

DECEMBER 2023 MONTH IN REVIEW

Saskatchewan

LAWS & ANNOUNCEMENTS

Statutory Holidays

Nov 1: Saskatchewan might have the lowest minimum wage in Canada but at least employees have the legal right to wear a poppy at work on Remembrance, thanks to the passage of Bill 139, allowing for the wearing of a poppy recognized by the Royal Canadian Legion unless it would endanger the health, safety or welfare of the worker or others in the workplace.

Action Point: Use the resources on the HRI [Statutory Holiday](#) Compliance Centre to avoid stat holiday violations at your workplace

Immigration

Nov 30: Saskatchewan announced that it has secured another 100 nominations for its Immigrant Nominee Program, bringing total nominations for 2023 to a record high of 7,350. This is in addition to the 6,000 immigrants that enter the province each year through federal streams.

Immigration

Nov 1: Foreign workers with permits in 279 intermediate and lower-skilled trades will soon be able to apply for permanent residency under the Saskatchewan Immigrant Nominee Program. Currently, the Existing Work Permit Stream is available only to high-skilled occupations and trades.

Drugs & Alcohol

Nov 8: Saskatchewan passed amendments to *The Tobacco and Vapour Products Control Act* that increase the minimum age for tobacco and vapour product purchase from 18 years of age to 19. In addition to protecting youth, the change also aligns age restrictions for smoking and vaping with existing restrictions on liquor and cannabis sales in Saskatchewan.

Action Point: Find out how to comply with [workplace smoking laws](#)

Leaves of Absence

Nov 8: The Saskatchewan Assembly tabled Private Member Bill 613 which would give employees, among other things, up to 10 paid days of sick leave per calendar year. However, adding paid sick leave to the Saskatchewan Employment Act will likely require a government bill.

Action Point: Find out about the [current paid sick leave rules across Canada](#)

CASES

Workplace Harassment: Employee Didn't Suffer Anti-Union Harassment

An employee who was actively involved in union affairs during a highly contentious labour dispute claimed her bosses and co-workers bullied and harassed her. The arbitrator found that while some name-calling, malicious gossip and such might have occurred, it didn't rise to the level of workplace harassment banned by the company's zero tolerance policy. The Saskatchewan Court of Appeal held that the arbitrator's ruling was reasonable and refused to overturn it [[United Food and Commercial Workers, Local 1400 v Saskatoon Co-operative Association Limited](#), 2023 SKCA 122 (CanLII), November 10, 2023].