

OCTOBER 2023 MONTH IN REVIEW

# Newfoundland and Labrador

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Oct 1: The Newfoundland general minimum wage finally reached \$15.00 per hour. The latest 50-cent increase follows the 80-cent increase in April which took the minimum wage to \$14.50 per hour.

### COVID-19

Sep 26: Newfoundland rolled out its free flu and COVID-19 vaccination campaign for the fall, which will officially launch on Oct. 16. Vaccination clinics will begin [booking appointments](#) on Oct. 10.

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

### New Laws

Sep 21: Newfoundland expanded the Employment Stability Pilot for employees who receive Income Support. Highlights: New earnings exemption allowing individuals to keep more of their employment income; and ii. Employment continuation bonuses of \$250 after 6 months, \$500 after 12 months and \$1,000 after 24 months.

## **Drugs & Alcohol**

Sep 27: Effective today, smoking and vaping, whether by employees, visitors or contractors, is officially banned on all Newfoundland government property, including buildings, grounds, vehicles and parking lots.

**Action Point:** Find out how to comply with [workplace smoking laws](#)

## **Workers Comp**

Sep 1: The new *Workplace Health, Safety and Compensation Act, 2022* is now officially in effect. While benefits, coverage, employer and worker rights and duties and other substantive provisions haven't changed, the Act was given a cosmetic makeover to modernize the language and align it with other laws.