

JANUARY 2024 MONTH IN REVIEW

New Brunswick

LAWS & ANNOUNCEMENTS

Labour Relations

Dec 13: Royal Assent for [Bill 3](#) amending the *Industrial Relations Act* to recognize employees that apply in writing for trade union membership as constituting members. Under previous New Brunswick law, employees were recognized as members only if they applied in writing and paid at least \$1.00 in initiation fees or union dues.

Employment Benefits

Dec 13: Newly passed [Bill 17](#) authorizes the transfer of 5 New Brunswick government pension plans at financial risk to existing shared-risk pension plans that are currently registered under Part 2 of the *Pension Benefits Act* in an effort to keep the threatened government plans afloat.

Accessibility

Dec 7: From now through Jan. 31, New Brunswick will hold public consultations on a framework to adopt comprehensive accessibility legislation patterned after the laws currently in effect in Ontario, Manitoba and other jurisdictions. After hearing all the comments, the government plans to table a bill in the spring.

Action Point: Find out more about [accessibility laws across Canada](#)

Workplace Violence

Dec 4: New Brunswick became the latest province to sign onto the National Action Plan to End Gender-based Violence and will receive over \$16.3 million from the federal government over the next 4 years for projects aimed at preventing gender-based violence and supporting its victims.

Action Point: Find out [how to protect your employees](#) from the risk of workplace domestic violence

Workers Comp

Dec 14: There's no compelling business case for establishing separate workers comp benefit models for different classes of government employees, according to the New Brunswick Auditor General. The [report](#) is in response to a new Dept. of Finance policy of providing injured workers within government departments and school districts 100% salary continuance, even though injured healthcare workers get only the 85% of net loss of earnings provided under the *Workers Compensation Act*.