

Northwest Territories

LAWS & ANNOUNCEMENTS

Discrimination

May 27: The GNWT says it's making "meaningful progress" in its efforts to boost Indigenous representation in the public service. While several departments have met or exceeded their Departmental Indigenous Employment Plan employment and advancement targets, there's still plenty of room for improvement, according to the newly published government [report for fiscal year 2023 to 2024](#).

Action Point: Beware of certain kinds of seemingly legitimate [employment practices](#) that may have the effect of inadvertently perpetuating racial and Indigenous origin discrimination and increasing your liability risks.

Labour Relations

May 23: Legislation ([Bill 26](#)) to reform the *Public Service Act* regulating labour relations with government and public service employees is through Second Reading. While PSA reform is long overdue, the provisions of the law pertaining to the structure of bargaining units remain a thorny issue, especially since the GNWT is bound by and can't unilaterally change the terms of its current collective agreements with union employees.

New Laws

May 8: Marine Transportation Services (MTS) published the 2025 sailing season [cargo rates](#) for Northwest Territories. In addition to a 2.3 CPI inflation adjustment, the new rate structure has been simplified with the removal of category-specific rates. All cargo will now be billed under the general cargo rate, based on the actual size and weight of the shipment.

Health & Safety

May 13: With the approach of duck hunting season, the GNWT reminded the public to guard against Avian Influenza, which has previously been detected in a small number of birds in the Northwest Territories. Residents should take protective measures including refraining from handling wild birds that are dead and live birds that look sick or are acting strange.

Action Point: Find out how to create a legally and clinically sound workplace [exposure control plan](#) to protect your employees against the risk of whooping cough, H5N1, COVID, or other infectious illnesses that may break out at your workplace.

Workplace Violence

May 27: Newly tabled [Bill 27](#) would create a new tort of "stalking," defined as conduct

that causes a person to reasonably fear for their safety, including conduct carried out by electronic means. The Bill gives stalking victims the right to sue for money damages and seek protective orders.

Action Point: Find out how to protect your organization from [revenge porn and cyberbullying liability](#) risks.