

# New Brunswick

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Feb 11: To keep pace with inflation, New Brunswick will increase its general minimum wage by 35 cents to \$15.65 per hour on April 1. Six percent of all employees in the province earned the minimum wage last year, down from 6.7% in 2023.

### Immigration

Feb 5: The federal government slashed New Brunswick's 2025 allotment in permanent resident nominations in half—to 2,750, versus 5,500 in 2024. The reduced allocation will be split between the Provincial Nominee Program (1,500) and the Atlantic Immigration Program (1,250).

**Action Point:** Find out about the 10 things employers [need to know about hiring temporary foreign workers](#).

### New Laws

Feb 21: The Atlantic Canada Opportunities Agency announced a federal investment of over \$3 million via the Community Futures Program that will enable 10 Community Business Development Corporations (CBDCs) in New Brunswick to offer essential financial assistance, specialized training, expert guidance, and customized local initiatives to rural businesses, organizations, and communities in the province.

### New Laws

Feb 14: A joint investment of over \$40.1 million from the Governments of Canada and New Brunswick will finance the purchase of tanks, pumps, drones, trucks, and heavy equipment to fight wildfires in the province over the next 4 years. The money will be provided under the federal Fighting and Managing Wildfires in a Changing Climate Program (FMWCC).

## CASES

### Health & Safety: Supervisor Guilty of Criminal Negligence for Worker's Drowning Death

A construction supervisor was charged with C-45 criminal negligence for the confined space drowning death of an 18-year-old worker under his immediate charge. At trial, the supervisor admitted to not having read the safety manual for confined space work and proper use of the rubber plug for stopping the flow of liquid from the pipe into the space. Even so, he allowed the worker to enter what he knew was a confined space without ensuring the plug was installed. After being convicted, the supervisor appealed, noting that he had never been trained for supervising this type of work. The New Brunswick Court of Appeal was unswayed, reasoning that the dangers of the situation were "obvious and required no specialized knowledge to appreciate." In addition to finding the guilty verdict correct, the high court found the 3-year prison sentence reasonable [[King v. R.](#), 2025

NBCA 12 (CanLII), January 23, 2025].

**Action Point:** The C-45 criminal negligence standard (Section 217.1 of the Criminal Code) requires the prosecutor to prove that a person with control over how work is failed to take reasonable steps to prevent bodily harm to persons carrying out the work and that such failure was due to “wanton or reckless disregard for safety.” Find out what you can do to [manage criminal liability risks under C-45](#).