

Saskatchewan

LAWS & ANNOUNCEMENTS

Work Injuries

Apr 10: For the second year in a row, Saskatchewan's total injury rate reached an all-time low of 3.91 per 100 workers, compared to 3.95 in 2023. The time loss rate declined from 1.78 to 1.72, also a record low. Fatalities declined from 29 to 27. The WCB also remains fully funded with a sufficiency ratio of 137.5%.

Mental Stress

Apr 2: WorkSafe Saskatchewan launched a new system to monitor the mental health and wellness of first responders and other public safety personnel. of Regina's psychological lab. Developed under a partnership with the University of Regina, the system offers self-monitoring tools that public safety personnel can use to determine if they have mental health disorders and get recommendations to deal with them.

Action Point: Find out [how to reduce workers' stress by making your workplace psychologically safe](#).

Industry Challenges

Apr 29: Bill 21 amending *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 passed Second Reading.

New Laws

Apr 14: Saskatchewan added 16 locations to the list of communities who are eligible for the Rural and Remote Recruitment Incentive program providing up to \$50,000 to cover the costs of making 3-year return-in-service offers to new, permanent full-time employees in 9 high-priority health occupations, including nurses, medical technicians, and continuing care assistants in rural areas. RRRI incentives are now available to 70 rural communities across the province.

Drugs & Alcohol

Apr 17: Legislation (Bill 16) to eliminate the current provincial sales tax exemption on vapour products, effective June 1, 2025, passed Third Reading but hasn't yet received Assent. 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 to avoid fines under smoke-free laws.

Workers' Comp

Apr 30: Third Reading for legislation that would provide voluntary workers' comp coverage, subject to WCB approval, to Saskatchewan employers whose staff work

out-of-province and whose usual place of residence is in Canada. Bill 4 will also expand presumptive cancer coverage for firefighters to wildland firefighters.

CASES

Machine Safety: Steel Products Manufacturer Fined \$575,000 for Machine Guarding Violation

A steel plant worker suffered serious injuries while inspecting the underside of sheet metal as it was being mechanically moved through a metal slitting machine. The employer was fined \$575,000 after pleading guilty to failure to provide an effective safeguard when a worker may contact a dangerous moving part of a machine, resulting in the serious injury of a worker [*Evrax Inc. NA Canada*, [Govt. Press Release](#), May 8, 2025].

Action Point: Don't let this happen to your company and workers! Find out how to implement a legally sound [Machine Guarding Compliance Game Plan at](#) your workplace.

Workplace Harassment: No Employer Duty to Investigate Harassment Complaint of Non-Employee

Employees can't sue companies that they don't work for for "negligent investigation" of their workplace grievances. That's the punch line of an important new ruling from Saskatchewan's highest court upholding the dismissal of a money damages lawsuit by a SaskTel employee against the City of Saskatoon for failing to investigate the complaint she submitted to the City's Ombudsman about the company's CEO creating a toxic work environment. It'd be one thing if the employee actually worked for the City. But the City didn't have an employment or any other kind of legal relationship with her that would impose a duty of reasonable care to investigate her complaints of workplace harassment [*Hollinger v SaskTel Centre*, 2025 SKCA 40 (CanLII), April 11, 2025].

Action Point: Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site that provides for prompt, fair, and thorough investigation of harassment complaints.