

AUGUST 2024 MONTH IN REVIEW

Nova Scotia

LAWS & ANNOUNCEMENTS

Fall Protection

Jul 31: Nova Scotia issued a new [Safety Alert](#) on lifting workers on platforms attached to equipment that wasn't specifically designed for that purpose. Using loaders, backhoes, excavators, bulldozers, skidders, scoops, and similar equipment to lift workers is highly dangerous and illegal under OHS laws, the Alert warns.

Action Point: Find out how to implement a legally sound [Scaffold & Elevated Platform Compliance Policy](#) at your workplace.

New Laws

Aug 1: The new Journeyperson Financial Incentive Program will provide up to \$2,500 to journeypersons who are actively mentoring apprentices. During August, eligible employers will get a Nova Scotia Apprenticeship Agency email asking them to nominate up to 5 journeypersons for every apprentice who progressed to the next level of their apprenticeship between August 1 and July 31 each year.

Emergency Response

Jun 28: Nova Scotia announced that it will cover full tuition costs for more than 460 people who want to become primary care paramedics or emergency medical responders. In return, paramedics must work in the province for 4 years and emergency medical responders must work there for 2 years.

Drugs & Alcohol

Aug 6: Starting Dec. 1, all servers at licensed bars and restaurants in Nova Scotia will have to receive [training](#) in how to serve alcohol safely. Mandatory training also applies to concerts and festivals where alcohol is served.

New Laws

Jul 12: Nova Scotia removed the age cap on funding of insulin pump and supplies for residents with Type 1 diabetes. Previously, Nova Scotia Insulin Pump Program support was available only to those under age 26.

Workers' Comp

Aug 2: With [workers' comp coverage](#) of gradual onset psychological injury due to significant stressors over time slated to begin on Sept. 1, the Nova Scotia WCB issued a [new final policy](#) explaining the criteria it will use to process such claims, including PTSD.

Action Point: Find out [how to make your workplace psychologically safe.](#)

Environmental

Jul 31: A new [government report](#) finds that Nova Scotia is making significant progress toward achieving its climate change goals. The province has reduced greenhouse gas emissions by 35%, as of 2022. This year, electricity was 6.4% more renewable while electric vehicles registered in the province increased by 1,300 to 4,500.

CASES

Workplace Harassment: Supervisor Fired for Not Cooperating with Investigation Wins Reinstatement

A worker claimed that he was being sexually harassed by his female supervisor. The company acknowledged that to the extent it occurred, the sexual harassment was of a fairly low grade of seriousness. However, as the saying goes, the cover up is often worse than the crime. Thus, the company concluded that the supervisor's total lack of cooperation and conduct during the investigation was just cause to terminate. The Nova Scotia arbitrator disagreed and ordered the supervisor reinstated. The sexual harassment charge was he said/she said with no conclusive evidence either way. The evidence also suggested that the supervisor participated in the investigation in good faith. While there was clearly animosity and distrust between the parties, this shouldn't cost a supervisor with 9 years of service and against whom

there were no grounds for discipline regarding her job, the arbitrator concluded [[*Nova Scotia Government and General Employees Union v Nova Scotia \(Department of Public Works\)*](#), 2024 CanLII 69941 (NS LA), July 26, 2024].

Action Point: Find out how to implement an effective [Workplace Harassment Compliance Game Plan](#) at your site.