

OCTOBER 2023 MONTH IN REVIEW

Nova Scotia

LAWS & ANNOUNCEMENTS

Minimum Wage

Oct 1: Nova Scotia's raised its general minimum wage 50 cents to \$15.00 per hour. Future annual minimum wage increases will be pegged to the Consumer Price Index rate of inflation.

Action Point: Find out more about the latest round of [minimum wage increases](#) taking effect across Canada

Immigration

Sep 22: Nova Scotia expanded the International Graduates in Demand stream of its Provincial Nominee Program to include paramedics and pharmacy technicians. Under the stream, international students who graduate from a public or private post-secondary institution in the province [may apply](#) for a work permit and permanent residency in Canada before starting work.

Workers Comp

Sep 1: WCB Nova Scotia announced that it's keeping the 2024 average assessment rate at \$2.65 per \$100 of assessable payroll, still among the highest workers comp rates in Canada. Actual rates will decrease or stay the same for 57% and increase for the other 43%

CASES

Discrimination: Nova Scotia Human Rights Commission Can Rule on Labour Disputes

Some courts have ruled that human rights tribunals don't have jurisdiction over discrimination claims involving union members that are subject to dispute resolution under a collective agreement. The Nova Scotia Court of Appeal has now rejected that theory in a case involving a Halifax police officer who claimed the department discriminated against her on the basis of her post traumatic stress disorder (PTSD). Distinguishing the case from a leading rule from Manitoba, the high court found that the Nova Scotia *Human Rights Act* didn't display a clear intent to give the labour arbitrator sole jurisdiction for resolving collective agreement disputes involving discrimination the way its Manitoba counterpart did. **Result:** The labour arbitrator and human rights commission could both exercise jurisdiction over the case [[*Nova Scotia \(Human Rights Commission\) v. Nova Scotia \(Attorney General\)*](#), 2023 NSCA 66 (CanLII), September 20, 2023].