

Table 1: Legislation Requirements for Health and Safety Committees			
	When do I need one?	Size of Committee	Representation
Canada	Mandatory - 20 or more employees	At least 2	At least half to represent employees
British Columbia	Mandatory - when there are 20 or more employees or when "required by order"	Not less than 4	At least one half must be worker representatives
Alberta	Mandatory - 20 or more employees, or when required by a Director	At least 4 persons	At least half must represent workers
Saskatchewan	Mandatory - when 10 employees or more, or when required by a Director	At least 2 and not more than 12	At least half to represent employees
Manitoba	Mandatory - 20 or more employees, or when required by the Director	At least 4 and not more than 12	At least half to represent employees
Ontario	Mandatory - 20 or more employees, or when ordered by Minister, or where a designated substance is in use (no minimum number of employees)	At least 2 (fewer than 50 employees); At least 4 (50 or more employees)	At least half to represent employees
Quebec	20 or more employees and where required by CNESST*	At least 4	At least half to represent employees
New Brunswick	Mandatory - 20 or more employees	As agreed upon by employees and employer	Equal Representation
Nova Scotia	Mandatory - 20 or more employees, or when required by a Director	As agreed upon by employees and employer	At least half to represent employees
Prince Edward Island	Mandatory - 20 or more employees, or when required by a Director	As agreed upon by employees and employer	At least half to represent employees
Newfoundland	Mandatory - 10 or more employees	At least 2 and not more than 12	At least half to represent employees
Yukon	Mandatory - 20 or more employees, or when required by the Board	At least 4 and not more than 12	At least half to represent employees
Northwest Territories	Mandatory - 20 or more, or as directed by Chief Safety Officer	Not Specified	Equal Representation
Nunavut	Mandatory - 20 or more, or as directed by Chief Safety Officer	Not Specified	Equal Representation

Canadian Centre for Occupational Health and Safety (2023)

CNESST = Commission des normes, de l'équité, de la santé et de la sécurité du travail