



## List of Federally Regulated Companies in Canada, Toronto Employment Lawyer - 2013

*Call us for a FREE 30 minute phone consultation at 416-907-9249 or submit a callback request*



### **About Canadian Jurisdictions:**

Canada is a 'double jurisdiction' legal environment. That means that based on our federalist system employees working within the same province can be subject to different laws. There are some industries which are governed by the Federal law as they are Canada-wide industries, crossing borders with their business, where as many industries are governed by Provincial law as their business pertains specifically to the province in which they are operating.

For instance someone working at a bank is governed by the Canada Labour Code, whereas the employee working in the corner store, accountant office, or even for an insurance company owned by the same bank would be under the Ontario *Employment Standards Act, 2000*.

While only about 6% of employees in Canada are federally regulated, there can be major difference between in the federal law that regulates their industry compared to their provincial counterparts. Monkhouse Law has written about provincial vs. federal employment in the past. If you are interested, please check out the following link: <http://www.monkouselaw.com/federally-regulated-vs-provincial->

## employees/

The Federal matters are ones that were considered of national importance. From grain elevators in 1867 when the Constitution Act, 1867 was signed, to Uranium Processing today.

The main sectors governed by the Canada Labour Code are:

- Banking (ex. CIBC bank)
- Interprovincial/international transportation (ex. trucking companies, railways)
- Airports, and Air transportation (ex. Air Canada)
- Television, Telephone, Radio and Cable systems (ex. Rogers/Bell)
- Fisheries
- Grain Elevators
- Uranium Mining and Processing
- First Nation Activities and Crown Corporations

In practice, all matters which are not federally regulated are, by default, provincially regulated. The test for whether the matter is provincially regulated, or federally regulated is fact-specific and legally based. For instance, if a transportation company starts regularly running across provincial boundaries it will become federally regulated.

### **List of Federally Regulated Employers**

Neither level of government keeps a list of federally regulated employers; however, certain departments within the federal government keep lists of larger federal employers which are regulated.

The LEEP (Legislated Employment Equity Program) keeps a list of all federally regulated employers with over 100 employees and who are not otherwise exempt, such as aboriginal organizations. Based on an access to information request the lists are below:

### **Monkhouse Law Experts**

If you need to make a decision on if your employer is federally or provincially regulated, or if the company that you own is federally regulated, you need an expert to help make that determination.

Andrew Monkhouse, founder of Monkhouse Law, formally worked for the LEEP program and was involved in making decisions regarding the jurisdiction of companies, therefore the firm is on the leading edge of jurisdictional issues.

If you have any issues regarding jurisdiction, make sure to call Monkhouse Law today to arrange a meeting with an expert employment lawyer to assist you with your workplace issue. [Contact us today.](#)

### **Federally Regulated Employers - 2013**

101004597 Saskatchewan Ltd., 101008427 Saskatchewan Ltd.	American Airlines, Inc.
1277119 Alberta Ltd.	Amex Bank of Canada
1507953 Ontario Inc.	AMJ Campbell Inc.
1641-9749 Québec Inc	Apex Motor Express Inc.
591182 Ontario Ltd.	Archipelago Marine Research Ltd.
6422217 Canada Inc.	AREVA Resources Canada Inc.
682439 Ontario Inc.	Armour Transport Inc.
7922825 Canada Inc., DBA NETRICOM	Arnold Bros. Transport Ltd.
A.J. Bus Lines Ltd.	Association des employeurs maritimes
Access Communications Co-operative Limited	ATCO Structures & Logistics
Accessible Media Inc.	ATI Telecom International Co.
ADM Agri-Industries Ltd.	Atlantic Towing Limited
Administration portuaire de Montréal	Atlantica Diversified Transportation Systems Inc.
Aéroports de Montréal	ATS Andlauer Transportation Services LP.
Aevitas Inc.	ATS Services Ltd
Agribrands Purina Canada Inc.	Autocars Orléans Express
Agrifoods International Cooperative Ltd.	Avmax Group Inc.
Agris Co-operative Ltd.	AYR Motor Express Inc.
Air Canada	B&R Eckel's Transport Ltd.
AIR CREEBEC INC.	BANDSTRA TRANSPORTATION SYSTEMS LTD
Air Georgian Limited	Bank of America National Association, Canada Branch
Air Inuit Ltd/Ltée	Bank of Canada
Air North Charter & Training Ltd.	Bank of Montreal
Air Tindi Ltd	Banque Laurentienne du Canada
Air Transat inc.	Banque Nationale du Canada
Airbus Helicopters Canada Limited	Bay Ferries Limited
Aircraft Service International Group Canada Ltd.	Bearskin Lake Air Service LP.
Airport Terminal Services Canadian Co.	Bell Aliant Inc. (INACTIVE)

AirSprint Inc.  
Algoma Central Corporation

ALL-CAN EXPRESS LTD.  
Alliance Pipeline Ltd.

Alliance Pulse Processors Inc.  
Alpine Aerotech LP  
Alpine Helicopters Inc.

Big Freight Systems Inc.  
Bison Transport Inc.  
Blackburn Radio Inc.  
Blue Ant Media Inc.  
BNP Paribas  
Bradley Air Services Limited  
Bragg Communications Inc.  
Brasseur Transport Inc.  
Brett-Young Seeds Limited  
Brewster Inc.  
Brian Kurtz Trucking Ltd.  
Brink's Canada Limited

British Columbia Maritime Employers Association  
Bruce Power LP  
Bruce R. Smith Limited  
Business Development Bank of Canada  
C.A. Bailey Limited (inactive)  
C.A.T. Inc.  
Cafas Fueling, ULC  
Calm Air International LP as represented by it's  
general partner Calm Air GP Inc.  
Cameco Corporation  
Cam-Scott Transport Ltd.  
Canada Cartage System Limited Partnership  
Canada Council for the Arts  
Canada Deposit Insurance Corporation / La Société  
d'assurance-dépôts du Canada  
Canada Malting Company LTD.  
Canada Mortgage and Housing Corporation  
Canada Pension Plan Investment Board  
Canada Post Corporation

Bell Canada  
Bell ExpressVu Limited Partnership /  
(INACTIVE)  
Bell Media (INACTIVE)  
Bell Mobility Inc. | Bell Mobilité Inc.  
(INACTIVE)  
Bell Solutions Techniques Inc.  
Bert Baxter Transport Limited  
Bessette & Boudreau Inc.

Canadian Museum of Nature  
Canadian National Railway Company  
Canadian North Inc.  
Canadian Nuclear Laboratories  
Canadian Pacific Railway Company  
Canadian Press Enterprises Inc.  
Canadian Tire Bank  
Canadian Western Bank  
Can-Am West Carriers Inc.  
Cancrew Enterprises Ltd.  
Candu Energy Inc.  
Canjet Airlines, a division of IMP Group  
(INACTIVE)  
Canpar Transport L.P.  
Capital One Bank (Canada Branch)  
Cargill Limited  
CargoJet Airways Ltd.  
Caron Transportation Systems Partnership  
Cascade Aerospace Inc.  
Cascade Carriers L.P.  
Cascade Energy Services LP  
Cassens Transport ULC  
Cassidy's Transfer & Storage Limited  
Cathay Pacific Airways Limited  
Central Mountain Air Ltd.  
CEVA Freight Canada Corp.  
CEVA Logistics Canada, ULC  
Challenger Motor Freight Inc.  
Channel 11 Limited Partnership, by its'  
General (INACTIVE)  
Chartright Air Inc.

Canadian Air Transport Security Authority  
Canadian Broadcasting Corporation / Société Radio-Canada  
Canadian Commercial Corporation  
Canadian Imperial Bank of Commerce  
Canadian Light Source Inc.  
Canadian Museum for Human Rights

CHC Helicopter Group of Companies  
Chemin de fer QNS&L  
Citibank Canada  
City of Ottawa  
Clarke Transport Inc.  
Canadian Museum of History

Clean Harbors Canada Inc.  
C-MAR Services (Canada) Ltd  
Coastal Pacific Xpress Inc.  
Cogeco Connexion Inc.  
COGECO DIFFUSION ACQUISITIONS INC.  
Colispro Inc.  
Conair Group, Inc.  
Connors Transfer Limited.  
Consolidated Aviation Fueling of Toronto, ULC  
Consolidated Fastfrate Inc.  
Contrans Flatbed Group LP  
Contrans Services LP

EBD ENTERPRISES INC.  
Edge Transportation Services Ltd.  
Edmonton Regional Airports Authority  
Elgin Motor Freight Inc.  
Enbridge Employee Services Canada Inc.  
Envoy Air Inc.  
Erb Enterprises Inc.  
Eskimo Express Inc.  
Execaire, a division of I.M.P. Group  
Execulink Telecom Inc.  
Executive Flight Centre Fuel Services Ltd.  
Expertech Network Installation Inc./Expertech  
Bâtisseur de reseaux Inc  
Export Development Canada  
F. MÉNARD INC.

Cooney Group Inc.  
CORPORATION DES PILOTES DU SAINT-LAURENT CENTRAL INC.  
Corporation du Fort St-Jean  
Corus Entertainment Inc.  
CWS Logistics Ltd.  
D&W Forwarders Inc.  
Day & Ross Inc.  
Defence Construction (1951) Ltd.  
Delta Air Lines, Inc.  
Déménagement & Transport Dolbec inc.  
Denny Bus Lines Ltd.  
Desgagnés Marine Cargo Inc.  
DHL Express (Canada), Ltd.  
Dicom Transportation Group  
Dicom Transportation Group (GoJIT - inactive)  
Direct Limited Partnership  
Discovery Air Defence Services Inc.  
Discovery Air Services Techniques (inactive)  
Distributel Communications Limited

Fairchild Television Ltd.  
Farm Credit Canada  
FAST TRUCKING SERVICE LTD.  
Federal Express Canada Limited  
Fedex Freight Canada Corp.  
FedEx Ground Package System, Ltd.  
Fednav Limited  
Ferus Inc.  
Field Aviation Company inc.  
First Canada ULC  
Flint Oilfield Services Ltd.  
Floyd Sinton Ltd (Inactive)  
Flying Colours Corp  
Formula Powell L.P.  
Freshwater Fish Marketing Corporation  
Fugro Canada Corporation  
G. Zavitz Limited

Dolphin Delivery Ltd.  
DP World (Canada) Inc  
Dynamex Canada Limited  
Eagle Copters Maintenance Ltd (inactive)  
EARL PADDOCK TRANSPORTATION INC  
Eassons Transport Ltd.

Great Canadian Railtour Company Ltd.  
Great Slave Helicopters Ltd.  
Greater Toronto Airports Authority  
Greyhound Canada Transportation ULC.  
Grimshaw Trucking L.P.  
Groupe Galland  
Groupe Guilbault Ltée  
Groupe TVA Inc.  
H & R Transport Ltd.  
Halifax Employers Association  
Halifax International Airport Authority  
Hallcon Crew Transport Inc.  
Hammond Transportation Ltd.  
Hapag-Lloyd (Canada) Inc  
Harvard Broadcasting  
Hélicoptères Canadiens Limitée/Canadian Helicopters Limited  
Helijet International Inc.  
Henri Sicotte inc  
Hensall District Co-operative Inc.  
Highland Moving & Storage Ltd.  
Hi-Way 13 Transport Ltd.  
HomEquity Bank  
HSBC Bank Canada  
Hudson Bay Mining and Smelting Co. Ltd.  
HUDSON BAY RAILWAY COMPANY  
Hutton Transport Limited  
Hyndman Transport (1972) Limited (INACTIVE)  
Hyndman Transport Limited  
ICICI Bank Canada  
IMP Group Limited - Aerospace Division  
Industrial and Commercial Bank of China (Canada)  
Information Communication Services  
Inmarsat Solutions (Canada) Inc.  
Innotech Aviation, a division of IMP Group Limited

GCT Canada Limited Partnership  
GE Hitachi Nuclear Energy Canada Inc  
Glentel Inc. (Inactive)  
Globalive Communications Corp.  
Golden West Broadcasting Ltd.  
Grain Millers Canada Corp.

International Truckload Services Inc  
Iron Range Bus Lines Inc.  
Island Tug and Barge Ltd. (INACTIVE)  
J & R Hall Transport Inc.  
J. & T. Murphy Limited  
J. Ray McDermott Canada, Ltd. (INACTIVE)  
Jay's Transportation Group Ltd.  
Jazz Aviation L.P.  
Jervis B. Webb Company of Canada, Ltd.  
Jet Transport Ltd.  
Jim Pattison Industries Ltd.  
JPMorgan Chase Bank, N.A.  
Jules Savard Inc  
KEB Hana Bank Canada  
Keewatin Air LP  
Keith Hall & Sons Transport Limited  
Kelowna Flightcraft Group of Companies  
Keltic Transportation Incorporated  
Kenn Borek Air Ltd.  
Kinder Morgan Canada  
Kindersley Transport Ltd.  
Kleysen Group LP  
Kriska Holdings Limited  
Kunkel Bus Lines Ltd.  
Kupar Enterprises Inc.  
L Simard Transport Ltée  
L. Bilodeau et Fils ltée  
L-3 Communications MAS (Canada) Inc.  
Laidlaw Carriers Tank LP  
Laidlaw Carriers Van LP  
LAKEHEAD FREIGHTWAYS INC.  
Le Groupe de Sécurité Garda Inc  
Le Groupe Océan Inc  
Ledcor Industries Inc.

Instech Télécommunication Inc.  
Intek Communications Inc.  
International Air Transport Association  
International Development Research Centre

Mackie Moving Systems Corporation  
MacKinnon Transport Inc. (Inactive)  
Manitoba Telecom Services Inc.  
Mantei's Transport Ltd.  
Manulife Bank of Canada  
Marine Atlantic Inc.

Maritime Broadcasting System Limited  
Masterfeeds LP  
McKeil Marine Limited  
McKevitt Trucking Limited

Meyers Transport Ltd.

Midland Transport Limited  
Montship Inc.  
Morningstar Air Express Inc.

MTU Maintenance Canada Ltd.  
Muir's Cartage, a division of Indis Inc.  
Mullen Oilfield Services L.P.  
Mullen Trucking L.P.  
MusiquePlus inc.

Muskoka Transport Limited  
Nasittuq Corporation (INACTIVE)  
National Arts Centre Corporation  
National Capital Commission

National Gallery of Canada  
National Museum of Science and Technology / Musée  
national des sciences et de la technologie  
NAV CANADA

Nesel Fast Freight Incorporated  
New Hope Transport Ltd.  
New United Goderich Inc.

NewCap Inc.  
New-Life Mills, a Division of Parrish & Heimbecker,  
Limited  
Nordion (Canada) Inc.  
NORMANDIN TRANSIT INC

Linamar Transportation Inc.  
Logistec Corporation (Inactive)  
Louis Dreyfus Company Canada ULC.  
Lower Lakes Towing Ltd.

Northumberland Ferries Limited  
Northwestel Inc.  
Nuclear Waste Management Organization  
Nutreco Canada Inc.  
Oceanex Inc.

Office d'investissement des régimes de  
pensions du secteur public  
Offshore Recruiting Services Inc.  
Ontario Power Generation  
OpsMobil

Ottawa Macdonald-Cartier International  
Airport Authority  
P & H Milling Group, a division of Parrish &  
Heimbecker, Ltd.  
P.W. Transportation Ltd.

Pacific Coastal Airlines Ltd.  
Papineau Int. S.E.C. (Transport Papineau  
International)  
Parrish & Heimbecker, Limited  
Paterson GlobalFoods Inc.

Paul's Hauling Ltd.  
Pe Ben Oilfield Services L.P.  
Pelmorex Media Inc.

Pembina Pipeline Corporation  
Penske Logistics LLC  
Perimeter Aviation LP  
Peter Ballantyne Cree Nation Health Services  
Pole Star Transport Incorporated  
Polymer Distribution Inc.

Porter Airlines Inc.  
Premay Equipment L.P.  
Premier Aviation  
Presidents Choice Bank  
Primus Management ULC.  
Prince Rupert Grain Ltd.

Provincial Airlines Limited  
Purolator Inc.

North Cariboo Flying Services  
Northern Transportation Company Limited

Radio-Onde Inc.  
Rawlco Radio Ltd.  
Reimer Express Lines, Ltd.  
Richardson International Limited  
Ridsdale Transport Ltd  
Rio Tinto Alcan, Installations Portuaires  
RNC MEDIA INC.  
Rogers Communications Inc.  
Rogers Foods Ltd.  
Rosedale Transport Limited  
Rosenau Transport Ltd.  
Royal Bank of Canada  
Ryder Truck Rental Canada Ltd.  
S.G.T. 2000 Inc  
Safeco Driver Services Inc.  
Sander Geophysics Limited  
Saskatchewan Transportation Company  
Schneider National Carriers Canada  
Seaboard Liquid Carriers Limited  
Seaspan ULC  
Secunda Canada LP  
Securiguard Services Ltd.  
Securitas Transport Aviation Security Ltd.  
Sentrex Communications Co.  
Serco Canada Inc.  
Service Trans-West inc.  
Shaw Communications Inc.  
Sirius XM Canada Inc.  
  
SITA Information Networking Computing Canada Inc.  
Sky Regional Airlines  
Skyservice Aviation Inc. and Sky Service F.B.O Inc.  
  
SLH Transport Inc.  
  
Société Air France  
Société de transport de l'Outaouais  
Société du Vieux-Port de Montréal inc.  
Spearing Service L.P.

Q-Line Trucking  
Quik X Transportation Inc.  
  
Speedy Transport Group Inc.  
Standard Aero Ltd.  
Starlink Aviation Inc. (INACTIVE)  
Stericycle ULC.  
Student Transportation of Canada Inc  
Sunbury Transport Limited  
Sunwest Aviation Ltd.  
Sunwing Airlines Inc.  
Swissport Canada Handling Inc  
Swissport Canada Inc. (INACTIVE)  
Symcor Inc.  
Systèmes Danfreight inc.  
T&T Trucking Ltd.  
Tangerine Bank  
Tata Communications (Canada) Ltd  
Tbaytel  
Teekay Shipping (Canada) Ltd.  
Téléfilm Canada  
Telesat Canada  
TELUS Communications Company  
Tenold Transportation LP  
TeraGo Inc.  
Terratec Environmental Ltd. (Inactive)  
TFI Transport 20 L.P.  
TFI Transport 5 LP  
TFI Transport 7 LP  
The Bank of Nova Scotia  
The Bank of Tokyo-Mitsubishi UFJ, Ltd.,  
Canada Branch  
The Calgary Airport Authority  
The Royal Canadian Mint  
The St. Lawrence Seaway Management  
Corporation  
The Toronto Terminals Railway Company  
Limited  
The Toronto-Dominion Bank  
The Trimac Group of Companies  
Thompsons Limited  
Tippet-Richardson Limited



TNT Express (Canada) Ltd.  
Toronto Port Authority  
TransCanada PipeLines Limited  
Transfreight Inc.  
Trans-Frt. McNamara Inc.  
Transit Windsor  
Transport Bernières inc. (Groupe Bernières)  
Transport Bourret inc.  
Transport Couture  
Transport Gilmyr inc  
Transport Guilbault Inc  
Transport Guy Bourassa Inc  
Transport Hervé Lemieux (1975) Inc.  
Transport Jacques Auger Inc.  
TRANSPORT MATTE LTEE.  
Transport Morneau inc  
Transport Robert (1973) Ltée  
Transport TFI 1, SEC  
Transport TFI 15 S.E.C. (Transport Grégoire)  
Transport TFI 16 SEC  
Transport TFI 19 SEC (Durocher International)  
INACTIVE  
Transport TFI 2 S.E.C. (TransForce)

Transport TFI 22, S.E.C.  
Transport TFI 23, S.E.C./TFI  
Transport TFI 4 SEC  
Transport TFI 6 S.E.C. (Transport Besner)

TransX Ltd.  
Travelers Transportation Services Inc.  
Trentway-Wagar Inc.  
TST Solutions L.P.  
Unique Personnel Canada Inc.  
United Airlines, Inc. (inactive)  
United Parcel Service Canada Ltd.  
US Airways Group, Inc.(inactive)  
V INTERACTIONS INC.  
Vancouver Airport Authority

Zayo Canada Inc.

Vancouver Fraser Port Authority  
Van-Kam Freightways Ltd.  
VDM Trucking Service Ltd.  
Vector Aerospace Engine Services - Atlantic  
Vector Aerospace Helicopter Services Inc.  
Vedder Transport Ltd.  
Verreault Navigation inc.  
Verspeeten Cartage Ltd.  
VIA Rail Canada Inc.  
Vidéotron S.E.N.C.  
VIH Helicopters Ltd. (inactive)  
Vista Radio Ltd.  
Viterra Inc.  
Voyageur Airways Limited  
Warren Gibson Limited  
Wasaya Airways Limited Partnership  
West Wind Aviation LP  
Westcan Bulk Transport Ltd.  
Westcoast Energy Inc.  
Western Logistics Inc.  
Western Stevedoring Company Limited

WESTJET OPERATIONS CORP. and  
WESTJET INVESTMENT CORP. carrying  
on business under the name and style  
Westman Media Cooperative Ltd.  
Westower Communications Ltd.  
Westshore Terminals Limited Partnership  
Williams Moving & Storage (BC) Ltd.  
(inactive)  
Wills Transfer Limited  
WIND Mobile Corp.  
Windsor Disposal Services Ltd.  
Winnipeg Airports Authority Inc.  
Withers L.P.  
Worldwide Flight Services, Inc.  
Worth Personnel Ltd.  
XPO logistics Freight, Inc.  
XTL Transport Inc  
Yellowhead Helicopters Ltd.

Zim Integrated Shipping Services (Canada)

Co. Ltd.