

NOVEMBER 2023 MONTH IN REVIEW

Prince Edward Island

LAWS & ANNOUNCEMENTS

Emergency Response

Sep 27: The PEI Major Incident Readiness Team partnered with the United Way to provide residents \$200,000 worth of free emergency preparation kits consisting of water, non-perishable food, first aid supplies, flashlights, batteries, emergency hand-crank radios and emergency blankets.

Action Point: Ensure that your company is [properly prepared for workplace emergencies](#)

First Aid

Oct 6: The WCB reminded PEI employers of their responsibility under OHS laws to provide adequate first aid supplies and services at the workplace, as well as first aid training to workers. For their part, workers are responsible for safe conduct, reporting illnesses and injuries and using first aid resources when needed.

Action Point: Implement a [First Aid Compliance Game Plan](#) at your workplace

Transportation Safety

Sep 23: New [traffic safety regulations](#) took effect in PEI allowing operators of power-assisted bicycles to have children ages 6 and under as passengers, provided that they ensure the passenger is wearing a properly fitted and fastened bicycle safety helmet that meets specific safety standards.

New Laws

Sep 27: Less than 2 weeks after Hurricane Lee passed through, the federal and provincial governments announced that they will provide \$1.7 million in additional support to Prince Edward Island fruit tree sector producers who suffered extraordinary losses as a result of Hurricane Fiona in 2022. The money will go toward the costs of replacing trellis infrastructure, clearing trees and mulching ground fruit.

Workplace Violence

Oct 6: PEI is quadrupling the [Violence Against Women Prevention Grant](#) for community projects to enhance awareness, education and prevention of violence against women from \$75,000 to \$300,000 this year.

Action Point: Implement an effective [domestic violence prevention and response policy](#) at your workplace

Workers Comp

Oct 29: That's the deadline to comment on the WCB's newly approved policy on safeguarding the private medical information of injured workers ([Personal Information and Protection of Privacy \(POL-NEW\)](#)) before it officially takes effect.

CASES

Workplace Harassment: Sexually Harassed Waitress Wins \$15,000 in Damages

A waitress claimed she was sexually harassed and fired in retaliation for complaining about it to management. The restaurant denied the allegations and claimed the waitress was laid off due to lack of work. After listening to the testimony of 6 witnesses, the PEI Human Rights Commission handed down a mixed decision: The waitress did suffer unjustifiable sex harassment but there was no link between that harassment and her termination. So, the Commission ordered the restaurant to pay the waitress \$15,000 in damages for mental anguish, humiliation, affront to dignity and/or emotional injury and furnish sexual harassment training to all staffers within 4 months [[Milligan v Maczak Holdings Ltd.](#), 2023 CanLII 90442 (PE HRC), September 29, 2023].

Action Point: Use the extensive resources on the OHSI [Workplace Violence Compliance Center](#) to protect your workers from violence and harassment