

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.

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