

Saskatchewan

LAWS & ANNOUNCEMENTS

Asbestos

Apr 1: Recognizing Global Asbestos Awareness Week, the government reported that over 5,200 facilities have registered in the updated registry of public buildings known to contain asbestos that launched in February. Employers can use the registry to determine whether a building contains asbestos so they can implement the required safety measures before performing repairs or renovations on the building.

Action Point: Find out how to implement an [Asbestos Exposure Control Plan](#) at your workplace.

Industry Challenges

Apr 9: Newly tabled Bill 21 would amend *The Construction Codes Act* rules to make it easier for municipalities to dispose of what are known as derelict structures and furnish training to the workers who carry out disposal work.

New Laws

Mar 27: The government announced [changes](#) to the Saskatchewan Immigrant Nominee Program in response to new federal immigration rules. Earlier this year, the federal government cut provincial immigration nominee allocations by 50% and added a new requirement that 75% of nominees already be living in Canada as temporary residents. In selecting its 3,625 nominations, the SINP will prioritize health, agriculture, and the skilled trades.

New Laws

Apr 9: Saskatchewan launched a new digital recruitment campaign titled “Saskatchewan is Calling” to lure physicians from the U.S., particularly family physicians and those who practice in emergency medicine and anesthesiology.

Drugs & Alcohol

Mar 25: Saskatchewan tabled legislation (Bill 16) to eliminate the current provincial sales tax exemption on vapour products, effective June 1, 2025. Vaping products will

continue to be subject to the separate vapour products tax. In addition to generating \$3 million in revenue per year, imposing the PST on vaping products is expected to discourage young people and others from using them

Action Point: Take 5 steps to [prevent workplace smoking](#) and vaping and avoid fines under smoke-free laws.

Environmental

Apr 1: Saskatchewan became the first province in Canada to be totally carbon tax free by pausing the industrial carbon tax rate under its Output-Based Performance Standards Program. Removing the carbon tax rate rider from SaskPower bills will save families hundreds of dollars a year.

CASES

Inspections: OHS Inspector's Bias Undermines Validity of Safety Violation Citation

An OHS officer inspecting a school construction site repeatedly tells the superintendent that he's looking for a violation to cite while also remarking that it was an excellent site. He then observes 2 workers not wearing safety glasses. He's also unhappy that the site's written traffic control plan isn't available online. So, he offers the contractor a deal: you can take either the safety glasses or traffic plan citation. The contractor takes the first option because the workers not wearing safety glasses weren't its employees. Having not realized this, the OHS officer issues the traffic control plan citation. The contractor appeals, denying the allegation and claiming that the officer didn't base his decision to issue the citation on reasonable evidence. The appeal fails as the adjudicator rules that the violation was legitimate regardless of the officer's intentions. The case then goes to the Saskatchewan Labour Relations Board, which finds that the officer's intention to find a violation to cite is, in fact, relevant to determine whether his opinion was based on reasonable, credible and documented evidence and that there was, in fact, a written traffic control plan for the site; but the Board also rules that there was evidence to support the adjudicator's finding that the plan wasn't "readily available" [*Wright v Govt of Sask (OH&S)*, 2025 SKLRB 12 (CanLII), March 24, 2025].

Action Point: Find out how to implement an [OHS inspections policy](#) in case inspectors show up at your door.

Mental Stress: Workers' Comp Covers Anxiety from Excessive Workload

A worker submitted a workers' comp claim for the depression and anxiety she claimed she developed as a result of her excessive workload and stressful interpersonal incidents at work. As in most provinces, workers' comp in Saskatchewan covers psychological injury as long as a psychiatrist or psychologist provides a proper diagnosis and the worker is exposed to a traumatic event at work. Since the worker in this case had a proper diagnosis, the key issue was whether she experienced traumatic events. The normal stress that employees experience in

doing their jobs isn't considered trauma. However, the evidence showed that the worker's workload and work-related interpersonal incidents were "excessive and unusual in comparison to pressures and tensions experienced in normal employment." So, the WCB Appeal Tribunal ruled that the worker had a valid claim for psychological injury [[25-8995-37 \(Re\)](#), 2025 SKWCBAT 337 (CanLII), March 12, 2025].

Action Point: Find out more about [workers' comp coverage of mental stress and PTSD in Saskatchewan](#).