

SEPTEMBER 2024 MONTH IN REVIEW

Newfoundland & Labrador

LAWS & ANNOUNCEMENTS

Immigration

Aug 29: The Department of Immigration began accepting proposals for Newfoundland and Labrador Settlement and Integration Grants funding for projects designed to integrate newcomers to the province. Deadline for nonprofits, post-secondary institutions, and municipalities [to apply](#): Sept. 30.

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

Mental Health

Sep 30: September 30th is the deadline [to apply](#) for Community Addictions Prevention and Mental Health Grant Program grants of up to \$10,000 for Newfoundland projects designed to prevent suicide and alcohol and substance abuse or promote positive mental health and resilience.

Action Point: Find out how to implement an effective workplace [mental health policy](#) for your employees.

Drugs & Alcohol

Aug 22: Newfoundland held public hearings on proposed legislation to curb youth smoking. Highlights: i. Increase legal age for buying tobacco products to 21; and ii. Ban flavoured vaping products; and iii. Ban on vending machine tobacco sales.

CASES

Drugs & Alcohol: Company Pays \$42,000 for Not Accommodating Driver's Substance Abuse Disorder

A driver who was put on leave for a substance abuse disorder wanted to return to work after completing rehab, but the company said there were no suitable positions currently available and refused to grant him access to the site. The Newfoundland Human Rights Commission ruled that the driver had a valid claim for disability discrimination and dismissed the company's motion to dismiss the case. It awarded the driver \$42,000 in damages, while faulting the company for failing to do anything to accommodate the driver's substance abuse disorder [[Pittman v Astaldi Canada Inc.](#), 2024 CanLII 40945 (NL HRC), May 8, 2024].

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