

## JANUARY 2024 MONTH IN REVIEW

# Saskatchewan

## LAWS & ANNOUNCEMENTS

### Privacy

Dec 12: The Saskatchewan Ministry of Labour Relations and Workplace Safety announced that it discovered a privacy breach within the Young Worker Readiness Certificate Course application system, which is hosted by an outside third party. While preliminary investigation found no evidence that it happened, the names, addresses, ages and other personal information of those who took the course between July 5, 2021, and December 4, 2023, might have been compromised.

### New Laws

Dec 19: Saskatchewan is expanding the list of drugs that pharmacists may prescribe for patients to include medications for treating nausea and vomiting during pregnancy and recurrent genital herpes for both men and women.

### Mental Stress

Nov 30: Like most provinces and territories across Canada, Saskatchewan launched its new free 9-8-8 Suicide Crisis Helpline as part of the national initiative to prevent suicide deaths. Those who call 9-8-8 will be connected to the closest responder, based on their area code.

**Action Point:** Implement an effective workplace [mental health policy](#) for your employees

### Workers Comp

Jan 1: The Saskatchewan WCB finalized 2024 average premium rates, which will

remain unchanged at \$1.28 per \$100 of assessable payroll. Industry-wise, rates will increase for 35% of employers and either remain the same or go down for the remaining 65%. Ninety percent of employers had zero injuries or fatalities in 2022, the agency added.

## CASES

### **Labour Relations: Court Refuses to Bar Striking Workers from Handing Out Leaflets**

Hotel owners asked the court to issue an injunction barring striking workers from handing out leaflets and picketing on the property. The Saskatchewan court said no. Picketing is a constitutional right that courts should bar only when picketers engage in serious misconduct threatening to cause irreparable harm. While leafleting outside on hotel property might constitute trespassing, the potential harms weren't significant enough to justify an injunction. The balance might shift if the picketing occurred indoors and in spots reserved for guests, but that wasn't the case in this situation [*Sasco Developments Ltd v United Food and Commercial Workers, Local 1400*, 2023 SKKB 242 (CanLII), November 10, 2023].