

NOVEMBER 2023 MONTH IN REVIEW

Newfoundland and Labrador

LAWS & ANNOUNCEMENTS

COVID-19

Nov 16: With flu season underway, Newfoundland is once again operating the [Private Employer Vaccine Program](#) offering employers free access to COVID-19 and flu vaccines for their employees. The 2 options: i. Receive publicly funded vaccine at no charge for onsite healthcare clinics to provide the shots; or ii. Get a grant to hire a healthcare professional to administer vaccines to their employees.

Action Point: Use the HRI template to create your own infectious illness [exposure control plan](#)

Labour Relations

Nov 17: The government announced that it has reached tentative agreement with the Newfoundland and Labrador Teachers' Association on a new collective agreement covering 6,500 educators and school administrators across the province. The agreement still has to be ratified by members.

Accessibility

Nov 16: [Bill 52](#), which is designed to improve accessibility in public spaces, has received Royal Assent. Key changes: i. Removal of pre-1981 exemption from current *Buildings Accessibility Act*; ii. Clarification of how the Act applies to home-based businesses; and iii. Doubling of fines for violations.

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

Workplace Violence

Nov 2: Newfoundland became the third province to adopt so called “Clare’s Law” legislation empowering residents with reasonable concerns for their safety to ask the police to release private information about a current or former intimate partner who poses a risk of violence to them. Similar laws are also now in effect in Alberta and Saskatchewan.

Action Point: Find out about the 10 things you must do to [prevent workplace violence](#)

Workplace Violence

Nov 20: From now through Feb. 6, WorkplaceNL will be holding [online consultations](#) whether to expand workers comp coverage (under Policy EN-18 Traumatic Mental Stress) to include chronic stress resulting from workplace harassment and violence.

Action Point: Find out about [workers comp coverage of mental stress claims](#) across Canada

Workers Comp

Nov 20: The 2024 average assessment in Newfoundland is increasing 2.4% to \$1.73 per \$100 of assessable payroll, which includes a temporary \$0.21 discount. Sixty-seven percent of employers will have rate increases. Claims costs have increased 22% from 2018 to 2022, according to WorkplaceNL.

Workers Comp

Nov 16: Royal Assent for [Bill 48](#) amending the *Workplace Health, Safety and Compensation Act* to provide workers comp coverage for bereavement counselling services for dependents of workers who die of a work related injury on or after January 1, 2022.