

Newfoundland & Labrador

LAWS & ANNOUNCEMENTS

New Laws

Jan 9: That's the last day for Newfoundlanders and Labradorians to complete a federal government [online survey](#) expressing 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.

Workplace Violence

Dec 5: Newfoundland announced funding for 16 projects under the Indigenous Violence Prevention Grants Program for initiatives designed to increase public awareness, education and training on violence against Indigenous women and work toward healing.

Action Point: Domestic and sexual violence becomes an OHS issue and liability risk for employers when it happens at the victim's workplace. Find out [how to protect your employees](#) from the risk of workplace domestic violence.

Workers' Compensation

Dec 15: Starting today, WorkplaceNL will distribute employer invoices online through [connect](#) rather than send them in the mail for connect users. Employers will receive invoices online automatically and Firm Administrators and others with access to Monthly Assessment Statements will automatically have access to invoices.

Action Point: Look up the [2026 workers' compensation premium rates](#) in each part of Canada.

CASES

Discrimination: Return to Work Is a Workers' Compensation Issue, Not a Human Rights Issue

An injured worker engaged in an Early and Safe Return to Work (ESRTW) program was terminated for violating a zero-tolerance rule banning smoking in a propane truck. The WHSCC case manager concluded that the termination wasn't related to the work injury and that the worker didn't cooperate with the ESRTW program, resulting in his loss of benefits. The worker filed a complaint with the Newfoundland Human Rights Commission accusing the WHSCC of disability discrimination. While acknowledging that the work injury may constitute a disability, the Commission ruled that it had no jurisdiction over the case, reasoning that ESRTW non-

cooperation was a workers' compensation, rather than a human rights issue. The court found the ruling reasonable and dismissed the worker's appeal [[Dawe v. Newfoundland and Labrador \(Human Rights Commission\)](#), 2025 NLSC 152 (CanLII), October 31, 2025].

Action Point: Find out how to implement a legally sound [return to work policy](#) for injured workers.