

New Brunswick

LAWS & ANNOUNCEMENTS

New Laws

Feb 11: That's the last day [to comment](#) on a [proposal](#) to change the *Payday Lending Regulation* to limit the total cost of credit advanced under the payday loan to the limit on the total cost of borrowing specified under (Section 347.1(2)(a.1) of) the *Criminal Code*. Under current rules, the maximum total cost of credit allowed is \$15 per \$100 advanced under the payday loan.

New Laws

Feb 7: That's the deadline for New Brunswick employers [to apply](#) for the Student Employment Experience Development program subsidies on the wages of student employees. A SEED placement can last up to 12 weeks and must take place between April 21 and Sept. 5.

Action Point: Find out how to implement a [Game Plan](#) to comply with ESA and OHS laws governing young employees.

New Laws

Jan 15: New Brunswick signed a new agreement with the Government of Canada that will provide over \$32 million to enhance access to selected new drugs for rare diseases, as well as access to existing drugs, early diagnosis and screening. The first step in this bilateral agreement will be for the province to receiving federal funding for 4 new drugs: Poteligeo, for mycosis fungoides or Sézary syndrome; Oxlumo, for hyperoxaluria type 1; Epkinly, for relapsed or refractory diffuse large B-cell lymphoma; and Welireg for von Hippel-Lindau (VHL) disease.

Workers' Comp

Feb 28: That's the deadline for New Brunswick employers to submit their annual payroll form (Form 100) to WorkSafeNB using their Employer Code and unique Access Pin to avoid late filings that may result in interest, late fees and penalties. Employers don't have to create a MyServices account to Fast File their Form 100.

Workers' Comp

Mar 7: That's the last day to comment on WorkSafeNB's [proposal](#) to change the *Workplace Health Safety and Compensation Commission and Workers' Compensation Appeals Tribunal Acts* to improve program governance. Highlights: i. Create exception to 30-day implementation deadline for cases where information from a third party is required; ii. Eliminate current restriction on the agency's making mortgage investments; and iii. Give WorkSafeNB board of directors authority to independently appoint the external auditor without having to involve the

Lieutenant-Governor in Council.

CASES

Labour Relations: Court Nixes Employee's Fair Representation Claim Against Union

A school employee with a checkered history of being on the wrong end of workplace harassment claims supported by evidence got a pink slip but negotiated for a severance allowing her to resign with her retirement allowance intact. After signing the deal, the employee had second thoughts and sued the union for violating its duty to represent her fairly. The case went all the way to the New Brunswick Court of King's Bench, which dismissed the complaint and ordered the employee to pay \$2,500 in legal costs [[Jill Black v. Canadian Union of Public Employees and CUPE Local 2745](#), 2025 NBKB 7 (CanLII), January 10, 2025].