Proposed changes would bring Alberta in line with the other provinces.

- Larger employers (20 or more workers) would be required to have a joint worksite health and safety committee for work lasting 90 days or more.
- Smaller employers (5-19 workers) would be required to have a health and safety representative for work lasting 90 days or more.
- An employer can use an alternative approach to meeting these requirements with approval from an OHS director.

Right to refuse dangerous work

Workers have the right to refuse dangerous work and be protected from reprisal for exercising their rights and responsibilities under the legislation.

Employers must ensure workers understand the hazards at the workplace, know what needs to be reported and have the support to exercise their right.

- Employers must investigate the matter in cooperation with the joint worksite health and safety committee or health and safety representative, if there is one.
- Employers would not be able to take or threaten discriminatory action against a worker for exercising their rights and duties under the legislation.
- Workers would continue to be paid their normal wages and benefits while a work refusal is being investigated.

Health and safety program

- Employers with 20 or more workers must have a written health and safety program. The program must be reviewed every 3 years and include mandated elements.
- Employers with less than 20 employees must involve workers in hazard assessment and control.

New role for OHS Council

The OHS Council would become an advisory council to provide specialized advice to government to better protect working Albertans.

Reporting serious injuries, incidents and fatalities

The government must be notified when a serious injuriy, incident or fatality occurs to ensure it's adequately investigated to prevent future occurrences.

- Threshold for reporting a serious injury would be changed to an injury that requires admission to hospital.