

MARCH 2023 MONTH IN REVIEW

Saskatchewan

LAWS & ANNOUNCEMENTS

New Laws

Jan 26: The Advisory Committee on Francophone Affairs released its [report](#) on how to increase the number of French-speaking immigrants to Saskatchewan. One of its recommendations: Establish a specific target for French speakers as part of the province's larger immigration program.

Action Point: Find out [whether you must provide multilingual safety training](#) to your workers

New Laws

Jan 25: The provincial and federal governments agreed to furnish \$19.7 million in joint funding to support 25 infrastructure projects across Saskatchewan, including everything from new university building construction to refrigeration plant upgrades.

Workers Comp

Feb 28: That's the last day for Saskatchewan employers to submit their 2022 Employer's Payroll Statement to the WCB listing their actual payroll expenses for the year without incurring potential late fees, interest and penalties.

CASES

Workplace Violence: Wrongfully Dismissed Worker Gets Damages, Not Reinstatement

A long running feud between 2 families in which all 4 spouses worked at the same poultry plant escalated into a physical fight that occurred away from the work site. One of the employees was charged with criminal assault for provoking the incident. The plant terminated that employee but without asking him for his side of the story or getting to the bottom of what happened. The arbitrator ruled that the employer didn't have just cause to terminate but awarded money damages instead of reinstatement. The employer claimed the arbitrator's ruling on termination was wrong; the union claimed its ruling on damages rather than reinstatement was wrong. The Saskatchewan court opted for none of the above, finding the arbitrator's ruling reasonable on all counts and dismissing both appeals [[*United Food and Commercial Workers, Local 1400 v Prairie Pride Natural Foods Ltd.*](#), 2022 SKKB 274 (CanLII), December 19, 2022].

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