

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].