

# Nova Scotia

## LAWS & ANNOUNCEMENTS

### New Laws

Nov 19: Nova Scotia signed on to 3 new free trade agreements: i. the Canadian Mutual Recognition Agreement on the Sale of Goods allowing goods lawfully sold in one Canadian jurisdiction (other than food, live animals, alcoholic beverages, tobacco, or plants) to be lawfully sold in other jurisdictions without additional requirements; ii. a memorandum of understanding for interprovincial trucking establishing national safety standards for steering axle weights, signage, lighting, and flags for oversized vehicles and entry level training; and iii. amendments to the Canada Free Trade Agreement to include a financial services chapter for banks, credit unions, insurance companies, lenders, and other financial services providers.

### New Laws

Nov 17: Nova Scotia created a new compliance monitoring unit to inspect and issue fines and licence suspensions/revocations for regulatory violations in the fish buying and processing sector. The province recently increased *Fisheries and Coastal Resources Act* maximum fines from \$100,000 to \$1 million for a first offence and up to \$2 million for a second offence.

### New Laws

Nov 20: Nova Scotia is earmarking \$800,000 to help private landowners and forest contractors find new, more efficient ways to harvest, transport and sell low-grade fibre that would normally go unused. Another \$1 million will go to helping woodlot owners develop and maintain access roads into their woodlots so they can harvest more wood while also cutting the risk of wildfires by reducing the amount of wood left on the ground.

### New Laws

Nov 10: Eau Claire Tidal Limited Partnership is undertaking clean energy projects in 2 more berths at the Fundy Ocean Research Centre for Energy (FORCE). The additional berths will enable Eau Claire and its technology partner, Orbital Marine Power, which already occupy one berth at FORCE in the Minas Passage, to pursue a total of 16.5 megawatts of tidal energy. Along with the berths, Eau Claire will receive tidal energy licences and power purchase agreements with Nova Scotia Power.

### Health & Safety

Nov 7: The Nova Scotia WCB announced that it reached a milestone in September with 234 time-loss days per 100 covered workers, its lowest number ever. But the record didn't last long. In October, the time-loss total dropped to 234 days per 100 workers. The agency also says that it's seeing fewer permanent injuries.

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

## CASES

### **Discrimination: Stonewalling Customer's Racial Profiling Complaint Costs Store Owner \$20,000**

A retailer just learned a hard lesson about the costs of ignoring a discrimination complaint. The trouble began when a tire store employee demanded that a black customer provide a receipt before leaving the store to prove she wasn't stealing anything without making similar demands of the white customers ahead of and behind her in the exit line. What might have been a manageable misunderstanding turned into a legal issue when the customer later tried to talk to store management about the incident but got stonewalled. Frustrated and humiliated, the customer filed a discrimination complaint. But "for reasons only known to him, [the store owner] acted as if this were a matter that did not deserve any attention" and didn't even show up to the hearing. So, the Nova Scotia Human Rights Commission found the store liable for racial profiling and awarded the customer \$20,000 in damages [[Dorrington v A J Acheson Sales Ltd. o/a Canadian Tire](#), 2025 CanLII 114860 (NS HRC), November 6, 2025].

**Action Point:** This case illustrates the dangers companies face when they ignore complaints of discrimination, whether from customers or employees. Another risk to beware of is following seemingly legitimate [employment practices](#) that have the effect of inadvertently perpetuating racial discrimination.