

December 2024 MONTH IN REVIEW

Northwest Territories

LAWS & ANNOUNCEMENTS

Payroll

Northwest Territories [loosened](#) its *Payroll Tax Regulations* remittance requirements. Effective today, where the time limited for filing a remittance return, annual return, or remitting tax payable falls on a Saturday, Sunday or holiday, the return may be filed or tax payable remitted on the first subsequent day that's not a Saturday, Sunday or holiday.

New Laws

The GNWT will receive up to \$25 million from the federal government's Critical Minerals Infrastructure Fund to support its Talston Hydro Expansion Project to build a new 60-megawatt generation facility near the existing Talston Hydro Facility south of Great Slave Lake, as well as a 230-kilovolt transmission line connecting the Talston grid with the Snare hydro system grid north of Great Slave Lake.

Workplace Violence

The federal government announced that it will invest \$4 million via the Gun and Gang Violence Action Fund to help law enforcement and community organizations stop gun violence in Northwest Territories.

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

Workers' Comp

The WSCC announced that its keeping average workers' comp rates at \$2.40 per \$100 of assessable payroll, a rate that hasn't changed since 2020. Actual rates will decrease for 9 subclasses of employers and increase for 7. One thing that is

changing in 2025 is that Northwest Territories and Nunavut will have different Year's Maximum Insurable Remuneration rates for the first time ever, with the former's YMIR increasing from \$107,400 to \$112,600.

CASES

Termination: Sixty-Nine-Year-Old Senior Manager Gets 8 Months' Termination Notice

All agreed that the Town of Hay River didn't have just cause to terminate its Director of Finance. The issue was how much notice he should get. The Town argued for 6 weeks but the Northwest Territories court settled on 8 months given the Director's age (69) and the lack of available positions in the region for a person with his highly advanced and specialized skills. But the court refused to grant Wallace damages finding that while the Town could have handled the termination process better, it didn't act in bad faith resulting in the Director's suffering mental distress [[Harris v Town of Hay River](#), 2024 NWTSC 47 (CanLII), October 30, 2024].

Action Point: Find out about the [5 ways you can get socked with punitive "Wallace" damages](#) for bad faith termination.