



# THE PEOPLE *brief*

AUGUST 2025

## *real* answers to *real* questions

- Q.* Sometimes we do things that don't entirely align with the Alberta Employment Standard, but everyone knows the "policy" and is ok with how we're doing things. What's the problem?
- A.* Everything is fine and dandy until it's not. Whether a non-compliance is reported by a disgruntled worker, or identified in an unexpected workplace investigation (WCB, OHS etc.), you can be on the hook for fines and more!
- DO:** Limit your liability. Align your employment practices with the Employment Standard.
- DO:** Ask for assistance from a professional to help find creative (and compliant) solutions to challenging scenarios.

## BE *in the know*

### EMPLOYMENT STANDARDS

- While most industries are governed by a common set of Employment Standards, some industries have unique minimum standards. Industries with Employment Standards that differ from the norm include: retail, hospitality, construction, farms and ranches, and caregivers employed in private homes.

### HEALTH & SAFETY

- Regardless of industry, injuries among workers who use a tool, instrument or equipment are prevalent AND avoidable! These types of injuries can be prevented with proper training, maintenance and using the right tool for the job. [More](#)



# THINGS TO HAVE *on your radar*

## MID YEAR REVIEWS

The mid-point of the year is the perfect time to check-in with your direct reports.

### Ask the following:

- Are you on track to meet your goals?
- Are there any barriers to success?
- What kind of supports or assistance do you need?

### Consider:

- Any new company or functional initiatives that have taken a priority.
- What positive and constructive feedback you can offer.

## STUDENT LABOUR

Hiring students and apprentices is a dual win: it develops local talent and reduces your hiring costs.

With federal *and* provincial wage subsidies and tax credits, you can significantly offset wages and training costs while expanding your workforce strategically.

Did you know high school students can even receive credits for work experience?

## FOIP

In June 2025, the Freedom of Information and Privacy (FOIP) Act was repealed and replaced with two new laws: Access to Information Act and Protection of Privacy Act.

The purpose for this change was to modernize access to information and privacy legislation, and was driven by the need to address the evolving digital landscape and the increased volume of data managed by public bodies.

## CULTURE *corner*

Whether your team is thriving or facing challenges, not knowing what's motivating, or *de*-motivating them is a problem.

Taking time to understand what matters to your people not only builds rapport, it lays the foundation for a more engaged, productive, and loyal team.



*3 Things* you can do today to improve workplace/team dynamics.

- Model and encourage appreciation
- Clarify roles and responsibilities
- Ask: "Is there anything we can do differently to support one another?"



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