

MAY 2023 MONTH IN REVIEW

# New Brunswick

## LAWS & ANNOUNCEMENTS

### New Laws

Apr 21: The 2023 New Brunswick budget provides for increasing the wages of public healthcare sector and home support agencies by \$2.50 per hour during the year, along with increased social assistance rates that are indexed to reflect annual cost of living increases.

### Discrimination

Apr 3: The New Brunswick Human Rights Commission issued a [statement](#) decrying the recent acts of violence against and reaffirming the rights of members of the LGBTQ2S community.

**Action Point:** Implement a legally sound [sexual orientation and transgender discrimination policy](#) at your workplace

### Immigration

Apr 3: The federal government increased New Brunswick's immigration allocation for 2023 by 67% to 5,500 places. Further increases are expected for 2024 and 2025 allocations.

## CASES

### **Termination: Firing Is Justified but Procedural Violations Warrant Damages**

Having just cause to terminate won't help if you don't also follow proper disciplinary procedures and protocols. That's the moral of this case in which a New Brunswick arbitrator found that a nursing home had just cause to fire a laundry staffer for failing to obey the facility's mandatory COVID testing and vaccination policies. The problem is that the home didn't let the staffer have a union rep with him during the disciplinary meetings as required by the collective agreement. As a result, while termination was justified, the home had to pay the staffer damages for violating his collective agreement rights [[\*CUPE, Local 3383 v Villa Sormany\*](#), 2023 CanLII 30739 (NB LA), April 17, 2023].