

Newfoundland & Labrador

LAWS & ANNOUNCEMENTS

Minimum Wage

Apr 1: The general minimum wage in Newfoundland and Labrador rose to \$16.35 per hour as a result of the 35-cent annual increase that just took effect to adjust for inflation.

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

Employment Benefits

Mar 18: Second Reading for [Bill 6](#) proposing to permit transfers of assets from a registered Newfoundland pension plan to a pension plan that's not registered in the province, subject to certain conditions. The Bill also adds new *Pension Benefits Act* definitions of "solvency assets" and "solvency ratio."

New Laws

Mar 3: Newfoundland and Labrador and its partners BP and Equinor reached agreement on royalties and other business matters allowing for the advance of the Bay du Nord project, the province's first new standalone offshore oil and gas development since Hebron and its first deepwater project ever. In 2023, Equinor paused the project. In addition to an equity option, the government secured the companies' commitment to fabricate at least 95% of the subsea components in the province. The agreement also includes targets for the employment of skilled trades apprentices – 10% for construction and 15% for onshore operations.

New Laws

Mar 12: [Bill 5](#) proposing to maintain the reduction of the tax on propane fuel grade of gasoline by seven cents per litre passed Second Reading. Other per litre gasoline tax rates contained in the Bill: \$0.035 on gasoline for operation of sea-going vessels or boats (other than pleasure craft); \$0.095 on diesel grade gasoline; \$0.025 on gasoline delivered for consumption or use in an aircraft; and \$0.075 on all other gasoline grades.

New Laws

Mar 2: The province has asked the federal government to take steps necessary to allow for early opening of the 2026 snow crab fishery in Newfoundland and Labrador. The government has also streamlined fish processing licence applications and commissioned a market study of the industry, including an evaluation of 2025 market performance, 2026 forward outlook, and a regional comparative analysis on Gulf of St. Lawrence and Newfoundland and Labrador snow crab.

Immigration

April 1 is the deadline for non-profit organizations, post-secondary institutions, municipalities, and Indigenous governing bodies [to apply](#) for Newfoundland and Labrador Settlement and Integration Program funding for projects to help immigrants integrate, find work, and succeed in the province.

New Laws

Feb 26: Newfoundland began accepting applications for 2026 Job Creation Partnerships (JCP) funding for community-based, not-for-profit projects that provide EI eligible individuals with opportunities to gain work experience and improve their employment prospects. Deadline to [apply](#): June 12, 2026.

New Laws

April 30 is the deadline for farmers and producers in Newfoundland and Labrador who were affected by last year's drought conditions to apply for federal-provincial relief under two AgriRecovery relief programs: [AgriStability](#), which covers large declines in farming income due to production loss, increased costs and market conditions; and [AgriInsurance](#), which production insurance against uncontrollable natural perils.

CASES

Termination: Twenty Year Delay Kills Employee's Constructive Dismissal Lawsuit

A firefighter who claimed he suffered post-traumatic stress disorder as a result of being assaulted by a coworker in 2001 sued his employer for constructive dismissal and failure to provide a safe work environment in 2005. The case dragged on for years with the firefighter filing his most recent action in 2015. After that, he made nary a peep. The firefighter assumed—falsely—that his lawyer was working on the case but his illusions were shattered in 2024 when the lawyer was disbarred for deliberately deceiving his clients. Meanwhile, some of the witnesses in the case either retired or died. So, when the firefighter tried to restart the proceedings, the employer moved to dismiss the case for “want of prosecution.” The Newfoundland court granted the motion. Although it was the result of the lawyer’s misconduct, the delay in this case was both “inordinate and inexcusable” delay and caused “prejudice” to the defendant, the court concluded [[Bugden v. St. John's \(City\)](#), 2026 NLSC 26 (CanLII), March 4, 2026].

Action Point: Find out about the [13 most common constructive dismissal liability pitfalls](#) and what to do to manage each one.