

New Brunswick

LAWS & ANNOUNCEMENTS

Minimum Wage

New Brunswick will increase its general minimum wage 25 cents to \$15.90 per hour on April 1 to keep up with inflation in accordance with the Consumer Price Index, which grew by 1.7% in 2025.

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

Leaves of Absence

Mar 18: Newly tabled [Bill 26](#) amends the *Employment Standards Act* to provide employees with more than 90 continuous service unpaid long-term illness and injury leave of up to 27 weeks during any 52-week period. Employees must notify the employer “without delay” of the anticipated leave start date and duration. Leave must be taken in periods of at least one week and employers may require a certificate of a medical practitioner, nurse practitioner, or midwife certifying that the employee is incapable of working due to illness or injury.

Action Point: New Brunswick is just one of the many provinces that have changed their sick and long-term illness leave laws since the pandemic. Find out how to implement a legally sound [Sick Leave Compliance Game Plan](#) at your own workplace.

Pay Transparency

Mar 18: New Brunswick introduced pay transparency legislation ([Bill 24](#)) requiring employers to include salary ranges in job postings, banning use of salary history in hiring, and protecting employees from reprisals for discussing their wages.

Employers must also submit annual pay transparency reports to the Pay Equity Bureau listing pay differences among women, Blacks, and other “equity groups.”

Action Point: Find out how to implement a [Pay Transparency Compliance Game Plan](#) at your workplace.

New Laws

Mar 17: New Brunswick’s Budget 2026 calls for reducing Part 1 of the civil service by about 12% over three years, resulting in expected savings of up to \$100 million. The province will also begin collecting tolls on non-New Brunswick vehicles with revenues going to road and bridge maintenance.

New Laws

Mar 2: New Brunswick published a new [Comprehensive Minerals Strategy](#) for sustainable mining of critical minerals in the province. The government also plans to introduce legislation to modernize the *Mining Act* during the upcoming Assembly session.

New Laws

April 5 is the deadline [to apply](#) to WorkSafeNB for new PlaySafeNB grants of up to \$5,000 for youth sports organization projects designed to strengthen physical and psychological safety in sport. A total of \$30,000 in funding is available for 2026.

Workplace Violence

Mar 18: Legislation ([Bill 27](#)) making it easier for victims of intimate violence to sue for money damages passed First Reading. Since 2010, there's been no statute of limitations on filing civil lawsuits for trespass to the person, assault, or battery for acts of a sexual nature. The proposed amendments would expand this to include non-sexual harm that occurred in an intimate personal relationship or in a situation where a person was financially, physically or emotionally dependent on the person who harmed them.

Action Point: Find out [how to protect your employees](#) from the risk of workplace domestic violence.

CASES

Termination: Federal Employee Can't Sue His Ex-Supervisor for Money Damages

After Correctional Service of Canada (CSC) declined to renew his contract, a parole officer sued his former supervisor for money damages, claiming that she cost him the position. The CSC argued that the officer didn't have a legitimate claim, noting that as the CSC's acting Area Director for New Brunswick and Prince Edward Island, the supervisor was a "servant of the crown" and couldn't be sued for money damages in small claims court. The New Brunswick court agreed and dismissed the case [[Cunningham v Attorney General of Canada](#), 2026 NBSM 2 (CanLII), February 20, 2026].