

## APRIL 2023 MONTH IN REVIEW

# Nova Scotia

## LAWS & ANNOUNCEMENTS

### Labour Relations

Mar 23: Second Reading for [Bill 269](#), which would extend the *Construction Projects Labour Relations Act* requirement that construction contractors and unions enter into collective agreements to prevent work stoppages to large-scale green hydrogen production facilities.

### New Laws

Mar 20: Nova Scotia began offering incentive bonuses of \$10,000 to be paid next year to nurses working for publicly funded employers who commit to staying in the province for another 2 years.

### Workplace Harassment

Mar 28: Newly tabled [Private Member Bill 278](#) would ban Assembly members and political party professionals who've been accused of sexual assault or harassment from entering into nondisclosure agreements in resolving the case.

**Action Point:** Use the resources on the [Harassment Compliance Centre](#) to prevent harassment and bullying at your workplace

### Health & Safety

Mar 16: In 2022, 24 Nova Scotia workers died of a work injury or illness, compared to 20 in 2021 and 32 in 2020, the WCB reported. Nine of the fatalities were due to acute traumatic injuries (vs. 5 in 2021 and 18 in 2020) and 15 were chronic due to illness or health issues (15/14).

## CASES

### **Labour Relations: Union Certification Voters' Indiscretions Don't Justify Excluding their Ballots**

During a union certification vote, one of the voters wore a sweatshirt with the union logo visibly emblazoned across the chest. Another voter showed her marked ballot to a union rep acting as an election officer and asked "is this right?" The ballot was marked spoiled but the voter was allowed to fill in a new one immediately after. The employer contended that these events violated the secret ballot rules and that neither of the ballots should count. The Nova Scotia arbitrator disagreed, finding that the violations were of only minor significance and that tribunals should refrain from letting voters express themselves especially when there's no evidence of coercion or intimidation [[\*Nova Scotia Government and General Employees Union v Autobus Transco Inc.\*](#), 2023 NSLB 17 (CanLII), March 9, 2023].