

# Newfoundland & Labrador

## LAWS & ANNOUNCEMENTS

### New Laws

Nov 17: The federal government launched an [online survey](#) asking Newfoundlanders and Labradorians for their views on the future of the province's Food Fishery. Key issues: Length of the fishing season, limits for individuals and boats, and how to manage each of the province's 3 distinct cod stocks. Deadline to comment: January 9, 2026.

### Workers' Compensation

Nov 20: WorkplaceNL announced that it's keeping the workers' compensation average assessment rate unchanged at \$1.73 per \$100 of assessable payroll in 2026. Premiums will decrease or stay the same for 68% of employers and increase for 32%. Maximum Compensable and Assessable Earnings will increase 2% from \$79,345 to \$80,935.

**Action Point:** Look up the [current workers' comp premium rates](#) in each part of Canada.

## CASES

### Workplace Violence: Bus Driver Fired for Assaulting Passenger Didn't Act in Self-Defence

A Metrobus bus driver got fired for head butting a passenger in the face. While admitting to being the first to initiate physical contact, the driver claimed that he acted in self-defence only after the passenger entered his physical space in a threatening way and resisted the passenger's attempts to continue the fight after landing the one blow. But the Newfoundland arbitrator was unswayed. In finding just cause for termination, the arbitrator cited the high professional standard to which Metrobus drivers are held especially when interacting with the public, the seriousness of the offence, the adequacy of Metrobus' investigation and the inaccuracies in the driver's version of the story undermining the credibility of his self-defence claims. "Overall, based on my very detailed review of the evidence, especially the video and audio recordings, I do not accept that the [driver's] professed fear of an imminent physical attack or physical harm was reasonable," the arbitrator concluded [[Amalgamated Transit Union, Local 1462 v St. John's Transportation Commission \(Metrobus\)](#), 2025 CanLII 113345 (NL LA), October 23, 2025].

**Action Point:** Find out how to implement a legally sound and effective [Workplace Violence Prevention Game Plan](#) at your site.