



## List of Federally Regulated Companies in Canada, Toronto Employment Lawyer - 2015

*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 - 2015**

1277119 Alberta Ltd.	Association des employeurs maritimes
1507953 Ontario Inc.	ATCO Structures & Logistics
1641-9749 Québec Inc	ATI Telecom International Co.
591182 Ontario Ltd.	Atlantic Towing Limited
6422217 Canada Inc.	Atlantica Diversified Transportation Systems Inc.
A.J. Bus Lines Ltd.	ATS Andlauer Transportation Services LP.
Acadia Broadcasting Limited	ATS Services Ltd
Access Communications Co-operative Limited	Avmax Group Inc.
Accessible Media Inc.	AYR Motor Express Inc.
ADM Agri-Industries Ltd.	AZ Bus Tours Inc.
Administration portuaire de Montréal	B&R Eckel's Transport Ltd.
Aéroports de Montréal	BANDSTRA TRANSPORTATION SYSTEMS LTD
Aevitas Inc.	Bank of America National Association, Canada Branch
Agribrands Purina Canada Inc.	Bank of Canada
Agrifoods International Cooperative Ltd.	Bank of Montreal
Agris Co-operative Ltd.	Banque Laurentienne du Canada
Air Canada	Banque Nationale du Canada
AIR CREEBEC INC.	Bay Ferries Limited
Air Georgian Limited	Bearskin Lake Air Service LP.
Air Inuit Ltd/Ltée	Bell Canada
Air North Charter & Training Ltd.	Bell Solutions Techniques Inc.
Air Tindi Ltd	Bert Baxter Transport Limited
Air Transat inc.	Bessette & Boudreau Inc.
Airbus Helicopters Canada Limited	Big Freight Systems Inc.
Airport Terminal Services Canadian Co.	Bison Transport Inc.
AirSprint Inc.	Blackburn Radio Inc.
Algoma Central Corporation	Blue Ant Media Inc.
ALL Communications Network	BNP Paribas
ALL-CAN EXPRESS LTD.	Bradley Air Services Limited
Alliance Pipeline Ltd.	Bragg Communications Inc.
Alliance Pulse Processors Inc.	Brasseur Transport Inc.
Alpine Aerotech LP	Brett-Young Seeds Limited
Alpine Helicopters Inc.	Brian Kurtz Trucking Ltd.
American Airlines, Inc.	Bridgewater Bank

Amex Bank of Canada  
AMJ Campbell Inc.  
Apex Motor Express Inc.  
Archipelago Marine Research Ltd.  
Ardent Mills  
AREVA Resources Canada Inc.  
Armour Transport Inc.  
Arnold Bros. Transport Ltd.

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  
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  
Canadian Museum of History  
Canadian Museum of Nature  
Canadian National Railway Company  
Canadian North Inc.

Canadian Nuclear Laboratories  
Canadian Pacific Railway Limited  
Canadian Press Enterprises Inc.  
Canadian Tire Bank  
Canadian Western Bank  
Can-Am West Carriers Inc.  
Cancrew Enterprises Ltd.  
Candu Energy Inc.  
Canpar Transport L.P.  
Capital One Bank (Canada Branch)  
Cargill Limited  
CargoJet Airways Ltd.  
Caron Transportation Systems Partnership  
Cascade Aerospace Inc.

Brink's Canada Limited  
British Columbia Maritime Employers Association  
Bruce Power LP  
Bruce R. Smith Limited  
Business Development Bank of Canada  
BWXT Nuclear Energy Canada Inc  
C.A.T. Inc.  
Calm Air International LP as represented by it's  
general partner Calm Air GP Inc.

Chartright Air Inc.  
CHC Helicopter Group of Companies  
Chemin de fer QNS&L  
Citibank Canada  
City of Ottawa

Clarke Transport Inc.  
Clean Harbors Canada Inc.  
C-MAR Services (Canada) Ltd  
Coastal Pacific Xpress Inc.  
Cogeco Connexion Inc.  
COGECO MÉDIA ACQUISITIONS INC.

Colispro Inc.  
Conair Group, Inc.  
Connors Transfer Limited.  
Consolidated Fastfrate Inc.  
Contrans Flatbed Group LP  
Contrans Services LP  
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.  
Denny Bus Lines Ltd.  
Desgagnés Marine Cargo Inc.  
DHL Express (Canada), Ltd.  
Dicom Transportation Group  
Direct Limited Partnership  
Discovery Air Defence Services Inc.  
Distributel Communications Limited

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.

Enbridge Employee Services Canada Inc.  
Envoy Air Inc.  
Equitable Bank  
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.  
Fairchild Television Ltd.  
Farm Credit Canada  
Federal Express Canada Corporation  
Fedex Freight Canada Corp.  
FedEx Ground Package System, Ltd.  
Fednav Limited  
Ferus Inc.  
Field Aviation Company Inc.  
First Canada ULC  
Flying Colours Corp  
Formula Powell L.P.  
Freedom Mobile Inc.  
Freshwater Fish Marketing Corporation  
Fugro Canada Corporation  
G. Zavitz Limited  
Gardewine Group Limited Partnership  
GCT Canada Limited Partnership  
Golden West Broadcasting Ltd.  
Grain Millers Canada Corp.  
Great Canadian Railtour Company Ltd.  
Great Slave Helicopters Ltd.  
Greater Toronto Airports Authority  
Greyhound Canada Transportation ULC.  
Grimshaw Trucking L.P.  
Groupe Galland

Dolphin Delivery Ltd.  
DP World (Canada) Inc  
Dynamex Canada Limited  
EARL PADDOCK TRANSPORTATION INC  
Eassons Transport Ltd.  
ECL Carriers LP  
Edmonton Regional Airports Authority  
Elgin Motor Freight 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.  
HomeEquity Bank

HSBC Bank Canada  
Hudbay Minerals Inc.  
HUDSON BAY RAILWAY COMPANY  
Hutton Transport Limited  
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  
Instech Télécommunication Inc.  
Intek Communications Inc.  
International Air Transport Association  
International Development Research Centre  
International Truckload Services Inc  
Iron Range Bus Lines Inc.  
J & R Hall Transport Inc.  
J. & T. Murphy Limited  
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

Groupe Guilbault Ltée  
Groupe TVA Inc.  
H & R Transport Limited  
Halifax Employers Association  
Halifax International Airport Authority  
Hallcon Crew Transport Inc.

Kindersley Transport Ltd.  
Kleysen Group LP

Kriska Holdings Limited  
Kunkel Bus Lines Ltd.  
Kupar Enterprises Inc.  
L Simard Transport Ltée  
L. Bilodeau et Fils Itée  
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.  
Linamar Transportation Inc.  
Lockheed Martin Commercial Engine Solutions  
Logistec Arrimage Inc.

Louis Dreyfus Company Canada ULC.  
Lower Lakes Towing Ltd.  
Mackie Moving Systems Corporation  
Mantei's Transport Ltd.

Manulife Bank of Canada

Marine Atlantic Inc.  
Maritime Broadcasting System Limited

Masterfeeds LP  
McKeil Marine Limited  
McKevitt Trucking Limited  
Midland Transport Limited  
Montship Inc.  
Morningstar Air Express Inc.  
MTS Inc.  
MTU Maintenance Canada Ltd.  
Mullen Oilfield Services L.P.  
Mullen Trucking L.P.  
MusiquePlus inc.

Keewatin Air LP  
Keith Hall & Sons Transport Limited  
Kelowna Flightcraft Group of Companies  
Keltic Transportation Incorporated  
Kenn Borek Air Ltd.  
Kinder Morgan Canada

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  
North Cariboo Flying Services  
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.  
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  
Pole Star Transport Incorporated  
Polymer Distribution Inc.  
Porter Airlines Inc.

My Broadcasting Corporation  
National Arts Centre Corporation  
National Capital Commission

Prince Rupert Grain Ltd.  
Provincial Aerospace Ltd.  
Purolator Inc.  
Q-Line Trucking  
Quik X Transportation Inc.  
Radio-Onde Inc.  
Rawlco Radio Ltd.  
Raytheon Canada Limited (TheNorth Warning System)  
Reimer Express Lines, Ltd.  
Richardson International Limited  
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  
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 de transport de l'Outaouais  
Société du Vieux-Port de Montréal inc.  
Spearing Service L.P.  
Speedy Transport Group Inc.

Premier Aviation  
Presidents Choice Bank  
Primus Management ULC.

Stericycle ULC.  
Student Transportation of Canada Inc  
Sunbury Transport Limited  
Sunwest Aviation Ltd.  
Sunwing Airlines Inc.  
Swissport Canada Inc.  
Symcor Inc.  
Systèmes Danfreight inc.  
  
T&T Trucking Ltd.  
Tangerine Bank  
Tata Communications (Canada) Ltd  
Tbaytel  
Teekay Shipping (Canada) Ltd.  
TekSavvy Solutions Inc.  
Téléfilm Canada  
Telesat Canada  
TELUS Communications Company  
Tenold Transportation LP  
TeraGo Inc.  
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 CSL Group Inc.  
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  
Toronto Port Authority  
  
Total Oilfield Rentals LP  
TransCanada PipeLines Limited  
Trans-Frt. McNamara Inc.  
Transit Windsor  
Transport Bellemare International  
Transport Bernières inc. (Groupe Bernières)  
Transport Bourret inc.

Standard Aero Ltd.

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 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)

Transwest Air Limited Partnership by its General  
Partner Transwest Management Ltd.  
TransX Ltd.  
Travelers Transportation Services Inc.  
Trentway-Wagar Inc.  
TST Solutions L.P.  
UBS Bank (Canada)  
United Parcel Service Canada Ltd.  
V INTERACTIONS INC.  
Vancouver Airport Authority  
Vancouver Fraser Port Authority  
Van-Kam Freightways Ltd.  
VDM Trucking Service Ltd.  
Vector Aerospace Engine Services - Atlantic  
Vector Aerospace Helicopter Services Inc.

Transport Couture

Vedder Transport Ltd.  
Verreault Navigation inc.  
Verspeeten Cartage Ltd.  
VIA Rail Canada Inc.  
Vidéotron S.E.N.C.  
Vista Radio Ltd.  
Viterra Inc.  
Voyageur Airways Limited  
Warren Gibson Limited  
Wasaya Airways Limited Partnership  
Wells Fargo Bank N.A., Canadian Branch  
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  
Westman Media Cooperative Ltd.  
Westower Communications Ltd.  
West Wind Aviation LP  
Wills Transfer Limited  
Windsor Disposal Services Ltd.  
Winnipeg Airports Authority Inc.  
Withers L.P.  
Worldwide Flight Services, Inc.  
Worth Personnel Ltd.  
XPO logistics Freight Canada, Inc.  
XTL Transport Inc  
Yellowhead Helicopters Ltd.  
Zayo Canada Inc.  
Zim Integrated Shipping Services (Canada) Co. Ltd.