

OCTOBER 2024 MONTH IN REVIEW

Prince Edward Island

LAWS & ANNOUNCEMENTS

New Laws

Sep 7: PEI made over 70 [changes](#) to the *Boilers and Pressure Vessels Act Regulations*. Significant changes include clarification of the requirements for a contractor's license, new boiler installation reporting rules, and mandating that all fuel burning equipment and appliances be installed with a carbon monoxide detection system that emits an audible alarm.

Noise Hazards

Oct 9: The PEI WCB published a new [Safety Talk](#) warning of occupational hearing loss dangers and briefly describing the different forms of hearing protection available to guard against exposure to hazardous noise levels.

Action Point: Use the OHSI [noise control and hearing conservation program template](#) to protect your workers from hazardous noise exposure.

New Laws

Oct 21: October 21st is the deadline for PEI entrepreneurs [to apply](#) to Innovation PEI for Ignition Fund assistance of up to \$25,000 to support the launch of a new business or expansion of an existing one. This is the second and final Ignition Fund intake of 2024.

Workers' Comp

Oct 23: That's the final day to provide feedback on proposed changes to a pair of WCB policies: i. Annuity ([POL-154](#)), increasing the threshold for payment of lump sum to injured workers from \$10,000 to 40% of the Maximum Annual Earnings; and ii. Collateral Benefits ([POL-41](#)), clarifying that workers approved for partial Extended

Wage Loss benefits may have their WCB benefits reduced if they don't apply for Canada Pension Plan Disability or Québec Pension Plan Disability benefits.

CASES

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

Sticking a sausage in his pants with the zipper down and inviting her to “jump on” were among the objectionable jokes and other forms of sexual harassment that a waitress claimed she endured at the hands of her coworkers on a nearly daily basis until she got laid off. The company denied that the incidents happened or that the waitress ever complained. After hearing from multiple witnesses, the PEI Human Rights Commission concluded that the waitress was, in fact, sexually harassed, but rejected the claim that complaining about the harassment was the reason she was terminated. **Bottom Line:** The Commission awarded the waitress \$15,000 in general damages for mental anguish, humiliation, affront to dignity, and/or emotional injury [*Milligan v Maczak Holdings Ltd.*, 2023 CanLII 90442 (PE HRC), September 29, 2024].

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