

# Bill 49: Labour Mobility Act

## Overview

The *Labour Mobility Act* helps support the seamless movement of out-of-province certified professional workers to Alberta to meet the province's labour needs and spur Alberta's economic recovery and future growth. The legislation introduces uniform legislative requirements for regulatory authorities that govern regulated occupations in Alberta.

## Background

### Regulatory authorities

In Alberta, various acts and regulations enable regulatory authorities to establish professional standards for regulated occupations based on public safety and interest. Regulatory authorities include self-regulated professions known as professional regulatory organizations (PROs) and provincial government departments. This has resulted in different requirements and processes for certifying professionals from elsewhere in Canada to work in Alberta.

Similarly, regulated occupations across Canada have developed differently over time and have requirements that are inconsistent with equivalent regulated occupation in Alberta. These inconsistencies have created labour mobility barriers – including additional educational, examination and practice hour requirements – that have made it difficult for certified workers to move within Canada.

### Economic impact

Studies show that reducing these labour mobility barriers could significantly boost Alberta and Canada's economy. The C.D. Howe Institute estimates that reducing labour mobility costs by \$500 per person per year could attract roughly 20,000 additional workers to Alberta and increase the provincial GDP by \$2.8 billion.

The Conference Board of Canada estimates that improving Canada's credential recognition system could potentially increase the annual incomes of the people affected by an average of \$15,000 to \$20,000, totaling in excess of \$3 billion for those with out-of-province credentials.

## Key legislative highlights

The *Labour Mobility Act* helps standardize and streamline processes to recognize the credentials and training of out-of-province certified workers. This includes:

### Maximum timeframes for registration decisions

Regulatory authorities need to make registration decisions within 20 business days after receiving a complete application. An extension request of up to 10 business days can be made to the Minister to allow more time for a registration decision. Alberta is the first jurisdiction in Canada to legislate decision timelines. Ensuring decisions are made quickly will support Alberta employers by reducing barriers to hiring out-of-province when necessary.

### Appeal and internal review processes

Regulatory authorities are required to establish an internal review or appeal process for registration decisions within a reasonable timeframe. They would also need to maintain a record of any decisions made through these processes for three years.

### Offences and penalties

The act clearly defines what actions are offences and the penalties associated with those offences to provide clarity to regulators, job creators and certified professional workers.

### Documentation requirements

Under the act, the documentation required to evaluate an applicant is limited to include:

- Proof of certification in a Canadian jurisdiction
- Any other documentation stated in regulation

### Publicly available information

To improve transparency, regulatory authorities need to make information on required registration documents and fees available to the public – for example, posting this information on a website.

## Next steps

Section 27 of the *Labour Mobility Act* came into force on December 2, 2021. The rest of bill 49 will come into force upon proclamation.