

OCTOBER 2024 MONTH IN REVIEW

Newfoundland & Labrador

LAWS & ANNOUNCEMENTS

New Laws

Sep 13: Newfoundland announced that it will provide +\$3 million to over 50 volunteer fire departments across the province to cover the costs of replacing Self-Contained Breathing Apparatus (SCBA) units to protect firefighters against smoke and other respiratory hazards.

Workplace Violence

Oct 21: October 21st is the deadline for community organizations in Newfoundland [to apply](#) for new Community Violence Prevention Grants to support initiatives to prevent gender-based violence, violence against women, girls and 2SLGBTQQIA+ people, particularly those living in rural areas, and to help reduce risk factors that lead to harm and victimization.

Action Point: Find out about the 10 things you must do to [prevent workplace violence](#).

Health & Safety

Sep 6: Newfoundland published [Radiation Health and Safety Regulations](#) that will take effect on Dec. 2. In addition to strengthening safety requirements for operating and installing radiation equipment, the Regulations authorize dental hygienists to order, prescribe, and provide radiography services.

CASES

Labour Relations: Court Slams Arbitrator for Ruling on an Issue Neither Side Raised

The union filed a grievance against a refinery for treating a work shift as scheduled overtime rather than a new work schedule requiring a higher rate of pay under the collective agreement. After hearing both sides' arguments, the arbitrator upheld the grievance. The refinery claimed that the ruling was a breach of procedural fairness since the arbitrator based it on an issue that neither side had raised. The Newfoundland court agreed with the employer and ordered a new proceeding. The arbitrator should have notified the parties that this issue would be determinative and given them an opportunity to weigh in on the issue [*Braya Renewable Fuels (Newfoundland) LP v. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9316*, 2024 NLSC 124 (CanLII), September 16, 2024].