

Ministry of Labour

2025/26
Annual Service Plan Report

August 2026



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Minister's Accountability Statement



The Ministry of Labour 2025/26 Annual Service Plan Report compares the Ministry's actual results to the expected results identified in the 2025/26 – 2027/28 Service Plan published in 2025. I am accountable for those results as reported.

A handwritten signature in black ink, which appears to read "J. Whiteside". The signature is fluid and cursive.

Honourable Jennifer Whiteside
Minister of Labour
July 29, 2026

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Letter from the Minister

I am pleased to present the Ministry of Labour's 2025/2026 Annual Service Plan Report, which outlines our progress and results over the past year.

Employment standards and strong labour protections remain a critical foundation for workers and families in British Columbia. Our government is committed to ensuring that people are treated fairly at work, that workplaces are safe, and that workers can access the protections and supports they need.

In 2025/2026, the Ministry of Labour continued to focus on strengthening worker protections, improving service delivery, and contributing to a resilient and inclusive economy.

We made important progress updating labour laws to reflect the realities of modern workplaces. We introduced restrictions on the use of sick notes so workers are not required to provide them as proof of short-term illness or injury. This helps ensure health care professionals can focus on patient care, not paperwork. We also introduced job-protected leave of up to 27 weeks for workers experiencing a serious illness or injury, helping people recover without worrying about whether their job will be there when they return.

We also took further action to protect worker health and safety. This included expanding presumptive cancer coverage for firefighters so more workers and their families are protected. It also included establishing the Crane Safety Table, bringing together industry, labour and technical experts to improve practices that prevent tragic incidents on worksites.

Improving access to services remained a key priority. The Employment Standards Branch responded to increasing demand by resolving significantly more complaints than in the previous year. At the same time, new tools and process improvements across the ministry, including a new case management system for the Workers' Advisers Office, helped to deliver more responsive services for workers and employers.

We also continued to support vulnerable workers, including temporary foreign workers, by strengthening oversight, addressing backlogs and monitoring compliance. While progress has been made, challenges remain. Demand for services continues to be high, placing pressure on timelines. This report reflects progress achieved and work still underway to ensure workers receive timely and effective assistance.

This report reflects the Ministry's work over the 2025/2026 fiscal year and our ongoing commitment to accountability and transparency in delivering results for British Columbians.



Honourable Jennifer Whiteside
Minister of Labour
July 29, 2026

Purpose of the Annual Service Plan Report

This annual service plan report has been developed to meet the requirements of the Budget Transparency and Accountability Act (BTAA), which sets out the legislative framework for planning, reporting and accountability for Government organizations. Under the BTAA, the Minister is required to report on the actual results of the Ministry's performance related to the forecasted targets stated in the service plan for the reported year.

Strategic Direction

The strategic direction set by Government in 2024 and Minister Whiteside's [2025 Mandate Letter](#) shaped the goals, objectives, performance measures and financial plan outlined in the [Ministry of Labour 2025/26 – 2027/28 Service Plan](#) and the actual results reported on in this annual report.

Purpose of the Ministry

To build a better British Columbia (B.C.), the [Ministry of Labour](#) promotes fair, healthy and safe labour and employment relationships in support of a strong, sustainable and inclusive economy.

In this context, the Ministry has overall responsibility for British Columbia's labour and employment statutes – including the *Labour Relations Code*, the *Employment Standards Act*, the *Workers Compensation Act* and the *Temporary Foreign Worker Protection Act* – and for the effective administration and enforcement of those statutes. The Ministry houses the [Employment Standards Branch](#), the [Workers' Advisers Office](#), and the [Employers' Advisers Office](#). The Ministry has legislative responsibility for [WorkSafeBC](#), and for three tribunals: the [Labour Relations Board](#), the [Employment Standards Tribunal](#), and the [Workers' Compensation Appeal Tribunal](#).

The Employment Standards Branch and the three administrative tribunals manage complaints and issues that have been brought before them. The Workers' Advisers Office and the Employers' Advisers Office provide advice and advocacy for workers and employers with respect to issues under the Workers Compensation Act. In all cases, timely and accurate disposition of those complaints or issues is an essential component of a fair and balanced system of labour and employment laws that is readily accessible to all stakeholders.

For more information about the Ministry's areas of responsibility and key initiatives, visit the [Ministry of Labour](#) website.

Economic Statement

Economic activity in British Columbia advanced in 2025, after modest growth in 2024, despite facing notable headwinds. Last year, homebuilding activity in the province continued at a steady pace, and lower interest rates and easing inflation supported household spending. Meanwhile, high uncertainty around the impacts of U.S. tariffs and significantly lower population growth tempered economic activity in B.C., and across many provinces. Overall, B.C.'s real GDP rose by 2.0 per cent in 2025, up from 1.2 per cent growth in 2024. B.C. was one of only two provinces that saw an increase in the rate of real GDP growth from 2024 to 2025. On an industry basis, B.C.'s economic growth in 2025 was led by real estate, rental and leasing; health care and social assistance services; mining, quarrying, and oil and gas extraction; and construction.

B.C.'s labour market moderated in 2025, amid slower population growth and trade-related economic uncertainty. Total employment rose by 1.1 percent (+32,200 jobs), while wages and salaries rose by 3.1 percent. The unemployment rate averaged 6.2 percent in 2025, up from 5.6 percent in 2024, as labour force growth outpaced job creation. Despite rising last year, B.C.'s unemployment rate remained below the national average of 6.8 percent. B.C. housing starts totalled 44,193 units in 2025, down 3.6 percent from 2024, but remained above the 10-year historical average. Meanwhile, B.C. home sales activity declined by 5.7 percent compared to 2024, with muted demand contributing to a 2.9 percent decrease in the average home price. Inflationary pressures continued to moderate in 2025, reflecting slower price growth for services and subdued inflation for goods. Shelter inflation was the largest contributor to headline inflation last year but slowed substantially for both rented and owned accommodation compared to recent years. Lower gasoline prices, partly due to the removal of the B.C. consumer carbon tax, also helped ease headline inflation. Overall, B.C.'s consumer price inflation averaged 2.1 percent in 2025, down from 2.6 percent in 2024. Lower inflation and easing interest rates supported robust retail sales, which grew by 6.4 percent in 2025. On the trade front, B.C.'s merchandise exports remained relatively flat as markets adjusted to shifting global trade conditions. Overall, the value of B.C.'s goods exports edged down 0.1 percent compared to 2024 as increased exports to non-U.S. destinations were offset by a continued decline in goods exports to the U.S.

Report on Performance: Goals, Objectives, and Results

The following goals, objectives and performance measures have been restated from the 2025/26 – 2027/28 service plan. For forward-looking planning information, including current and future performance targets, please see the [latest service plan](#).

Goal 1: Strong and fair labour laws and standards

Objective 1.1: Update and modernize B.C. labour laws.

Labour laws require periodic updating to be relevant and responsive to the modern workplace and to support an inclusive, sustainable and innovative economy.

Key results

- In June 2025, the Minister of Labour established the Provincial Crane Safety Table, bringing together government regulators, industry leaders, labour representatives and technical experts to identify priority actions and recommendations to reduce risks and improve crane safety for workers and the public.
- In March 2026, the Firefighters' Occupational Disease Regulation under the *Workers Compensation Act* was amended to add eight cancers to the existing list of 18 presumed to be linked to the work done by firefighters.
- In November 2025, new employment standards regulations were introduced to prohibit employers from asking for a sick note for a worker's first two health-related, short-term absences of five consecutive days or fewer in a calendar year.
- In November 2025, amendments to B.C.'s *Employment Standards Act* came into effect providing workers with a serious illness or injury as many as 27 weeks of unpaid, job-protected leave within a 12-month period.

Summary of progress made in 2025/26

During fiscal year 2025/26, the Ministry implemented several significant improvements to update and modernize B.C. labour laws.

The addition of long-term illness and injury leave provisions brings B.C. protections up to the standard in place in other jurisdictions in Canada and complements financial supports available through the federal Employment Insurance Sickness Benefits program.

The addition of eight cancers subject to the Firefighters' Occupational Disease Regulation makes B.C. the province with the most comprehensive coverage of presumptive cancers in Canada, applying to more than 15,000 career, volunteer and federal firefighters, provincial wildfire fighters, fire investigators and firefighters employed by First Nations and Indigenous organizations in the province.

New rules respecting the sick notes in the workplace help ensure the province's health-care professionals can focus on patient care, not paperwork. Removing the need for unnecessary sick notes also alleviates the burden on workers of the extra time and out-of-pocket costs associated with getting a note, including transportation and childcare.

The Ministry also continued to engage with stakeholders and seek input on several other areas to ensure that future changes can best serve the needs of B.C.'s modern workplaces. This includes work to establish the Provincial Crane Safety Table as noted above, initiating a review of the implementation of the gig worker protections for ride-hail and delivery services drivers introduced in September 2024, and furthering the review of the five-year *Labour Relations Code* review report and recommendations. This review and report was undertaken and submitted to the Minister of Labour, by a *Labour Relations Code* Review Panel of experts in 2024.

As well, the Ministry consulted with First Nations and Indigenous partners on legislative and regulatory initiatives that were reviewed during the fiscal year.

Performance measure(s) and related discussion

Performance Measure	2024/25 Actual	2025/26 Target	2025/26 Actual
1. Percentage of Employment Standards Branch complaints resolved within 180 days ¹	32%	80%	43%

Data source: Ministry of Labour Employment Standards Branch internal data

¹PM 1 targets for 2026/27 and 2027/28 were stated in the 2025/26 service plan as 80% and 80%, respectively.

This is a long-established performance measure for tracking the percentage of complaints to the Employment Standards Branch (ESB) resolved within 180 days from the date of receipt. It aligns with the goal of strong and fair labour laws and standards that protect vulnerable workers and provides for the fair and timely resolution of complaints involving non-compliance with the law.

The ESB continues to experience a year-over-year increase in demand for its services, resulting in more time required to assign, investigate, and resolve cases. Despite the increase in complaints submitted in 2025/26, ESB improved its performance, resolving 43% of all complaints in 180 days from receipt date (compared with 32% in 2024).

Significantly, in 2025/26, ESB resolved 9,985 complaints, representing 1,605 more complaints than were resolved in 2024 (with the same resources). Complaints also often receive service sooner through either the branch's front line administrative teams who review, triage and provide early intervention services or through the branch's Alternative Dispute Resolution (ADR) (early resolution) program stream. In 2025/26, complaints that are considered straightforward and appropriate for ADR, were offered early resolution opportunities within approximately 4-5 months from the date of complaint being received.

Goal 2: Ensure that labour laws are communicated and enforced through effective, client-centered service delivery

Objective 2.1: Continue to implement new/updated processes to improve service delivery.

The Ministry of Labour aims to regularly refine operational systems and procedures to ensure they are delivered efficiently and effectively. We must continually adapt and optimize operations to meet evolving needs of employers and workers in a complex compensation/employment standards/foreign worker protection system.

Key results

- On April 1, 2025, the Workers' Advisers' Office (WAO) implemented a new Case Management and Reporting System, based on user-centred design, including feedback from injured workers.
- The WAO enhanced service delivery by refining workflow processes to improve communication with workers, implementing Service Quality Reviews, increasing oversight of Advisers' work, and promoting consistent, high-quality support for workers.
- The WAO increased its capacity and direct support for vulnerable workers across B.C. by expanding its complement of Advisers and enhancing expertise in training, law and policy, and information technology. These enhancements enabled the Outreach Committee to continue developing outreach training for worker representatives (unions, associations, etc.).
- The Employers' Advisers Office (EAO) enhanced its performance management framework by introducing a new quality review component to its key performance indicators (KPI) to strengthen its performance measurement system while fostering a culture of continuous improvement and excellence.
- Enhanced employer service and support by expanding educational outreach through the development of a new series of "EAO Talk" sessions to provide employers with practical information and guidance to better understand their rights and responsibilities under the Workers Compensation Act, support compliance with legislative requirements, and promote safe, healthy, and respectful workplaces.
- In 2025, despite an increase in complaints submitted, the ESB demonstrated significantly stronger service delivery results by resolving 1,605 more complaints than in 2024, contributing to the improved complaint resolution timeline.

Summary of progress made in 2025/26

The WAO successfully launched its Case Management and Reporting System (CMS), along with a public-facing interface, on April 1, 2025. Ongoing enhancements are being implemented in response to user feedback to improve functionality and ensure the system remains accessible and does not create barriers for workers seeking support from the WAO.

A new process for Service Quality Reviews was released by the WAO in 2025/26. These assessments of our work intend to support compliance with legislated and internal workflow requirements and build trust in the system, while supporting both staff and the workers we serve.

The WAO strengthened its outreach efforts by enabling workers and their representatives to subscribe for updates through its outreach webpage and by offering tailored sessions upon request. The webpage now includes language recognizing the importance of culturally respectful engagement and affirms the WAO's commitment to working in partnership with Indigenous communities and organizations. The WAO also offers customized presentations tailored to the needs of Indigenous and other workers, organizations, and community members. To support this work and rising demands within the WAO, a Law and Policy Manager position was established to strengthen substantive support across the Branch.

In 2025/26, the EAO reviewed and enhanced its performance management framework by introducing a quality review component to our KPIs. This addition strengthens our performance measurement system while fostering a culture of continuous improvement and excellence. The addition of a quality review component ensures that success is measured not only by productivity, but also by the quality of service delivered. By promoting accuracy, consistency, professionalism, and continuous improvement, enhanced quality standards lead to better client experiences, stronger client confidence, and improved outcomes for employers served by the EAO.

Improving quality leads directly to better client service because it focuses not just on how much work is completed, but on how well it is completed. For the EAO, introducing a quality review component to KPIs helps ensure that clients receive accurate, consistent, timely, and professional service. The EAO quality reviews focus on two critical areas of our work: representation services and educational seminars. Through a more regular and structured review process, we have established clear and consistent expectations for best practices across the team and created a standardized approach to providing feedback and support to staff.

The EAO enhanced its educational outreach programming by developing a series of new "EAO Talk" sessions on a variety of topics that promote health and safety in the workplace. This innovative virtual format provides greater flexibility and creativity in content delivery while enabling a timelier response to emerging workplace issues and client needs. To further improve accessibility and reach, these sessions are recorded and made available on-demand, allowing clients to access valuable educational resources anytime, 24 hours a day, 7 days a week. By providing proactive education, the EAO can help prevent issues before they arise. Key

benefits include: improved understanding of employer's legal rights and responsibilities, enhanced compliance, increased awareness of workplace responsibilities supports the development of stronger health and safety practices, helping to reduce injuries and promote safer workplaces.

The ESB is committed to delivering high-quality, efficient service to workers and employers, and has undertaken a broad array of initiatives to collectively achieve improvements over the short and long term. The ESB's first level of information line queries are answered by government partners at Service BC with interpretation services offered through the information line. Process improvement initiatives focused on actions for a standardized caller experience, improving the accuracy of information provided to the public, and meaningfully reduced call transfers.

The ESB's website is a key public resource. Accurate, concise, and comprehensive public-facing information supports efficiency through ensuring workers and employers can readily access information about their rights and obligations and proactively encourage compliance with the legislation. It reduces the need for less efficient call services and ideally, the need to resort to complaint mechanisms.

In 2025, the ESB improved its website by making information easier to find, simplifying pre-screening content, and making links to other relevant websites clearer and more visible. The ESB also engaged with Connected Services BC Web Service team to review the 20 highest-traffic web pages and receive feedback on accessibility, plain language and areas for improvement. This work improved page navigation, user experience and search engine optimization to decrease the number and/or duration of calls to the information line by making information easier to find and to better refer workers who do not fall under the ESB's jurisdiction to the right place.

The ESB's intake team also launched early resolution opportunities with complainants and/or employers and completed a comprehensive Workflow Project designed to balance resources between early resolution and more complex investigations to equally ensure that complex complaints that require lengthier investigations and formal legal determinations continue to receive timely and effective service.

Objective 2.2: Maintain an effective B.C. Temporary Foreign Worker Protection (TFWPA) Regime

The TFWPA protects vulnerable temporary foreign workers from harmful hiring practices. It requires recruiters of temporary foreign workers to be licensed and employers of certain temporary foreign workers to be registered and provides for enforcement of legislative requirements.

Key results

- Maintained a public facing registry of foreign worker recruiter licensing and temporary foreign worker registration to verify compliance against provincial labour laws.

- Maintained an easy to search public registry of current licensed recruiters and registered employers.
- ESB resolves and investigates complaints filed under the TFWPA.
- A list of violators of both the ESA and the TFWPA are published on the ESB website.

Summary of progress made in 2025/26

The ESB maintains a standalone licensing and registration team that specializes in efficient processing of all licenses, permits and registrations, including foreign worker recruiter licenses and temporary foreign worker employer registrations. The ESB maintains a public facing registry for TFWPA licenses and registrations which allows workers, employers and the public to verify compliance.

The ESB maintains collaborative relationships with provincial and federal counterparts, including Employment Service Development Canada, WorkSafe BC and other provincial employment standards authorities to better understand the needs and issues facing foreign workers, improve program delivery and support enforcement under the TFWPA. As of December 31, 2025, there were 416 active foreign worker recruiter licenses and 35,038 Temporary Foreign Worker (TFW) employer certificates of registration.

In 2025, the TFW Employer registry backlog grew substantially, due to labour impacts and an increase in registrations, resulting in an approximate 15-week processing wait time. In 2026, by reallocating staffing resources for a short period of time, the ESB effectively reduced the wait time of TFW employer registration applications processing to a reasonable 4-5 week wait time. Agriculture-related applications are prioritized due to concerns about impacts on crops and the food supply. The approximate processing time for these applications was 2 weeks.

Performance measures and related discussion

Performance Measure	2024/25 Actual	2025/26 Target	2025/26 Actual
2a Number of representations completed by Workers' Adviser's Office (WAO) Advisers ¹	2309	Maintain or Increase	2835

Data source: Ministry of Labour, Workers' Advisers Office internal data. Representations are made following an assessment of the merits of the claim and may be either written or verbal submissions to the Review Division of WorkSafeBC or Workers' Compensation Administration Tribunal.

¹PM 2a targets for 2026/27 and 2027/28 were stated in the 2025/26 service plan as "Maintain or Increase" and "Maintain or Increase" respectively.

The number of representations completed by WAO Advisers aligns with WAO's mandate under the *Workers' Compensation Act* (the Act) by emphasizing direct support for workers and their dependents. Providing free advice, assistance, and, in some cases, representation on appeals delivers immediate impact by resolving disputes and promoting fairness. Advisers also empower workers by increasing awareness of their rights and responsibilities under the Act, supporting equity and compliance.

2025/26 actuals for representations are approximately 23% higher than the previous year. This is, in part, because demand for WAO services is increasing year over year. Additionally, the new case management system introduced April 1, 2025, improves tracking including the number of workers represented. While higher than previous years, this figure still excludes cases where advisers are not fully representing workers, and instead are only providing advice or assisting with submissions that workers file independently. Including this support would more than double the total number of representations listed above.

Performance Measure	2024/25 Actual	2025/26 Target	2025/26 Actual
2b Number of educational outreach sessions conducted annually by the Employers' Advisers Office (EAO) ¹	316	Maintain or Improve	210

Data source: Ministry of Labour Employer's Advisers Office internal data

¹PM 2b targets for 2026/27 and 2027/28 were stated in the 2025/26 service plan as "Maintain or Improve" and "Maintain or Improve" respectively.

The reduction in seminar offerings in 2025 reflects a deliberate shift to align delivery methods with client demand and improve overall service efficiency.

Demand for in-person seminars remained limited, resulting in the cancellation of 25 low-attendance in-person sessions. To maintain effectiveness and reach, the EAO increased its emphasis on virtual seminar delivery, which enabled higher participation per session. As a result, overall participant reach remained stable despite a lower number of seminars delivered.

In response to client feedback, the EAO also restructured its New Joint Committee seminar series with the learning based on a Workers' Compensation Act, statutory requirement to ensure worker and employer representatives on a joint health and safety committee, take eight hours of training prior to becoming a member. Reducing the program from four modules to two improved scheduling and registration efficiency but also contributed to a decrease in the total number of seminars offered.

To further enhance accessibility and sustainability, the EAO introduced recorded seminar offerings available through its external Learning Management System. These on-demand sessions provide clients with 24/7 access to learning resources. In 2025/26, recorded seminars were accessed by 881 participants, supplementing live delivery and extending program reach beyond scheduled sessions.

Performance Measure	2024/25 Actual	2025/26 Target	2025/26 Actual
2c Number of proactive investigations undertaken under the Temporary Foreign Worker Protection Program ¹	12	Maintain or Improve	20

Data source: Ministry of Labour Employment Standards Branch internal data. Data subject to reasonable error of margin due to reporting standards and case management tracking limitations and fluctuations.

¹PM 2c targets for 2026/27 and 2027/28 were stated in the 2025/26 service plan as “Maintain or Improve” and “Maintain or Improve” respectively.

The ESB’s resources have primarily been focused on carrying out its core mandate of investigating and resolving wage complaints, assessing and issuing all licenses, registrations, variances and permits, and carrying out its agricultural compliance (Farm Labour) proactive responsibilities.

Proactive investigations of employers and recruitment agencies are a key feature of ensuring that the TFWPA is effective in protecting vulnerable foreign workers. The ESB completed 20 proactive investigations within the foreign worker regime exclusively under the TFWPA in the 2025/26 fiscal year, a 66% increase from the previous year, with a focus on education and ensuring compliance with the TFWPA’s recruiter licensing and employer registration requirements. Currently, ESB resources are directed towards helping foreign workers resolve specific complaints under the ESA and/or the TFWPA.

Financial Report

Financial Summary

	Estimated (\$000)	Other Authoriz- ations ¹ (\$000)	Total Estimated (\$000)	Actual (\$000)	Variance (\$000)
Operating Expenses					
Labour Programs	23,903	(972)	22,931	21,835	(1,096)
Executive and Support Services	2,083	(670)	1,413	1,355	(58)
Sub-total	25,986	(1,642)	24,344	23,190	(1,154)
Adjustment of Prior Year Accrual ²	0	0	0	7	7
Total	25,986	(1,642)	24,334	23,197	(1,147)
Ministry Capital Expenditures					
Labour Programs	3	0	3	1	2
Total	3	0	3	1	2

¹ "Other Authorizations" include Supplementary Estimates, Statutory Appropriations, Contingencies and Government Reorganizations. Supplementary Estimates and Government Reorganization amounts in this column are included in the "estimated amount" under sections 5(1) and 6(1) of the Balanced Budget and Ministerial Accountability Act for ministerial accountability for operating expenses under the Act. Breakdown of other authorizations:
Transfer to Citizens' Services due to re-organization \$1.642 million

² The Adjustment of Prior Year Accrual of \$0.007 million is a reversal of accruals in the previous year.

Appendix A: Public Sector Organizations

As of July 31, 2026, the Minister of Labour is responsible and accountable for the following organizations:

[WorkSafeBC](#)

WorkSafeBC is an agency established under the *Workers Compensation Act* with the mandate to oversee a no-fault insurance system for workplace injuries, illnesses and fatalities. WorkSafeBC partners with employers and workers in B.C. to: promote the prevention of workplace injury and illness; rehabilitate those who are injured and provide timely return to work; provide fair compensation to replace workers' loss of wages while recovering from injuries; and, ensure sound financial management for a viable workers' compensation system.

[The Workers' Compensation Appeal Tribunal](#)

The Workers' Compensation Appeal Tribunal is the final level of appeal in the workers' compensation system of B.C. and is independent of WorkSafeBC. The Tribunal is established under the *Workers Compensation Act*.

[The Labour Relations Board](#)

The Labour Relations Board is an independent, administrative tribunal established under the *Labour Relations Code* with the mandate to mediate and adjudicate employment and labour relations matters related to unionization and unionized workplaces.

[The Employment Standards Tribunal](#)

The B.C. Employment Standards Tribunal is an administrative tribunal established under the *Employment Standards Act*. The Tribunal conducts appeals of determinations issued by the Director of Employment Standards under the *Employment Standards Act* and under the *Temporary Foreign Worker Protection Act*.

Appendix B: Progress on Mandate Letter Priorities

The following is a summary of progress made on priorities as stated in Minister Whiteside's 2025 Mandate Letter.

2025 Mandate Letter Priority	Status as of March 31, 2026
In order to protect key services that British Columbians rely on, work with the Minister of Finance to review all existing Ministry of Labour programs and initiatives, to ensure our programs remain relevant, are efficient, protect employees and their families, grow the economy, and help keep costs low for British Columbians. This is important in the context of current Provincial budget constraints; the realities faced by provincial employers in relation to access to capital, global inflation and interest rates; and the threat of American tariffs.	• The Ministry undertook a targeted review of programs and services, with a clear priority on protecting frontline service delivery and core mandates. • Front-line staff and statutory decision-maker positions have continued to be filled to ensure continuity in service delivery. • Expenditure controls have been implemented in administrative and discretionary areas, to achieve immediate savings. • Overall, the review reinforced fiscal discipline while recognizing the Ministry's essential frontline role and the need to maintain service levels for British Columbians.
Consider particular categories of workers who face higher rates of workplace illness or exploitation as a result of their conditions of work and ensure that they are supported appropriately.	• The Minister of Labour maintains an ongoing dialogue with the WorkSafeBC Chair about worker safety. Discussions include emerging safety issues and accidents that can highlight areas where more work needs to be done, including legislative, regulatory, policy and program actions. • Further, the Minister of Labour engages with colleagues across government, and in other jurisdictions, and with stakeholders and Indigenous partners throughout the province, on worker health and safety matters with a cross-government, provincial or national focus. • In March 2026, eight cancers were added to the cancer presumption for firefighters. These are skin cancer, mesothelioma, soft tissue sarcoma, as well as laryngeal, tracheal, bronchial, nose, and pharynx cancers.

2025 Mandate Letter Priority	Status as of March 31, 2026
Continue to work with WorkSafeBC on the prevention of workplace injury or illness, the promotion of safe workplaces to ensure robust compliance and enforcement, and ensure meaningful programs are in place to support the return of injured workers to their workplaces.	• The Ministry maintains ongoing dialogue and collaboration with WorkSafeBC about the prevention of workplace injury or illness, the promotion of safe workplaces, and supports for the return of injured workers to their workplaces. • Recent initiatives include joint participation on the Crane Safety Table as well as ongoing discussions with WorkSafeBC on the implementation of Workers' Compensation and Occupational Health and Safety coverage for app-based ride hail and services delivery workers. • The Ministry is also monitoring WorkSafeBC's implementation of Workers Compensation Act amendments, effective January 1, 2004, which established new provisions on duties to accommodate the return to work of injured workers and duties on all parties to cooperate in that process.
Support the Minister of Health to ensure that trades workers, who are disproportionately affected by the toxic drug crisis, have treatment options and programs available that are responsive to their particular needs.	• The Ministry actively engaged on the Cross-Ministry Toxic Drug Outreach Working Group, which is chaired by the Ministry of Health. The Working Group is intended to: ◦ Align on the current risk landscape and communications approach ◦ Identify gaps in how Government is reaching key audiences ◦ Leverage partnerships and government touchpoints to improve targeted, on-the-ground outreach ◦ Inform a focused, cross-government communications plan.
Review the implementation of gig worker protections to ensure they are delivering meaningful and intended outcomes to gig workers. Refine or replace any regulations that are not achieving the intended outcomes.	• Gig worker protections were brought in by regulation in September 2024. Through 2025/26, Ministry staff engaged with ride-hail drivers, delivery services workers, online platform companies, and others with an interest in these regulations to review and assess the impact.

2025 Mandate Letter Priority	Status as of March 31, 2026
Work to ensure our labour laws are keeping up with modern workplaces through the continued review of the Labour Relations Code, providing stable labour relations and supporting the exercise of collective bargaining rights.	• In February 2024, the previous Minister of Labour appointed a three-person panel to review the Code from the perspective of providing stable labour relations and supporting collective bargaining rights. The panel was asked to make recommendations to ensure that our labour laws are keeping up with modern workplaces. • The panel provided its report and recommendations to Government in August 2024. • Interested stakeholders, Indigenous partners and members of the public were invited to review the report and recommendations and provide feedback to the Ministry of Labour from June to September 2025. • Government is considering the report and all feedback received during the engagement period.
Support workers facing domestic abuse, life threatening illness, or significant risk of exploitation due to precarious status, by ensuring provincial programs and protections are responsive to their particular needs.	On November 27, 2025, the <i>Employment Standards (Serious Illness or Injury Leave) Amendment Act, 2025</i> received Royal Assent. Employees covered by the <i>Employment Standards Act</i> (ESA) are entitled to up to 27 weeks of unpaid leave within a period of 52 weeks if the employee is unable to work for at least one week due to their own illness or injury.