

IN THE SUPREME COURT OF CANADA
(ON APPEAL FROM THE FEDERAL COURT OF APPEAL)

BETWEEN:

CANADA POST CORPORATION

Appellant
(Appellant)

and

CANADIAN UNION OF POSTAL WORKERS

Respondents
(Respondents)

and

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Table of Contents

PART I – OVERVIEW AND STATEMENT OF FACTS 1

PART II – POSITION ON THE QUESTIONS IN ISSUE..... 1

PART III – ARGUMENT 1

 A. Interpretation informed by text, purpose and context..... 1

 i. Interpret opening words in s. 125(1) to give each part meaning..... 2

 ii. Work place committees’ inspection duties inform the interpretation 3

 iii. Purposes of Part II and the broader comprehensive scheme assist in interpretation 4

 iv. Inspections and the statute book as a whole..... 8

PART IV – COSTS 10

PART V – ORDER SOUGHT..... 10

PART VI – TABLE OF AUTHORITIES 11

PART I – OVERVIEW AND STATEMENT OF FACTS

1. Under the *Canada Labour Code – Part II (Occupational Health and Safety)*, employers must protect employees regardless of where their work is carried out, and whether the work place is controlled by the employer or beyond the employer’s control. Parliament has provided many ways for employers to discharge their obligations. As a result of the multi-tiered protections in the *Code*, its objectives can be achieved without the need for work place committee inspections of non-controlled work places.
2. An interpretation of section 125(1)(z.12) of the *Code* as applying only to work places over which the employer has control does not put employees at risk or undermine Parliament’s intent to keep them safe. The text of the provision, its relationship to other sections of the *Code* and the purpose of the provision and of the *Code* as a whole all support this interpretation.
3. The Attorney General of Canada (“Canada”) takes no position on the facts.

PART II – POSITION ON THE QUESTIONS IN ISSUE

4. Canada accepts the statement of issues as framed by the parties. Canada intervenes to provide its perspective on Parliament’s intent in the *Canada Labour Code, Part II* and, more specifically, s. 125(1)(z.12). Canada takes no position on the outcome of the appeal.

PART III – ARGUMENT

A. Interpretation informed by text, purpose and context

5. A textual, purposive and contextual approach should be taken in interpreting the obligation of employers in s. 125(1)(z.12) to ensure inspections by work place health and safety committees (“work place committees”). A number of aspects of the *Code*, the regulations and the statute book as a whole assist in the interpretation.

i. Interpret opening words in s. 125(1) to give each part meaning

5. A well-accepted principle of interpretation is that the legislature avoids including meaningless or superfluous words.¹ The opening words of s. 125(1) read as follows:

Without restricting the generality of section 124, every employer shall, in respect of every work place controlled by the employer and, in respect of every work activity carried out by an employee in a work place that is not controlled by the employer, to the extent that the employer controls the activity,

Dans le cadre de l'obligation générale définie à l'article 124, l'employeur est tenu, en ce qui concerne tout lieu de travail placé sous son entière autorité ainsi que toute tâche accomplie par un employé dans un lieu de travail ne relevant pas de son autorité, dans la mesure où cette tâche, elle, en relève :

6. This wording contains two animating elements: i) the *work place* element, which is only in respect of work conducted in work places controlled by the employer, and ii) the *work activity* element, which applies to work conducted in work places outside the control of the employer. An interpretation that gives meaning to both these elements is to be preferred over an interpretation that would render part of the provision redundant.

7. In discerning legislative intent behind the second element of s. 125(1) (“...in respect of every work activity carried out by an employee in a work place that is not controlled by the employer, to the extent that the employer controls the activity”), it is necessary to take into account that an employer always has control over the work activity being undertaken by an employee. As such, as a matter of interpretation, control over the activity alone cannot itself be the trigger for all the obligations under s. 125(1), since that would make the first element of work places controlled by the employer superfluous. The provision would only need to state that all obligations apply whenever the employer controls the work activity. No reference to control of the work place would be necessary.

8. The inclusion of the two elements in the opening words of s. 125(1) (work place and work activity) supports an interpretation that: i) control over the work activity alone does not trigger all the obligations listed under s. 125(1), and ii) those obligations that target a work place, as opposed to the work activity conducted in that place, apply only where employers control that work place. Under this interpretation, all of the obligations under s. 125(1) would apply to work places under the control

¹ See Ruth Sullivan, ed., *Sullivan on the Construction of Statutes*, 6th ed. (Markham, Ont.: LexisNexis, 2014) at 211, Book of Authorities, Tab 1.

of the employer, even though the particular obligation might focus on either the work place or the work activity. However, if the employer does not control the work place then only those obligations in relation to the work activity will apply.

9. The focus of s. 125(1)(z.12) is on the work place (“inspect [...] every part of the *work place*”)² not the work activity performed. This indicates that Parliament intended the inspection obligation to apply only to the first element in the opening words of s. 125(1), i.e., work places under the control of the employer, and that it applies only where the employer controls the work place.

ii. Work place committees’ inspection duties inform the interpretation

10. The interpretation of s. 125(1)(z.12) should also be informed by how Parliament delineated the duties of the work place committees themselves as set out in s. 135(7).

11. Section 135 requires employers to establish a work place committee “*for every work place controlled by the employer*” at which there are over 20 employees.³ For work places not controlled by the employer, there is no requirement for the employer to establish a work place committee. The focus of work place committees on work places is underscored by their purpose “of addressing health and safety matters that apply to **individual work places**”.⁴

12. Where a work place committee has been established, s. 135(7) sets out the duties of the committee. It requires that “in respect of the work place for which it is established” (i.e. the controlled work place), the committee “(k) shall inspect each month all or part of the work place so that the entire work place is inspected at least once each year”.⁵ Since employers are not obliged to establish work place committees for work places not controlled by the employer, there is no requirement under s. 135 for non-controlled work places to be inspected by a work place committee.

² “inspecte [...] celui-ci [lieu de travail] [...] au complet”.

³ Where there are less than 20 employees, a health and safety representative plays essentially the same role: s. 136.

⁴ Section 135(1) (“[...] chargé d’examiner les questions qui concernent le lieu de travail en matière de santé et de sécurité”).

⁵ “[...] pour ce qui concerne le lieu de travail pour lequel il a été constitué [...] (k) inspecte chaque mois tout ou partie du lieu de travail, de façon que celui-ci soit inspecté au complet au moins une fois par année”.

iii. Purposes of Part II and the broader comprehensive scheme assist in interpretation

13. An interpretation of s. 125(1)(z.12) which limits inspection obligations to controlled work places does not put workers at risk or undermine Parliament's intent to keep them safe. Achieving the *Code's* objectives does not depend upon work place committee inspections of non-controlled work places. The broad array of multi-tiered protections in the statutory scheme, including the general and specific obligations it imposes on employers and other key participants, ensure that employees are safe no matter where they work. Work place committee inspections must be viewed in the context of those comprehensive protections.

14. Employers' specific obligations under s. 125(1) are broad and varied. For example, employers must ensure employees are aware of every known or foreseeable health or safety hazard,⁶ provide training to employees,⁷ and respond to, investigate and report all accidents and hazards.⁸ Employers must take immediate action to protect employees from danger.⁹ Employers must also meet prescribed standards for numerous health and safety elements.¹⁰

15. The underlying purpose of all of the specific obligations in s. 125(1), including s. 125(1)(z.12), is to further the purposes of Part II to prevent accidents and injury¹¹ and to support the employer's overarching obligation in s. 124 to ensure the health and safety of employees.

⁶ Section 125(1)(s).

⁷ Section 125(1)(q).

⁸ Section 125(1)(c) (investigating, recording and reporting all accidents, occupational diseases and other hazardous occurrences; s. 125(1)(z.02) (responding as soon as possible to employee reports of hazards). See also s. 127.1(6) (resolving health and safety complaints that investigations pursuant to the internal complaint resolution process determine are justified); s. 125(1)(z.16) (preventing and protecting against violence in the work place); s. 125.1 (controlling hazardous substances in the work place).

⁹ Section 128(7.1) (investigating and reporting on employee refusals to work due to danger), and s. 128(8) (if danger exists, taking immediate action to protect the employees from the danger).

¹⁰ Including: buildings and structures (s. 125(1)(a)); guardrails and fences (s. 125(1)(b)); first aid facilities and health services (s. 125(1)(h)); sanitary and personal facilities (s. 125(1)(i)); vehicles and mobile equipment (s. 125(1)(k)); safety equipment, devices and clothing (s. 125(1)(l)); operation and maintenance of boilers, escalators, electricity use; heating and ventilation (s. 125(1)(m)); lighting, temperature, humidity and sound (s. 125(1)(n)); fire safety (s. 125(1)(o)); safe entry, exit and occupancy (s. 125(1)(p)); ergonomic standards (s. 125(1)(u)).

¹¹ Section 122.1.

16. In addition to the extensive employee health and safety protections provided directly in the *Code*, more detailed protections are prescribed through the regulations,¹² which should be read as mutually informing.¹³

17. For example, the *Canada Occupational Health and Safety Regulations*¹⁴ impose detailed requirements for hazard prevention programs, which must include a hazard identification and assessment methodology, preventive measures and program evaluation.¹⁵ These robust prevention requirements can be tailored to fit the circumstances of varied work places including non-controlled work places. They also require the employer to consult with policy or work place committees, both of which include employee representatives.¹⁶ These measures protect employees no matter where they carry out their work. They are of particular significance because employees of federally-

¹² Thirteen sets of regulations are currently in force in respect of Part II. General regulations prescribe health and safety standards and related matters: *Canada Occupational Health and Safety Regulations*, (SOR/86-304); *Policy Committees, Work Place Committees and Health and Safety Representatives Regulations* (SOR/2015-164); see also, insofar as they cover complaints under s. 133 of the *Code*, *Canada Industrial Relations Board Regulations*, 2012 (SOR/2001-520). Sector-specific regulations prescribe health and safety standards: *Aviation Occupational Health and Safety Regulations* (SOR/2011-87); *Coal Mining Occupational Health and Safety Regulations* (SOR/90-97); *Maritime Occupational Health and Safety Regulations* (SOR/2010-120); *Oil and Gas Occupational Safety and Health Regulations* (SOR/87-612); *On Board Trains Occupational Safety and Health Regulations* (SOR/87-184); and also *Regulations Respecting the Manner of Selection and Term of Office of the Members of the Coal Mining Safety Commission* (SOR/90-98). Regulations also prescribe specific exclusions from Part II and in some cases incorporate provincial standards: *Ontario Hydro Nuclear Facilities Exclusion from Part II of the Canada Labour Code Regulations (Occupational Health and Safety)* (SOR/98-180); *Point Lepreau, New Brunswick Nuclear Facility Exclusion Regulations (Parts I, II and III of the Canada Labour Code and the Non-Smokers' Health Act)* (SOR/2008-76); *Saskatchewan Uranium Mines and Mills Exclusion Regulations* (SOR/2001-115); *Uranium Mines (Ontario) Employment Exclusion Order* (SOR/87-181) (refers to Part IV of the *Code*, which was renumbered Part II in 1988).

¹³ Sullivan on the Construction of Statutes, *supra* at 414-415, Book of Authorities, Tab 1.

¹⁴ SOR/86-304, Part XIX, Hazard Prevention Program.

¹⁵ Sections 19.3, 19.5 and 19.7 respectively.

¹⁶ See also Part XV of the *Canada Occupational Health and Safety Regulations* covers Hazardous Occurrence Investigation, Recording and Reporting (s. 15.4) (employer must without delay investigate and take necessary measures to prevent accident, occupational disease or hazard reoccurrence).

regulated employers work in a wide variety of settings, including work places that are not within the control of the employer.¹⁷

18. Employers fulfil their obligations under the *Code* in concert with the other key participants in the scheme including employees, policy committees and work place committees, each of whose duties are also set out in the *Code*.

19. Employees' duties include using safety equipment, following prescribed health and safety procedures, taking all reasonable and necessary precautions, reporting any thing or circumstance that is likely to be hazardous, reporting every accident causing injury, and reporting any situation the employee believes to be a contravention of Part II.¹⁸ In addition, an employee may, with certain exceptions, refuse to do work if they have reasonable cause to believe that they would be in danger.¹⁹

20. Employers with more than 300 employees across Canada must establish a policy health and safety committee in addition to any required work place committees. These policy committees are charged by Parliament with the broad purpose of "addressing health and safety matters that apply to the work, undertaking or business of an employer".²⁰ Policy committees' duties include participating with the employer in developing hazard prevention programs as required under s. 125(1)(z.03).²¹ At least half of the members of policy and work place committees must be non-managerial employee representatives.²²

¹⁷ See *Code*, s. 123; *Federal Public Sector Labour Relations Act*, SC 2003, c 22, s. 2, s. 239, s. 240; and *Financial Administration Act*, RSC, 1985, c F-11, s. 11 and Schedules I, IV and V.

¹⁸ Section 126.

¹⁹ Section 128.

²⁰ Section 134.1 ("chargé d'examiner les questions qui concernent l'entreprise de l'employeur en matière de santé et de sécurité").

²¹ Duties of policy committees, s. 134.1(4). See also duties of work place committees: s. 135(7)(d) "where there is no policy committee" the work place committee "shall participate in the development, implementation and monitoring of a program for the prevention of hazard"; s. 135(7)(l) "where there is no policy committee" the work place committee "shall participate in the development of health and safety policies and programs"; and see duties of health and safety representative "where there is no policy committee", s. 136(5)(f), s. 136(5)(i) and s. 136(5)(m).

²² Section 135.1(1).

21. Work place committees, where they are mandated under the *Code*, are yet another important piece in the comprehensive scheme. Work place inspections are just one of work place committees' duties²³ and should not be viewed in isolation from all of the other mechanisms available to protect employee safety.

22. A finding that the *Code* does not require work place committee inspections of non-controlled work places, does not mean that work place committees are “blind in relation to locations in their own work places over which their employer does not exercise property rights”.²⁴ What should not be overlooked is: i) policy committees and work place committees have a role in monitoring work *activities* wherever they occur; ii) employees have a role in reporting any hazard or accident;²⁵ and iii) employers must ensure their employees are made aware of “every known or foreseeable health or safety hazard in the area where the employee works”.²⁶

23. Further, the lack of a specific employer obligation to ensure work place committee inspections of non-controlled work places does not prevent an employer from permitting or encouraging such inspections where the policy or work place committees suggest or request them. Employers are required to consider and respond to all committee recommendations²⁷ even if they are not mandated by the *Code*. Such collaboration is in keeping with the spirit and intent of the *Code*.

²³ See Duties of work place committees, s. 135(7); See also e.g. prescribed form for work place committees' required annual reports, *Policy Committees, Work Place Committees and Health and Safety Representatives Regulations*, SOR/2015-164, s. 9(2) and Schedule. See also employers' obligations with respect to work place committees including: s. 125(1)(z.04) (consulting work place committees with regard to hazards unique to a work place to develop implement and monitor a prescribed program to prevent those hazards); s. 125(1)(z.06) (consulting work place committees in the implementation of changes that might affect health and safety including work processes and procedures); s. 127.1(3) (enabling joint investigations by work place committee members of any unresolved employee health and safety complaints); see also s. 128(8) (information regarding dangers); s. 125.1(f) (assistance in investigating exposure to hazardous substances); s. 125(1)(z.19) (consulting on implementation of certain programs); 125(1)(z.11) (providing reports of any work place hazards); s. 125(1)(z.10) (responding to recommendations indicating action to be taken).

²⁴ Factum of the Respondent, Canadian Union of Postal Workers, at para. 125.

²⁵ Section 126(1)(g) and (h).

²⁶ Section 125(1)(s).

²⁷ See s. 125(1)(z.10), also s. 135(7)(e).

24. Employers do have an obligation to monitor the safety of their employees' work activities in non-controlled work places, and to modify those work activities in order to make them safe. But the source of that obligation is not s. 125(1)(z.12). Instead, it is found in the general overarching duty of employers²⁸ and in the other specific duties of employers to identify and prevent hazards²⁹ and to ensure employees are aware of all foreseeable hazards.³⁰ These are all done in consultation and collaboration with policy and work place committees and informed by employees' own reporting on potential hazards they face.

25. These preventive mechanisms are reinforced by the employers' responsibility to correct hazards identified by employees. If employees report that their health and safety is at risk as a result of any condition in their work place, whether the employer controls the work place or not, the employer must investigate the matter and take the necessary corrective action to protect the employees.³¹ For work places the employer does not control, this may require contacting the entity that does control the work place to effect change. If this approach is unsuccessful, the employer's only option may be to suspend the employees' activity in the work place, (i.e. remove the employee(s) from the work place), until the necessary corrective action has been taken. This employer duty is extremely broad and applies even to work places over which no one has control.

iv. Inspections and the statute book as a whole

26. Finally, consideration of the federal statute book as a whole also assists in ascertaining Parliament's intent as to the scope of work place committee inspections under the *Code*.³² The inspection powers of work place committees under Part II may be compared to the powers granted by federal statute to other inspection bodies.

27. Numerous federal statutes provide for inspections in a broad array of circumstances.³³ Typically, Parliament provides express statutory powers that enable the inspecting authority to

²⁸ Section 124.

²⁹ Section 125(1)(z.03).

³⁰ Section 125(1)(s).

³¹ Section 127.1(6), s. 128(7.1), s. 128(8).

³² Sullivan on the Construction of Statutes, *supra* at p. 422 - 424, Book of Authorities, Tab 1.

³³ E.g. *Canadian Environmental Protection Act*, 1999, SC 1999, c 33 (s. 218); *International River Improvements Act*, RSC, 1985, c I-20 (s. 13); *Species at Risk Act*, SC 2002, c 29 (s. 86); *Migratory*

execute inspections even on property over which they would otherwise have no right of access. For example, where Parliament intends that inspections may occur in private residential property it provides for dwelling house warrants. Such provisions create an avenue for inspectors to obtain legal authorization to inspect places they would otherwise have no power to enter and which engage privacy interests.

28. Part II of the *Code*, by contrast, does not empower work place committees with a means for authorized inspections of dwellings or other private property. The *Code* does not provide work place committees a right of access to locations beyond the employer's control. Rather, the *Code* expressly provides that each work place committee is given "in respect of the work place for which it is established" (i.e. a controlled work place):

- the duty to inspect every part of the work place (s. 135(7)(k));
- the right to request any information from the employer that the committee considers necessary to identify existing or potential hazards (s. 135(8));
- full access to all government and employer reports, studies and tests relating to health and safety (s. 135(9)).

29. In fact, where it mentions it at all, the *Code* limits the powers of work place committees in matters over which privacy expectations would arise. Work place committees are not permitted access to medical records of any person except with the person's consent.³⁴ Part II also provides that no person who carries out a duty under it shall enter a work place that is situated in an employee's residence without the employee's permission.³⁵

30. The *Code* itself explicitly identifies the activities of, and duties imposed on, work place committees yet they are not given statutory powers to inspect private property or other property which the employer does not control. When Parliament intends a body to discharge that type of inspection-related function it commensurately empowers that body with explicit inspection powers. Part II does not reflect an intent that work place committees be thus empowered.

Birds Convention Act, 1994, SC 1994, c 22 (s. 7); *Nuclear Safety and Control Act*, SC 1997, c 9 (s. 30); *Fisheries Act*, RSC., 1985, c F-14 (s. 49); *Export and Import Permits Act*, RSC, 1985, c E-19 (s. 10.2); *Employment Insurance Act*, SC 1996, c 23 (s. 126).

³⁴ Section 135(9).

³⁵ Section 143.2. See also Minister's inspections, s. 141.1(1).

PART IV – COSTS

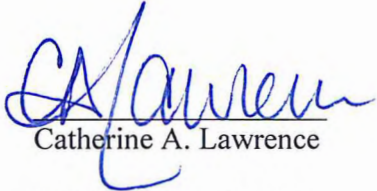
31. Canada does not seek costs and asks that no costs be awarded against Canada.

PART V – ORDER SOUGHT

32. The appeal should be determined in accordance with the foregoing submissions.

ALL OF WHICH IS RESPECTFULLY SUBMITTED.

Dated at the City of Ottawa, in the Province of Ontario, this 12th day of October, 2018.



Catherine A. Lawrence



Zoe Oxaal

Of Counsel for the Intervener, Attorney General of Canada

PART VI – TABLE OF AUTHORITIES

Secondary Sources		Cited at para
1.	Ruth Sullivan, <i>Sullivan on the Construction of Statutes</i> , 6th ed. (Markham, Ont.: LexisNexis, 2014) p 211 p 414-415 p 422 (IBOA, Tab 1)	6, 17, 27

Legislation		Cited at para	
1.	<p>Canada Labour Code, RSC, 1985, c L-2</p> <p>s 122.1 s 123 s 124 s 125(1) s 125(1)(a) s 125(1)(b) s 125(1)(c) s 125(1)(f) s 125(1)(h) s 125(1)(i) s 125(1)(k) s 125(1)(l) s 125(1)(m) s 125(1)(n) s 125(1)(o) s 125(1)(q) s 125(1)(s) s 125(1)(u) s 125(1)(z.02) s 125(1)(z.03) s 125(1)(z.04) s 125(1)(z.06) s 125(1)(z.10) s 125(1)(z.11) s 125(1)(z.12) s 125(1)(z.16)</p>	<p>Code canadien du travail, LRC 1985, ch L-2</p> <p>art 122.1 art 123 art 124 art 125(1) art 125(1)(a) art 125(1)(b) art 125(1)(c) art 125(1)(f) art 125(1)(h) art 125(1)(i) art 125(1)(k) art 125(1)(l) art 125(1)(m) art 125(1)(n) art 125(1)(o) art 125(1)(q) art 125(1)(s) art 125(1)(u) art 125(1)(z.02) art 125(1)(z.03) art 125(1)(z.04) art 125(1)(z.06) art 125(1)(z.10) art 125(1)(z.11) art 125(1)(z.12) art 125(1)(z.16)</p>	2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 29, 30

	s 125(1)(z.19) s 125.1 s 126 s 126(1)(g) s 126(1)(h) s 127.1(3) s 127.1(6) s 128 s 128(7.1) s 128(8) s 134.1 s 135 s 135(1) s 135(7) s 135(7)(d) s 135(7)(e) s 135(7)(k) s 135 (7)(l) s 135(8) s 135(9) s 135.1(1) s 136 s 136(5)(f) s 136(5)(i) s 136(5)(m) s 141(1) s 141(1)(a) s 143.2	art 125(1)(z.19) art 125.1 art 126 art 126(1)(g) art 126(1)(h) art 127.1(3) art 127.1(6) art 128 art 128(7.1) art 128(8) art 134.1 art 135 art 135(1) art 135(7) art 135(7)(d) art 135(7)(e) art 135(7)(k) art 135(7)(l) art 135(8) art 135(9) art 135.1(1) art 136 art 136(5)(f) art 136(5)(i) art 136(5)(m) art 141(1) art 141(1)(a) art 143.2	
2.	Federal Public Sector Labour Relations Act, SC 2003, c 22 s 2 s 239 s 240	Loi sur les relations de travail dans le secteur public fédéral, LC 2003, c 22, art 2 art 239 art 240	18
3.	Financial Administration Act, RSC, 1985, c F-11 s 11 Schedule I Schedule IV Schedule V	Loi sur la gestion des finances publiques, LRC 1985, c F-11 art 11 Annexe I Annexe IV Annexe V	18
4.	Canadian Environmental Protection Act, 1999, SC 1999, c 33 s 218	Loi canadienne sur la protection de l'environnement (1999), LC 1999, ch 33 art 218	28

5.	<u>International River Improvements Act, RSC, 1985, c I-20</u> <u>s 13</u>	<u>Loi sur les ouvrages destinés à l'amélioration des cours d'eau internationaux, LRC 1985, ch I-20</u> <u>art 13</u>	28
6.	<u>Species at Risk Act, SC 2002, c 29</u> <u>s 86</u>	<u>Loi sur les espèces en péril, LC 2002, ch 29</u> <u>art 86</u>	28
7.	<u>Migratory Birds Convention Act, 1994, SC 1994, c 22</u> <u>s 7</u>	<u>Loi de 1994 sur la convention concernant les oiseaux migrateurs, LC 1994, ch 22</u> <u>art 7</u>	28
8.	<u>Nuclear Safety and Control Act, SC 1997, c 9</u> <u>s 30</u>	<u>Loi sur la sûreté et la réglementation nucléaires, LC 1997, ch 9</u> <u>art 30</u>	28
9.	<u>Fisheries Act, RSC, 1985, c F-14</u> <u>s 49</u>	<u>Loi sur les pêches, LRC 1985, ch F-14</u> <u>art 49</u>	28
10.	<u>Export and Import Permits Act, RSC, 1985, c E-19</u> <u>s 10.2</u>	<u>Loi sur les licences d'exportation et d'importation, LRC 1985, ch E-19</u> <u>art 10.2</u>	28
11.	<u>Employment Insurance Act, SC 1996, c 23</u> <u>s 126</u>	<u>Loi sur l'assurance-emploi, LC 1996, ch 23</u> <u>art 126</u>	28
12.	<u>Canada Industrial Relations Board Regulations, 2012 SOR/2001-520</u>	<u>Règlement 2012 sur le conseil canadien des relations industrielles, DORS/2001-520</u>	17
13.	<u>Aviation Occupational Health and Safety Regulations, SOR/2011-87</u>	<u>Règlement sur la santé et la sécurité au travail (aéronefs), DORS/2011-87</u>	17
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15.	<u>Coal Mining Occupational Health and Safety Regulations, SOR/90-97</u>	<u>Règlement sur la santé et la sécurité dans les mines de charbon, DORS/90-97</u>	17
16.	<u>Maritime Occupational Health and Safety Regulations, SOR/2010-120</u>	<u>Règlement sur la santé et la sécurité au travail en milieu maritime, DORS/2010-120</u>	17
17.	<u>Oil and Gas Occupational Safety and Health Regulations, SOR/87-612</u>	<u>Règlement sur la sécurité et la santé au travail (pétrole et gaz), DORS/87-612</u>	17
18.	<u>On Board Trains Occupational Safety and Health Regulations, SOR/87-184</u>	<u>Règlement sur la santé et la sécurité au travail (trains), DORS/87-184</u>	17
19.	<u>Regulations Respecting the Manner of Selection and Term of Office of the Members of the Coal Mining Safety Commission, SOR/90-98</u>	<u>Règlement sur le mode de sélection et la durée du mandat des commissaires de la commission de la sécurité dans les mines de charbon, DORS/90-98</u>	17
20.	<u>Ontario Hydro Nuclear Facilities Exclusion from Part II of the Canada Labour Code Regulations (Occupational Health and Safety), SOR/98-180</u>	<u>Règlement d'exclusion des installations nucléaires d'Ontario Hydro de la partie II du Code canadien du travail (santé et sécurité au travail), DORS/98-180</u>	17
21.	<u>Point Lepreau, New Brunswick Nuclear Facility Exclusion Regulations (Parts I, II and III of the Canada Labour Code and the Non-Smokers' Health Act), SOR/2008-76</u>	<u>Règlement d'exclusion de l'installation nucléaire de point Lepreau au Nouveau-Brunswick (parties I, II et III du code canadien du travail et loi sur la santé des non-fumeurs), DORS/2008-76</u>	17
22.	<u>Saskatchewan Uranium Mines and Mills Exclusion Regulations, SOR/2001-115</u>	<u>Règlement d'exclusion des mines d'uranium et des usines de concentration d'uranium de la Saskatchewan, DORS/2001-115</u>	17
23.	<u>Uranium Mines (Ontario) Employment Exclusion Order, SOR/87-181</u>	<u>Décret soustrayant l'emploi dans les mines d'uranium (Ontario), DORS/87-181</u>	17
24.	<u>Policy Committees, Work Place Committees and Health and Safety Representatives Regulations, SOR/2015-164</u> s 9(2) <u>Schedule</u>	<u>Règlement sur les comités d'orientation, les comités locaux et les représentants en matière de santé et de sécurité, DORS/2015-164</u> art 9(2) <u>Schedule</u>	17, 22