The State of Internal Trade:

Canada's Interprovincial Cooperation Report Card

June 2025

Authors

Duncan Robertson

Director, Nova Scotia

SeoRhin Yoo

Senior Policy Analyst, Interprovincial Affairs

Bradlee Whidden

Senior Policy Analyst, Western Canada

Francesca Basta

Research Analyst

Contents

The Canadian Federation of Independent Business (CFIB) is Canada's largest association of small and medium-sized businesses with 100,000 members across every industry and region. CFIB is dedicated to increasing business owners' chances of success by driving policy change at all levels of government, providing expert advice and tools, and negotiating exclusive savings.

Learn more at cfib.ca/internaltrade.

Highlights

This year’s report highlights a major policy shift across jurisdictions towards greater cooperation and mutual recognition, marking a potential turning point in reducing trade barriers and enabling freer movement of goods, services, and labour within Canada.

Small business perspective on internal trade

- 9 in 10 Canadian small businesses want their governments to act faster in following through on their commitments to improve internal trade.
- In response to challenges with the U.S. market, 62% of small businesses sought relief by shifting to domestic suppliers and markets.
- Half of small businesses report improving internal trade would help offset impacts of the Canada-U.S. tariff war.
- Almost 3 in 5 (58%) small business owners believe reducing internal trade barriers would create new opportunities for their business; only 12% disagree.
- Nearly 80% of Canadian small businesses support their provincial/territorial government in committing to transparency and cooperation on interprovincial trade by adopting a mutual recognition legislation.

Canada’s Interprovincial Cooperation Report Card 2025

- In recognition of unprecedented progress, CFIB is delivering on its 2022 promise to award an automatic “A” to jurisdictions that implement mutual recognition. While long-term impacts must still be evaluated, this marks a major step forward and CFIB applauds those governments that have taken up the challenge.
- Overall, Nova Scotia leads with score of 9.4 (A grade) while Ontario follows closely with a score of 9.2 (A), and the Yukon sits last place with a score of 4.6 (D).
- On areas of Interprovincial Cooperation:
    - The Ontario government removed all of its CFTA exceptions, resulting in a significant jump in Indicator I; from a C- grade in 2024 to an A+ in 2025.
    - Despite ongoing discussions, no substantial progress has been made in removing alcohol trade barriers and reducing obstacles to doing business as measured by the report’s indicators.
    - Regarding regulatory reconciliation efforts, the federal government scores the highest, having implemented 14 of the 15 items from the ratified agreements they are participating in at the Regulatory Reconciliation and Cooperation Table (RCT).
- CFIB continues to recommend remaining governments across Canada move quickly to adopt a mutual recognition agreement encompassing all federal, provincial, and territorial regulatory measures that impose requirements on the sale or use of goods and services.

Introduction

Since the Canadian Free Trade Agreement was signed in 2017, progress towards eliminating internal trade barriers across Canada has been sluggish, with limited political will to meaningfully advance the agenda. In response, in 2022, the Canadian Federation of Independent Business (CFIB) began tracking the efforts of all federal, provincial, and territorial (FPT) governments through *Canada's Interprovincial Cooperation Report Card* – a tool designed to provide much needed transparency, assess progress and encourage positive steps and leadership towards freer trade within Canada.

Last year's report card found that while some governments had taken steps in the right direction, significant barriers still remained, hurting small businesses and the broader economy.

However, in the wake of shifting global dynamics following a change in U.S. political leadership, and a more challenging bilateral trade relationship as a result, Canadian political leaders have shown renewed interest in improving internal trade. Several governments have made significant progress over the past several months towards reducing domestic trade barriers – an encouraging step for Canada's economy. By making it easier to trade within Canada, Canadian governments can help mitigate external trade risks and strengthen the national economy from within.

Eliminating internal trade barriers can unlock significant benefits for both businesses and consumers. These include greater choice and affordability in goods and services, and improved supply chain security. It can also create new employment opportunities, address labour shortages, foster innovation and boost productivity, ultimately supporting stronger, more sustainable economic growth. In fact, research estimates that removing these barriers could grow Canada's economy by as much as $200 billion annually, or approximately $5,100 per person.[1]

This 2025 edition of the report card continues to evaluate the progress FPT governments have made over the past year to reduce internal trade barriers. It provides a clear snapshot of where each government stands, celebrates successes, and identifies areas for further improvement. By highlighting both the wins and the work still to be done, this report aims to support ongoing efforts to build a more open, integrated, prosperous and competitive Canadian federation.

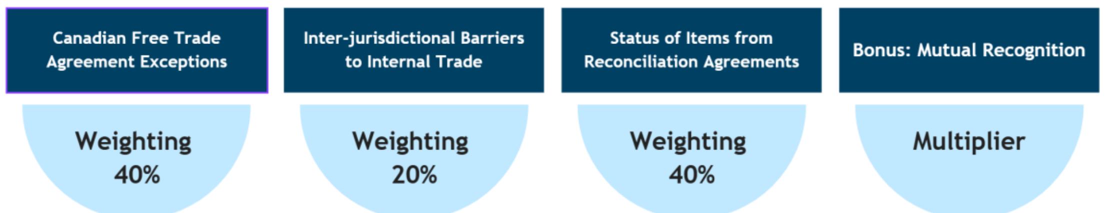
Half of Canadian small businesses say eliminating barriers to interjurisdictional trade can help offset the cost of Canada-U.S. tariffs.

Canada’s Interprovincial Cooperation Report Card 2025

As in previous years, this report card grades three major areas of interprovincial/territorial cooperation: CFTA exceptions, select barriers to trade, and the status of items from reconciliation agreements. New this year is an updated bonus indicator that reflects growing momentum for mutual recognition—rewarding jurisdictions that accept other regions’ regulations and standards as sufficient within their own jurisdiction. Governments with the highest overall scores are those making the most progress towards reducing domestic trade barriers.

Figure 1

Areas of Interprovincial Cooperation and Weighting Distribution



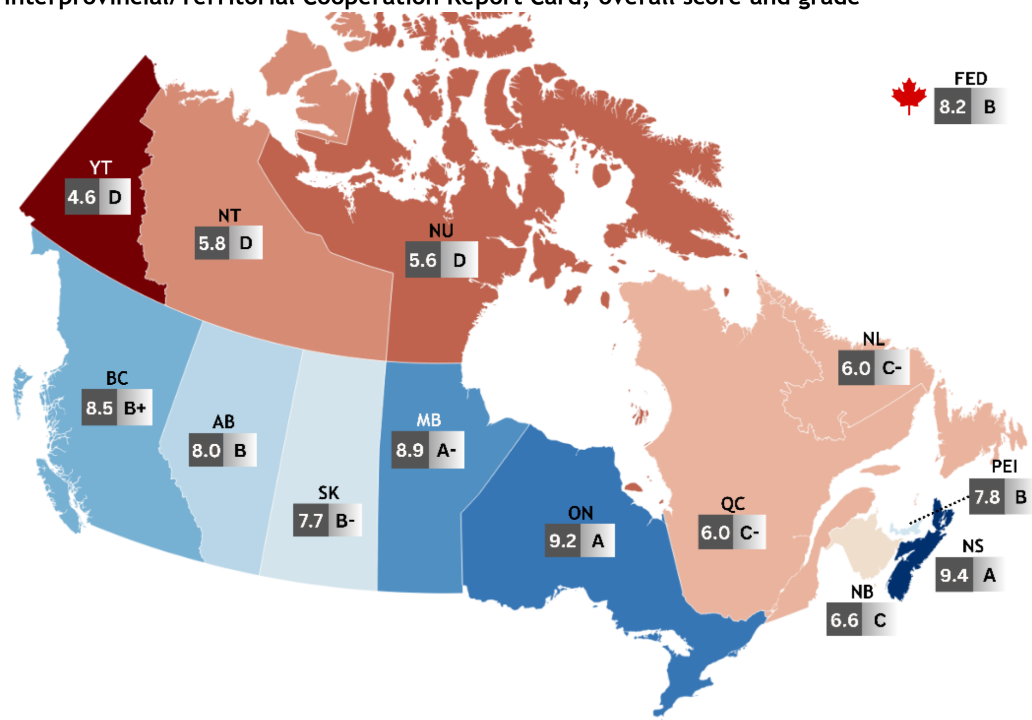
Nova Scotia receives the highest overall score of 9.4 (A) in the report card, followed by Ontario and Manitoba with scores of 9.2 (A) and 8.9 (A-) (see Figure 2 and Table 1). While some jurisdictions earned an A grade due to strong performance on the bonus indicator, more work needs to be done. Areas for improvement are revealed across the three core areas, showing that even high-performing governments still have gaps to address. **For details on how scores were calculated, refer to the Methodology in Appendix F.**

Western provinces tend to outperform their eastern counterparts, largely due to the New West Partnership Trade Agreement (NWPTA). Signed in 2010, the agreement aims to reduce barriers to trade, investment, and labour mobility between British Columbia, Alberta, Saskatchewan, and Manitoba. For example, businesses operating in any of the four provinces can bid on government procurement contracts in the other provinces, which has helped to increase competition and drive down costs.[2] This has had a particularly positive impact on small- and medium-sized businesses, which may not have had the resources to navigate different regulatory frameworks in each province.

Figure 2

Report Card Grades: NS leads with a score of 9.4 (A) while ON follows closely with a score of 9.2 (A); the Yukon trails behind with a score of 4.6 (D).

Interprovincial/Territorial Cooperation Report Card, overall score and grade[1,2]



1. Score: 0 is worst, 10 is best. The scores of the three areas of inter-provincial/territorial cooperation are combined into a single score that allows for a ranking of governments from best (highest score) to worst (lowest score).

2. Grade: A, A-: 8.7-10 (Excellent performance); B+, B, B-: 7.5-8.6 (Good performance); C+, C, C-: 6.0-7.4 (Satisfactory performance); D: 4-5.9 (Less than satisfactory performance); F: 0-3.9 (Unsatisfactory performance).

Table 1

Mutual Recognition helps propel some provinces ahead, as select barriers and exceptions to the CFTA remain a challenge

Areas of Interprovincial/Territorial Cooperation, Score and Grade[1,2]

Jurisdiction	I. Canadian Free Trade Agreement Exceptions (40%)		II. Select Barriers to Internal Trade (20%)		III. Status of Items from Reconciliation Agreements (40%)		Bonus Indicator: Mutual Recognition (Multiplier)	Overall Score and Grade	
NS	2.3	F	5.9	D	8.9	A-	8.5	9.4	A
ON[4]	10	A+	6.0	C-	8.2	B	5	9.2	A
MB	7.3	C+	5.4	D	9.6	A	5	8.9	A-
BC	6.3	C-	4.1	D	9.2	A	5	8.5	B+
FED[3]	6.8	C			9.7	A	0	8.2	B
AB	7.9	B	4.1	D	9.5	A	1	8.0	B
PEI	3.1	F	4.7	D	8.8	A-	5	7.8	B
SK	6.8	C	5.3	D	9.2	A	1	7.7	B-
NB	4.8	D	4.7	D	8.5	B+	1	6.6	C
QC	0.0	F	3.6	F	8.9	A-	3	6.0	C-
NL	4.1	D	2.6	F	8.5	B+	1	6.0	C-
NT	4.8	D	2.0	F	8.8	A-	0	5.8	D
NU	4.5	D	2.0	F	8.6	B+	0	5.6	D
YT	1.3	F	3.0	F	8.8	A-	0	4.6	D

Notes:

1. Score: 10 is best, 0 is worst. The scores of the three areas of interprovincial/territorial cooperation are combined into a single score that allows for a ranking of governments from best (highest score) to worst (lowest score).
2. Grade: A, A-: 8.7-10 (Excellent performance); B+, B, B-: 7.5-8.6 (Good performance); C+, C, C-: 6.0-7.4 (Satisfactory performance); D: 4-5.9 (Less than satisfactory performance); F: 0-3.9 (Unsatisfactory performance).
3. The federal government is scored on two areas: economic impact score based on the procurement exceptions they maintain from the CFTA in 2025, and the implementation status of reconciliation agreements. Both areas are weighted equally (50% each) as the select barriers area was not available for this analysis.
4. While "A+" is not currently included in the grading scale, Ontario was awarded an A+ in the area of Canada Free Trade Agreement Exceptions for being the first jurisdiction to have no exceptions.

Internal trade and Canada's competitiveness

In March 2025, CFIB sounded the alarm as Canada's small business confidence plummeted to its lowest levels since the pandemic. Business optimism sunk across all provinces, with the steepest long-term drops recorded in Nova Scotia (-37.6 points), Alberta (-33.2), and Ontario (-30.2).[3] This sharp decline was largely driven by the economic uncertainty stemming from escalating trade tensions between Canada and the United States, including unwarranted tariffs from the new U.S. administration and Canada's retaliatory measures.

According to CFIB data, due to the trade war, more than half (51%) of small businesses reported rising costs for goods and supplies, while 40% struggled with the impact of a weakened Canadian dollar, leading to higher import costs and pricing challenges. Additionally, businesses faced increased difficulty setting competitive prices (38%), saw reduced profits (36%), and lower consumer demand (25%).[4]

"We are increasingly focused on goods made in Canada & Europe and on building our Canadian customer base. We expect to lose about ½ and maybe all our USA business which is about 20% of our business."

- Wholesale Business Owner. Ontario

In response to these challenges, many business owners sought relief by shifting-or considering a shift-to domestic suppliers and markets (62%).[5] However, this pivot exposed a long-standing problem: doing business across provincial or territorial borders is often just as costly and complex (if not more) as trading internationally.

"Transportation costs across the country are much too expensive. The supply lines to the U.S. are often shorter, and mail from the U.S. and China is less expensive than Canada Post."

- Personal Services Business Owner, Ontario

For many small business owners, trading with a neighbouring province or territory continuously proves to be a bureaucratic nightmare. Instead of allowing goods, services, and workers to flow freely where they are most needed, excessive fees, paperwork, and regulatory discrepancies create costly obstacles—effectively acting as an artificial 21% tariff.[6]

While these barriers do not always make interprovincial trade impossible, they impose burdens that many small businesses simply cannot afford or have the resources to navigate. As a result, domestic businesses stray away from cross-border expansion, and international businesses hesitate in making investment decisions due to market inaccessibility. In return, this stifles productivity, innovation, and Canada's overall competitiveness.

With one-third of Canadian business owners planning to scale back U.S. investments and shift towards Canadian (26%) and other international (18%) markets over the course of this year, the stakes for domestic competitiveness are rising.[7] Canada must seize this moment to become a truly unified economic space—one where businesses can grow seamlessly across provincial borders.

Current context: 2024-25 internal trade wins in review

New era for internal trade

Canada is entering a new era for internal trade. In February 2025, Nova Scotia led the way by introducing *Bill 36: Free Trade and Mobility within Canada Act*, committing to mutual recognition of goods (including food), services, and investments with other jurisdictions that pass similar laws. The bill sparked a wave of action with PEI, BC, Ontario, Manitoba, and Quebec following suit. However, while this momentum is encouraging, CFIB also remains cautious about the growing trend of patchwork agreements and MOUs, which could risk diluting the potential of true mutual recognition.

The Ontario & Federal governments' CFTA exception removals

The federal and Ontario governments have taken significant strides in advancing internal trade. As of March 2025, more than half of federal CFTA exceptions related to procurement have been removed. Building on this momentum, Prime Minister Carney announced his intentions to eliminate all remaining federal exceptions and committed to freer domestic trade by July 1, signaling a renewed commitment to a more competitive, integrated national economy. In April 2025, the Ontario government followed suit with the *Protect Ontario through Free Trade within Canada Act*, removing all of its party-specific exceptions—the biggest advancement any government has taken to date.

Committee on Internal Trade (CIT)'s push for mutual recognition

In September 2024, the CIT launched a pilot project to mutually recognize trucking regulations across all jurisdictions, while maintaining safety and security standards. In June 2025, the First Ministers committed to working together to expand this pilot program. At the same meeting, the ministers also committed to implementing a Mutual Recognition Agreement covering consumer goods (excluding food) by December 2025.

Freer movement of alcohol products

Manitoba remains the only province in the country to allow direct-to-consumer shipment of all alcohol products. However, in February 2025, provincial governments across Canada – excluding Newfoundland and Labrador – announced plans to allow direct-to-consumer shipment of alcohol products across provinces. Additionally, New Brunswick introduced amendments to the *Liquor Control Act*, removing the personal limits of alcohol. These decisions signal a shift towards more modern and market-friendly alcohol distribution policies, benefiting consumers and small producers alike.

Labour mobility

In June 2025, the First Ministers met and agreed to a 30-day service standard for pan-Canadian credential recognition. Additionally, the New Brunswick government legislated amendments to improve labour mobility. These changes to the *Fair Registration and Practices in Regulated Professions Act* would reduce wait times for professionals registered in other Canadian jurisdictions to begin work in the province. While the final approval would still rest with the relevant regulatory body, eligible applicants would be allowed to begin work immediately upon submitting proof of registration in the same or similar profession.

Lloydminster pilot program made permanent

In November 2024, the Government of Canada amended the *Safe Food for Canadians Regulations* making the Lloydminster Pilot Program a permanent fixture. This amendment allows Alberta and Saskatchewan food businesses to prepare and trade food within the City of Lloydminster without having to meet federal interprovincial trade requirements. This decision marks an important step towards the freer movement of food products across Canada, and CFIB hopes to see this change expanded and applied to other parts of the country.

Small business perspective on internal trade

To better understand the impact of interprovincial trade barriers, CFIB surveyed small business owners across Canada. Overall, the majority (89%) of business owners want governments to follow through more quickly on their actions to improve interprovincial trade. In particular, 79% want their government to commit to transparency and cooperation on interprovincial trade by adopting mutual recognition legislation, 58% believe reducing barriers will create new opportunities for their business, and 40% report spending significant time and costs to determine whether their business is subject to internal trade barriers (see Figure 3). The difficulties small businesses face stem from the movement of goods and services they buy and sell, as well as the movement of labour (i.e., their employees).

Challenges in the trade of goods and services

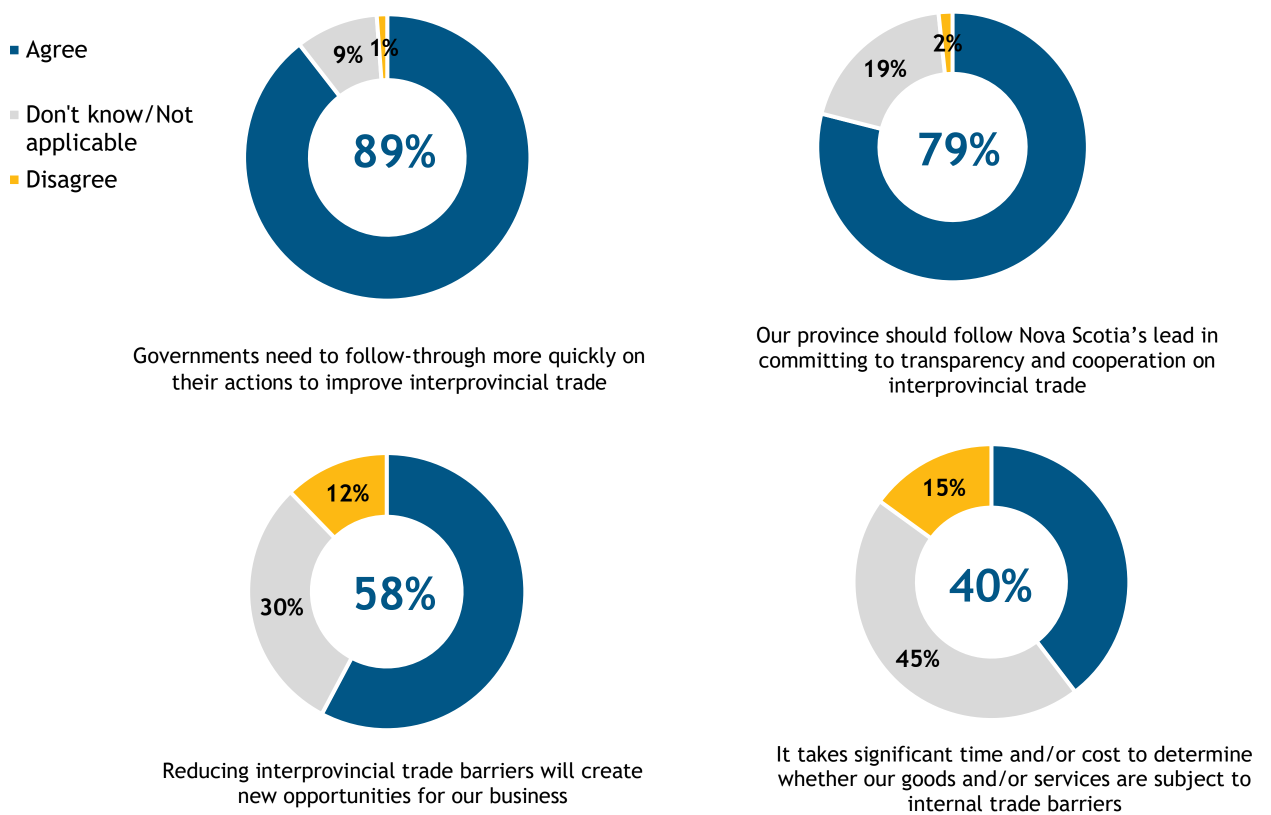
- Complexity of dealing with varying tax regimes, including the need to register separately for Provincial Sales Tax in multiple provinces.
- Transportation and logistical barriers such as, restricted carrier options, freight costs, and shipping constraints.
- Restrictions on selling food products across provincial/territorial borders.

Labour challenges

- Lack of recognition of certifications in a new jurisdiction.
- Cost, wait times, and paperwork involved in acquiring provincial licensing in a new jurisdiction.
- Complying with differing Occupational Health and Safety (OHS) standards across jurisdictions.
- Registering for workers' compensation (WC) in multiple jurisdictions.

Figure 3

Canadian small businesses overwhelmingly support reducing interprovincial trade barriers, and see the barriers as deterrents to business expansion due to the cost and time associated with them



Source: CFIB, April Your Voice Survey - April 10-24, 2025, based on 2,561 responses. Final results.

In their own words: What Canadian SMEs say about interprovincial trade barriers

To ground this year's report on lived experience, CFIB convened two national panels of small business owners. Participants came from various sectors including engineering, consulting, hospitality, aviation, logistics, and retail. Their message was clear: interprovincial trade barriers are not abstract policy issues—they are costly, daily roadblocks that stifle growth and limit opportunity.

Fragmentation creates real-world consequences

Across sectors, participants pointed to the high cost, time burden, and confusion caused by inconsistent provincial regulations, licensing, and taxation. Quebec was repeatedly cited as the most difficult province to operate in, largely due to language laws, professional licensing hurdles, and unpredictable tax enforcement. An owner of an engineering firm that operates in Alberta, Manitoba, and Ontario said bluntly: **"We wouldn't even consider Quebec - it's just not an option."** Ontario-licensed professionals must requalify in Quebec—a costly, slow process. All documentation must be translated into French—even for English-speaking clients—raising costs further. Tax compliance was another concern. A Toronto-based firm described how the Quebec Revenue Agency denied HST refund claims and forced them to re-invoice under a different system, nearly crippling their cash flow.

Red tape delays and the cost of cross-border operations

From project delays due to inconsistent equipment tax rules to work stoppages over unpaid trailer taxes, many entrepreneurs reported avoiding cross-provincial expansion altogether. **"We'd be a lot bigger and a lot better if there were fewer barriers,"** said an engineering firm owner operating in multiple provinces. One business received a stop-work order in Saskatchewan because a trailer registered in Manitoba had not been taxed properly across the border—a delay that cost them several days of work.

Sales tax differences, especially between HST and GST/PST provinces, added to the confusion. Errors in application or remittance can result in denied claims, audit-triggered back-payments, or damaged client relationships. One participant had to retroactively re-invoice $400,000 worth of work after an oversight in Ontario. This lack of harmonization was described by multiple owners as a **"bureaucratic trap."**

Even Alberta, often regarded as a business-friendly province, requires out-of-province businesses to re-register annually through third-party agents, costing $500-$600—regardless of income. **"Bigger firms love the complexity. It keeps smaller firms like mine out,"** said another participant. "**Figuring out what was required originally and getting it set up was annoying. Maintaining it is easy—but unnecessary,"** said an aerospace supplier, who now pays lawyers just to stay registered in multiple provinces. Several called for mutual recognition of corporate registration.

Credentialing confusion: Licensing blocks labour mobility

Participants repeatedly flagged occupational licensing as a key barrier. Nurses, electricians, and dental hygienists cannot move between jurisdictions without recertification—forcing businesses to rehire or lose staff. One employer lost a team member overnight due to licensing discrepancies between Ontario and Quebec.

Another participant asked, **"How different is it really to be an electrician in one province versus another? The laws of physics don't change across borders."** For many small businesses, the cumulative effect of these barriers is clear: they choose not to grow. One participant described skipping opportunities in the Atlantic provinces because of the licensing and tax complexity. Another said they would rather serve the U.S. market, where rules are clearer and fewer hurdles exist. **"We could do the work. But the paperwork, the registrations, the uncertainty - it's not worth it."**

Despite some recent improvements, the consensus was clear: Canada lacks a unified professional recognition system. **"Just have one board,"** one participant urged. **"You're accredited - go to work."** Another added, **"One licence should let you work anywhere. Any exceptions should be specific, rare, and science-based."** One business described losing out on a Quebec contract despite regularly completing the same type of work in Ontario with provincially recognized qualifications. The Quebec Request for Proposal (RFP) required a credential that was not necessary in Ontario, and the firm was disqualified purely on a technicality. **"We do this work all the time in Ontario—but apparently that's not good enough next door,"** they said. This type of jurisdictional nuance was cited as especially frustrating and emblematic of a system that penalizes mobility rather than rewarding competence.

Companies must also juggle separate WCB systems with different rules and timelines. **"Ontario lets us report monthly. Manitoba makes us estimate payroll in advance and pay a lump sum upfront,"** one participant said. Though manageable, the lack of standardization adds costs and complexity. Manufacturers working with pressure-regulated equipment highlighted the burden of getting a Canadian Registration Number (CRN) for each province—even when previously approved elsewhere. This burden can directly impact delivery timelines. **"Just getting a CRN for a new province can delay a project by six months,"** one participant noted.

Logistics and freight: Small inefficiencies with big impacts

Freight and logistics emerged as another barrier. One owner described a $30,000 commercial oven arriving damaged, with no courier accountability, and stated that claims were hard to resolve. One owner said it was cheaper to ship goods from Calgary to Toronto than to Winnipeg—because higher freight volume to Toronto drives down per-unit costs. **"It makes no geographic sense, but that's the system we're stuck with,"** they said. As another participant put it, **"These small inefficiencies add up. They're why we don't grow. They're why some of us stay in one province - even when we know there's demand across the border."**

Compounding burdens: The weight of it all

As one participant put it, **"It's hard to pick just one thing that's the most detrimental. The professional licensing, the workers' compensation, the taxes, even vehicle safety requirements - everything adds up. They all cause problems."** This sentiment reflected a broader theme: no single barrier is insurmountable on its own, but together, they create a web of friction that discourages businesses from expanding or operating across provincial lines.

What it costs: Lost growth, higher prices, and missed opportunity

When asked to rate the impact of trade barriers on their operations, most gave a 7 or higher out of 10, signaling a significant burden. Beyond compliance costs, the opportunity cost—missed business, slowed growth, and talent loss—was harder to measure but deeply felt. **"These aren't just inefficiencies - they're costs we pass on to consumers. We're a G7 country in name only if we keep this up."** said one panelist.

A roundtable participant reported adding a 10% markup when quoting jobs outside their home province just to cover added compliance, paperwork, and regulatory fees. For small businesses, this often means being priced out of otherwise viable opportunities.

A path forward: Default recognition and national trust

Participants strongly supported a negative list approach—where everything is recognized unless explicitly exempt—and urged governments to trust firms to meet national standards without needing redundant approval. **"Just let us do what we do best,"** one participant urged. **"We can do it faster, better, and cheaper."**

Others emphasized the need for a centralized portal with consolidated information, forms, and contacts. **"I've been doing this for 30 years and I still don't know who to call in each province,"** said one business owner.

Without meaningful reform, SMEs will continue to shy away from interprovincial expansion—limiting Canada's productivity, competitiveness, and innovation.

New indicator on mutual recognition: Delivering on our 2022 commitment of an "automatic A"

In CFIB's first edition of this report (2022), we made a clear commitment:

> *"Any province/territory that accepts our bold recommendation to mutually recognize all provincial and territorial standards and regulations will automatically receive an 'A' grade in future iterations of this report card."*

This year, we have followed through on that promise by updating the way we apply the bonus indicator. The goal is simple: **incentivize and recognize jurisdictions that make meaningful progress in implementing mutual recognition agreements (MRAs).**

Mutual recognition was previously recommended by CFIB and remains the most ideal way to approach internal trade due to its proactive and all-encompassing nature. With mutual recognition, barriers are resolved and are a non-issue even before businesses encounter them, lowering compliance costs and uncertainty. By contrast, reactive systems require businesses or stakeholders to identify burdens themselves and assume they will engage in internal trade despite the existing barriers.

How the bonus indicator works

Jurisdictions are awarded a score out of 10 based on the status and strength of their mutual recognition agreements. Only fully implemented agreements that cover all three areas of internal trade (goods, services, and labour) earn a perfect score, while partial or early-stage legislations and agreements earn lower scores (see scoring notes below and full details in Appendix E). This approach ensures that top grades reflect real progress, while recognizing steps in the right direction.

Table 2

Existence of a mutual recognition agreement, score and grade (10 is best, 0 is worst).

Jurisdiction	Current status of a mutual recognition agreement	Score (Multiplier)
NS	Implemented	8.5
BC	Legislated	5
PEI	Legislated	5
MB	Legislated	5
ON	Legislated	5
QC	Introduced	3
AB	Announced	1
SK	Announced	1
NB	Announced	1
NL	Announced	1
YT	None	0
NT	None	0
NU	None	0
FED	None	0

Notes:

This table reflects the current status of mutual recognition agreements by jurisdiction, based on available evidence. It does not assess the scope of implementation or real-world impact to date. Full details in Appendix E.

1. Score: (10) for a fully implemented mutual recognition agreement covering all three areas of internal trade (goods, services, and labour) in force with at least one other jurisdiction, (5) for a legislated mutual recognition agreement, (3) for a mutual recognition agreement that has been introduced but not passed and (1) for an announced mutual recognition agreement.
2. The score of (10) is contingent on all irritants being addressed, points are subtracted if the agreement is limited in scope: (1) point for each of the main areas - labour, goods and services if any one is not included, (1) point if it requires reciprocation. Please see appendix E for more details.
3. The federal government will be awarded an automatic "A" if mutual recognition of agriculture and agri-food products is implemented (see p. 25 for more details).

The federal government will be awarded the automatic “A” if mutual recognition of agricultural and agri-food products is implemented.

As shown in Table 2, no jurisdiction receives a perfect score of 10 as none have fully implemented a mutual recognition agreement in force all other jurisdiction. While some governments have passed legislation, these agreements are still in early stages of implementation and may evolve over time, potentially including exceptions and carve outs going forward. At this stage, this indicator serves as a metric of recent leadership on internal trade, indicating which provinces are moving in the right direction, rather than as a reflection of the actual impact for businesses and residents on the ground.

Nova Scotia receives the highest mark of 8.5 with the implementation of their mutual recognition bill. Some points were taken away as the province requires reciprocity and does not include all sections of labour in its recognition. BC, Manitoba, Ontario, and PEI follow closely behind with a score of 5 as they have legislated their mutual recognition bills but not implemented them. Quebec receives a score of 3 for introducing mutual recognition legislation, but not having passed it yet. Alberta, Saskatchewan, Newfoundland and Labrador, and New Brunswick each receive a score of 1 for announcing their intention to move towards mutual recognition. All others receive a score of 0 as they have not yet announced any mutual recognition measures.

“The CFIA has certain restrictions that are extremely difficult to understand. For example, a food manufacturer with a Safe Food for Canadians licence can ship food products nationwide, unless the product contains animal protein. In that case, they must obtain a costly and complicated ‘federally inspected’ designation, which treats all processors the same, regardless of whether they handle raw meat or simply use cooked meat as an ingredient. The federal certification is expensive, complicated and in most cases, overkill when applied to companies already HACCP certified”

- Manufacturing Business Owner, BC

Going forward

While Canada has seen unprecedented progress on internal trade this year, CFIB remains cautious. A growing concern is the rise of patchwork agreements and memoranda of understanding (MOUs) that limit the potential of true mutual recognition, where the purpose is to cut through the red tape.

Many of the new legislative measures apply only to “reciprocating jurisdictions”, meaning a jurisdiction may require individual negotiation of agreements with each of its counterparts. With 14 federal, provincial, and territorial governments, this could result in up to 196 separate agreements – an overly complex and inefficient approach.

True mutual recognition should not require dozens of bilateral deals. Instead, it can be implemented more effectively through broader commitments that apply unilaterally, as British Columbia and Quebec have committed to doing.

It’s worth noting that full implementation of mutual recognition could occur without legislation. Moving forward, CFIB will continue to evolve the indicators and methodology used in this report card to better assess not just the existence, but the quality and impact of mutual recognition efforts once implemented. The goal is to ensure governments are moving towards real, meaningful implementation that reduces red tape on the ground and boosts interprovincial trade for all.

Indicator I: CFTA Exceptions

The Canadian Free Trade Agreement (CFTA) permits governments to exclude certain sectors, items, or workers from its provisions through exceptions. This section of the report measures the economic impact score associated with the exceptions each jurisdiction lists in the CFTA. Not all exceptions have an equal impact as some cover narrow areas of the economy while others are broader in scope. For instance, three exceptions that cover narrow areas of the economy that could limit the trade of rice, barley, and oats may have less of an impact than a single, broader exception, which could impact the entire agricultural sector. In this instance, the single exception is assumed to represent a larger economic impact.

The economic impact score is calculated based on the type of exception (i.e., current, future, procurement) and how broadly it impacts the overall economy (i.e., affected industry classifications listed in the CFTA). In this regard higher scores are assumed to indicate broader and more significant economic impacts, while lower scores reflect more narrowly focused effects (see Appendix A for detailed methodology). It is important to acknowledge that the methodology used in this report has its limitations in that it does not measure the difference between the varying types of exceptions or their full economic impact. However, this systematic approach allows for a consistent evaluation and comparison of the economic implications of various exceptions.

Ontario has become the first and only jurisdiction to remove all of its CFTA exceptions, earning them a perfect economic impact score of 0. This move demonstrates what is possible when there is strong political will to break down internal trade barriers. Ontario’s leadership shows that eliminating exceptions is not only feasible, but also a powerful and concrete step towards fulfilling the promise of free trade within Canada. New Brunswick also improved this year due to the removal of several exceptions. Other jurisdictions that removed or narrowed their exceptions received lower or stagnate scores, particularly those that started with a high number of exceptions or removed fewer exceptions, as this indicator is graded on a relative scale.

Table 3

Ontario ranks the best with no exceptions, yielding the lowest economic impact score, while Quebec’s exceptions still have the highest impact

Economic impact of CFTA exceptions 2025, Score and Grade (10 is best, 0 is worst)

Jurisdiction	Total Number of Exceptions (Not Graded)	Economic Impact Score (Graded - Lower is Better)	Score and Grade	
ON	0	0	10.0	A+
AB	8	17	7.9	B
MB	8	22	7.3	C+
SK	10	26	6.8	C
FED	13	26	6.8	C
BC	13	30	6.3	C-
NT	20	42	4.8	D
NB[4]	22	42	4.8	D
NU	22	45	4.5	D
NL	19	48	4.1	D
PEI	22	56	3.1	F
NS	19	62	2.3	F
YT	30	70	1.3	F
QC	27	81	0.0	F

Notes:
1. Provinces and are scored based on their exceptions for existing measures, future measures, and procurement.
2. The government is scored solely on procurement related exceptions.
3. Economic impact scores are rounded to the nearest whole number.
4. On June 12, 2025, the Government of New Brunswick announced it would eliminate four of their current exception effective September 1, 2025.

A clear path forward: Follow Ontario's lead

CFTA exceptions weaken the foundation of Canada's interjurisdictional trade agreements by carving out areas where the rules of free trade simply do not apply. For small businesses, this creates a patchwork of inconsistent regulations, paperwork, and delays, making it unnecessarily difficult and expensive to move goods, provide services, or hire across provincial and territorial lines. The burden of these barriers does not just fall on entrepreneurs; it is passed on to consumers in the form of higher costs and fewer choices.

Furthermore, as Canada seeks to attract global investment and expand its economic partnerships, it must send a clear signal that it is truly open for business. A domestic market riddled with internal trade barriers is a red flag for investors. If companies cannot scale across provinces without navigating a maze of regulatory hurdles, they may choose to invest elsewhere, or confine their operations to a single jurisdiction, stifling both growth and competition. A truly integrated Canadian market is not just good for business, it is essential for our global competitiveness.

As Canada's Premiers continue to publicly commit to breaking down internal trade barriers, they must follow through with action. In consultations with governments across the country, familiar rationales for preserving exceptions still persist sometimes: national security concerns, obligations under international agreements, unacceptable regulatory frameworks, or fears that other provinces will not reciprocate.

While some of these concerns are legitimate and warrant thoughtful considerations, Ontario has recently proven that these barriers lean more political in nature. By fully eliminating its CFTA exceptions in April 2025, Ontario has shown that meaningful progress is not only possible, but within reach for every province and territory with the political will to act. Further proving this, the federal government also removed more than half of its procurement-related exceptions in early spring with the commitment to eventually remove all exceptions.[8] New Brunswick and Quebec, two provinces which scored the lowest on this indicator last year, also eliminated and narrowed many of their CFTA exceptions.

To fully realize the CFTA's potential, governments must commit to systematically reducing, narrowing, or ideally eliminating their exceptions. Broad, sweeping exceptions should be designed to target only the precise sectors or activities they are meant to cover, rather than acting as a blanket barrier to trade. Doing so will help ensure that trade is not inadvertently hindered in unrelated areas of the economy. Just as importantly, this action must also be followed by eliminating the underlying policies stemming from these exceptions. While we commend Ontario and the federal governments for removing their exceptions, we encourage them to review and eliminate their policies that continue to hinder internal trade.

If Canadian governments are truly committed to building a stronger, more integrated domestic market, the path forward is clear: eliminate or significantly narrow CFTA exceptions and make internal trade as seamless as it was always intended to be.

"We sell and service financial products in different provinces. Quebec is a nightmare, and we will not do business there as it is too much from a regulatory and licensing side. Other provinces require re-registration and physical address, so we spend a fortune on lawyers and regulators to service Canadians that live or have moved to other provinces."

- Finance Business Owner, New Brunswick

Indicator II: Select barriers to internal trade

This indicator examines several high-visibility areas identified by small businesses that act as internal trade barriers: alcoholic beverages, ease of doing business, and labour mobility. By focusing on these highly visible and practical barriers, we can better understand the real-world impact of internal trade restrictions and identify where targeted reforms are urgently needed. Provinces/territories that reduced or eliminated the identified barriers receive higher scores (see Table 4).

Table 4

Ontario and Manitoba have addressed the most select barriers; however, low grades in this area of the report card suggests much work remains to be done.

Select Barriers to Internal Trade, Score and Grade (10 is best, 0 is worst).

Jur.	Barriers to Trade in Alcoholic Beverages Indicators		Ease of Doing Business Indicators			Labour Mobility Indicators		Select Barriers to Internal Trade Score and Grade	
	Unlimited Import of Alcohol for Personal Consumption	Direct-to-Consumer Interjurisdictional Shipment of Canadian Wine/Craft Beer and Spirits	Extra-Jurisdictional Business Corporation Registration Fees Waived Across All Prov./Terr.	Mutual Recognition of Registration for Workers' Compensation	Mutual Recognition of Occupational Health and Safety Rules	Timeline for Professional Certification Approval of Workers Certified in Other Canadian Jurisdictions	Full Labour Mobility of Licensed Practical Nurses		
ON	10	3	10	0	0	10	9	6.0	C-
MB	10	10	5	0	0	10	3	5.4	D
SK	10	2	5	0	0	10	10	5.3	D
NS	10	3	10	0	0	5	8	5.9	D
BC	10	4	5	0	0	0	10	4.1	D
AB	10	1	5	0	0	10	3	4.1	D
NB	10	3	5	0	0	5	10	4.7	D
PEI	10	3	0	0	0	10	10	4.7	D
QC	10	0	5	0	0	0	10	3.6	F
YT	N/A	N/A	0	0	0	5	10	3.0	F
NL	8	0	0	0	0	0	10	2.6	F
NT	N/A	N/A	0	0	0	0	10	2.0	F
NU	N/A	N/A	0	0	0	0	10	2.0	F

Source: 2025 data.

Note: The Territories are not scored on the Barriers to Trade in Alcoholic Beverages indicators, as alcohol-related policies in these jurisdictions are often shaped at the community level to reflect public safety concerns and local needs. While some provinces also have communities that regulate the sale or importation of alcohol (e.g., "dry" communities), such practices are not as widespread or foundational to the provincial regulatory framework and therefore do not warrant exclusion from scoring.

Barriers to trade in alcoholic beverages

The inability to transport alcoholic beverages across provincial borders—whether in person or via direct-to-consumer (DTC) shipping—remains a persistent and highly visible barrier in Canada's domestic market. While some progress has been made since the 2024 edition of CFIB's *Interprovincial Cooperation Report Card*, the overall pace of reform remains slow and uneven (see Table 5).

Table 5

Manitoba is the only jurisdiction in Canada that has eliminated all barriers to direct-to-consumer alcohol shipments and personal importation limits.

Barriers to Trade in Alcoholic Beverages, Score (10 is best, 0 is worst)

Jur.	Unlimited Import of Alcohol for Personal Consumption — Yes/No[1]	Score	Direct-to-Consumer Interjurisdictional Shipment of Canadian Wine/Craft Beer and Spirits[4]						Score[4]
			Canadian Wine — Yes/No		Canadian Craft Beer — Yes/No		Canadian Craft Spirits — Yes/No		
BC	Yes	10	Yes	3	No	0	Some	1[6,7]	4
AB	Yes	10	Some	1[5]	No	0	No	0	1
SK	Yes	10	Some	1[6]	No	0	Some	1[6,7]	2
MB	Yes	10	Yes	3	Yes	3	Yes	3	10
ON	Yes	10	Some	1[8]	Some	1[8]	Some	1[8]	3
QC	Yes	10	No	0	No	0	No	0	0
NB	Yes	10	Some	1[9]	Some	1[9]	Some[9]	1	3
NS	Yes	10	Yes	3	No	0	No	0	3
PE	Yes	10	Some	1[10]	Some	1[10]	Some	1[10]	3
NL[2]	Some	8	No	0	No	0	No	0	0
YT[3]	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NT[3]	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NU[3]	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:
1. Scoring: Yes=10 points, No=0 points.
2. While NL will not receive a full score for unlimited allowances, it will be credited for its generous allowances.
3. The Territories are not scored for this indicator due to concerns expressed related to public health and safety. Regulatory frameworks are in place to promote responsible consumption.
4. Three points are given for each type of alcohol (Canadian wine, craft beer, and spirits) for which direct-to-consumer shipment is allowed from all Canadian jurisdictions. If the shipment of all three types of alcohol are permitted, then a score of 10 is given. When alcohol shipment is only allowed from select jurisdictions a partial score (1 or 2, depending on the number of jurisdictions) is given for each type of alcohol.
5. Alberta receives partial score as it has signed a memorandum of understanding with British Columbia and Ontario where wines can be directly shipped to residents.
6. Saskatchewan receives partial score as only wines produced in British Columbia can be shipped directly to residents, although paperwork does have to be completed, and approved prior to ordering.
7. British Columbia and Saskatchewan have a deal where consumers can order craft spirits directly from producers in the other province and have them delivered - both provinces receive partial scores.
8. Ontario receives partial score as it has signed a memorandum of understanding with Manitoba to develop a bilateral direct-to-consumer shipment implementation agreement by June 30, 2025.
9. New Brunswick receives partial points for passing legislation to enact direct-to-consumer interprovincial shipments, however this legislation has yet to be enacted.
10. Prince Edward Island receives partial points for passing legislation to enact direct-to-consumer interprovincial shipments, however this legislation has yet to be enacted.

Key developments since 2024

Since the release of CFIB's 2024 Interprovincial Cooperation Report Card, there have been some promising legislative developments in Ontario, New Brunswick, and Prince Edward Island:

- New Brunswick has passed the *2025 An Act to Amend the Liquor Control Act*, which automatically establishes interprovincial DTC trade of alcoholic beverages while also eliminating previously held import limits.
- Ontario's *Protect Ontario Through Free Trade Within Canada Act* and Prince Edward Island's *Act to Amend the Liquor Control Act* grants their respective governments the authority to enable interprovincial DTC alcohol sales. However, these measures are not self-executing, and additional regulatory action is required before such sales are permitted.

While most provinces have signaled interest in expanding DTC alcohol trade—such as Nova Scotia amending its *Liquor Control Act* in 2022 to prepare for a pan-Canadian agreement and Saskatchewan and Ontario co-chairing a working group—progress remains unclear. The absence of clear timelines for implementation and transparency limit the effectiveness of these efforts. More concrete and coordinated action is needed to provide Canadians with greater choice, especially as many retailers have removed U.S. products from their shelves,[1] and to open new market opportunities for smaller domestic producers.

Alcohol Importation Limits

As of 2025, all provinces, apart from Newfoundland and Labrador, allow their residents to transport unlimited alcohol across provincial boundaries for personal consumption without any restrictions. Consequently, these provinces earn a score of 10 (see Table 5). While Newfoundland and Labrador maintains limits, the province is credited with partial scoring for a generous allowance of imports.

Interjurisdictional shipment of Canadian wine/craft beer and spirits

Jurisdictions that allow DTC shipment of Canadian wine, craft beer, and craft spirits from any Canadian jurisdiction earn a score of 10 (see Table 5).

At the March 2025 meeting of Canada's First Ministers, most parties committed to allowing direct-to-consumer alcohol sales for Canadian products.[9] Since this meeting, only Ontario, New Brunswick, and Prince Edward Island have passed legislation related to the direct-to-consumer interprovincial trade of alcohol.

Manitoba is currently the only province fully open to inter-jurisdictional alcohol shipments (earning a score of 10). Nova Scotia and British Columbia currently allow direct-to-consumer shipments of wine from any jurisdiction. British Columbia and Saskatchewan have a deal allowing consumers to order craft spirits and wine directly from producers in the other province and have them delivered, earning partial scores.[10,11]

77% of small businesses think Canadians should have the freedom to order Canadian wine, beer, and craft spirits directly from any province or territory without restrictions.

[1] In response to the U.S. government's implementation of a 25% tariff on all non-USMCA-compliant goods, provinces have taken non-tariff retaliatory measures, including removing American-made alcoholic beverages from the shelves of provincial retailers, and where the provincial government acts only as a distributor, provinces have ceased purchasing American-made alcoholic beverages.

Ease of doing business

Businesses seeking to expand operations across jurisdictional borders within Canada experience several challenges. This portion of the select barriers indicator examines the existence of policies aimed at minimizing barriers to doing business, such as the existence of inter-jurisdictional business registration fees, mutual recognition of workers' compensation registration and occupational health and safety rules.

Table 6

Since the previous edition of this report, there has been no progress to remove barriers pertaining to the ease of doing business

Ease of Doing Business Indicators (10 is best, 0 is worst)

Jur.	Extra-Jurisdictional Business Corporation Registration Fees Waived Across All Prov./Terr. Yes/Some/No[1]	Score	Mutual Recognition of Registration for Workers' Compensation Yes/Some/No[2]	Score	Mutual Recognition of Occupational Health and Safety Rules Yes/Some/No[3]	Score
BC	Some	5	No	0	No	0
AB	Some	5	No	0	No	0
SK	Some	5	No	0	No	0
MB	Some	5	No	0	No	0
ON	All	10	No	0	No	0
QC	Some	5	No	0	No	0
NB	Some	5	No	0	No	0
NS	All	10	No	0	No	0
PE	No	0	No	0	No	0
NL	No	0	No	0	No	0
YT	No	0	No	0	No	0
NT	No	0	No	0	No	0
NU	No	0	No	0	No	0

Notes:

1. The following point system was applied: Yes=10 points, Some=5 points, No=0 points. Nova Scotia and Ontario stopped the practice of charging extra-provincial business corporation registration fees. Some provinces have agreements between them which waive extra-jurisdictional registration requirements: (i) BC, AB, SK, MB, (New West Partnership Agreement); (ii) ON and QC (iii) NS and NB.
2. The following point system was applied: Yes=10 points, Some=1-9 points, No=0 points.
3. The following point system was applied: Yes=10 points, Some=1-9 points, No=0 points.

Extra-jurisdictional business registration fees

Businesses seeking to expand into other Canadian provinces/territories typically must pay business registration fees in each jurisdiction despite already having paid these fees in their home jurisdiction. Only Ontario and Nova Scotia have eliminated this practice, earning a full score of 10 (see Table 6). Some provinces have streamlined their extra-provincial registration processes through agreements, resulting in no additional registration fees, earning them a score of 5. The remaining jurisdictions do not waive fees and, therefore, receive a score of 0.

> *"Our biggest barriers to interprovincial trade include having to independently maintain a business registry in multiple provinces, harmonizing our policies to be consistent and compliant across multiple provinces, having to track and remit Manitoba RST separate from GST/HST."*
>
> - Manufacturing Business Owner, Ontario

Mutual recognition of workers' compensation registration

Every workers' compensation board across the country has different rules governing when a business must register for coverage. For businesses operating in more than one jurisdiction, navigating these varied requirements creates additional administrative burdens and potentially higher costs.[12] In fact, more than one in three (35%) small businesses that operate in other Canadian jurisdictions and have experienced challenges cite registering their business and employees in workers' compensation systems outside their home province/territory as a major challenge.[13]

One practical solution to reducing this barrier for businesses is for provinces and territories to mutually recognize each other's workers' compensation registration systems (with the possibility for exceptions). If a business and its workers are registered and compliant in one jurisdiction, that registration should be sufficient for conducting operations in other jurisdictions, without the need to re-register or duplicate efforts.

At present, no jurisdiction in Canada mutually recognizes registration for workers' compensation from other jurisdictions. Consequently, all jurisdictions receive a score of 0 (see Table 6).

> *"Standardize workers' compensation for all 13 provinces and territories, especially for short-term employment. Our company has provided short-term (some as short as 6 hours per province) services to airfields in 10 provinces/territories. And all require WCB coverage. Or have one province's WCB cover short-term employment in any other province/territory."*
>
> - Transportation Business Owner, Alberta

Mutual recognition of Occupational Health and Safety rules

Like workers' compensation registration requirements, occupational health and safety (OHS) requirements and standards vary across provinces and territories, creating challenges for businesses operating in multiple jurisdictions. A business with employees in different regions may find its equipment, training, education, or credentials non-transferable.

Progress across the country to adopt common standards (or harmonize standards) for items such as first aid kits, head protection, and hearing protection, serves as an important step for reducing barriers. However, harmonizing one item at a time has proven to be a slow process. A more efficient approach would be for provinces and territories to mutually recognize each other's OHS rules (with the opportunity for exceptions), thereby simplifying regulatory requirements. This change would allow businesses to run more seamlessly across provincial borders while still protecting workers' health and safety.

Currently, no province/territory fully recognizes OHS rules from other jurisdictions, resulting in all provinces/territories scoring 0 (see Table 6). While some jurisdictions have made some progress in this area, these encouraging efforts are either too limited in scope or too early in development to be scored.

Barriers to labour mobility

Generally, the CFTA allows certified workers in regulated professions to work anywhere in Canada without requiring further training, testing, or assessments. However, governments can post exceptions to the movement of certified workers across jurisdictions when certification requirements or occupational standards differ, provided the exception is justified by a legitimate objective (e.g., public safety and security; consumer protection; protection of the health, safety, and well-being of workers).[14] For instance, in some jurisdictions, dental hygienists give injections for dental freezing, while in others, this task is outside the scope of their role. As such, a dental hygienist who wants to practice in a jurisdiction where dental freezing is required may need additional training.

Restricting skilled professionals with relevant experience from working in different provinces or territories can limit employment opportunities and exacerbate labour shortages. As previously noted, recertification is a significant challenge for businesses looking to hire workers from outside their home province/territory. As such, it is unsurprising that nine in ten businesses agree that a professional licence or certification obtained in one jurisdiction should be automatically recognized in all other jurisdictions.[15]

Alberta currently has the highest number of labour mobility exceptions, standing at nine, while Manitoba, BC, Yukon, and the Northwest Territories have the fewest, with only one exception. Given the potential impact of these exceptions, it is crucial for governments to actively work towards reducing or narrowing them whenever possible. Exceptions by jurisdiction and occupation are listed in Appendix C.

Table 7

Manitoba and Saskatchewan recently established timelines for regulatory bodies to respond to registration applications, and seven jurisdictions allow for full labour mobility of licensed practical nurses.

Barriers to labour mobility indicators (10 is best, 0 is worst)

Jur.	Timeline for Professional Certification Approval of Workers Certified in Other Canadian Jurisdictions Yes/Some/No[1]	Score	Full Labour Mobility of Licensed Practical Nurses Yes/Some/No[2]	Score
BC	No	0	Yes	10
AB	Yes	10	Some	3
SK	Yes	10	Yes	10
MB	Yes	10	Some	3
ON	Yes	10	Some	9
QC	No	0	Yes	10
NB	No	0	Yes	10
NS	Yes	10	Some	8
PE	Yes	10	Yes	10
NL	No	0	Yes	10
YT	Some	5	Yes	10
NT	No	0	Yes	10
NU	No	0	Yes	10

Note:

1.The following point system was applied: Yes=10 points, Some=1-9 points, No=0 points. AB — within 20 business days; SK — examining timeframes for registration; MB — within 30 days of receiving application from the domestic labour mobility applicant; ON — within 30 business days applies to 14 regulated professions; NB — working to establish timelines via regulatory changes while allowing regulated professionals to begin working as soon as a notice of receipt is received by the labour mobility applicant; YT — the department responsible for professional licensing has a service standard in place to process applications within 10 business days, even though there are no specific laws or rules regarding the processing time.

2. The following point system was applied: Yes=10 points, Some=1-9 points, No=0 points.
The higher the score the fewer the number of jurisdictions whose workers are affected. For a listing of affected jurisdictions, see Appendix C.

The complexity and variability of labour mobility exceptions across jurisdictions and occupations make it challenging to establish a standardized grading system that accurately reflects the overall landscape. Therefore, this report card does not grade jurisdictions on their overall number of exceptions. Instead, we have focused on two labour mobility indicators: the existence of timeframes for personal certification approval and the full labour mobility of licensed practical nurses (see Table 7). This targeted approach allows us to effectively highlight and advocate for improvements in high-visibility areas, which are crucial for facilitating smooth labour mobility across jurisdictions.

Professional certification approval

Certain occupations in Canada are subject to provincial or territorial legislation that mandates workers to hold certification or licensing specific to the jurisdiction in which they practice. These requirements can create barriers for workers seeking to practice in different jurisdictions, resulting in lengthy administrative registration requirements, additional testing, and processing fees. Consequently, interprovincial certification recognition is a significant challenge for 44% of businesses operating in other Canadian jurisdictions, primarily due to the associated costs, wait times, and paperwork.[16]

This indicator examines the existence of timelines for registration decisions in different provinces and territories. During the March 2025 meeting of Canada's First Ministers, the Prime Minister and Premiers directed the Committee on Internal Trade to work with the Forum of Labour Market Ministers to develop a service standard of 30 days or better and provide a plan for Canada-wide credential recognition. However, only Ontario, Nova Scotia, New Brunswick and Prince Edward Island have since passed legislation to enhance labour mobility in their respective provinces.

Some jurisdictions have legislation and/or regulations that provide clarity and transparency regarding registration decisions, ensuring timely responses. Nova Scotia and Prince Edward Island are the latest provinces to establish timelines for regulatory bodies to respond to registration applications.[17] As a result, Alberta, Manitoba, Saskatchewan, Ontario, Prince Edward Island and Nova Scotia receive the highest scores, as they have timelines for registration decisions — 10 business days in Nova Scotia and Prince Edward Island, 20 business days in Alberta and Saskatchewan, and 30 business days in Manitoba and Ontario (see Table 7).

The Yukon receives a partial score for its efforts in taking a commendable step by setting a service standard within its department for processing applications, ensuring a timeframe of 10 business days. However, because this standard is not required through legislation or regulation, it is awarded partial marks.

> *"For many years, our safety certification from Alberta was accepted as equivalent in Saskatchewan. Recently, the Saskatchewan government changed the game and made it mandatory for certification to be issued within the province. We've had brick-and-mortar operations and have hired local people in Saskatchewan for over a decade. Then, out of the blue, this change was made with no notice. It eliminated us from the competition. Now we're forced to go through a redundant certification process in Saskatchewan—for what benefit to safety or our people? None."*
>
> \- Natural Resources Business Owner, Alberta.

Labour mobility exceptions in healthcare

The shortage of health care professionals remains a critical issue across Canada—one frequently flagged by small business owners, both as patients and as employers of affected workers. In the fourth quarter of 2024, most vacancies in healthcare were concentrated in three nursing occupations. Vacancies in registered nurses and registered psychiatric nurses (23,300), nurse aides, orderlies and patient service associates (18,200), and licensed practical nurses (LPNs) (10,700) made up 65% of the total vacancies in health occupations.[18] Despite this ongoing challenge, many jurisdictions continue to impose restrictions on the mobility of nurses.

Improving labour mobility in the healthcare sector can help address these shortages and improve access to care. This indicator focuses on LPNs, who face the most barriers to labour mobility. It assesses the extent to which LPNs can move and work freely between provinces and territories. Jurisdictions with fewer restrictions receive higher scores.

Currently, eight jurisdictions allow full labour mobility of licensed practical nurses and earn 10 points: BC, Quebec, New Brunswick, PEI, Newfoundland and Labrador, Yukon, Northwest Territories and Nunavut (see Table 7). The remaining jurisdictions receive partial scores. Ontario receives the highest partial score, with its only barrier affecting LPNs trained in Quebec (see Appendix C for details).

A striking 89% of business owners are in favour of the automatic recognition of professional licences or certifications obtained in one jurisdiction across all jurisdictions.[21]

Innovative initiatives in multi-jurisdictional licensing

One approach to address the barriers preventing health care professionals from practicing in different provinces and territories is to allow these workers to practice with task-specific restrictions (i.e., restricted licences). For example, a dental hygienist could work in any province but be restricted from performing certain procedures, such as administering local anesthesia, until they have received the necessary training.

To foster increased labour mobility across Canadian jurisdictions, some provinces have taken innovative steps towards the automatic recognition of licences and certifications. For instance, the Ontario government introduced and passed legislation that will allow Canadian health care workers who are already registered or licensed in a different Canadian jurisdiction to practice in Ontario immediately, without having to first register with one of Ontario's health regulatory colleges.[20]

The Atlantic provinces have also introduced the innovative Atlantic Physician Registry.[21] This registry offers a streamlined approach for physicians seeking to practice in multiple provinces within the region. Instead of having to navigate the process of obtaining individual licences from each provincial college, physicians can now opt into the registry and gain the flexibility to work in any of the four provinces for a single annual fee, without additional licensing requirements. This approach not only reduces the administrative burden of physicians looking to work in multiple provinces but also facilitates greater mobility and collaboration among healthcare professionals throughout the Atlantic region.

"We have had to spend hours rewriting our policies for each province we go into; for example, minimum vacation in Saskatchewan is 3 weeks, our home province of Manitoba is 2 weeks. Then, if you need to hire, move, layoff, or fire an employee, we pay an expert to guide us, increasing the burden of employment - which is completely non-value added."

- Personal Services Business Owner, Manitoba

Indicator III: Status of reconciliation agreements

This section centres on the work of the Regulatory Reconciliation and Cooperation Table (RCT), a federal-provincial-territorial body that provides a forum for governments to resolve internal trade barriers created by existing rules and processes. These regulations exist outside the CFTA provisions and continue to impose significant burdens on businesses operating interprovincially.

For example, jurisdictions are working through the RCT to reconcile differences in areas such as truck driver certifications, construction codes, and corporate registration and reporting requirements. These kinds of regulatory inconsistencies cost businesses and consumers time and money.

Progress on resolving such inconsistencies through the RCT has been slow. In 2024, the RCT released a report providing the status of its Work Plan items—an important step to improved transparency and clarity.[22] CFIB has long called on governments to provide better data and improve transparency regarding reporting of RCT items and applauds the RCT for following through. Yet, since 2018, only 17 of 32 items on the RCT Work Plan have been completed—ten of which have been fully implemented by all jurisdictions, about 31% of the RCT's Work Plan. This sluggish pace underscores the need for structural reform and stronger political will. A 2025 C.D. Howe Institute report echoes this call for reform, recommending that the RCT prioritize high-impact items, appoint senior-level representatives, strengthen federal leadership, and mandate more detailed progress reporting including publishing economic impact estimates for each Work Plan item.[23]

This section presents the progress made by each jurisdiction to implement their respective RCT items from endorsed agreements only. A score of 10 is given for each item that is implemented, while a score of 5 is given if implementation is underway.[24] The federal government, Manitoba, Alberta, British Columbia and Saskatchewan score the highest as they have implemented the most items from ratified agreements they are participating in (see Table 8, and Appendix D for a jurisdictional breakdown by items from ratified agreements). While the results may seem strong, they represent only a subset of the broader RCT agenda.

Table 8

The federal government scores the highest as it has implemented 14 of the 15 items from the ratified agreements it is participating in

Status of items from reconciliation agreements, score and grade (10 is best, 0 is worst)[1,2]

Jur.	Number of Items from Ratified Agreements	Total Items Implemented	Total Items Underway	Score	Grade
FED	15	14	1	9.7	A
MB	14	13	1	9.6	A
AB	11	10	1	9.5	A
BC	13	11	2	9.2	A
SK	12	10	2	9.2	A
NS	14	11	3	8.9	A-
QC	14	11	3	8.9	A-
PEI	12	9	3	8.8	A-
YT	12	9	3	8.8	A-
NT	12	9	3	8.8	A-
NU	11	8	3	8.6	B+
NL	13	9	4	8.5	B+
NB	13	9	4	8.5	B+
ON	14	9	5	8.2	B

Notes:

1. The implementation status of completed agreements is defined as: Implemented (IM) — government has met the requirements of the agreement; Underway (UW) — government is either in the process of signing the agreement or has signed the agreement but the requirements of the agreement have yet to be met.

2. The following point system was applied: Implemented=10 points, Underway=5 points.

The federal government's role in advancing internal trade

In this report card, the federal government is graded only on their CFTA exceptions for procurement and their work at the RCT, as the "Select Barriers to Internal Trade" indicator applies only to provinces and territories. Nonetheless, internal trade barriers are a national challenge, and the federal government has a key role to play in leading the country and fostering intergovernmental cooperation.

In recent years, the federal government has begun taking a more active stance. It has committed to removing all of its procurement exceptions under the Canadian Free Trade Agreement (CFTA), with more than half already eliminated. The federal government is also co-chairing several working groups with provincial partners including, the Trucking Pilot Program with Newfoundland and Labrador, and the labour mobility working group with Alberta and Saskatchewan. Another notable example of federal leadership is the Lloydminster Pilot Program, which was made permanent in November 2024 by the Canadian Food Inspection Agency (CFIA). This initiative, which addresses the challenges of interprovincial food trade in Lloydminster, a city that straddles the Saskatchewan-Alberta border, treats the movement of safe food into and within the city as if it were intra-provincial. This reduces regulatory friction for local businesses and allows for the CFIA to collect valuable data to inform broader reforms to Canada's food safety regulations.

Additionally, the federal government tabled *Bill C-5: An Act to enact the Free Trade and Labour Mobility in Canada Act and the Building Canada Act* on June 6, 2025, to reduce federal barriers to internal trade and streamline barriers for nationally significant projects.[25]. However, more work is needed to ensure reforms translate into real-world benefits for Canadian businesses.

A long-standing CFIB priority is enabling the free movement of food products across Canada. Currently, only food products inspected and licensed by federal authorities can be sold across provincial and territorial borders. For small and medium-sized processors, accessing federally licensed facilities or achieving federal certification independently is often prohibitively expensive and complex. According to CFIB data, 87% of small businesses across the country support allowing provincially or territorially inspected food products to be sold nationwide.[26]

Recognizing this widespread support, this year's bonus indicator for the federal government focuses on progress towards mutual recognition of agricultural and agri-food products. While Bill C-5 aims to address this, CFIB remains concerned as federal agencies (such as the CFIA) have previously shown little willingness to recognize different jurisdictional standards.

During consultations, some federal stakeholders raised concerns that mutual recognition could create complications with international trade agreements. They pointed to challenges around traceability, noting that once a provincially inspected product leaves its jurisdiction, it becomes harder to track, complicating potential product recalls. These stakeholders also expressed reservations about the long-term implications of permanently implementing the Lloydminster model.

While these issues merit careful attention, they should not serve as a justification for inaction. The Lloydminster program has run successfully for more than two years, and we have yet to see any negative response from our international partners. If traceability is the core issue, the federal government should work collaboratively with provincial and territorial authorities to develop solutions that enable tracking of interjurisdictional food products to ensure safety and quality standards.

CFIB urges the federal government and its agencies to work in partnership with the provinces and territories to ensure Bill C-5 is implemented in line with its original intent; to build a truly unified Canadian economy.

Recommendations

In previous editions of the report card, CFIB provided broad recommendations to all FPT governments to establish a solid foundation for freer internal trade. Since then, CFIB has engaged in extensive consultation with governments across the country and observed significant action undertaken by several jurisdictions to reduce internal trade barriers. As a result, this year's recommendations are more focused, highlighting practical, targeted steps that governments can take to reduce specific barriers. Each recommendation is backed by small business input and aims to build on existing momentum towards a truly open and competitive Canadian market.

1. **Implement mutual recognition:** CFIB continues to strongly emphasize that all governments across Canada should adopt a unilateral mutual recognition agreement encompassing FPT regulatory measures that impose requirements on the sale or use of all goods and services. Any good or service that may be sold or used in one province/territory may be readily sold or used in all other provinces and territories without having to meet any additional requirements.

   CFIB also recommends the publication of a consolidated, publicly accessible list of trade exceptions written in plain language. This is so that businesses and consumers can easily identify remaining barriers without having to navigate complex and scattered information.

2. **Facilitate the movement of food**: Currently, food products such as meat, that are produced, licensed, and inspected by provincial or territorial food safety authorities can only be sold within that province or territory. Only federally licensed and inspected food products are permitted to move freely across Canada. For small and medium-sized processors, accessing federally inspected facilities, or meeting federal standards independently, can be prohibitively expensive and complex, creating a disincentive to expand operations.

   CFIB recommends the federal government to work with provinces and territories to expand the Lloydminster program to other jurisdictions and enable the free movement of all Canadian food products. If full expansion is currently not feasible, we urge the government to take steps to reduce the financial barriers for small businesses seeking federal certification.

3. **Facilitate the movement of alcohol:** While there has been promising interest among Canadian leaders in developing a pan-Canadian direct-to-consumer shipment model for alcohol products, concrete details on the plan and its implementation timeline remain unclear.

   CFIB recommends the responsible working group to publicly communicate its work plan and expected timelines to ensure transparency and maintain stakeholder confidence in the process.

4. **Prioritize Canadian businesses in government procurement**: Procurement remains a top concern for Canadian businesses, with 76% supporting prioritization of Canadian businesses in procurement decisions.[27] While we appreciate governments' progress on removing CFTA exceptions related to procurement, it is equally important to ensure that Canadian businesses are prioritized.

   However, it is important to note that the definition of a "Canadian business" currently varies across jurisdictions. We encourage governments to quickly work collaboratively to establish a clear and consistent definition to reduce confusion for businesses seeking to do business at the government level.

5. **Simplify sales tax administration between jurisdictions**: Sales tax complexity across jurisdictions creates unnecessary administrative burdens for businesses expanding beyond their home province or territory. CFIB recommends regional governments work towards simplifying jurisdictional

sales tax collection, remittance, and reporting requirements to support interprovincial growth.

6. **Encourage professional colleges to streamline approval timelines for regulated professionals**: Delays in credential recognition continue to impede labour mobility and business growth. Over two-thirds (68%) of SMEs support streamlining approval timelines for regulated professionals.[28]

   CFIB recommends provincial and territorial governments work with their respective professional colleges and associations to streamline approval timelines. This could be accomplished by legislating clear timelines and refunding registration fees to applicants should the timelines not be met.

   CFIB also urges the federal government to follow through on its commitments made in the 2024 Fall Economic Statement (FES), including the proposal to remove the tax-exempt status of regulatory colleges that do not accelerate credential recognition, and to publish a national performance framework on credential recognition.

7. **Recognize OHS compliance from one jurisdiction as valid when operating in others**: The purpose of Occupational Health and Safety (OHS) is to ensure businesses provide a safe and healthy work environment, minimizing the risk of injuries, illnesses, and other harms on the job. While the intent of OHS is consistent across Canada, the specific safety rules, standards, and enforcement mechanisms vary between jurisdictions, even within a single industry. Inconsistent OHS systems force businesses to undertake processes multiple times, hindering small business growth and interprovincial mobility.

   CFIB recommends provincial and territorial governments mutually recognize one another's OHS rules and regulations, allowing exceptions only where justified by legitimate health and safety concerns.

8. **Recognize workers compensation registration from one jurisdiction as valid when operating in others**: Similar to OHS requirements, each province and territory maintains its own WCB registration rules, coverage requirements, and administrative processes which businesses must register for and adhere to. Adding further to the complexity is that all jurisdictions differ significantly on which industries and worker categories are exempt from mandatory WCB coverage.

   CFIB recommends provincial and territorial governments allow workers from different jurisdictions to stay enrolled in their home province's WCB system for a set time period before they must register for both providers, similarly to how health insurance works for individuals. This policy would allow businesses to forgo time-consuming paperwork for short-term jobs and give them more leeway for longer-term ones.

9. **Ensure interjurisdictional trade dispute resolution processes are accessible and affordable for small businesses**: The current CFTA dispute resolution panel system is unaffordable for most small firms, with claims costing several hundreds of thousands of dollars.[29] While the panel provides "Tariff Costs," where parties can be reimbursed for costs incurred during the proceeding, there is a fixed cap which only partially covers legal fees.[30]

   These costs are unaffordable for most small businesses. When certain barriers rise, many are left with the choice to absorb the costs or forgo expansion entirely—discouraging growth and innovation. With many recent interprovincial agreements and MOUs using different definitions and frameworks, CFIB remains cautious that such inconsistencies may lead to further disputes.

   We ask governments to work towards making trade dispute resolution processes more accessible and affordable for small businesses.

10. **Align RCT Work Plan items with small business priorities and estimate the economic impact:** Small businesses bear a disproportionate burden from regulatory inconsistencies but often lack the capacity to engage with complex RCT processes. At the same time, many Work Plan items are highly technical, making it difficult to understand their real-world impact without clear economic data.

CFIB recommends greater engagement with small businesses and their associations when selecting and prioritizing Work Plan Items, especially those that directly affect SME operations and worker mobility. Tools like the RCT portal, which allow businesses to submit proposals, are a great step in making the process more accessible and responsive. In parallel, estimating the economic impact of unresolved trade barriers, where feasible, can help clarify the stakes, support prioritization, and demonstrate the value of progress on reconciliation.

11. **Improve or expand infrastructure to reduce freight and transportation barriers**: The lack of or poor infrastructure is a persistent barrier to interjurisdictional trade, especially in rural communities and the northern regions, where limited funding hampers development.

    We encourage governments to partner on strategic infrastructure investments in roads, ports, and transportation networks to improve connectivity and reduce geographic barriers to trade.

12. **Create a domestic trade commissioner service providing relevant information and contacts to help expansion into other markets**: According to CFIB data, two in five businesses (40%) report that it takes significant time and/or cost to determine whether their goods and/or services are subject to internal trade barriers, while a large share remain unsure of their effect, suggesting awareness gaps.

    A domestic trade commissioner service—similar to Canada's international trade support model—could provide businesses with accurate, up-to-date information, such as contacts in target provinces or territories, and guidance on regulatory and compliance requirements.

    CFIB recommends governments work collaboratively in creating a domestic trade commissioner service that provides relevant information and contacts to help expand into new Canadian markets.

    In addition, we urge governments to ensure that information related to interprovincial trade requirements is consolidated in one accessible, public-facing platform. This would make it easier for small businesses to navigate regulatory differences and identify opportunities across the country.

13. **Provide temporary government support to offset setup costs for businesses shipping and transporting into new domestic markets**: High freight and transportation costs deter many small businesses from expanding across provincial or territorial borders. To level the playing field, CFIB recommends governments provide temporary support to offset initial shipping and setup costs for businesses entering new domestic markets.

    This type of targeted assistance would empower more SMEs to compete, scale, and contribute to Canada's economic integration.

Appendix A: Breakdown of economic impact score from CFTA exceptions

The economic impact score is derived using a formula that incorporates weighting values for affected industry classifications associated with current and future exceptions, as well as weighting values for procurement exceptions themselves (see Table 9). While some current and future exceptions affect entire sectors of the economy, others only affect specific segments within those sectors. Within the CFTA each exception sets out the number of industry classifications it covers using the Central Product Classification (CPC) system. The CPC categorizes all products in the economy into five mutually exclusive industry classifications, each identified by a numeric code: Section (1 digit), Divisions (2 digits), Groups (3 digits), Classes (4 digits) and Subclasses (5 digits).[31] The CPC industry classifications are used to evaluate the impact of an exception on the overall economy by assessing how broad each classification is.

Therefore, broader industry classifications are given a higher weighting value. While exceptions for existing measures pose a current direct cost, exceptions for future measures pose no immediate cost but impose uncertainty for businesses, limiting investment and trade.[32] Given this, industry classifications for future measures are weighted half as much as industry classifications for current measures. It is difficult to differentiate the broadness of the impact between procurement exceptions due to the lack of any clear industry classification associated with them. Therefore, they are weighted identically. Note for the federal government: only procurement-related exceptions are considered.[33] Many industry classifications in any one jurisdiction may be set out multiple times by different exceptions. To signify the impact of the exceptions themselves, they are counted each time they are affected so certain heavily affected industry classifications can be counted multiple times.

Table 9

Economic impact score value breakdown

Type of CPC Classification Impacted by Exception (T)	Current Measures: Weighting Value for CPC Classification (C)	Future Measures: Weighting Value for CPC Classification (F)	Weighting Value for Procurement Exceptions - No Industry Classification Given (P)
All sectors	10	5	2
Divisions	2	1	
Groups	1	0.5	
Classes	0.5	0.25	
Subclasses	0.25	0.125	
Economic impact score: (Current exceptions) + (future exceptions) + (procurement exceptions) = (Number of T x C) + (Number of T x F) + (Number of procurement exceptions x P)			

Notes:
1. **The CPC also includes sections (1 digit) which are not included in the weighting as no exception from the assessed jurisdictions affects them.**
2. **No industry classifications are provided for procurement exceptions and are assigned a weighted value of 2.**

Table 10

Count of Categories Assigned a Weighted Value for Economic Impact Score by Jurisdiction[1]

Jurisdiction	Number of Affected Industry Classifications from Current Exceptions (Impact Score)					Number of Affected Industry Classifications from Future Exceptions (Impact Score)					Number of Procurement Exceptions (Impact Score)	Total Economic Impact Score[4]
	All sectors	Divisions	Groups[2]	Classes	Subclasses[3]	All sectors	Divisions	Groups[2]	Classes	Subclasses[3]		
ON												0
AB		1 (2)	1 (1)		8 (2)		8 (8)	4 (2)	2 (0.5)	11 (1.375)		17
MB		6 (12)	3 (3)	6 (3)	2 (0.5)		1 (1)	3 (1.5)		9 (1.125)		22
FED											13 (26)	26
SK	1 (10)	1 (2)	2 (2)	6 (3)	4 (1)		2 (2)	3 (1.5)	1 (0.25)	3 (0.375)	1 (2)	26
BC	1 (10)	4 (8)	3 (3)	1 (0.5)	7 (1.75)		3 (3)	5 (2.5)	1 (0.25)	3 (0.375)		30
NT			2 (2)			3 (15)	3 (3)	8 (4)	2 (0.5)	12 (1.5)	8 (16)	42
NB[34]		1 (2)	4 (4)		7 (1.75)		2 (2)	7 (3.5)		7 (0.875)	14 (28)	42
NU			1 (1)	3 (1.5)	1 (0.25)	3 (15)	2 (2)	9 (4.5)	4 (1)	11 (1.375)	9 (18)	45
NL		6 (12)	17 (17)	3 (1.5)	11 (2.75)			12 (6)	4 (1)	10 (1.25)	3 (6)	48
PEI	1 (10)	8 (16)	5 (5)	2 (1)	9 (2.25)		4 (4)	5 (2.5)		10 (1.25)	7 (14)	56
NS		13 (26)	14 (14)	5 (2.5)	14 (3.5)		3 (3)	8 (4)	4 (1)	16 (2)	3 (6)	62
YT	1 (10)	2 (4)	13 (13)	6 (3)	1 (0.125)	1 (5)	5 (5)	11 (5.5)	4 (1)	9 (1.125)	11 (22)	68
QC	2 (20)	3 (6)	20 (20)	2 (1)	10 (2.5)		9 (9)	9 (4.5)	3 (0.75)	7 (0.875)	8 (16)	81

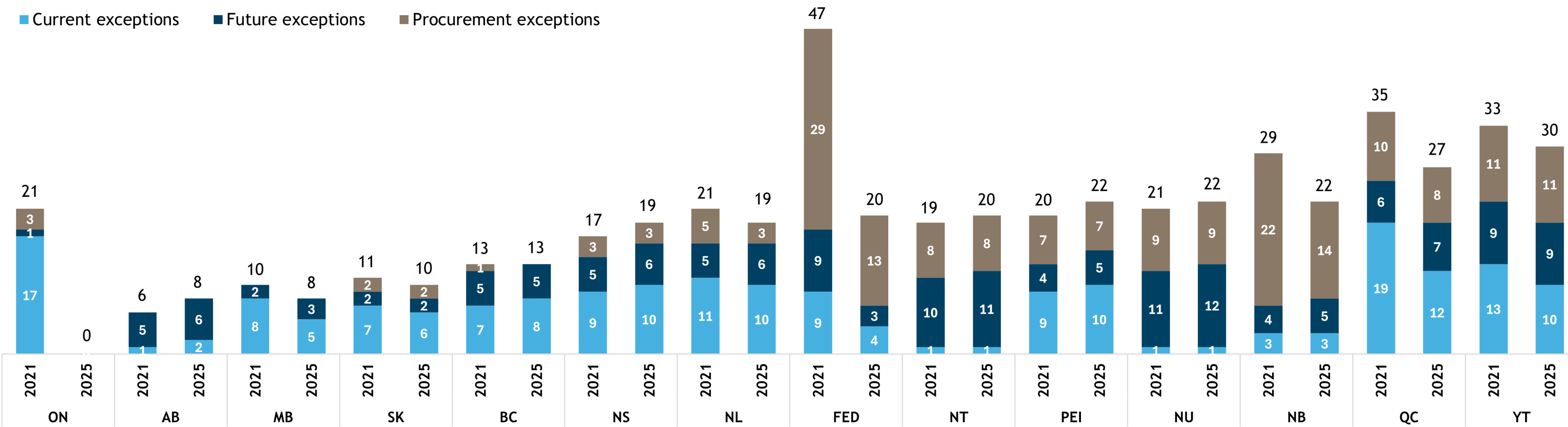
Source: Canadian Free Trade Agreement, Consolidated Version, **June 10, 2025.**

Notes:

1. Weighted value for type of CPC classifications (current exceptions, future exceptions): All sectors (value: 10, 5), Divisions (Value: 2, 1), Groups (Value: 1, 0.5), Classes (Value: 0.5, 0.25), Subclasses (Value: 0.25, 0.125).
2. Exceptions in which no industry classification is given is weighted as a single group classification.
3. Industry classifications for exceptions to the trade of cannabis, which are not classified using the CPC system, are weighed as a subclass classification.
4. The Total Economic Impact score is rounded to the nearest whole number.

Appendix B: CFTA exceptions by jurisdiction

Total Number of Exceptions to the CFTA 2021 and 2025, by Jurisdiction — Ascending Order by Total Number of Exceptions in 2025



Sources: Canadian Free Trade Agreement, Consolidated Version, June 10, 2025; Canadian Free Trade Agreement, Consolidated Version, September 2021.

Note: Every province except Saskatchewan added at least one exception for cannabis in 2024 after its addition to the CFTA.

Appendix C: Labour mobility exceptions

Jurisdiction	No. of Exceptions	Occupation(s)	
BC	1	• Lawyers	
AB	9	• Dental Hygienists – Anaesthetic • Dental Hygienists – Prescribing • Licensed practical Nurses • Medical Radiation Technologists • Nurse Practitioner	• Paramedics • Podiatrists • Safety Code officer • Water Well Drillers
SK	3	• Dental Hygienist • Paramedic (EMR/PCP/ACP)	• Lawyers
MB	1	• Licensed Practical Nurses	
ON	5	• Dental Hygienist • Drinking Water Systems Operators – Class 1 • Lawyers	• Registered Practical Nurse-Licensed Practical Nurses • Social Workers
QC	4	• Denturist • Lawyers	• Primary Care Paramedics • Advanced Care Paramedics
NB	2	• Lawyers	• Social Workers
NL	3	• Dental Hygienist • Lawyers	• Social Work
PEI	2	• Lawyers	• Social Workers
NS	5	• Dental Hygienist • Lawyer • Licensed Practical Nurses	• Psychologist • Social Workers
YT	1	• Lawyers	
NT	1	• Lawyers	

Source: CFTA, Labour Mobility Working Group, https://workersmobility.ca/exceptions-by-jurisdiction/.

Appendix D: Status of items from reconciliation agreements

	FED	MB	AB	BC	SK	QC	NS	PEI	YT	NT	NU	NL	NB	ON
Score and Grade	9.7 A	9.6 A	9.5 A	9.2 A	9.2 A	8.9 A-	8.9 A-	8.8 A-	8.8 A-	8.8 A-	8.6 B+	8.5 B+	8.5 B+	8.2 B
1. First Aid Kits*	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)
2. Hearing Protection*	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)
3. Personal Flotation Devices*	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)
4. Head, Foot, and Eye Protection*	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)
5. First Aid Training	IM (10)	IM (10)	IM (10)	UW (5)	UW (5)	UW (5)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	UW (5)
6. Fall Protection Equipment	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	UW (5)
7. Wide-base Single Tires*	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)
8. Truck Driver Certification Entry-Level Training	NA -	IM (10)	IM (10)	IM (10)	IM (10)	UW (5)	UW (5)	UW (5)	UW (5)	IM (10)	NA -	IM (10)	UW (5)	IM (10)
9. Construction Codes+	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)
10. CRN for Pressure Equipment	NA -	IM (10)	NA -	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	UW (5)	UW (5)	IM (10)
11. Energy Efficiency Standards for Household Appliances*	IM (10)	IM (10)	NA -	IM (10)	NA -	IM (10)	IM (10)	NA -	NA -	NA -	NA -	NA -	IM (10)	IM (10)
12. Aquaculture Site Marking*	IM (10)	NA -	NA -	NA -	NA -	NA -	IM (10)	NA -	NA -	NA -	NA -	IM (10)	NA -	NA -
13. Aquaculture Organic Labelling*	IM (10)	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -
14. Grade Inspection for Produce*	IM (10)	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -	NA -
15. Corporate Registry	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)	UW (5)
16. Upholstered and Stuffed Articles*	IM (10)	IM (10)	NA -	NA -	NA -	IM (10)	NA -	NA -	NA -	NA -	NA -	NA -	NA -	IM (10)
17. Filtering Respirators	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	IM (10)	UW (5)	UW (5)	UW (5)	IM (10)	UW (5)
Number of items Implemented	14	13	10	11	10	11	11	9	9	9	8	9	9	9
Number of Items Underway	1	1	1	2	2	3	3	3	3	3	3	4	4	5

Source: Regulatory Reconciliation and Cooperation Table (RCT). Reconciliation Agreement Implementation Status Report.
Legend/Scoring: Implemented (IM) = 10 points — government has met the requirements of the agreement; Underway (UW) = 5 points — government is either in the process of signing the agreement or has signed the agreement but the requirements of the agreement have yet to be met; Not applicable (NA) — government did not participate in the agreement or government did not have a regulation to reconcile; no score is given if there is no regulation to harmonize or acceptable rationale is provided. *Item implemented by all participating jurisdictions. +The national construction codes workplan contains four components, one of which has been implemented by all jurisdictions with the status of the remaining three components reporting ongoing/implementation underway.

Appendix E: Mutual recognition agreements

Although few jurisdictions have fully implemented their mutual recognition initiatives at this stage, legislation and other forms of documentation provide an early indication as to what implementation will look like. Some legislation outlines exceptions to what mutual recognition will not cover, but actual implementation may expand this list—so more time is needed to fully understand the scope. Jurisdictions that require reciprocation from another jurisdiction for mutual recognition be put into force may see the extent of their implementation vary depending on what other jurisdictions reciprocate. The federal government is assessed on its approach to the mutual recognition of agriculture and agri-foods, an area under their control. The status of these initiatives are current as of June 13, 2025.

Table 11

Mutual Recognition initiatives by jurisdiction	
British Columbia Legislated[35] Score: 5/10	Categories covered: goods & services (labour considered part of services). Reciprocation: Not required. Implementation: Received Royal Assent. Awaiting implementation. Exceptions: None.
Alberta Announced Score: 1/10	Alberta has signed a memorandum of understanding (MOU) with Ontario to pursue mutual recognition.[36]
Saskatchewan Announced Score: 1/10	Saskatchewan has signed a memorandum of understanding (MOU) with Ontario to pursue mutual recognition.[37]
Manitoba Introduced[38] Score: 5/10	Categories covered: Goods & services. Reciprocation: Required for all categories covered. Implementation: Received Royal Assent. Awaiting implementation. Exceptions: Labour, Crown corporations.
Ontario **Introduced[39]** Score: 5/10	Categories covered: Goods, services and labour. Reciprocation: Required for all categories covered. Implementation: Received Royal Assent. Awaiting implementation. Exceptions: None.

Quebec Introduced[40] Score: 3/10	Categories covered: Goods, services and labour. Reciprocation: Unilateral. Implementation: Legislation has not passed. Exceptions: Bill allows government to exclude some goods (list of exceptions must be published online), provisions aimed at protecting the French language takes precedence.
New Brunswick Announced Score: 1/10	New Brunswick has signed a memorandum of understanding (MOU) with Newfoundland and Ontario to pursue mutual recognition.[41]
Nova Scotia Implemented[42] Score: 8.5/10	Categories covered: Goods (including food), services and labour. Reciprocation: Required for all categories covered. Implementation: Agreements are currently in force with Alberta and PEI which have been designated as reciprocating. Exclusions: (1) point was deducted for the legislation requiring reciprocation. 0.5 points were deducted for not including recognition Occupational Health and Safety (OHS) regulations and Workers Compensation Board (WCB) systems, both of which are considered a part of the labour category for the purposes of this report.
Prince Edward Island Legislated[43] Score: 5/10	Categories covered: Goods, services and labour. Reciprocation: Required for all categories covered. Implementation: Received Royal Assent. Implementation ongoing. Exceptions: Regulated health professionals, registered health professions, and members of the Law Society of Prince Edward Island.
Newfoundland and Labrador Announced Score: 1/10	Newfoundland and Labrador has signed a MOU with New Brunswick to significantly reducing barriers to trade with other provinces and territories, including through the ongoing work of the Committee of Internal Trade under the Canadian Free Trade Agreement.[44]
Nunavut None Score: 0/10	
Yukon None Score: 0/10	

Northwest Territories None Score: 0/10	
Federal Government None 0/10	

Appendix F: Methodology

The *2025 Interprovincial Cooperation Report Card* uses an index approach to measure and rank the performance of Canada's provinces/territories towards addressing barriers to internal trade based on three major areas of interprovincial/territorial cooperation or subindexes. Additionally, a bonus subindex exists that increases applicable jurisdictions' scores but cannot subtract from them. These subindexes represent either a composite of multiple indicator scores, or a stand-alone value.

Areas of interprovincial/territorial cooperation and indicators

1. **CFTA Exceptions -** stand-alone score

   1 Indicator:
   - I. Economic Impact score

2. **Select Barriers to Internal Trade -** composite score

   7 Indicators:

   Barriers to Trade in Alcoholic Beverages indicators:
   - I. Unlimited Import of Alcohol for Personal Consumption
   - II. Direct-to-Consumer Interjurisdictional Shipment of Canadian Wine/Craft Beer and Spirits

   Ease of Doing Business indicators:
   - I. Extra-Jurisdictional Business Registration Fees Waived Across All Provinces/Territories
   - II. Mutual Recognition of Registration Requirements for Workers' Compensation
   - III. Mutual Recognition of Occupational Health and Safety Rules

   Labour Mobility indicators:
   - I. Timeline for Professional Certification Approval of Workers Certified in Other Canadian Jurisdictions
   - II. Full Labour Mobility of Licensed Practical Nurses\

3. **Implementation Status of Reconciliation Agreements -** composite score

   16 regulatory reconciliation items:
   - ○ **Occupational Health and Safety**:
   - i. First Aid Kits
   - ii. Hearing Protection
   - iii. Personal Flotation Devices
   - iv. Head, Foot, and Eye Protection
   - ○ **Occupational Health and Safety**:
   - v. First Aid Training
   - vi. Fall Protection
   - vii. **Transport**: Wide-Base Single Tires
   - viii. **Transport**: Truck Driver Certification Entry-Level Training
   - ix. **Standards and Codes:** Construction Codes
   - x. **Technical Safety**: CRN for Pressure Vessels
   - xi. **Standards and Codes**: Energy Efficiency Standards for Household Appliances
   - xii. **Agriculture/Agri-Food/Aquaculture:** Aquaculture Site Marking
   - xiii. **Agriculture/Agri-Food/Aquaculture**: Aquaculture Organic Labelling
   - xiv. **Agriculture/Agri-Food/Aquaculture**: Grade Inspection for Produce
   - xv. **Regulatory Requirements**: Corporate Registry
   - xvi. **Textiles/Upholstery**: Upholstered and Stuffed Articles
   - xvii. **Filtering Respirators**: Personal Protective Equipment

4. **Mutual Recognition -** Stand-alone bonus score

   1 indicator: Existence of a mutual recognition agreement

Types of indicators

The Report Card contains both scalar and binary indicators.

On each scalar indicator, the province/territory with the best performance (lowest or highest, depending on the indicator) receives the maximum score of 10, while the province/territory with the worst performance receives a score of 0. All other scores are based on the scale formed by these two values.

*When an indicator receives a lower score for a higher value or a higher score for a lower value the formula used is: 10 – ((x-min)/(max-min))*10*

*When an indicator receives a lower score for a lower value, or a higher score for a higher value the formula used is: (x-min)/(max-min)*10*

Where x = the score to be calculated; and Min and max are the minimum and maximum of the range of indicators.

Binary indicators typically have a value of either 0 or 10. We acknowledge that combining scalar and binary indicators with equal weight within a subindex may be problematic, because the extreme valuation of the binary indicator can significantly influence the results. However, the several binary indicators used are of such importance to small businesses that they warrant their valuation.

There are instances where the scoring of the indicator is represented by a range of values with extremes 0 or 10, and intermediate values ranging from 1-9 for example.[45]

Report card grading scale and weighting

Each subindex is scored on a scale of zero (worst) to ten (best), and the numeric value is converted to a letter grade using an academic style grading system with the following ranges:

A	**9.0-10 (Excellent performance)**	**C**	**6.6-7.0 (Satisfactory performance)**
A-	8.7-8.9 (Excellent performance)	C-	6.0-6.5 (Satisfactory performance)
B+	8.4-8.6 (Good performance)	D	4.0-5.9 (Less than satisfactory performance)
B	7.8-8.3 (Good performance)	F	0-3.9 (Unsatisfactory performance)
B-	7.5-7.7 (Good performance)		
C+	7.1-7.4 (Satisfactory performance)		

Using a weighting scheme, the three subindex scores are combined into a single score that allows for a ranking of jurisdictions from best (highest score) to worst (lowest score). The three different areas are assigned the following weights: CFTA Exceptions — 40%; Implementation Status of Reconciliation Agreements — 40%; Select Barriers to Internal Trade — 20%. A lower relative weight was given to the Select Barriers indicator as it assesses specific issues highlighted by small businesses, with the focus being narrower in scope than broader problems highlighted by the other two main indicators. The fourth Mutual Recognition bonus indicator does not have a traditional weighting and can only increase jurisdictions' scores, not lower them (see changes to Methodology below).

In the case of the federal government the score was based on only three areas — CFTA exceptions, the Implementation Status of Reconciliation Agreements (weighed at 50% each), and the Mutual Recognition bonus (see changes to Methodology below). The Select Barriers area was not available for this analysis.

The data reflected in this report are based on information that was in effect as of June 15, 2025.

2025 changes in methodology

The main changes in methodology between the 2025 and 2024 report card are described below.

Revised bonus indicator: Mutual Recognition

The Mutual Recognition bonus subindex is new to the report card in 2025 and replaces the Internal Trade Leadership bonus subindex from the 2024 edition. Governments that earn points within it are awarded bonus points. Governments that do not receive points for the bonus indicator are not penalized. Indicator used: Existence of a mutual recognition agreement

The Mutual Recognition bonus indicator is applied to all jurisdictions on a scale of 0 to 10 but is not given a traditional weighting like the three main indicators. Instead, the indicator is a multiplier that increases jurisdictions' scores from their relative standings based on the three main indicators (regulatory cooperation score).

$$Final\ score\ with\ bonus\ multiplier = Regulatory\ cooperation\ score + (10 - regulatory\ cooperation\ score) * (bonus\ score\ /\ 10)$$

In this way, the bonus score increases a jurisdiction's overall grade by moving it partway between its current regulatory cooperation score and a perfect score of 10.0, depending on the size of the bonus. For example, if a jurisdiction receives a cumulative score of 7.0 from the three main indicators and a bonus score of 5.0, it will see its final score increase to 8.5, halfway between its current score (7.0) and the perfect score of 10.0.

Endnotes

[1] Manucha, R., & Tombe, T. (2022, September 20). *Liberalizing internal trade through mutual recognition: A legal and economic analysis*. Macdonald-Laurier Institute. https://macdonaldlaurier.ca/liberalizing-internal-trade-through-mutual-recognition-a-legal-and-economic-analysis/

[2] New West Partnership Trade Agreement. Part II, Section C, Article 14: Procurement. http://www.newwestpartnershiptrade.ca/pdf/NWPTA_May_26_2022.pdf#PartV. Accessed: March 30, 2023

[3] CFIB, Your business outlook survey, February 2009 – March 2025. Note: All results are calculated as 3-month moving averages except the Index values for March 2025 which are based on 82 responses received March 5-7.

[4] CFIB, Survey on the impact of U.S.-Canada trade war, March 13-31, 2025, final results, n = 3,685. Question: What changes has your business experienced due to the U.S.-Canada trade war? (Select all that apply)

[5] CFIB, Survey on the impact of U.S.-Canada trade war, March 13-31, 2025, final results, n = 3,523. Question: Has your business taken the following actions because of the U.S.- Canada trade war? (Select one for each line)

[6] Tombe, T. et al. IMF. 2019. *Internal Trade in Canada: Case for Liberalization.*

[7] CFIB, Survey on the impact of U.S.-Canada trade war, March 13-31, 2025, final results. Question: How do you plan to adjust your investments (e.g., capital/operational expenditures, research and development, market expansion) in the following markets over the next six months? (Select one for each line)

[8] Government of Canada. Prime Minister Carney meets with premiers and shares his plan to build one strong Canadian economy. https://www.pm.gc.ca/en/news/news-releases/2025/03/21/prime-minister-carney-meets-premiers-and-shares-his-plan-build. Accessed: May 13, 2025.

[9] Meeting of Canada's First Ministers, March 5th 2025. https://www.pm.gc.ca/en/news/statements/2025/03/05/first-ministers-statement-eliminating-internal-trade-barriers

[10] Saskatchewan Liquor and Gaming Authority. Importing Alcohol from Outside the Province. https://www.slga.com/permits-and-licences/liquor-permits/importing-alcohol. Accessed: May 25, 2022.

[11] Government of Saskatchewan. B.C. and Saskatchewan Remove Barriers on Canadian Wine and Craft Spirits. https://www.saskatchewan.ca/government/news-and-media/2014/august/29/bc-and-sask-wind-and-craft-spirits. Accessed: May 25, 2022.

[12] As part of the *Interjurisdictional Agreement on Workers Compensation,* businesses only pay assessments in a province or territory where work is performed (no double assessment).

[13] CFIB, Your Voice – April Your Voice survey, April 10-24, 2025, n = 207. **Adjusted to capture businesses that have interprovincial workers and have faced challenges.* Question: What challenges have you experienced when hiring workers from another province/territory or having your employees work in other provinces/territories? (Select all that apply)

[14] Labour Mobility Working Group website. Labour Mobility. https://www.cfta-alec.ca/labour-mobility/.

[15] CFIB, Your Voice – September 2022 survey, September 8-26, 2022, n = 3,679. Question: To what extent do you agree or disagree with the following statements about the flow of goods, services and people within Canada? (Select one for each line) A professional license or certification granted in one province/territory should be automatically recognized in all provinces/territories (such as long-term care workers, other health care workers, etc.)

[16] CFIB, Your Voice – April 2025 survey, April 4-22, 2024, n = 207. **Adjusted to capture businesses that have interprovincial workers and have faced challenges.* Question: What challenges have you experienced when hiring workers from another province/territory or having your employees work in other provinces/territories? (Select all that apply)

[17] Government of Nova Scotia. Bill 36 The Free Trade and Mobility within Canada Act https://nslegislature.ca/legc/bills/65th_1st/3rd_read/b036.htm

[18] Job Vacancies, Fourth Quarter 2023." *The Daily*, Statistics Canada, 19 Mar. 2024, https://www150.statcan.gc.ca/n1/daily-quotidien/240319/dq240319b-eng.htm. . Accessed: May 30, 2024.

[19] CFIB, Your Voice – September 2022 survey, September 8-26, 2022, n = 3,308. Question: To what extent do you agree or disagree with the following statements about the flow of goods, services and people within Canada? (Select one for each line) | A professional license or certification granted in

one province/territory should be automatically recognized in all provinces/territories (such as long-term care workers, other health care workers, etc.)

[20] Government of Ontario. News Release: New “As of Right” Rules a First in Canada to Attract More Health Care Workers to Ontario. https://news.ontario.ca/en/release/1002650/new-as-of-right-rules-a-first-in-canada-to-attract-more-health-care-workers-to-ontario. Accessed: March 30, 2023.

[21] The College of Physicians and Surgeons of Nova Scotia. Atlantic Registry. https://cpsns.ns.ca/registration-licensing/current-practice/atlantic-registry/ Accessed: June 22, 2023.

[22] Regulatory Reconciliation and Cooperation Table (RCT). Reconciliation Agreement Implementation Status Report. Reconciliation Agreements Archives - Regulatory Reconciliation and Cooperation Table (RCT) (rct-tccr.ca). Accessed: May 23, 2024.

[23] Manucha, Ryan. “Eyes on the Prize: A Game Plan to Speed Up Removal of Internal Trade Barriers in Canada.”, C.D. Howe Institute, April 1, 2025.

[24] Implemented — government has met the requirements of the agreement; Underway — government is either in the process of signing the agreement or has signed the agreement but the requirements of the agreement have yet to be met.

[25] Parliament of Canada. Bill C-5: An Act to enact the Free Trade and Labour Mobility in Canada Act and the Building Canada Act. June 6, 2025. https://www.parl.ca/documentviewer/en/45-1/bill/C-5/first-reading.

[26] CFIB, Your Voice - April 2024 survey, April 4-22, 2024, n = 2,507. Question: To what extent do you agree or disagree with the following statements about the flow of goods, services and people within Canada? (Select one for each line) | Food that is produced in provincially licensed/inspected facilities should be able to be sold in all provinces/territories.

[27] CFIB, Your Voice - April 2025 survey, April 10-24, 2025, n = 2,561. Question: How helpful would each of the following proposed interprovincial trade solutions be for your business? (Select one for each line) | Prioritize government procurement towards Canadian businesses

[28] CFIB, Your Voice - April 2025 survey, April 10-24, 2025, n = 2,028. Question: How helpful would each of the following proposed interprovincial trade solutions be for your business? (Select one for each line) | Encourage professional colleges to streamline approval timelines for regulated professionals

[29] Manucha, Ryan. Commentary No. 573. Internal Trade in Focus: Ten Ways to Improve the Canadian Free Trade Agreement, C.D. Howe Institute, July 2020.

[30] Canadian Free Trade Agreement. Tariff Costs. https://www.cfta-alec.ca/wp-content/uploads/2025/04/Tariff-Costs-2025-CFTA.pdf. Accessed: May 14, 2025.

[31] United Nations Statistics Division. Classification Detail. https://unstats.un.org/unsd/classifications/Family/Detail/1074. Accessed: June 1, 2025.

[32] Sarah Pittman, Carlo Dade and Martha Hall Findlay. Toilet Seats, Trucking and Other Trade Tie-ups. A new solution to the old problem of Canadian internal trade. Canada West Foundation. https://cwf.ca/research/publications/report-toilet-seats-trucking-and-other-trade-tie-ups-a-new-solution-to-the-old-problem-of-canadian-internal-trade/. Accessed: May 20, 2024.

[33] Federal government contends that their exceptions account for matters of national security and international market access, and that very few exceptions in the CFTA present a meaningful barrier to internal trade. Regardless, it is important to reduce or narrow these exceptions, particularly in procurement, which can affect doing business across the country.

[34] New Brunswick has earmarked four procurement exceptions for removal, to take effect September 2025.

[35] Legislative Assembly of British Columbia. Bill 7 – 2025 Economic Stabilization (Tariff response) Act. Accessed June 1, 2025. https://www.leg.bc.ca/parliamentary-business/overview/43rd-parliament/1st-session/bills/1st_read/gov07-1.htm

[36] Government of Ontario. Economic cooperation memorandum of understanding: Ontario and Alberta. Accessed June 1, 2025. https://www.ontario.ca/page/economic-cooperation-memorandum-understanding-ontario-and-alberta

[37] Government of Ontario. Economic cooperation memorandum of understanding: Ontario and Saskatchewan. Accessed June 1, 2025. https://www.ontario.ca/page/economic-cooperation-memorandum-understanding-ontario-and-saskatchewan

[38] The Legislative Assembly of Manitoba. Bill 47 – The Fair Trade in Canada (Internal Trade Mutual Recognition) Act and Amendments to the Commemoration of Days, Weeks and Months Act (Buy Manitoba, Buy Canadian DAY). Accessed June 1, 2025. https://web2.gov.mb.ca/bills/43-2/b047e.php

[39] Legislative Assembly of Ontario. Bill 2, Protect Ontario Through Free Trade Within Canada Act, 2025. Accessed June 1, 2025. https://www.ola.org/en/legislative-business/bills/parliament-44/session-1/bill-2

[40] Assemblée nationale du Québec. Projet de loi n° 112, Loi favorisant le commerce des produits et la mobilité de la main-d'—œuvre en provenance des autres provinces et des territoires du Canada. Accessed June 1, 2025. Projet de loi n° 112, Loi favorisant le commerce des produits et la mobilité de la main-d' œuvre en provenance des autres provinces et des territoires du Canada - Assemblée nationale du Québec

[41] Government of New Brunswick. Memorandum of understanding signed with Ontario to reduce trade and labour mobility barriers. Accessed June 1, 2025. https://www2.gnb.ca/content/gnb/en/news/news_release.2025.04.0147.html?ref=queenstreetanalytics.org

[42] Government of Nova Scotia. *Bill No. 36: An Act Respecting Free Trade and Mobility within Canada*. Accessed June 1, 2025. https://nslegislature.ca/sites/default/files/legc/PDFs/annual%20statutes/2025%20Spring/c007.pdf

[43] Legislative Assembly of Prince Edward Island. Bill no. 15 – Interprovincial Trade and Mobility Act. Accessed June 1, 2025. https://www.assembly.pe.ca/legislative-business/house-records/bills#/service/LegislativeAssemblyBillProgress/LegislativeAssemblyBillView;id=1965ac2e-2545-4c7f-b51a-d199648fdb9f

[44] Government of Newfoundland and Labrador. Newfoundland and Labrador and New Brunswick Sign Memorandum of Understanding to Improve Trade and Labour Mobility. Accessed June 1, 2025. https://www.gov.nl.ca/releases/2025/exec/0424n03/

CANADIAN FEDERATION
OF INDEPENDENT BUSINESS
In business for your business