

# New Brunswick

## LAWS & ANNOUNCEMENTS

### New Laws

Oct 21: After 6 years of Progressive Conservative rule, New Brunswickers voted for change by electing a Liberal majority with a turnout of 66%. Seventeen women won MLA seats, setting the stage for Liberal Susan Holt to become the province's first female premier.

### New Laws

Oct 22: The federal government announced that it will make personal use seal licenses to harvesters in New Brunswick and Prince Edward Island. 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.

### Workers' Comp

Sep 3: WorkSafeNB announced an 8-cent decrease in 2025 average assessment rates to an all-time low of \$1.10 per \$100 of assessable payroll, the second lowest in the country. The funding surplus, which now stands at 156%, also enables the agency to issue refund cheques (of \$0.14 per \$100) to eligible employers for the first time ever.

## CASES

### Termination: Employer With Just Cause to Fire Must Pay 7 Months' Notice for Failure to Warn

A college fired an academic instructor for harassment and making disparaging remarks about the organization and its management in public. The court ruled that the college had just cause to terminate but awarded the instructor 7 months' notice for not warning him that his position was in jeopardy. The instructor insisted that termination was wrongful and carried out in bad faith and demanded 12 months' notice and moral and punitive damages. The case went all the way to the New Brunswick Court of Appeal, which upheld the trial judge's decision as "well-reasoned." "An appeal is not an open invitation for an unsuccessful party to relitigate his or her claim," chided the high court in ordering the instructor to pay \$2,500 in legal costs [*Cumberland c. Maritime College of Forest Technology*, 2024 NBCA 122 (CanLII), October 3, 2024].

**Action Point:** Find out how to implement a legally sound [termination notice](#)

[compliance game plan](#) at your company.