

LEGISLATIVE BRIEFING

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Labour Statutes Amendment Act (Employment Standards Branch - Complaint and Dispute-Resolution Process)

On March 4, 2026, the [BC Government](#) introduced [Bill 10 – 2026, Labour Statutes Amendment Act, 2026](#). *Bill 10* proposes amendments to the [Employment Standards Act \(ESA\)](#) and [Temporary Foreign Worker Protection Act \(TFWPA\)](#) to clarify and improve the employment standards complaint and dispute-resolution process for employers and workers.

Key Points of the Legislation

Any complaints of contraventions of the *ESA* and *TFWPA* for non-unionized employees are received and investigated by the Employment Standards Branch (ESB). The ESB also facilitates voluntary compliance or issues decisions and levies penalties for contraventions under these two acts. According to the BC Government announcement, “[t]he proposed amendments include:

- allowing the Employment Standards Branch to more quickly initiate the return of unclaimed wages to the workers entitled to them through Unclaimed BC, a caretaker for unclaimed funds in the province dedicated to locating the rightful owners of unclaimed money
- requiring employers who wish to appeal a determination to deposit the amount they owe before the appeal can proceed
- providing the director of employment standards with the discretion to decide when a written investigation report is required
- clarifying the director’s ability to close a complaint when no wages or other amounts are owed
- improving the director’s ability to require parties to engage in complaint resolution meetings for straightforward complaints before proceeding to full investigation”

What’s Next?

As of March 9, 2025, *Bill 10* has gone through first reading and will now move to second reading. If *Bill 10* passes, it will come into force by regulation of the Lieutenant Governor in Council

Questions?

If you have any comments or questions about this update, please e-mail RES360@metrovancover.org or call 604-451-6558.

Sources

https://www.leg.bc.ca/parliamentary-business/overview/43rd-parliament/2nd-session/bills/1st_read/gov10-1.htm

