



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



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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



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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



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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')