

SEPTEMBER 2024 MONTH IN REVIEW

Nova Scotia

LAWS & ANNOUNCEMENTS

New Laws

Aug 1: The new Journeyperson Financial Incentive Program will provide up to \$2,500 to journeypersons who are actively mentoring apprentices. Eligible employers will get a Nova Scotia Apprenticeship Agency email asking them to nominate up to 5 journeypersons for every apprentice who progressed to the next level of their apprenticeship between August 1 and July 31 each year.

Immigration

Aug 15: Nova Scotia and Ontario signed an agreement to work together to make it easier for skilled trades professionals who've already gained recognition of their international credentials in one of the provinces to be recognized in the other province. The deal will make it easier for international professionals to ply their trade in either province.

Action Point: Find out what corporations need to know to [navigate the immigration law maze](#).

Drugs & Alcohol

Aug 6: Starting Dec. 1, all staff servers at licensed bars and restaurants in Nova Scotia will have to receive [training](#) on how to serve alcohol safely. Mandatory training also applies to concerts and festivals where alcohol is served.

Action Point: Find out how to [effectively control substance abuse](#) at your workplace.

Workers' Comp

Aug 2: With [workers' comp coverage](#) of gradual onset psychological injury due to significant stressors over time slated to begin on Sept. 1, the Nova Scotia WCB issued a new policy explaining the criteria it will use to process such claims, including PTSD.

Action Point: Find out about [workers' comp coverage of mental stress claims](#) across Canada.

CASES

Discipline: Worker Took Too Long to File OHS Discrimination Complaint

On Nov. 8th, a valve service provider worker sent an email to a government OHS officer saying he intended to file a complaint against his employer for taking discriminatory action against him in retaliation for complaining about being exposed to noxious vapours a few weeks earlier. But he didn't actually file the complaint until Dec. 6. As a result, he didn't follow the Nova Scotia OHS law rule that workers must file a discrimination claim within 30 days after the alleged discrimination occurs. The worker insisted that he did comply since the initial email was within the 30-day window. But the labour board ruled that the email didn't count and that the worker had to file the actual claim within 30 days to meet the rule. As a result, it dismissed the claim for lack of timeliness [[LeBlanc v Land & Sea Instrumentation Ltd.](#), 2024 NSLB 88 (CanLII), August 20, 2024].

Action Point: Find out how to discipline employees [without committing reprisals or retaliation](#).