

JULY 2024 MONTH IN REVIEW

Nova Scotia

LAWS & ANNOUNCEMENTS

New Laws

Jun 28: Nova Scotia announced that it will cover full tuition costs for more than 460 people who want to become primary care paramedics or emergency medical responders.

In return, paramedics must work in the province for 4 years and emergency medical responders must work there for 2 years.

Discrimination

Jul 3: Municipalities and villages will be the first public bodies in Nova Scotia required to develop plans to address systemic hate, inequity and racism under the new

Dismantling Racism and Hate Act. Municipalities and villages must also update their accessibility plans by April 1, 2025, under the *Accessibility Act*. They have the option to create one combined plan or 2 separate but interconnected plans.

Action Point: Beware of [employment practices](#) that inadvertently perpetuate racial discrimination

New Laws

Jul 24: Beekeepers will be eligible for up to \$50,000 in federal Apiculture Sustainable Growth and Health Program funding, nearly double the \$27,000 maximum in 2023.

Beekeepers expanding to pollinate more commercial crops can also get \$200 per additional hive used for pollination, double the amount available last year.

New Laws

Jul 12: Nova Scotia removed the age cap on funding of insulin pump and supplies for residents with Type 1 diabetes. Previously, Nova Scotia Insulin Pump Program support was available only to those under age 26.

Health & Safety

Jul 12: Revised [OHS regulations](#) that bring Nova Scotia's WHMIS rules into alignment with those of other provinces took effect. The changes include updates to hazard classifications, terminology, definitions, labels and SDS requirements. Employers have until December 18 to update their product labels and SDS to comply with the changes.

Action Point: Find out [how to create a vibrant safety culture](#) at your organization

Workers Comp

Jul 8: 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 announced that it has entered into new provider agreements with 3 firms to furnish mental health and wellness to workers. The providers are Homewood Health, The Newly Institute and Edgewood Health Network.

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

CASES

Workplace Harassment: Supervisor Fired for Not Cooperating with Harassment Investigation Is Reinstated

A worker claimed that he was being sexually harassed by his female supervisor. The company acknowledged that to the extent it occurred, the sexual harassment was of a fairly low grade of seriousness. However, as the saying goes, the cover up is often worse than the crime. Thus, the company concluded that the supervisor's total lack of cooperation and conduct during the investigation was just cause to terminate. The Nova Scotia arbitrator disagreed and ordered the supervisor reinstated. The sexual harassment charge was he said/she said with no conclusive evidence either way. The evidence also suggested that the supervisor participated in the investigation in good faith. While there was clearly animosity and distrust between the parties, this shouldn't cost a supervisor with 9 years of service and against whom

there were no grounds for discipline her job, the arbitrator concluded [[*Nova Scotia Government and General Employees Union v Nova Scotia \(Department of Public Works\)*](#), 2024 CanLII 69941 (NS LA), July 26, 2024].

Action Point: Find out how to implement a legally sound [workplace violence and harassment investigations policy](#) at your workplace