

## MARCH 2023 MONTH IN REVIEW

# Saskatchewan

### LAWS & ANNOUNCEMENTS

#### New Laws

Feb 23: The Saskatchewan government reports that it's making good progress in its program to recruit, hire and retain nurses and skilled healthcare workers. In its recent recruiting trip to the Philippines, the government made over 170 job offers to local nurses, continuing care assistants and medical lab assistants.

#### Employment Benefits

Feb 17: New regulations remove the maximum limits on funds that may be transferred from other pension plans and retirement savings plans to the Saskatchewan Pension Plan, starting with the 2023 plan year.

### CASES

#### COVID: Employees Get Sick Pay for COVID Self-Isolation Even If They Weren't Sick

An arbitrator ruled that employees weren't entitled to sick pay for the work time they missed because they had to be in self-isolation under COVID-19 protocols. The appeals court found the ruling unreasonable. Saskatchewan's top court, the Court of Appeal, had the final word by upholding the lower court's ruling in the employees' favour. The arbitrator didn't analyze the actual language governing the payment of sick leave contained in the collective agreement. Had she done so, she wouldn't have concluded that employees had to prove they were actually sick to qualify for sick pay [[\*P&H Milling Group a Division of Parrish & Heimbecker, Limited Saskatoon v United Food and Commercial Workers Local 1400\*](#), 2023 SKCA 14 (CanLII), January 26, 2023].

**Action Point:** Implement an [Exposure Control Plan to](#) avoid being ticketed or shut down for COVID-19 violations