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MONKHOUSE LAW
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List of Federally Regulated Companies in Canada, Toronto Employment Lawyer

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 make 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 - 2017

1456998 Alberta Ltd.	ALL Communications Network
1507953 Ontario Inc.	All-Can Express Ltd.
1791949 Ontario	Alliance Pipeline Ltd.
2635-8762 Québec Inc.	Alliance Pulse Processors Inc.
2701545 Canada Inc.	Alpine Aerotech LP
3903214 Canada Inc.	Alpine Helicopters Inc.
4Tracks Ltd.	American Airlines, Inc.
591182 Ontario Ltd.	Amex Bank of Canada
6240143 Canada Inc.	Andy Transport Inc. (90 employees in 2018)
6422217 Canada Inc.	Apex Motor Express Inc.
9007-6720 Québec Inc.	APPS Cargo Terminals Inc.
9064-4287 Québec Inc.	Archipelago Marine Research Ltd.
9736140 Canada Inc.	Ardent Mills
A. Beaumont Transport Inc.	Armour Transport Inc.
A.J. Bus Lines Ltd.	Arnold Bros. Transport Ltd.
Acadia Broadcasting Limited	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	ATS Andlauer Transportation Services LP.
Aéroport de Québec Inc.	ATS Services Ltd.
Aéroports de Montréal	Autobus Campeau Inc.
Aevidas Inc.	Autobus Idéal Inc.
Agri-Marché Inc.	Aveda Transportation and Energy Services Inc.
Agrifoods International Cooperative Ltd.	Avex Flight Support Inc.
Agris Co-operative Ltd.	Avmax Aviation Services Inc.
Air Canada	AYR Motor Express Inc.
Air Canada Rouge LP	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
Airport Terminal Services Canadian Co.	Bearskin Lake Air Service LP.
AirSprint Inc.	Bell Canada
Algoma Central Corporation	Bell Solutions Techniques Inc.

Bessette & Boudreau 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
 Brian Kurtz Trucking Ltd.
 Bridgewater Bank
 Brink's Canada Limited
 British Columbia Maritime Employers Association
 Bruce Power LP
 Bruce R. Smith Limited (Inactive)
 Business Development Bank of Canada
 BWXT Nuclear Energy Canada Inc. / BWXT ITG
 Canada, Inc.
 C.A.T. Inc.
 Calm Air International LP
 Cam-Scott Transport Ltd.
 Cameco Corporation
 Can-Am West Carriers Inc.
 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
 Contrans Services LP
 Contrans Tank Group LP
 Cooney Group Inc.
 Canadian Pacific Railway Limited
 Canadian Payments Association
 Canadian Press Enterprises Inc.
 Canadian Tire Bank
 Canadian Western Bank
 Cancrew Enterprises Ltd.
 Candu Energy Inc.
 Canpar Express Inc.
 Capital One Bank (Canada Branch)
 Cardinal Couriers Ltd.
 Cargair Ltd.
 Cargill Limited
 Cargo Airport Services Canada Inc.
 CargoJet Airways Ltd.
 Caron Transportation Systems Partnership
 Cascade Aerospace Inc.
 Cascade Energy Services LP
 Cassens Transport ULC
 Cassidy's Transfer & Storage Limited
 Cathay Pacific Airways Limited
 Cavalier Transportation Services Inc.
 Central Mountain Air Ltd.
 CEVA Freight Canada Corp.
 CEVA Logistics Canada, ULC
 Challenger Motor Freight Inc.
 Chartright Air Inc.
 CHC Helicopter Group of Companies
 Chemin de fer QNS&L
 Citibank Canada
 City of Ottawa
 Clean Harbors Canada Inc.
 Coastal Pacific Xpress Inc.
 Cogeco Connexion Inc.
 Cogeco Média Acquisitions Inc.
 Colispro Inc.
 Comwave Networks Inc.
 Conair Group, Inc.
 Concentra Bank
 Connors Transfer Limited.
 Consolidated Fastfrate Inc.
 Contrans Flatbed Group LP
 Contrans Services LP
 Contrans Tank Group LP
 Cooney Group Inc.

Corporation des Pilotes du Saint-Laurent Central inc.	Field Aviation Company Inc.
Corporation du Fort St-Jean	First Canada ULC
Corus Entertainment Inc.	First Team Transport Inc.
Cougar Helicopters Inc.	Floradale Feed Mill Limited
CWS Logistics Ltd.	Flying Colours Corp
D&W Forwarders Inc.	Formula Powell L.P.
D.C.T. Chambers Trucking Ltd.	Freshwater Fish Marketing Corporation
Day & Ross Inc.	Fugro Canada Corporation (INACTIVE)
Defence Construction (1951) Ltd.	G. Zavitz Limited
Delta Air Lines, Inc.	G3 Canada Limited
Denny Bus Lines Ltd.	Gardewine Group Limited Partnership
Desgagnés Marine Cargo Inc.	GCT Canada Limited Partnership
DHL Express (Canada), Ltd.	Gestion TForce Inc.
Dicom Transportation Group	Gilbert M. Rioux et Fils Ltée.
Direct Limited Partnership	Glen Tay Transportation (Inactive)
Distributel Communications Limited	Golden West Broadcasting Ltd.
Doug Coleman Trucking Ltd.	Grace Transport Inc.
DP World (Canada) Inc	Grain Millers Canada Corp.
Dufferin Communications Inc.	Great Canadian Railtour Company Ltd.
Earl Paddock Transportation Inc	Great Slave Helicopters Ltd.
Eassons Transport Ltd.	Greater Toronto Airports Authority
ECL Carriers LP	Greyhound Canada Transportation ULC.
Edmonton Regional Airports Authority	Grimshaw Trucking L.P.
Elgin Motor Freight Inc.	Groupe Galland
Enbridge Employee Services Canada Inc.	Groupe Guilbault Ltée
ENTREC Corporation	Groupe Robert
Envoy Air Inc.	Groupe Transport Morneau inc.
Equitable Bank	Groupe TVA Inc.
Erb Enterprises Inc.	Groupe TYT Inc.
Execaire, a division of I.M.P. Group	Groupe V Média
Execulink Telecom Inc.	H & R Transport Limited
Executive Flight Centre Fuel Services Ltd.	Halifax Employers Association
Expertech Network Installation Inc./Expertech	Halifax International Airport Authority
Bâtisseur de reseaux Inc	
Export Development Canada	Hallcon Crew Transport Inc.
F. Ménard Inc.	Hammond Transportation Ltd.
Fairchild Radio Group Ltd.	Hapag-Lloyd (Canada) Inc
Fairchild Television Ltd.	Harvard Broadcasting Inc.
Farm Credit Canada	Hélicoptères Canadiens Limitée/Canadian Helicopters Limited
	Helijet International Inc.
Federal Express Canada Corporation	Henri Sicotte inc
Fedex Freight Canada Corp.	Hensall District Co-operative Inc.
FedEx Ground Package System, Ltd.	Highland Moving and Storage Ltd.
Fednav Limited	HomeEquity Bank
Ferus Inc.	HSBC Bank Canada
Fibermetics Corporation	Hudbay Minerals Inc.

Hudson Bay Railway Company
 Hughson Trucking Inc. (Inactive)
 Hutton Transport Limited
 Hyndman Transport Limited
 ICICI Bank Canada
 ILTA Grain Inc.
 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.
 Island Tug and Barge Ltd.
 J & R Hall Transport Inc.
 J. & T. Murphy Limited
 Jade Transport Ltd.
 Jay's Transportation Group Ltd.
 Jazz Aviation L.P.
 Jervis B. Webb Company of Canada, Ltd.
 Jet Transport Ltd.
 Jim Pattison Industries Ltd.
 Jones Feed Mills Limited
 JPMorgan Chase Bank, N.A.
 KEB Hana Bank Canada
 Keewatin Air LP
 Keith Hall & Sons Transport Limited
 Kelowna Flightcraft Group of Companies
 Keltic Transportation Incorporated
 Kenn Borek Air Ltd.
 Kindersley Transport Ltd.
 Kleysen Group Ltd.
 Kriska Holdings Limited
 Kunkel Bus Lines Ltd.
 L. Bilodeau et Fils ltée
 L. Hansen's Forwarding Ltd.

 L. Simard Transport Ltée
 L3 Technologies MAS inc
 Laidlaw Carriers Bulk LP
 Laidlaw Carriers Van LP

 Lakehead Freightways Inc.

Le Groupe de Sécurité Garda Inc
 Le Groupe Océan Inc.
 Ledcor Industries Inc.
 Les Distributions Carl Beaulac Inc.
 Les Investissements Nolinor Inc.
 Les Services JAG Inc.
 Linamar Transportation Inc.
 Link-on Communications Inc.
 Lockheed Martin Commercial Engine Solutions
 Logistec Arrimage Inc.
 Lomak Bulk Carriers Corp. (Inactive)
 Louis Dreyfus Company Canada ULC.
 Lower Lakes Towing Ltd.
 Mackie Moving Systems Corporation
 Maersk Supply Service Canada Ltd.
 Mantei's Transport Ltd.
 Manulife Bank of Canada
 Marine Atlantic Inc.
 Maritime Broadcasting System Limited
 Masterfeeds Inc.
 McClay Group Ltd.
 McKeil Marine Limited
 McKevitt Trucking Limited
 Mediterranean Shipping Company (Canada) Inc.
 Menzies Aviation (Canada) Ltd.
 Midland Transport Limited
 Minimax Express Transportation Inc.
 Moe's Transport Trucking Inc.
 Montship Inc.
 Morningstar Air Express Inc.
 MTU Maintenance Canada Ltd.
 MUFG Bank, Ltd., Canada Branch
 Mullen Oilfield Services L.P.
 Mullen Trucking Corp.
 Multiboard Communications Inc.
 My Broadcasting Corporation
 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
 New Hope Transport Ltd.
 New United Goderich Inc.
 New-Life Mills, a Division of Parrish & Heimbecker,
 Limited
 Nordion (Canada) Inc.

Normandin Transit Inc.
 North Cariboo Flying Services Ltd.
 Northern Communications Services Inc.
 Northumberland Ferries Limited
 Northwestel Inc.
 Nuclear Waste Management Organization
 Oceanex Inc.
 Oculus Transport Ltd.
 Office d'investissement des régimes de pensions du
 secteur public
 Offshore Recruiting Services Inc.
 Ontario Potato Dist. (Alliston) Inc. 1991
 Ontario Power Generation
 OpsMobil
 ORANO Canada Inc.
 Ornge Global Air Inc.
 Ottawa Macdonald-Cartier International Airport
 Authority
 P&H Milling Group, a division of Parrish &
 Heimbecker, Ltd.
 Pacific Coastal Airlines Ltd.
 Pacific Western Transportation 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 Corp.
 Pembina Pipeline Corporation
 Penske Logistics LLC
 Perimeter Aviation LP
 Pioneer Hi-Bred Production Company
 Plains Midstream Canada
 Pole Star Transport Incorporated
 Polymer Distribution Inc.
 Portage Transport Inc.
 Porter Airlines Inc.
 Premier Aviation Quebec Inc.
 Presidents Choice Bank
 Primus Management ULC.

 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 (The North Warning System)
 Reimer Express Lines Ltd.
 Remorquage St-Michel Inc.
 Richardson International Limited
 Ridley Terminals Inc.
 Rigel Shipping Canada Inc.
 Rio Tinto Alcan, Installations Portuaires
 RNC MEDIA INC.

 Rockwater Energy Solutions
 Rogers Communications Inc.
 Rogers Foods Ltd.
 Rosedale Transport Limited
 Rosenau Transport Ltd.
 Roxborough Bus Lines Limited
 Royal Bank of Canada

 RSB Logistic Inc. (Inactive)

 Ryder Truck Rental Canada Ltd.
 S.G.T. 2000 Inc.
 Safeco Driver Services Inc.

 Sander Geophysics Limited
 Sanimax EEI Inc.
 Scamp Transport Ltd.
 Schneider National Carriers Canada
 Scoular Canada Ltd.
 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.
 Sheffield Moving & Storage Inc
 Sirius XM Canada Inc.
 SITA Information Networking Computing Canada
 Inc.
 Sky Regional Airlines
 Skyservice Aviation Inc. and Sky Service F.B.O Inc.
 Snowbird Aviation Services Limited Partnership
 Société de transport de l'Outaouais
 Société du Vieux-Port de Montréal inc.
 Sogetel inc.

Spearing Service L.P.
Speedy Transport Group Inc.
Standard Aero Limited
Standard Aero Ltd.
State Street Bank & Trust Company - Canada Branch
Stericycle ULC.
Steve's Livestock Transportation (Blumenort) Ltd
Stingray Radio Inc.
Strategic Aviation Services Ltd.
Sunbury Transport Limited
Sunwest Aviation Ltd.
Sunwing Airlines Inc.
Sutco Contracting Ltd.
Swissport Canada Inc.
Symcor Inc.
Systèmes Danfreight inc.
Systemex Communications (S.C.) Inc.
T&T Trucking Ltd.
Tangerine Bank
Tata Communications (Canada) Ltd
Tbaytel
TC Energy
Teekay Shipping (Canada) Ltd.
TekSavvy Solutions Inc.
Téléfilm Canada
Telesat Canada
TELUS Communications Company
Tenold Transportation Ltd
TeraGo Networks Inc.
TFI Transport 5 LP
TFI Transport 7 LP
TForce Final Mile Canada Inc.
The Bank of Nova Scotia

The Calgary Airport Authority
The CSL Group Inc.
The Jacques Cartier and Champlain Bridges Incorporated
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
Thompsons Moving Group Limited
Three Star Trucking Ltd.
Thunder Airlines Limited
Tier2 Technologist LTD

Titanium Transportation Group Inc.
Top Aces Inc.
Toronto Port Authority
Total Oilfield Rentals Ltd
Trailwood Transport Ltd.
Trans Mountain Canada Inc.
Trans-Frt. McNamara Inc.
Transit Windsor
Transport A. Laberge & Fils Inc.
Transport Bellemare International
Transport Bernières inc. (Groupe Bernières)
Transport Bourret inc.
Transport Couture
Transport Gilmyr inc
Transport Grayson Inc.
Transport Guilbault Inc.
Transport Guy Bourassa Inc.
Transport Hervé Lemieux (1975) Inc.
Transport Inter-Nord Inc.
Transport Jacques Auger Inc.
Transport Jocelyn Bourdeau Inc.
Transport Lyon Inc.
Transport Sylvester & Forget Inc.
Transport TFI 1, SEC
Transport TFI 15 S.E.C. (Transport Grégoire)
Transport TFI 16 SEC
Transport TFI 19 SEC (Durocher International)
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)
Transport Transbo Inc.
Transwest Air Limited Partnership by its General Partner
Transwest Management Ltd.
TransX Ltd.
Trappers Transport Ltd.
Travelers Transportation Services Inc.
Trentway-Wagar Inc.
Tri-Line Carriers LP
TRJ Telecom Inc.
Trouw Nutrition Canada Inc.
Troyer Ventures Ltd.
TST Solutions L.P.
Universal Coach Line Ltd.
UPS Canada
V.A. Inc.
V.T.L. Express Inc.

Van-Kam Freightways Ltd.
Vancouver Airport Authority
Vancouver Fraser Port Authority
Vector Aerospace Engine Services - Atlantic
Vedder Transport Ltd.
Verreault Navigation inc.
Verspeeten Cartage Ltd.
VIA Rail Canada Inc.
Vianet Inc.
Vidéotron Itée
Vista Radio Ltd.
Viterra Inc.
Voyageur Aviation Corp.
Wallenstein Feed & Supply Ltd.
Warren Gibson Limited
Wasaya Airways Limited Partnership
Wells Fargo Bank N.A., Canadian Branch
West Wind Aviation LP

Westcan Bulk Transport Ltd.
Westcoast Energy Inc.
Western Logistics Inc.
Western Stevedoring Company Limited
WestJet, an Alberta Partnership
Westman Media Cooperative Ltd.
Westtower Communications Ltd.
Westshore Terminals Limited Partnership
Wills Transfer Limited
Wilson's Transportation Ltd.
Windsor Disposal Services Ltd.
Winnipeg Airports Authority Inc.
WireComm Systems (2008), Inc.
Withers L.P.
XPO logistics Freight Canada, Inc.
XTL Transport Inc
Yellowhead Helicopters Ltd.
Zayo Canada Inc.