WORKERS RIGHTS 101

A general summary

Dalhousie Career Services

Bissett Student Success Centre (BSSC)
Phone: (902) 494-3077
E-mail: career.services@dal.ca
Services: Career Advising, Career Peer Advising, and Career Education

General Rule: Provincial/Territorial Legislation

A) Labour/Employment Standards Legislation
B) Human Rights Acts, Codes, and Regulations
C) Occupational Health and Safety (OHS) Acts and Regulations

Federal Legislation in Canada

• The Canadian Charter of Rights and Freedoms
• The Canadian Human Rights Act
• The Employment Equity Act
• The Canada Labour Code

Legislation in Alberta

• Alberta’s Employment Standards Code
• Alberta’s Employment Standards Regulation
• The Alberta Human Rights Act
• Alberta’s Occupational Health and Safety Act
  ° Occupational Health and Safety Regulation

Legislation in Nova Scotia

• The Occupational Health and Safety Act of Nova Scotia
• The Nova Scotia Labour Code
• The Human Rights Act of Nova Scotia

Legislation in British Columbia

• British Columbia’s Employment Standards Act and Regulation
• British Columbia’s Occupational Health and Safety Regulation
• British Columbia Human Rights Code

Legislation in Manitoba

• Manitoba Workplace Safety and Health (WSH) Act
  ° Operation of Mines Regulation
  ° Administrative Penalty Regulation
• Manitoba’s Employment Standards Code
• Manitoba’s Human Rights Code
Legislation in New Brunswick

- New Brunswick’s Employment Standards Act and Regulations
- New Brunswick Human Rights Act
- New Brunswick’s Workplace Health, Safety and Compensation Commission and Worker’s Compensation Appeals Tribunal Act
  - Occupational Health and Safety Act
  - Firefighters’ Compensation Act
  - Smoke-Free Places Act

Legislation in Saskatchewan

A. Labour/Employment Standards Legislation
B. Human Rights Acts, Codes, and Regulations
C. Occupational Health and Safety (OHS) Acts and Regulations

Legislation in Québec

- Québec’s Act Respecting Labour Standards
- Québec’s Charter of Human Rights and Freedoms
- Québec’s Act Respecting Occupational Health and Safety

Legislation in Newfoundland and Labrador

- Newfoundland and Labrador’s Labour Standards Act
- Shop’s Closing Act
- Newfoundland and Labrador’s Human Rights Act of 2010
- Newfoundland and Labrador’s Occupational Health and Safety Act and Regulations
- Newfoundland and Labrador’s Radiation Health and Safety Act

Legislation in Ontario

- Employment Standards Act
  - Recent amendment until January 1st, 2022 - Ontario COVID-19 Worker Income Benefit
- The Ontario Human Rights Code
- Ontario’s Occupational Health and Safety Act

Legislation in PEI

- Prince Edward Island’s Employment Standards Act
- Prince Edward Island’s Human Rights Act
- Prince Edward Island’s Occupational Health and Safety (OHS) Act
Legislation in The Northwest Territories

- Northwest Territories - The Employment Standards Act and Employment Standards Regulations
  - COVID-19 amendments
- Northwest Territories Human Rights Act
- Northwest Territories Safety Act
- Northwest Territories Occupational Health and Safety (OHS) Regulations
- Oil and Gas Occupational Safety and Health Regulations
- Northwest Territories Mine Health and Safety Act
- Northwest Territories Environmental Tobacco
- Northwest Territories Explosive Use Act and Regulations
- Northwest Territories' Summary Convictions Procedures Regulations

Legislation in Nunavut

- Nunavut’s Labour Standards Act
- The Nunavut Human Rights Act
- Nunavut’s Safety Act
- Nunavut’s Occupational Health and Safety (OHS) Regulations
- Nunavut’s Mine Health and Safety Act
- Nunavut’s Environmental Tobacco Smoke Work Site Regulations
- Nunavut’s Explosive Use Acts and Regulations
- Nunavut’s Summary Convictions Procedures Regulations

Legislation in Yukon

- Yukon Employment Standards Act and Regulation
- The Yukon Human Rights Act
- Yukon Worker’s Compensation Act
- Yukon Occupational Health and Safety Act
  - Contains codes of practice - amendments to the act
  - Workplace Sanitary Amenities
  - Hand Signals for Crane Operators
  - Rating Wire Rope Terminations
  - Personal Protective Equipment in Building Construction
  - Young and New Worker Code of Practice Backgrounder and Guidelines for Employers
Facing Discrimination?

Here are some Dalhousie resources:

**Dalhousie Student Health & Wellness Centre**
Phone: (902) 494-2171  
Location: 2nd floor of Lemarchant Place (LMP)  
Address: 1246 LeMarchant Street, Halifax, NSB3P 1K5

**Human Rights and Equity Services (HRES)**
Phone: (902) 494-6672  
E-mail: HRES@dal.ca

**Student Ombudsperson**
Phone: (902) 494-2665  
E-mail: ombuds@dal.ca

Accommodations at Work

Reach out to your employer, a human resources (HR) representative, or a professional in charge of disability case management at your workplace to start the process.

Accommodations at School

At Dalhousie, we have a team of accessibility advisors who can assist you!

**Student Accessibility Centre**
Location: Room G28 in the Killam Library  
Address: 6225 University Avenue, Halifax, NS  
Phone: (902) 494-2836  
E-mail: access@dal.ca

Key Terms

- Equity  
- Equality  
- Accessibility  
- Accommodations  
- Discrimination  
- Prejudice  
- Unintentional prejudice  
- Discriminate (verb)  
- Direct discrimination  
- Systemic discrimination

Questions/Concerns about Work/Study Permits?

Here is a resource:

**Dalhousie International Centre**
Phone: (902) 494-1566 (Halifax) or (902) 893-4939 (Truro)  
E-mail: international.centre@dal.ca

International Student Work Guidelines

- On-campus (study permit + full-time student)  
- Off-campus up to 20hrs/wk (study permit + full-time student)  
- After graduation (post-graduate work permit)  
- Work for spouse/common law partner (spouse/partner work permit)  
- Co-op or internship (co-op work permit)  
- Volunteer (unpaid) or internship (if not integral to program) (review the job posting and see if it aligns with the IRCC definition of ‘work’)