

Nova Scotia

LAWS & ANNOUNCEMENTS

Work Injuries

Jul 9: The Nova Scotia WCB reports that the time-loss injury rate declined to an all-time low in June. In other words, only 1.15 of 100 workers suffered an injury serious enough to result in the loss of three or more work days during the month. It's a notable number because the agency's long-term strategy calls for achieving a 1.15 rate by 2030, meaning that the plan is three years ahead of schedule.

Action Point: In addition to earning workers' comp rebates, [studies show that companies with COR or similar recognition have lower injury rates.](#)

New Laws

Jul 23: Nova Scotia, New Brunswick, and Prince Edward Island signed a memorandum of understanding to strengthen regional electricity planning. The three provinces will work with Natural Resources Canada to identify opportunities to strengthen regional electricity infrastructure, improve system reliability, and support growing electricity demand across Atlantic Canada.

Industry Challenges

Jul 23: Nova Scotia gave the go-ahead for Scotia Mine Ltd. to restart operations at its Halifax County mine. In addition to creating 150 jobs, the mine will produce zinc for use in renewable energy technologies, batteries, electric vehicles, infrastructure, and protecting steel from corrosion, as well as lead for batteries and gypsum for housing and agriculture.

Industry Challenges

Aug 7: Nova Scotia began accepting applications for demonstration permits allowing tidal energy development companies to test their smaller-scale in-stream devices in the Bay of Fundy. Applicants may propose projects of less than two megawatts each, giving them the chance to evaluate emerging tidal energy technologies in real-world conditions while collecting technical, operational, and environmental data. Projects will be connected to the power grid. Deadline to [apply:](#) September 30.

Industry Challenges

Jul 21: Nova Scotia is investing \$2.22 million to help 20 seafood and aquaculture companies across the province reduce their fossil fuel use and greenhouse gas emissions. The funding is being provided under the third round of the Fisheries and Aquaculture Energy Efficiency Innovation Fund designed to help companies adopt innovative technology. The fourth round of funding is now open.

Mental Stress

Jul 10: Nova Scotia and the federal government renewed their memorandum of

understanding ensuring residents continued access to the 9-8-8: Suicide Crisis Helpline. Launched in 2023, 9-8-8 is a free 24/7 support service that connects callers with trained responders providing immediate, compassionate help in English or French.

Drugs & Alcohol

Jul 21: Nova Scotia inked an agreement allowing wineries, breweries, distilleries, and cider makers in the province to sell directly to consumers in British Columbia, Alberta, Saskatchewan, Manitoba, New Brunswick, Prince Edward Island, and Newfoundland and Labrador. The agreement also allows Nova Scotia residents to order beverage alcohol from producers in those provinces. A similar arrangement is already in effect with Ontario.

Drugs & Alcohol

Jul 15: The Nova Scotia Liquor Corp. (NSLC) says it will allow local wineries, cideries, breweries, and distilleries to cross-sell other local alcohol products at their locations. New rules will also allow local producers to set up secondary retail stores separate from their production facilities. Under current NSLC rules, all such retail stores must be attached to a production facility.

Action Point: Find out how to create a legally sound [Substance Abuse & Fitness Duty for Policy](#) at your workplace.

Workers' Compensation

Jul 30: The Nova Scotia WCB will process workers' long-term benefits payments early in September and October on the first of month. [Payment schedules](#) for November onward will return to the normal first Wednesday of each month. The agency is also making a permanent change to its payment processes with workers who submit multiple medical expenses on the same day to receive one payment for the total amount, rather than individual payments for each submission.

Environmental

Jul 21: Nova Scotia is investing \$2.22 million to help 20 seafood and aquaculture companies across the province reduce their fossil fuel use and greenhouse gas emissions. The funding is being provided under the third round of the Fisheries and Aquaculture Energy Efficiency Innovation Fund designed to help companies adopt innovative technology.

Environmental

Jul 24: Ten Mi'kmaw communities in Nova Scotia are now generating their own renewable energy thanks to an investment of more than \$4.8 million from the federal government and the communities themselves. The project included the installation of net metered solar panels enabling the communities to generate their own electricity and supply it to the electrical utility. As a result, they only pay the "net" amount of electricity, which is the difference between what their solar systems produce versus the amount of electricity that they actually consume from the grid.

CASES

Return To Work: Enrolling in College while on LTD Leave Is Not Just Cause for Discipline

The Nova Scotia Public Services Commission (PSC) fired a union employee for attending a Bachelor of Journalism degree at King's College while she was on long term disability (LTD). The termination letter cited inconsistency between enrollment in school with being on LTD as the reason for termination. But at the grievance hearing six months later, PSC argued that she was fired for not disclosing that she was enrolled in the course. Either way, the arbitrator found no just cause for discipline. There was no evidence of any misrepresentation or lack of cooperation on the employee's part. Attending school was not only consistent with her assessed capabilities but also part of her rehab plan. And while the collective agreement required employees to disclose educational enrollment while on sick leave, there was no such disclosure language pertaining to LTD [*Nova Scotia Government and General Employees' Union v. Nova Scotia (Public Service Commission)*, 2026 CanLII 69910 (NS LA), July 8, 2026].

Action Point: Find out how to implement a legally sound [Return to Work Compliance Game Plan](#) for injured workers.