

# Northwest Territories

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Sep 1: For the third straight year under its new system, the GNWT implemented an annual general minimum wage increase based on the Consumer Price Index and the average hourly wage from the previous calendar year. This year's increase was 25 cents, sending the minimum wage to \$16.95 per hour, fifth highest in Canada behind only Nunavut, BC, Federal, and Ontario.

**Action Point:** Find out [how to avoid common payroll errors](#) when adjusting to minimum wage increases.

### New Laws

Sep 15: The GNWT issued a new [What We Heard Report](#) summarizing the findings of its recent public consultations on whether the government should develop an Indigenous Procurement Policy to create greater opportunities for and foster the growth of Indigenous businesses.

### New Laws

Sep 8: Northwest Territories will receive over \$18.7 million from the Canada Community-Building Fund in the 2025-2026 fiscal year. The GNWT will distribute the money to municipalities in the territories to support new housing and essential infrastructure construction across 19 different project categories.

### Immigration

Sep 2: The federal government increased the Northwest Territories Nominee Program 2025 allocation by 47 nominees, bringing the total to 197. Although good news for employers seeking skilled labour, the increase doesn't fully restore the territory's allocation to 2024 levels, which had been cut in half by the Trudeau government.

**Action Point:** Find out what companies and their HR directors need to know to [navigate the immigration law maze](#).

### New Laws

Sep 1: Northwest Territories' new *Builders' Lien Act* and regulations to ensure that construction contractors, subcontractors and workers get paid officially took effect. The new lien laws replace the old *Mechanics Lien Act* to align construction payment rules with modern industry practices and the laws of other jurisdictions.

### Workers' Comp

Sep 26: The WSCC said it will continue to make benefits payments to injured workers during the Canada Post strike while also urging those receiving payments by cheque to sign up for electronic fund transfer. Employers will also have to continue making their assessment payments on time via [WSCC Connect](#) with normal penalties to be imposed on late and overdue amounts.

## CASES

### **Workplace Harassment: Employer Didn't Do Enough to Protect Nurses from Abuse of Local Population**

Nurses stationed in a small facility in a remote and mostly Indigenous South Slave region with a long history of colonial tensions accused their employer, the GNWT, of not doing enough to protect them from the constant harassment, threats, verbal abuse, and social media attacks of the local population. It's a complicated community and we have a full violence and harassment incident reporting system and action plan in place, the GNWT countered. But the Northwest Territories arbitrator sided with the union ruling that the GNWT didn't meet its duty to furnish nurses a safe and harassment-free workplace. Although the GNWT took some measures like collecting incident reports, holding wellness debriefings and sporadically intervening with community leaders, it didn't implement "a progressive strategy to sanction or control abusive community members, nor did it provide clear and timely communication to employees regarding the steps taken to protect them" [[Northwest Territories v Union of Northern Workers](#), 2025 CanLII 91062 (NT LA), August 29, 2025].

**Action Point:** Don't let this happen to you! Find out how to implement a legally sound and effective [Workplace Harassment Prevention and Compliance Game Plan](#) at your workplace.