

Month in Review – New Brunswick



LAWS & ANNOUNCEMENTS

Minimum Wage

Apr 1: Newfoundland raised the general minimum wage rate by 60 cents to \$15.60 per hour, effective today.

Action Point: Find out about the latest round of minimum wage increases taking effect across Canada

New Laws

Mar 15: The federal government announced that the Rural and Northern Communities Infrastructure stream has approved combined funding of over \$32 million for 31 projects to improve highways and roads across 27 municipalities in Newfoundland and Labrador. The projects include intersection re-designs, sidewalk installations, roadside retaining wall replacements, culvert and bridge replacements, and over 20 road re-paving projects.

New Laws

Mar 26: The Centre for Research and Innovation will receive \$634,000 from the Newfoundland government over 3 years to develop and provide micro-credential and certified programming allowing for rapid upskilling in response to tech workforce shortages.

Health & Safety

Mar 1: Effective today: i. Worksites with 20 or more workers must have an OHS committee and program; ii. Sites with fewer than 20 workers must have a worker representative and OHS policy; and iii. Sites with fewer than 6 workers must have an appointed workplace health and safety designate.

Action Point: Find out how to create a vibrant safety culture at your

organization

CASES

Labour Relations: Arbitrator Refuses to Second Guess Decision Not to Promote Senior Employee

The union cried foul after a medical lab passed over an employee with more seniority for promotion to a phlebotomist position. The lab contended that the more senior employee didn't have the experience or professional training necessary for the position. The New Brunswick arbitrator sided with the lab and dismissed the grievance. Absent evidence of discrimination, bad faith or arbitrariness, arbitrators are generally reluctant to interfere with an employer's decision with regard to the credentials required to qualify for a job, the arbitrator explained [*CUPE, Local 1252 (821) and Turgeon v His Majesty the King in Right of New Brunswick*, 2024 CanLII 11358 (NB LA), February 19, 2024].

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