

# Prince Edward Island

## LAWS & ANNOUNCEMENTS

### Labour Standards

Nov 1: PEI ended public consultations on a proposal to replace the *Employment Standards Act* with an entirely [new law](#), that would be phased in over a 2-year period. Among other things, the draft law includes specific employment protections for gig workers and pay transparency requirements.

**Action Point:** Find out about current [employment law protections for gig workers](#).

### New Laws

Oct 22: The federal government announced that it will make personal use seal licenses to harvesters in Prince Edward Island and New Brunswick. The new harvest will focus on harp and grey seals, which the Department of Fisheries and Oceans has assessed as being in the healthy zone of its precautionary approach framework.

### New Laws

Oct 25: West Prince Ventures (CBDC Western PEI) received over \$305,000 from the federal government to deliver the Consultant Advisory Services (CAS) program, in partnership with CBDC East and CBDC Central, from 2024 through March 2026.

The investment will give up to 60 companies across the province that want to grow their small businesses' access to professional services for business planning and management, market readiness, export growth, and technology adoption.

## CASES

### Workplace Harassment: Sexually Harassed Waitress Wins \$15,000 in Damages

Sticking a sausage in his pants with the zipper down and inviting her to "jump on" were among the objectionable jokes and other forms of sexual harassment that a waitress claimed she endured at the hands of her coworkers on a nearly daily basis until she got laid off. The company denied that the incidents happened or that the waitress ever complained. After hearing from multiple witnesses, the PEI Human Rights Commission concluded that the waitress was, in fact, sexually harassed but

rejected the claim that complaining about the harassment was the reason she was terminated. **Bottom Line:** The Commission awarded the waitress \$15,000 in general damages for mental anguish, humiliation, affront to dignity and/or emotional injury [*Milligan v Maczak Holdings Ltd.*, 2023 CanLII 90442 (PE HRC), September 29, 2024].

**Action Point:** Use the HR Insider [sexual harassment policy template](#) to review and improve your own policy.