

JULY 2023 MONTH IN REVIEW

Saskatchewan

LAWS & ANNOUNCEMENTS

Employment Benefits

Jul 15: The Financial and Consumer Affairs Authority completed [public consultations](#) on a [proposal](#) to exempt certain types of pension plans from *Pension Benefits Act* registration and regulatory requirements.

Health & Safety

May 17: Newly passed [Bill 91](#) clarifies that OHS officers have the authority to take photos and recordings when inspecting the workplace and exclude a person from an investigation interview if there's a perceived conflict of interest, in which case the excluded person would nominate a replacement to attend the interview.

Action Point: Find out how to survive OHS and other [surprise government inspections](#)

Workers Comp

May 30: The WCB remained in a fully funded position at 114.8% in 2022, an improvement from 107.6% in 2021. Claim costs fell sharply from \$336.2 million to \$189.4 million while premium revenue increased \$44.5 million to \$304.0 million.

CASES

Labour Relations: Top Court Nixes Union's Strike Pay Grievances

A telecom company and union couldn't reach agreement on how employees should be paid during the pay periods interrupted by a 2 ½ week strike/lockout. The

company contended that under the collective agreement, pay should be based on an average daily wage rate without payment for earned days off that would've fallen during the work disruption and cut adjusted paycheques accordingly. The union argued that employees were entitled to an hourly rate for each hour actually worked during the pay period. The arbitrator sided with the company and the dispute went all the way to the Saskatchewan Court of Appeal, which found the arbitration ruling reasonable and dismissed the union's appeal [[*Unifor Locals 1-S & 2-S v Saskatchewan Telecommunications*](#), 2023 SKCA 68 (CanLII), June 6, 2023].