

# Newfoundland

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Feb 14: A 40-cent inflation increase will take Newfoundland's general minimum wage rate to \$16.00 per hour, effective April 1, 2025. This is the first increase in the province since the minimum wage increased 60 cents to \$15.60 a year ago on this date.

### Immigration

Feb 19: To maximize their reduced 2025 allotments, the Newfoundland and Labrador Provincial Nominee Program and Atlantic Immigration Program moved to an expression of interest model in which individuals submit a short form identifying key characteristics, such as occupation, education, language, and willingness to reside in the province. The Programs then review the forms and select individuals to invite to complete a full application.

**Action Point:** Find out about the 10 things employers [need to know about hiring temporary foreign workers](#) to avoid being the target of enforcement actions and penalties.

### Young Workers

Mar 20: That's the deadline for Newfoundland employers [to apply](#) for 2025 Summer Employment Program funding of up to \$4,032 (\$7,800 for nonprofits and municipalities) to hire students for full-time summer jobs that will prepare them to enter the workforce when they finish school.

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

### New Laws

Feb 24: With U.S. tariffs looming, Newfoundland began working with business, labour, and community leaders to develop new trading partners for the province's exports across the fishery, forestry, critical mineral, and other sectors.

### New Laws

Feb 5: Newfoundland firm Atlas Salt Inc. received a repayable contribution of \$1 million from the Atlantic Canada Opportunities Agency to support the company's Mine Design & Optimization Initiative to explore use of low-emission battery-electric vehicles and optimize mine design. The project is expected to create up to 300 full-time construction jobs and 170 permanent positions.

### Wellness

Mar 31: That's the deadline for non-profits, municipalities, Indigenous Governments, Local Service Districts and schools [to apply](#) for 2025-26 Active NL Fund assistance to support community-based active living initiatives, infrastructure or equipment that will help directly increase physical activity, sport and active recreation for individuals

of all ages and abilities.

**Action Point:** Find out about the [5 common mistakes HR managers make in implementing wellness programs and how to avoid them.](#)