

# New Brunswick

## LAWS & ANNOUNCEMENTS

### Employment Benefits

Nov 18: Second Reading for [Bill 15](#) amending pension laws to make it simpler for employers and workers to access fixed-cost pension plans. Under current laws, shared-risk pension plans are the only type of fixed-cost plans allowed to operate in New Brunswick. Although plans are permitted via exemptions, the process is complicated and causes confusion and extra work for plan administrators.

### Employment Benefits

Nov 18: Legislation ([Bill 15](#)) to make it easier for individuals who've moved out of the country or have small pensions to withdraw their locked-in pension funds passed Second Reading.

### New Laws

Nov 19: Newly passed [Bill 14](#), *The Free Trade within Canada Act*, provides that goods and services approved for sale in other Canadian jurisdictions are recognized as meeting New Brunswick's standards. It also facilitates sale of New Brunswick products in provinces with similar legislation, including Nova Scotia, Ontario, Prince Edward Island, Québec, British Columbia, Saskatchewan, and Manitoba.

### New Laws

Oct 27: New Brunswick laid out a [framework for the development of a comprehensive minerals strategy](#) based on 5 pillars: i. streamlining regulatory and permitting processes; ii. promoting awareness; iii. robust Indigenous participation; iv. enhancing investment; and v. planning for local benefits.

### New Laws

Nov 20: New Brunswick negotiated a new 4-year physician services agreement covering all doctors working in the public health system that provides for general economic increases of up to 12.5% over its term. The agreement also offers pay incentives to reward physicians for patient attachment, timely access and participation in team-based practice.

### New Laws

Nov 10: New Brunswick launched a one-year project to accelerate AI adoption and strengthen workforce readiness in the contact centre sector. Led by the McKenna Institute in collaboration with Contact NB and a network of partners, the AI Adoption in Contact Centres project will provide organizations and employees with skills, tools and hands-on learning experiences to integrate AI responsibly into daily operations.

**Action Point:** Find out how to guard against AI legal and liability risks by implementing a legally sound [workplace artificial intelligence use policy](#).

### Accessibility

Nov 6: New Brunswick issued its first [five-year strategic plan on accessibility](#). Among

other things, the plan calls for the establishment of new accessibility standards regulations for employment and workplaces.

**Action Point:** Find out more about [accessibility laws across Canada](#).

## CASES

### **Termination: Records of Departure from Previous Job Relevant to Wrongful Dismissal Lawsuit**

Crandall University terminated a professor for cause based on the results of an outside investigation finding that he engaged in sex harassment against women during his previous tenure at another university. The investigation report also concluded that the professor deliberately misled Crandall during the hiring process by failing to disclose that he was on forced leave amid complaints about his conduct. The professor denied the allegations and sued Crandall for wrongful dismissal and defamation. In preparing for the trial, Crandall asked the professor to provide documents related to his departure from the previous university. The professor refused, claiming those documents were irrelevant and accusing Crandall of engaging in a “fishing expedition.” But the New Brunswick court concluded that the documents were relevant to both the wrongful dismissal and defamation claims and ordered the professor to turn them over [[Dr. John Gordon Stackhouse Jr. and Sarah-Jane Britton v. Crandall University](#), 2025 NBKB 256 (CanLII), November 17, 2025].

**Action Point:** Find out [when lying during the interview process is and is not just cause for termination](#).