

FEBRUARY 2023 MONTH IN REVIEW

Nova Scotia

LAWS & ANNOUNCEMENTS

Minimum Wage

Jan 5: The Nova Scotia Minimum Wage Review Committee proposed increasing the minimum wage 90 cents to \$14.50 per hour on April 1; the rate will then rise to \$15.00 on October 1. Future increases after that would be pegged to the previous year's consumer price index (CPI), starting April 1, 2024.

New Laws

Jan 9: Nova Scotia set aside an extra \$13 million to create up to 3,200 paid internships for post-secondary and other students over the next 4 years in the healthcare, clean-tech and other sectors requiring high-skill researchers.

Discrimination

Jan 27: That was the final day to participate in an [online survey](#) asking minorities, members of the LGBTQ community and other marginalized groups about whether they've experienced discrimination in accessing or receiving healthcare services in the province.

Action Point: Implement a legally sound [sexual orientation and transgender discrimination policy](#) at your workplace

Health & Safety

Jan 17: With OHS division inspectors focusing on home healthcare agencies, the agency issued [new guidance](#) to help employers comply with current regulatory

rules for protecting workers working in isolated locations where an isolated workplace first aid plan is required.

Action Point: Implement a [legally sound OHS policy](#) to protect workers who work alone or in isolation

Workers Comp

Jan 10: The Nova Scotia WCB began [surveying](#) employers, workers, safety experts and other stakeholders about the province's current workplace safety and workers comp system.

Workers Comp

Mar 31: That's the deadline for Nova Scotia employers to submit their 2023 workers comp payroll reports updating their payroll estimates for the previous year based on actual payroll data to the WCB. Missed and late filings can result in late fees, interest and penalties.

CASES

Termination: Employer Doesn't Have to Give Reason for Without Cause Termination

There was no financial harm done. The oil well pump installer worker landed an even better position the very next day after getting word of his being laid off. But doggone it, he still felt like he deserved to know **why** he got laid off. When the company refused to provide one, he filed a lawsuit. The Nova Scotia Labour Board said no dice. Unless dismissal is for cause, an employer doesn't have to give a reason for termination, as long as it provides termination notice due under the LSA—which wasn't an issue in this case because the laid off installer was in construction and thus not due LSA notice [[Bruckschwaiger v Island Well Drillers Limited](#), 2023 NSLB 2 (CanLII), January 4, 2023].

Action Point: Be sure to follow appropriate procedures when [firing probationary employees](#)