (James A. D'Andrea)** - A one-of-a-kind resource providing analysis and insightful commentary on the employee's legal obligations to the employer.
4. **Illness and Disability in the Workplace: How to Navigate Through the Legal Minefield (James A. D'Andrea)** - Analysis of the legal risks and practical solutions for managing workplace illness and disability.
5. **The Law of Dismissal in Canada, Third Edition (Howard A. Levitt)** - Current and practical guidance covering every relevant rule, topic and strategy essential to build and defend your dismissal cases.

Articles & Newsletters

1. **Dismissal and Employment Law Digest (Editor-in-Chief: Howard A. Levitt)** - Commentary on key employment cases, plus concise, practical summaries of the latest dismissal cases from across Canada. Scope: 1986 to present
2. **The Employment Bulletin: Legal Issues in the Workplace (Editors-in-Chief: Norman Grosman - Grosman, Grosman & Gale LLP)** - Timely and authoritative insight on critical and emerging workplace issues. Scope: 1991 to present

CASE LAW

EmploymentSource contains an extensive collection of court, adjudications and tribunal decisions.

Employment-related topics include:

- employment standards
- wrongful dismissal
- occupational health & safety
- human rights
- workers' compensation
- privacy
- pensions
- employment insurance

Court Decisions

Complete coverage of employment-related court decisions ever published in Carswell and Canada Law Book law reports, including current and historical reports.

- Current reporting series include the following:
 - Dominion Law Reports (D.L.R.) from 1912 to present – Canada Law Book
 - Canadian Cases on Employment Law (C.C.E.L.) from 1983 to present – Carswell
 - Canadian Cases on Pension and Benefits (C.C.P.B.) from 1994 to present – Carswell
 - Alberta Law Reports (Alta. L.R.) 1977 to present – Carswell
 - British Columbia Law Reports (B.C.L.R.) 1977 to present – Carswell
 - Western Weekly Reports (W.W.R.) 1911- to present – Carswell
 - Administrative Law Reports (Admin. L.R.) 1983 to present – Carswell
- Comprehensive coverage of unreported decisions received from the courts from 1977 to present
- Complete coverage of reported Supreme Court of Canada and Privy Council decisions originating in any province or territory from 1876 forward

- Complete coverage of Federal Court decisions reported in the Federal Court Reports from 1971 forward, and of the Exchequer Court from 1875 through 1970 (with comprehensive coverage of other reported decisions of the Federal Court from 1976 forward)

Tribunal Decisions

Employment-related decisions from the following boards & tribunals:

- **British Columbia Employment Standards Tribunal** – comprehensive coverage from 1999 forward
- **Alberta Employment Standards Umpire Decisions** – all available decisions from 2010 forward
- **Canada Public Service Staffing Tribunal** – comprehensive coverage from 2010 forward, plus all decision reported since 1997
- **Canadian Labour Part III Adjudications** – comprehensive coverage from 2000 forward, plus all reported decisions since 1997
- **Manitoba Labour Board** – comprehensive coverage from 2010 forward, plus all decisions reported in Canadian Cases on Employment Law since 1997
- **New Brunswick Labour Board** – comprehensive coverage from 2010 forward, plus all decisions reported in Canadian Cases on Employment Law since 1997
- **Newfoundland/Labrador Labour Relations Board** – comprehensive coverage from 2010 forward
- **Nova Scotia Labour Standards Tribunal** – comprehensive from 2010-2011
- **Ontario Labour Relations Board** – comprehensive coverage from 2010 forward, plus all decisions reported or cited in Canadian Cases on Employment Law
- **Ontario Public Service Grievance Board** – comprehensive coverage from 2010 forward

What's in EmploymentSource™

EmploymentSource includes a growing collection of human rights tribunal decisions, including:

- **British Columbia – British Columbia Human Rights Tribunal** - Comprehensive coverage from 2009, plus all decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions
- **Canadian Human Rights Tribunal** – All decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions
- **New Brunswick Board of Inquiry** – All decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions
- **Newfoundland/Labrador Board of Inquiry** – All decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions
- **Nova Scotia Board of Inquiry** – All decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions
- **Prince Edward Island – PEI Human Rights Commission** – Comprehensive from 2005 forward, plus all decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions.
- **Saskatchewan Human Rights Decisions** – All decisions reported or cited in Canadian Human Rights Reporter since 1997 and other select decisions

Other tribunals include:

- **Ontario Pay Equity Hearings Tribunal Decisions** – comprehensive coverage from 2010 forward
- **Canadian Occupational Health and Safety** – comprehensive coverage 2013 forward
- **Ontario Workplace Safety and Insurance Appeals Tribunal** – all decisions reported or cited in Canadian Cases on Employment Law and Workplace Safety and Insurance Appeals Tribunal Reporter since 1997

PDF Images – Law Reports & Originals

This feature allows users with one click to view, print, save or email PDF images of the reported and/or original decisions. For lawyers preparing to go to court, they can simply include the PDF version of the law report or original decision in their factums and other court submissions (some judges require hard copies of the reported case) so this saves time and money because photocopying case law is no longer necessary.

(a) PDF Images – Law Reports

PDF images of employment-related Dominion Law Reports (D.L.R.) decisions, with headnotes, exactly as they were published in D.L.R.

(b) PDF Images – Originals

PDF images of all available reported and unreported employment-related original decisions as they were released from the courts, tribunals and boards, including court stamps and signatures.

Case Views

From a dynamic list of Case Views on the right-hand pane of your screen, select the HTML Case View of the decision you want to view. Case Views for EmploymentSource decisions include:

- Source View – with the Carswell summary and Abridgment classifications
- Dominion Law Report (D.L.R.) View - with the Canada Law Book D.L.R. headnote and D.L.R./A.C.W.S. classifications *
- All-Canada Weekly Summaries (A.C.W.S.) View – with the Canada Law Book A.C.W.S. summary and D.L.R./A.C.W.S. classifications *

Access the PDF image of the original decision from the Source View of the decision. Access the PDF image of the law report from the Dominion Law Report (D.L.R.) view of the case.

*Exclusive to EmploymentSource (no pay-per-view)

Dismissal Notice Periods

EmploymentSource includes notice periods from the tables in *Canadian Employment Law* (Ball) and *The Law of Dismissal in Canada, Third Edition* (Levitt).

The Dismissal Notice Periods Search assists users to quickly and precisely search for common law notice period decisions from the tables in *Canadian Employment Law* (Ball) and the *Law of Dismissal in Canada, Third Edition* (Levitt). The custom search template allows users to quickly and precisely find the decisions they need based on search terms such as type and name of position, salary range, length of service, age, jurisdiction, court, judge, date and special circumstances. Users can sort hit list by relevance, chronological/reverse chronological order or by table heading (such as length & notice, age, salary, court, jurisdiction, etc.). Special search functionality allows users to search using the name of position field for like positions, making search results more targeted and precise.

The Dismissal Notice Periods results are linked to the full text decisions. Once a search is complete, users can generate a report or reports summarizing their search results with calculated averages. The hit list can be easily modified to select just the results that match the user's research needs. The report can be saved, emailed or printed for future reference.

LEGISLATION

The full text of employment-related and labour-related statutes and select regulations relating to employment standards, employment insurance, labour relations, collective bargaining, arbitration, pay equity, human rights, privacy, workers' compensation, and occupational health & safety.

Federal

- *Canada Labour Code*
 - SOR/2006-92 – Banking Industry Commission-paid Salespeople Hours of Work Regulations
 - SOR/79-430 – Broadcasting Industry Commission Salesman Hours of Work Regulations
 - SOR/2001-520 – Canada Industrial Relations Board Regulations, 2012
 - SOR/2002-54 – Canada Industrial Relations Regulations
 - C.R.C. 1978, c. 986 – Canada Labour Standards Regulations
 - SOR/86-304 – Canada Occupational Health and Safety Regulations
 - SOR/90-97 – Coal Mining Occupational Health and Safety Regulations
 - SOR/90-98 – Coal Mining Safety Commission Regulations
 - C.R.C. 1978, c. 987 – East Coast and Great Lakes Shipping Employees Hours of Work Regulations, 1985
 - C.R.C. 1978, c. 990 – Motor Vehicle Operators Hours of Work Regulations
 - SOR/87-612 – Oil and Gas Occupational Safety and Health Regulations
 - SOR/87-184 – On Board Trains Occupational Safety and Health Regulations
 - SOR/98-179 – Ontario Hydro Nuclear Facilities Exclusion from Part I
 - SOR/98-180 – Ontario Hydro Nuclear Facilities Exclusion from Part II
 - SOR/98-181 – Ontario Hydro Nuclear Facilities Exclusion from Part III
 - SOR/2008-76 – Point Lepreau, New Brunswick Nuclear Facility Exclusion Regulations

- C.R.C. 1978, c. 991 – Railway Running-Trades Employees Hours of Work Regulations
 - SOR/86-305 – Safety and Health Committees and Representatives
 - SOR/2001-115 – Saskatchewan Uranium Mines and Mills Exclusion Regulations
 - SOR/87-181 – Uranium Mines (Ontario) Employment Exclusion Order
 - C.R.C. 1978, c. 992 – West Coast Shipping Employees Hours of Work Regulations
 - *Canadian Human Rights Act*
 - SI/78-165 – Age Guidelines
 - SOR/78-223 – By-law No. 3 of the Canadian Human Rights Commission
 - SOR/80-68 – Canadian Human Rights Benefits
 - SOR/83-196 – Customs and Excise Human Rights Investigations
 - SOR/86-1082 – Equal Wages Guidelines
 - SOR/80-394 – Human Rights Tribunal Appeal Regulations
 - SI/80-125 – Immigration Guidelines
 - SOR/80-686 – Immigration Investigation Regulations
 - SOR/78-145 – Protection of Personal Information Regulations
 - *Canada Revenue Agency Act*
 - *Canadian Institutes of Health Research Act*
 - *Employment Equity Act*
 - SOR/2002-421 – Canadian Forces Employment Equity Regulations
 - SOR/96-470 – Employment Equity Regulations
 - SOR/2002-420 – Order Specifying that the Canadian Forces are a Portion of the Public Sector Employing One Hundred or more Employees for the Purpose of Subsection 4(1) of that Act
 - SOR/2002-422 – Order Specifying the Royal Canadian Mounted Police for the Purposes of the Employment Equity Act
 - SOR/2002-423 – Regulations Adapting the Employment Equity Act in respect of the Canadian Security Intelligence Service
 - *Employment Insurance Act*
 - SOR/96-332 – Employment Insurance Regulations
 - SOR/97-33 – Insurable Earnings and Collection of Premiums Regulations
 - *Expenditure Restraint Act*
 - *Fair Wages and Hours of Labour Act [Repealed]*
 - C.R.C. 1978, c. 1015 – *Fair Wages and Hours of Labour Regulations [Repealed]*
 - SOR/83-812 – Nova Scotia Contracts Fair Wages and Hours of Work Exemption Order
 - *Hazardous Materials Information Review Act*
 - SOR/91-86 – Hazardous Materials Information Review Act Appeal Board Procedures Regulations
 - SOR/88-456 – Hazardous Materials Information Review Regulations
 - *Labour Adjustment Benefits Act*
 - SOR/84-800 – Labour Adjustment Benefits Allocation of Remuneration Regulations
 - SOR/85-785 – Labour Adjustment Benefits Regional Designation Order, No. 1
 - SOR/86-215 – Labour Adjustment Benefits Regional Designation Order, No. 2
 - SOR/86-588 – Labour Adjustment Benefits Regional Designation Order, No. 3
 - SOR/83-650 – Labour Adjustments Benefits Designation Continuation Order
 - *Maintenance of Railway Operations Act, 1995*
 - *Parks Canada Agency Act*
 - *Parliamentary Employment and Staff Relations Act*
 - *Personal Information Protection and Electronic Documents Act*
 - SOR/2008-115 – Electronic Alternatives Regulations for the Purposes of Subsection 254(1) of the Canada Labour Code
 - SOR/2004-308 – Electronic Alternatives Regulations for the Purposes of the Federal Real Property and Federal Immovables Act
 - SOR/2005-399 – Health Information Custodians in the Province of Ontario Exemption Order
 - SOR/2001-8 – Order Binding Certain Agents of her Majesty for the Purpose of Part 1 of the Personal Information Protection and Electronic Documents Act
 - SOR/2004-219 – Organizations in the Province of Alberta Exemption Order
 - SOR/2004-220 – Organizations in the Province of British Columbia Exemption Order
 - SOR/2003-374 – Organizations in the Province of Quebec Exemption Order
 - SOR/2001-6 – Regulations Specifying Investigative Bodies
 - SOR/2001-7 – Regulations Specifying Publicly Available Information
 - SOR/2005-30 – Secure Electronic Signature Regulations
 - *Public Servants Disclosure Protection Act*
 - *Public Service Employment Act*
 - SOR/2005-376 – Definition of Promotion Regulations
 - SOR/95-152 – Locally-Engaged Staff Employment Regulations
 - SOR/2006-114 – Office of the Governor General’s Secretary Employment Regulations
 - SOR/81-33[a] – Part-time Work Exclusion Approval Order
 - SOR/2005-373 – Political Activities Regulations
 - SOR/2005-334 – Public Service Employment Regulations
 - SOR/2005-347 – Public Service Official Languages Appointment Regulations
 - SI/2005-118 – Public Service Official Languages Exclusion Approval Order
 - SOR/81-33[b] – Public Service Part-time Regulations
 - SOR/2006-6 – Public Service Staffing Tribunal Regulations
 - SOR/2005-375 – Regulations Establishing Periods of Probation and Periods of Notice of Termination of Employment During Probation
 - SOR/2005-377 – Regulations Prohibiting Deployments into the Executive Group [Repealed]
 - SOR/97-194 – Student Employment Programs Regulations [Repealed]
 - SOR/2007-54 – Terms and Conditions of Employment of the Federal Ombudsman for Victims of Crime
 - *Public Service Labour Relations Act*
 - SOR/2005-79 – Public Service Labour Relations Board Regulations
 - *Trade Unions Act*
 - C.R.C. 1978, c. 1560 – Trade Unions Regulations
 - *Wage Earner Protection Program Act*
 - *Wages Liability Act*
- Alberta**
- *Alberta Human Rights Act*
 - *Apprenticeship and Industry Training Act*
 - *Arbitration Act*
 - *Employment Standards Code*
 - Alta. Reg. 14/97 – Employment Standards Regulation
 - *Labour Relations Code*
 - Alta. Reg. 165/2005 – Construction Industry Labour Relations Regulation
 - Alta. Reg. 80/2003 – Regional Health Authority Collective Bargaining Regulation
 - Alta. Reg. 2/2000 – Construction Industry Jurisdictional Assignment Plan Regulation
 - *Occupational Health and Safety Act*
 - Alta. Reg. 27/95 – Farming and Ranching Exemption Regulation

What's in EmploymentSource™

- Alta. Reg. 87/2009 – Occupational Health and Safety Code 2009 Order
- Alta. Reg. 62/2003 – Occupational Health and Safety Regulation
- *Personal Information Protection Act*
 - Alta. Reg. 366/2003 – Personal Information Protection Act Regulation
- *Public Interest Disclosure (Whistleblower Protection) Act*
- *Police Officers Collective Bargaining Act*
- *Public Service Employee Relations Act*
- *Workers' Compensation Act*
 - Alta. Reg. 102/2003 – Firefighters' Primary Site Cancer Regulation
 - Alta. Reg. 290/2006 – Medical Panels Regulation
 - Alta. Reg. 325/2002 – Workers' Compensation Regulation
- B.C. Reg. 132/77 – Resignation Regulation
- B.C. Reg. 443/2003 – Review of Staffing Decisions Regulation
- B.C. Reg. 6/2009 – Vacation Entitlement for Re-Employed Appointees Regulation
- *Public Service Labour Relations Act*
- *School Act*
- *Workers Compensation Act*
 - B.C. Reg. 31/81 – Boards of Review Regulation
 - B.C. Reg. 674/76 – Fishing Industry Regulations
 - B.C. Reg. 71/99 – Occupational Disease Recognition Regulation
 - B.C. Reg. 296/97 – Occupational Health and Safety Regulation
 - B.C. Reg. 713/74 – Reports of Injuries Regulations
 - B.C. Reg. 322/2002 – Transitional Review and Appeal Regulation
 - B.C. Reg. 32/86 – Workers Compensation Act (Review Board) Regulations
 - B.C. Reg. 321/2002 – Workers Compensation Act Appeal Regulation
 - B.C. Reg. 359/2002 – Workers Compensation Appeal Tribunal Compensation Regulation
- Man. Reg. 70/89 – Declaration of Workers in Government Employment Order No. 1, 1989
- Man. Reg. 545/88R – Declaration of Workers in Government Employment Orders
- Man. Reg. 148/2007 – Employer's Information Regulation
- Man. Reg. 196/2005 – Excluded Industries, Employers and Workers Regulation
- Man. Reg. 187/2005 – Group Life Insurance Regulation
- Man. Reg. 67/92 – Interest on Over-Assessment Regulation
- Man. Reg. 65/2006 – Interest, Penalties and Financial Matters Regulation
- Man. Reg. 160/2005 – Minimum Periods of Employment and Non-Smoking-Firefighters and OFC Personnel Regulation
- Man. Reg. 278/91 – Self-Insured Employers Regulation

British Columbia

- *Community Services Labour Relations Act*
- *Criminal Records Review Act*
 - B.C. Reg. 386/2007 – Criminal Record Check Authorizations Regulation
 - B.C. Reg. 238/2002 – Criminal Record Check Fee Regulation
 - B.C. Reg. 504/95 – Criminal Records Review Act Exemption Regulation [Repealed]
 - B.C. Reg. 173/2002 – Prescribed Programs Regulation
- *Employment Standards Act*
 - B.C. Reg. 281/2006 – Compassionate Care Leave Regulation
 - B.C. Reg. 396/95 – Employment Standards Regulation
 - B.C. Reg. 207/2009 – Reservists' Leave Regulation
- *Fire and Police Services Collective Bargaining Act*
- *Fishing Collective Bargaining Act*
- *Health Authorities Act*
- *Human Rights Code*
- *Labour Relations Code*
 - B.C. Reg. 395/2003 – Labour Relations Board Fees Regulation
 - B.C. Reg. 7/93 – Labour Relations Regulation
- *Personal Information Protection Act*
 - B.C. Reg. 473/2003 – Personal Information Protection Act Regulations
- *Privacy Act*
- *Public Education Labour Relations Act*
- *Public Sector Employers Act*
- *Public Service Act*
 - B.C. Reg. 279/98 – Definition Regulation
 - B.C. Reg. 401/98 – Employment Insurance Regulation
 - B.C. Reg. 154/78 – Hours of Service Regulation

Manitoba

- *The Civil Service Act*
- *Employment Standards Code*
 - Man. Reg. 6/2007 – Employment Standards Regulation
- *Human Rights Code*
 - Man. Reg. 447/87 – Complaint Forms Regulation
- *Firefighters and Paramedics Arbitration Act*
- *Labour Relations Act*
 - Man. Reg. 387/88R – Manitoba Labour Board (The Workplace Safety and Health Act) Rules of Procedure
 - Man. Reg. 17/97 – Manitoba Labour Board Fees Regulation
 - Man. Reg. 184/87R – Manitoba Labour Board Rules of Procedure
- *The Pay Equity Act*
- *Privacy Act*
- *Public Schools Act*
- *Regional Health Authorities Act*
- *Workers Compensation Act*
 - Man. Reg. 12/2012 – Adjustment in Compensation Regulation
 - Man. Reg. 171/2010 – Adjustment in Compensation Regulation [Repealed]
 - Man. Reg. 279/91 – Appeal Commission Rules of Procedure

New Brunswick

- *Civil Service Act*
- *Employment Standards Act*
 - N.B. Reg. 85-179 – General Regulation
 - N.B. Reg. 2011-54 – Minimum Wage Regulation
 - N.B. Reg. 2010-1 – Minimum Wage Regulation [Repealed]
 - N.B. Reg. 2007-34 – Minimum Wage for Categories of Employees in Crown Construction Work Regulation
 - N.B. Reg. 2011-55 – Minimum Wage for Counsellor and Program Staff at Residential Summer Camps Regulation
 - N.B. Reg. 2010-2 – Minimum Wage for Counsellor and Program Staff at Residential Summer Camps Regulation [Repealed]
- *Fisheries Bargaining Act*
- *Human Rights Act*
- *Industrial Relations Act*
 - N.B. Reg. 82-100 – General Regulation - Industrial Relations Act
 - N.B. Reg. 82-92 – Rules of Procedure of the Industrial Relations Act
- *Labour and Employment Board Act*
- *Occupational Health and Safety Act*
 - N.B. Reg. 84-26 – Administration Regulation

- N.B. Reg. 92-106 – Code of Practice for Working with Material Containing Asbestos Regulation
- N.B. Reg. 2004-130 – First Aid Regulation
- N.B. Reg. 91-191 – General Regulation
- N.B. Reg. 2007-33 – Training and Designated Trades Regulation
- N.B. Reg. 96-105 – Underground Mine Regulation
- N.B. Reg. 88-221 – Workplace Hazardous Materials Information System Regulation
- *Pay Equity Act, 2009*
- *Public Service Labour Relations Act*
- *Workers' Compensation Act*
 - N.B. Reg. 92-133 – Code of Practice for Working Alone Regulation
 - N.B. Reg. 82-79 – Exclusion of Workers Regulation
 - N.B. Reg. 82-13 – Forms Regulation
 - N.B. Reg. 2000-63 – Funding of Safety Associations Regulation
 - N.B. Reg. 84-66 – General Regulation
 - N.B. Reg. 82-210 – Pension Fund Regulation
 - N.B. Reg. 82-165 – Permanent Physical Impairment Rating Schedule Regulation

Newfoundland and Labrador

- *Arbitration Act*
- *Fishing Industry Collective Bargaining Act*
- *Human Rights Act, 2010*
- *Interns and Residents Collective Bargaining Act*
- *Labour Relations Act*
 - C.N.R. 745/96 – Labour Relations Board Rules of Procedure
 - C.N.R. 746/96 – Labour Relations Regulations
- *Labour Standards Act*
 - Nfld. Reg. 94/04 – Labour Standards Reciprocating Jurisdictions Regulations
 - C.N.R. 781/96 – Labour Standards Regulation
- *Occupational Health and Safety Act*
 - C.N.R. 1148/96 – Occupational Health and Safety First Aid Regulations
 - Nfld. Reg. 70/09 – Occupational Health and Safety Regulations, 2009
 - Nfld. Reg. 5/12 – Occupational Health and Safety Regulations, 2012
- *Public Service Collective Bargaining Act*
- *Royal Newfoundland Constabulary Act [Repealed]*
- *Teacher's Collective Bargaining Act*
- *Workplace Health, Safety and Compensation Act*
 - Nfld. Reg. 77/02 – Construction Industry Early and Safe Return to Work and Re-employment Regulations

- C.N.R. 1025/96 – Workplace Health, Safety and Compensation Regulations
- C.N.R. 1117/96 – Workplace Health, Safety and Compensation Review Divisions Regulations

Nova Scotia

- *Arbitration Act*
- *Civil Service Act*
- *Civil Service Collective Bargaining Act*
- *Construction Projects Labour-management Relations Act*
- *Highway Workers Collective Bargaining Act*
- *Human Rights Act*
 - N.S. Reg. 221/91 (O.I.C. 91-1222) – Boards of Inquiry Regulations
 - N.S. Reg. 293/2008 – Designation of Human Rights Protection at Donkin Undersea Coal Mines Regulations
- *Labour Standards Code*
 - N.S. Reg. 298/90 (O.I.C. 90-1321) – General Labour Standards Code Regulations
 - N.S. Reg. 154/95 (O.I.C. 95-722) – Labour Standards Code Reciprocal Enforcement Regulation
 - N.S. Reg. 202/2003 – Minimum Wage Order (Construction and Property Maintenance)
 - N.S. Reg. 5/99, Sched. A – Minimum Wage Order (General)
 - N.S. Reg. 5/99, Sched. C – Minimum Wage Order (Logging and Forest Operations)
- *Occupational Health and Safety Act*
 - N.S. Reg. 89/2008 – Blasting Safety Regulations
 - N.S. Reg. 220/86 – Disclosure of Information Regulations
 - N.S. Reg. 174/2005 – Occupational Diving Regulations
 - N.S. Reg. 291/2009 – Occupational Health and Safety Administrative Penalties Regulations
 - N.S. Reg. 25/97 (O.I.C. 97-135) – Occupational Health and Safety Appeal Panel Regulations
 - N.S. Reg. 155/96 – Occupational Health and Safety First Aid Regulations
 - N.S. Reg. 44/99 – Occupational Safety General Regulations
 - N.S. Reg. 296/2008 – Underground Mining Regulations
 - N.S. Reg. 209/2007 – Violence in the Workplace Regulations
 - N.S. Reg. 196/88 – Workplace Hazardous Materials Information System (WHMIS) Regulations
 - N.S. Reg. 52/2013 – Workplace Health and Safety Regulations

- *Pay Equity Act*
 - N.S. Reg. 173/91 – Pay Equity Commission Procedures Regulations
- *Trade Union Act*
 - N.S. Reg. 101/72 – Trade Union Procedure Regulations
- *Teachers' Collective Bargaining Act*
- *Trade Union Act*
- *Workers' Compensation Act*
 - N.S. Reg. 140/2003 – Firefighters' Compensation Regulations
 - N.S. Reg. 143/91 – Interjurisdictional Mutual Aid Regulations
 - N.S. Reg. 174/96 – Workers' Advisers Program Eligibility Regulations
 - N.S. Reg. 175/96 – Workers' Advisers Program Transitional Regulations
 - N.S. Reg. 84/96 – Workers' Compensation Appeal Backlog Regulations
 - N.S. Reg. 105/98 – Workers' Compensation Appeal Tribunal Alternative Dispute Resolution Regulations
 - N.S. Reg. 22/96 (O.I.C. 96-59) – Workers' Compensation General Regulations
 - N.S. Reg. 78/95 – Workers' Compensation Temporary Benefits Regulations
 - N.S. Reg. 76/95 – Workers' Compensation Transitional Appeal Regulations

Northwest Territories

- *Employment Standards Act*
 - N.W.T. Reg. R-065-2008 – Employment Agencies Regulations
 - N.W.T. Reg. R-019-2008 – Employment Standards Reciprocating Jurisdictions Order
 - N.W.T. Reg. R-020-2008 – Employment Standards Regulations
- *Human Rights Act*
 - N.W.T. Reg. R-021-2004 – Expenses Regulations and Remuneration
- *Mine Health and Safety Act (Regulations)*
 - N.W.T. Reg. R-082-2003 – Environmental Tobacco Smoke Work Site Regulations
- *Public Service Act*
- *Safety Act*
 - R.R.N.W.T. 1990, c. S-1 – General Safety Regulations
 - N.W.T. Reg. R-102-91 – Safety Forms Regulations
 - N.W.T. Reg. R-015-92 – Silica Sandblasting Safety Regulations
 - R.R.N.W.T. 1990, c. S-2 – Work Site Hazardous Materials Information System Regulations

What's in EmploymentSource™

- *Union of Northern Workers Act*
- *Workers' Compensation Act*
 - N.W.T. Reg. R-049-2010 – Appeals Tribunal Rules of Procedure
 - N.W.T. Reg. 040-96 – Assignment of Statutes Administration Order [Repealed]
 - N.W.T. Reg. 064-2001 – Legislative Review Assignment Order
 - N.W.T. Reg. R-080-2010 – Workers' Compensation General Regulations

Nunavut

- *Human Rights Act*
- *Labour Standards Act (Nunavut)*
 - Nun-R.R.N.W.T. 1990, c. L-1 – Annual Vacations Regulations
 - Nun-R.R.N.W.T. 1990, c. L-2 – Educational Work Experience Regulations
 - Nun-R.R.N.W.T. 1990, c. L-3 – Employment of Young Persons Regulations
 - Nun-Reg. R-149-98 – Labour Standards Board Regulations
 - Nun-R.R.N.W.T. 1990, c. L-4 – Labour Standards Meal Regulations
 - Nun-R.R.N.W.T. 1990, c. L-5 – Notice of Termination Exemptions Regulations
 - Nun-R.R.N.W.T. 1990, c. 8 (Supp.) – Pregnancy and Parental Leave Regulations
 - Nun-R.R.N.W.T. 1990, c. L-6 – Reciprocating Jurisdictions Order
 - Nun-R.R.N.W.T. 1990, c. L-7 – Wages Regulations
- *Nunavut Employees Union Act*
- *Public Service Act (Nunavut) [Repealed]*
- *Public Service Act*
 - Nun Reg. 023-2013 – Staffing Review and Appeals Regulations
 - RRNWT (Nun) 1990 c. P-28 – Public Service Regulations
- *Safety Act*
 - Nun-N.W.T. Reg. R-016-92 – Asbestos Safety Regulations
 - Nun-R.R.N.W.T. 1990, c. S-1 – General Safety Regulations
 - Nun-N.W.T. Reg. R-102-91 – Safety Forms Regulations
 - Nun-N.W.T. Reg. R-015-92 – Silica Sandblasting Safety Regulations
 - Nun-R.R.N.W.T. 1990, c. S-2 – Work Site Hazardous Materials Information System Regulations
- *Workers' Compensation Act*
 - Nun. Reg. R-040-96 – Assignment of Statutes Administration Order
 - Nun. Reg. R-017-2010 – Workers' Compensation General Regulations

Ontario

- *Agricultural Employees Protection Act, 2002*
- *Ambulance Services Collective Bargaining Act, 2001*
- *Colleges Collective Bargaining Act [Repealed]*
- *Colleges Collective Bargaining Act, 2008*
- *Crown Employees Collective Bargaining Act, 1993*
 - O. Reg. 386/07 – Prescribed Agencies, Crown as Employer
- *Education Act*
- *Employers and Employees Act*
- *Employment Protection for Foreign Nationals Act (Live-in Caregivers and Others), 2009*
 - O. Reg. 47/10 – Penalties
- *Employment Standards Act, 2000*
 - O. Reg. 286/01 – Benefit Plans
 - O. Reg. 287/01 – Building Services Providers
 - O. Reg. 289/01 – Enforcement
 - O. Reg. 285/01 – Exemptions, Special Rules and Establishment of Minimum Wage
 - O. Reg. 476/06 – Family Medical Leave -- Prescribed Individuals
 - O. Reg. 316/04 – Posting of Information Concerning Rights and Obligations
 - O. Reg. 288/01 – Termination and Severance of Employment
 - O. Reg. 491/06 – Terms and Conditions of Employment in Defined Industries - Ambulance Services
 - O. Reg. 502/06 – Terms and Conditions of Employment in Defined Industries - Automobile Manufacturing, Automobile Parts Manufacturing, Automobile Parts Warehousing and Automobile Marshalling
 - O. Reg. 160/05 – Terms and Conditions of Employment in Defined Industries - Live Performances, Trade Shows and Conventions
 - O. Reg. 159/05 – Terms and Conditions of Employment in Defined Industries - Mineral Exploration and Mining
 - O. Reg. 390/05 – Terms and Conditions of Employment in Defined Industries - Public Transit Services
 - O. Reg. 291/01 – Terms and Conditions of Employment in Defined Industries - Women's Coat and Suit Industry and Women's Dress and Sportswear Industry
- *Fire Protection and Prevention Act, 1997*
- *Hospital Labour Disputes Arbitration Act*
- *Human Rights Code*
 - O. Reg. 290/98 – Business Practices Permissible to Landlords
- *in Selecting Prospective Tenants for Residential Accommodation*
 - R.R.O. 1990, Reg. 642 – Search and Entry Warrants
 - O. Reg. 32/08 – Transitional Matters [Repealed]
- *Labour Relations Act, 1995*
 - O. Reg. 522/05 Arbitration - Residential Sector of the Construction Industry
 - O. Reg. 105/01 – Deemed Abandonment of Bargaining Rights
 - O. Reg. 94/07 – General
 - O. Reg. 187/93 – Ontario Construction Secretariat
- *Occupational Health and Safety Act*
 - O. Reg. 632/05 – Confined Spaces
 - O. Reg. 213/91 – Construction Projects
 - R.R.O. 1990, Reg. 833 – Control of Exposure to Biological or Chemical Agents
 - O. Reg. 243/95 – Criteria to be Used and Other Matters to be Considered by the Board under Subsection 46(6) of Act
 - R.R.O. 1990, Reg. 834 – Critical Injury - Defined
 - O. Reg. 278/05 – Designated Substance - Asbestos on Construction Projects and in Buildings and Repair Operations
 - O. Reg. 629/94 – Diving Operations
 - O. Reg. 414/05 – Farming Operations
 - O. Reg. 714/94 – Firefighters - Protective Equipment
 - O. Reg. 67/93 – Health Care and Residential Facilities
 - R.R.O. 1990, Reg. 851 – Industrial Establishments
 - R.R.O. 1990, Reg. 852 – Inventory of Agents or Combinations of Agents for the Purpose of Section 34 of the Act
 - O. Reg. 385/96 – Joint Health and Safety Committees – Exemption from Requirements
 - R.R.O. 1990, Reg. 854 – Mines and Mining Plants
 - O. Reg. 474/07 – Needle Safety
 - O. Reg. 297/13 – Occupational Health and Safety Awareness and Training
 - O. Reg. 33/12 – Offices of the Worker and Employer Advisers
 - R.R.O. 1990, Reg. 855 – Oil and Gas - Offshore
 - R.R.O. 1990, Reg. 856 – Roll-Over Protective Structures
 - R.R.O. 1990, Reg. 857 – Teachers
 - O. Reg. 780/94 – Training Programs [Repealed]
 - O. Reg. 87/13 – Training Requirements For Certain Compulsory Trades

- [Repealed]
- R.R.O. 1990, Reg. 858 – University Academics and Teaching Assistants
- R.R.O. 1990, Reg. 859 – Window Cleaning
- R.R.O. 1990, Reg. 860 – Workplace Hazardous Materials Information System (WHMIS)
- R.R.O. 1990, Reg. 861 – X-Ray Safety
- *Ontario Provincial Police Collective Bargaining Act, 2006*
- *Pay Equity Act*
 - O. Reg. 491/93 – Limitations on Maintaining Pay Equity
 - O. Reg. 82/99 – Mandatory Posting Date
 - O. Reg. 387/07 – Prescribed Bodies, Crown as Employer
 - O. Reg. 396/93 – Proxy Method of Comparison
- *Police Services Act*
 - R.R.O. 1990, Reg. 925 – Arbitration
- *Provincial Schools Negotiations Act*
- *Public Sector Compensation Restraint to Protect Public Services Act, 2010*
 - O. Reg. 6/11 – Compliance Reports [Repealed]
- *Public Sector Dispute Resolution Act, 1997*
- *Public Sector Labour Relations Transition Act, 1997*
- *Rights of Labour Act*
- *Toronto Public Transit Service Resumption Act, 2008*
- *Wages Act*
- *Workplace Safety and Insurance Act, 1997*
 - O. Reg. 562/99 – Benefit for Loss of Retirement Income
 - O. Reg. 47/09 – Construction Sector – Exemptions (Partners and Executive Officers)
 - O. Reg. 253/07 – Firefighters
 - R.R.O. 1990, Reg. 1101 – First Aid Requirements
 - O. Reg. 456/97 – Functional Abilities Form
 - O. Reg. 175/98 – General Regulation (made under the Workplace Safety and Insurance Act)
 - O. Reg. 455/97 – Pension Plan for Board Employees
 - O. Reg. 35/08 – Return to Work and Re-Employment - Construction Industry

Prince Edward Island

- *Civil Service Act*
- *Employment Standards Act*
 - EC2010-588 – Employment Standards Act General Regulations
 - EC810/95 – Employment Standards Act Reciprocity Order Regulations

- EC139/96 – Minimum Wage Order
- *Human Rights Act*
- *Labour Act*
 - EC521/71 – Labour Act Regulations
 - EC219/90 – Labour Relations Board Regulations
- *Occupational Health and Safety Act*
 - EC180/87 – General Regulations
 - EC2004-633 – Occupational Health and Safety Act Fall Protection Regulations
 - EC2006-44 – Scaffolding Regulations
 - EC577/88 – Workplace Hazardous Materials Information System Regulations
- *Pay Equity Act*
- *School Act*
- *Workers Compensation Act*
 - EC357/95 – Appeal Regulations
 - EC1999-740 – Spousal Benefits Regulations
 - EC831/94 – Workers Compensation Act General Regulations

Quebec

- *An Act respecting bargaining units in the social affairs sector*
- *An Act respecting industrial accidents and occupational diseases*
 - CQLR, c. A-3.001, r. 10 [O.C. 1922-84 (1984, G.O. 2, 3383)] – First-aid Minimum Standards Regulation
 - CQLR, c. A-3.001, r. 0.4.03 [O.C. 1296-97] – General Regulation respecting the agreements on the grouping of employers for the purposes of applying personalized rates and the procedures for calculating those rates [Repealed]
 - CQLR, c. A-3.001, r. 0.6 [1998, G.O. 2, 4492] – Regulation respecting interest [Repealed]
 - CQLR, c. A-3.001, r. 1 [O.C. 288-93] – Regulation respecting medical aid
 - 2013, G.O. 2, 2797 – Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2014
 - 2011, G.O. 2, 2671 – Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2012
 - 2012, G.O. 2, 2843 – Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2013
 - 2009, G.O. 2, 3433 – Regulation respecting the insurance premiums for 2010

- *An Act respecting labour relations, vocational training and workforce management in the construction industry*
 - M.O., 2014-001 (2014, G.O., 2, 633) – Regulation respecting the declaration of employers and union associations in the construction industry
 - CQLR, c. R-20, r. 4.1 [O.C. 244-2012] – Regulation respecting the election of a representative association by employees of the construction industry
- *An Act respecting labour standards*
 - CQLR, 1981, c. N-1.1, r. 3 – Regulation respecting labour standards
- *An Act respecting occupational health and safety*
 - CQLR, c. S-2.1, r. 5 [O.C. 2025-83 (1983, G.O. 2, 3495)] – Regulation respecting health and safety committees
 - CQLR, c. S-2.1, r. 13 [O.C. 885-2001] – Regulation respecting occupational health and safety
 - CQLR, c. S-2.1, r. 12 [O.C. 1879-84] – Regulation respecting safety representatives in establishments
- *An Act respecting the process for determining the remuneration of criminal and penal prosecuting attorneys and respecting their collective bargaining plan*
- *An Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors*
- *An Act respecting the protection of personal information in the private sector*
- *Charter of human rights and freedoms*
 - CQLR, c. C-12, r. 5 [O.C. 290-91] – Regulation respecting the handling of complaints and the procedure applicable to the investigations of the Commission des droits de la personne et des droits de la jeunesse
 - CQLR, c. C-12, r. 4 [2007, G.O. 2, 1965] – Rules of procedure and practice of the Human Rights Tribunal
- *Labour Code*
 - CQLR, 1981, c. C-27, r. 3 – Regulation respecting the exercise of the right of association under the Labour Code
- *Pay Equity Act*
- *Public Service Act*
- *Workers' Compensation Act*
 - CQLR, c. A-3.001, r. 10 – First-aid Minimum Standards Regulation

Saskatchewan

- *Construction Industry Labour Relations Act, 1992*
- *Fire Departments Platoon Act [Repealed]*
- *Health Labour Relations Reorganization Act [Repealed]*

What's in EmploymentSource™

- R.R.S., c. H-0.03, Reg. 2 – Health Labour Relations Reorganization Regulations
- R.R.S., c. H-0.03 Reg. 1 – The Health Labour Relations Reorganization (Commissioner) Regulations
- *Human Resources, Labour and Employment Act*
- *The Labour Standards Act [Repealed]*
 - R.R.S., c. L-1, Reg. 5 – The Labour Standards Regulations, 1995 [Repealed]
 - R.R.S., c. L-1, Reg. 8 – The Conditions of Employment Regulations
- *Occupational Health and Safety Act, 1993 [Repealed]*
 - R.R.S., c. O-1.1, Reg. 1 – The Occupational Health and Safety Regulations, 1996
- *Police Act, 1990*
- *The Privacy Act*
- *The Saskatchewan Employment Act*
 - R.R.S., c. S-15.1, Reg. 1 – The Saskatchewan Employment (Labour Relations Board) Regulations
 - R.R.S., c. S-15.1, Reg. 2 – The Occupational Health and Safety (Prime Contractor) Regulations
 - R.R.S., c. S-15.1, Reg. 3 – The Minimum Wage Regulations, 2014
 - R.R.S., c. S-15.1, Reg. 4 – The Labour Relations (Supervisory Employees) Regulations
 - R.R.S., c. S-15.1, Reg. 5 – The Employment Standards Regulations
- *Saskatchewan Human Rights Code*
 - R.R.S., c. S-24.1, Reg. 1 – The Saskatchewan Human Rights Code Regulations
- *The Teachers' Federation Act, 2006*
- *The Trade Union Act [Repealed]*
 - Sask. Reg. 171/72 – The Ministerial Regulations under Section 42 of the Trade Union Act, 1972
 - Sask. Reg. 163/72 – The Regulations and Forms, Labour Relations Board
- *The Workers' Compensation Act, 1979 [Repealed]*
 - R.R.S., c. W-17.1, Reg. 1 – The Workers' Compensation General Regulations, 1985 [Repealed]
 - R.R.S., c. W-17.1, Reg. 2 – Workers' Compensation Act Exclusion Regulations [Repealed]
- *The Workers' Compensation Act, 2013*

Yukon

- *Education Labour Relations Act*
- *Employment Standards Act*
 - O.I.C. 1993/106 – City of Whitehorse Firefighters Exemption Regulation
 - O.I.C. 1985/91 – Collective Agreement Exemption
 - O.I.C. 1987/076 – Employment Standards Exemption Regulations
 - O.I.C. 1984/344 – Employment Standards General Exemption Regulation
 - O.I.C. 1986/044 – Fair Wage Regulation
 - Y.T. Reg. O.I.C. 1999/20 – Fair Wage Schedule
 - O.I.C. 2012/46 – Minimum Wage Order No. 2012/01
 - O.I.C. 1986/091 – Reciprocating Provinces Regulation
 - O.I.C. 1991/113 – Reporting Pay Order
- *Human Rights Act*
 - O.I.C. 1988/170 – Human Rights Regulations
- *Occupational Health and Safety Act*
 - O.I.C. 1986E/164 – Minimum First Aid Regulations [Repealed]
 - O.I.C. 2006/178 – Occupational Health and Safety Regulations
- *Public Service Labour Relations Act*
- *Workers' Compensation Act*
 - W.C.H.S.B.O. 1993/005 – 'Costs of any action' definition
 - W.C.H.S.B.O. 2005/1 – Annuity
 - W.C.H.S.B.O. 2009/03 – Assessment Classification of Industries (2010) [Repealed]
 - W.C.H.S.B.O. 1998/02 – Assessment Rates
 - W.C.H.S.B.O. 1999/06 – Assessment Rates for Industries
 - W.C.H.S.B.O. 1993/8 – Board Deems Employer to be a Worker
 - O.I.C. 2009/67 – Compensation Fund Investment Policy
 - O.I.C. 1990/93 – Cost Sharing (Emergency Services Workers)
 - W.C.H.S.B.O. 2008/24 – Funeral expenses
 - W.C.H.S.B.O. 1993/06 – Interest Rate on Assessment not yet Paid
 - W.C.H.S.B.O. 2008/22 – Loss or damage of personal property
 - W.C.H.S.B.O. 1994/01 – Members of the Board Deemed to be Workers
 - O.I.C. 2002/30 – Members of the appeal tribunal deemed to be workers

- Y.W.C.B.O. 1987/003 – Physical Impairment Rating Schedule
- W.C.H.S.B.O. 2001/02 – Porcupine Caribou Management Board members deemed to be workers
- W.C.H.S.B.O. 2001/01 – Rules of Procedure for Proceedings
- W.C.H.S.B.O. 2002/01 – Teslin Renewable Resources Council members deemed to be workers
- O.I.C. 1999/220 – Timelines Regulation
- W.C.H.S.B.O. 1994/3 – Work-related disability death compensation
- Y.W.C.B.O. 1990/2 – Workers Entering Jurisdiction (coverage)

FINDING TOOLS

- **The Canadian Abridgment – Labour** – Access labour-related digests of Canadian case law that is organized by legal issue according to a single taxonomy exclusive to Carswell. Covers virtually every employment case reported in Canada since 1803.
- **Commentary Indices** – The index for each authored work included on LabourSource is available under the Finding Tools heading. The indices are easy to browse to find relevant commentary.
- **Case Citor – KeyCite® Canada** for cases covers the direct appellate history of Canadian cases plus treatments for any case, whether foreign or Canadian, discussed by a Canadian court or tribunal, or a secondary source on WestlawNext Canada.
- **Legislative Citators – KeyCite® Canada** is Canada's only complete legislative citator. It is the only statute citator with true historical depth, and the only rules citator and regulations citator in Canada. Users can use KeyCite for all types of legislation – statutes, rules and regulations.

For more information,
call 1-866-609-5811 or visit
www.westlawnextcanada.com

