

Québec's Act respecting occupational health and safety: New provisions in force as of Oct. 1, 2025

September 23, 2025

On Sept. 30, 2021, the National Assembly of Québec passed Bill 59, [An Act to modernise the occupational health and safety system](#) (Bill 59), marking the first major reform in occupational health and safety in nearly 40 years. This major reform, which namely amends the [Act respecting occupational health and safety](#) (AOHS), provided for the gradual implementation of new obligations.

Four years later, this regulatory transformation reaches a final milestone: **on Oct. 1, 2025, certain permanent provisions of Bill 59 will come into full force**, in accordance with the Order in council 1154-2025 (the Order). Despite the introduction of Bill 101 last Spring, which suggested a postponement until 2026, the government has confirmed that this initial key deadline of Oct. 1, 2025, remains.

The Order also provides for **the repeal**, on the same date, of the Regulation respecting safety representatives in establishments and the Regulation respecting health and safety committees. A **new regulation**, the Regulation respecting prevention and participation mechanisms in an establishment, will then come into force. This regulation includes the following chapters:

- **Chapter II** : Prevention Program and Action Plan
- **Chapter III** : Health and Safety Committee
- **Chapter IV** : Health and Safety Representative

In continuation of the [Insight we published on the subject in 2022](#), the current Insight highlights **the main obligations that will come into force this fall**, in order to help you anticipate their impact on your workplace.

By

[Stéphanie Desjardins](#), [Katherine Poirier](#)

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BLG Offices

Calgary

Centennial Place, East Tower
520 3rd Avenue S.W.
Calgary, AB, Canada
T2P 0R3

T 403.232.9500
F 403.266.1395

Ottawa

World Exchange Plaza
100 Queen Street
Ottawa, ON, Canada
K1P 1J9

T 613.237.5160
F 613.230.8842

Vancouver

1200 Waterfront Centre
200 Burrard Street
Vancouver, BC, Canada
V7X 1T2

T 604.687.5744
F 604.687.1415

Montréal

1000 De La Gauchetière Street West
Suite 900
Montréal, QC, Canada
H3B 5H4

T 514.954.2555
F 514.879.9015

Toronto

Bay Adelaide Centre, East Tower
22 Adelaide Street West
Toronto, ON, Canada
M5H 4E3

T 416.367.6000
F 416.367.6749

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