

# Nova Scotia

## LAWS & ANNOUNCEMENTS

### Fire Safety

Apr 9: Under newly passed fire safety legislation ([Bill 186](#)), the Nova Scotia Minister of Emergency Management will oversee municipal fire services and set provincewide standards for fire services, firefighter training and certification, personal protective equipment, transition support for fire services that want to transition to a municipal model, and resources for fire protection service planning, delivery, and reporting. Fire departments and service commissions that aren't currently part of a municipal fire service will remain as is.

**Action Point:** Find out how to implement an effective and legally sound [Fire Prevention Compliance Game Plan](#) to prevent fires and explosions at your workplace.

### Industry Challenges

Apr 9: [Bill 193](#), the *Powering the Economy Act*, creating new laws and systems to tax, finance, and regulate offshore wind, geothermal, natural hydrogen, helium, and carbon storage projects in Nova Scotia, passed the Assembly and received Royal Assent.

### Training

Apr 9: The Assembly passed amendments to the *Community Colleges Act* ([Bill 196](#)) establishing a new Institute of Skilled Trades (IST) at Nova Scotia Community College (NSCC), to be led by an industry-led council and funded by a five-year, \$25-million investment for new innovative equipment and tools to enhance classrooms, training, and workshops across the province. The Bill has received Royal Assent.

### Drugs & Alcohol

Apr 9: Newly passed [Bill 200](#) amends the *Cannabis Control Act* to improve public safety. Highlights: Higher fines for violations, new offence for landlords that allow their property to be used for illegal cannabis sale or distribution, use of peace officers to enforce the law in addition to the police, and loosening of courtroom evidence rules making it easier to prove presence of cannabis.

**Action Point:** Find out how to implement a [Drugs and Alcohol Testing Policy](#) at your workplace.

### Workers' Compensation

Apr 15: The Nova Scotia Workers' Compensation Board (WCB) approved a new [Extended Earnings Replacement Benefit \(EERB\) Review Policy](#). Last Fall, the Assembly passed Bill 144 amending the *Workers' Compensation Act* to allow the WCB to review an EERB at any time instead of only at fixed intervals of 36 and 60 months under previous law. The new WCB Policy officially implements the change.

### Return To Work

May 29: May 29 is the deadline to comment on [proposed updates](#) to the WCB's Vocational Rehabilitation (VR) policies. VR is a structured, collaborative process that helps workers injured on the job overcome barriers and return to work.

## **Environmental**

Apr 16: Nova Scotia added 20 pollutants subject to emissions limitations under [Air Quality Regulations](#), effective June 1. Full list: acrolein, ammonia, arsenic, benzene, benzo(a)pyrene, cadmium, carbon monoxide, chromium (hexavalent), cobalt, copper, dioxins and furans, formaldehyde, lead, manganese, mercury, nickel, nitrogen dioxide, coarse particles, fine particles, total suspended particles, phenol, selenium, sulphur dioxide, total reduced sulphur, vanadium, and zinc.

## **CASES**

### **Material Handling: Firing Forklift Operator for Not Reporting Storage Rack Damage Is Too Severe**

While acknowledging that discipline was in order, the union objected to a warehouse's decision to fire a forklift operator for not reporting damage to the metal racking system used to store pallets without following the progressive discipline system. The warehouse insisted that termination without progressive discipline was justified because the unreported damage threatened the integrity of the racking system and increased the risk of collapse. After hearing all of the evidence, the Nova Scotia arbitrator ruled that termination was excessive given the operator's lack of prior discipline and the fact that other the warehouse hadn't fired other workers who committed the same basic violation in the past. So, the arbitrator ordered reinstatement with the worker getting back his lost seniority but not his pay or benefits [[UNIFOR, Local 1944 v Lineage, Inc](#), 2026 CanLII 25105 (NS LA), March 20, 2026].