

Nova Scotia

LAWS & ANNOUNCEMENTS

New Laws

May 13: Nova Scotia is lifting the 7-year-old moratorium on new seafood buyer and processor licences. Applications for buyer and processor licences for most species will be accepted starting on August 1 and for lobster buyer and snow crab buyer and processor licences on January 2. The moratorium on groundfish buying and processing licences is also being lifted.

New Laws

May 21: Nova Scotia granted Goldboro Gold Mining Inc. a 15-year lease for 779 hectares of Crown land near Goldboro that was previously mined for gold. The new Crown land lease is expected to create more than 700 jobs and add \$2.1 billion to Nova Scotia's economy over its lifetime. The company already has licences for mineral exploration and extraction for most of the lease area; the new mine has received environmental assessment approval with industrial approval pending.

Accessibility

May 6: Nova Scotia's new [2025-2028 Accessibility Plan](#) sets out ambitious goals to boost government-wide accessibility across 8 priority areas over the next 3 years including employment, service delivery, information and communication, and public transportation.

Action Point: One key aspect of an accessible workplace is ensuring that fire and other emergency evacuation plans accommodate employees with mobility impairments or other disabilities. Find out how to make your own [emergency response plan accessible](#).

Health & Safety

May 9: At 1.38 per 100 workers, Nova Scotia's work injury rate is at an all-time low, with 5,260 lost time injuries in 2024, according to a [new WCB report](#). Repetitive strain injuries accounted for nearly half (49.8%) of all time-loss claims. And when workers in the province do get hurt they miss more time than do injured workers in other parts of Canada, with 5,000 injuries resulting in at least 3 days of work missed; 9.8% of injured workers continue receiving long-term benefits after 2 years, another national high and 10 times higher than the rates in Manitoba, which is comparable in size. In addition, 194 Nova Scotians lost time from work in 2024 because of a traumatic psychological injury.

Action Point: Find out [how to create a vibrant workplace health and safety culture](#) at your company.

CASES

Labour Relations: Union Can Include Seasonal Workers in Full-Time Workers' Bargaining Unit

A machinist union applying for certification to represent “all full time, regular part-time and casual employees of Kal Tire” wanted to include casual, seasonally employed workers in the bargaining unit. Kal Tire insisted on excluding them. The Nova Scotia Labour Board sided with the union, finding that the seasonal workers shared a “sufficient community of interest” with the employees in the unit. Even though they were employed under term contracts, the seasonal workers all worked regular hours for the company. There’s “a regularity to their employment” that’s “consistent week in and week out,” the Board reasoned [[International Association of Machinists and Aerospace Workers, Local 2797 v Tire](#), 2025 NSLB 64 (CanLII), May 20, 2025].