

SEPTEMBER 2023 MONTH IN REVIEW

# Newfoundland and Labrador

## LAWS & ANNOUNCEMENTS

### Labour Relations

Aug 21: Newfoundland and the Royal Newfoundland Constabulary Association reached a tentative deal on a new collective agreement. Terms of the agreement were not disclosed pending ratification by the RNCA's approximately 400 members.

### Workplace Violence

Aug 2: Newfoundland will receive over \$700,000 in funding from the federal government to support crisis hotlines across the province for survivors of gender-based violence.

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

### New Laws

Aug 11: The federal government is investing \$170,000 in the non-profit Council of Marine Professional Associates (COMPASS) to encourage young people in Newfoundland and Labrador to seek careers in the province's critical marine sector.

## CASES

### **Labour Relations: Failure to Object Immediately Dooms Union's Termination Grievance**

The union didn't say anything upon receiving notification of the employers' association's intent to terminate 14 janitorial workers employed on a nickel plant construction project on a particular date. It was only after the association went through with the planned terminations that the union objected. The association claimed that by keeping silent until then, the union had effectively waived its right to grieve the terminations. The Newfoundland arbitrator agreed, ruling that the union was "estopped" from pursuing the grievance. However, the court reversed. Now the province's top court, the Court of Appeal, has had the final word by determining that the original arbitration ruling was reasonable and that the court was wrong to overturn it [[\*Long Harbour Employers Association Inc. v Resource Development Trades Council of Newfoundland and Labrador\*](#), 2023 NLCA 24 (CanLII), August 15, 2023].