

# Newfoundland & Labrador

## LAWS & ANNOUNCEMENTS

### New Laws

Oct 29: Two weeks after ending the Liberals' 10-year run in a tight and still smoldering general election, Progressive Conservative party leader Tony Wakeham was sworn in as Premier of Newfoundland. Wakeham says that one of his priorities will be to meet with unions and healthcare professionals to discuss workplace issues. Meanwhile, Liberals are requesting recounts in 3 districts.

### Transportation Safety

Oct 22: The rural communities of St. Mary's Bay received \$50,000 from the federal government to carry out a feasibility study for an intercommunity public transit system to serve seniors, residents with disabilities, and persons without access to transportation in at least 12 communities in the region.

## CASES

### Training: Two Companies Face OHS Charges for Mining Fatality

Newfoundland charged 2 Québec companies with 7 OHS violations each, including failure to provide proper safety training, supervision and equipment, in connection with a fatal accident at a mine in Northern Labrador in October 2023 [*Tata Steel Minerals Canada Inc. and Produits IdéalTFC Inc.*, [Govt News Release](#), November 7, 2025].

**Action Point:** You may be able to avoid citations for not providing training by implementing an [OHS Safety Training Records & Documentation Compliance Game Plan](#) at your workplace.

### Workplace Violence: Bus Driver Fired for Assaulting Passenger Didn't Act in Self-Defence

A Metrobus bus driver got fired for head butting a passenger in the face. While admitting to being the first to initiate physical contact, the driver claimed that he acted in self-defense only after the passenger entered his physical space in a threatening way and resisted the passenger's attempts to continue the fight after landing the one blow. But the Newfoundland arbitrator was unswayed. In finding just cause for termination, the arbitrator cited the high professional standard to which Metrobus drivers are held especially when interacting with the public, the seriousness of the offence, the adequacy of Metrobus' investigation and the inaccuracies in the driver's version of the story undermining the credibility of his self-defence claims. "Overall, based on my very detailed review of the evidence, especially

the video and audio recordings, I do not accept that the [driver's] professed fear of an imminent physical attack or physical harm was reasonable," the arbitrator concluded [*Amalgamated Transit Union, Local 1462 v St. John's Transportation Commission (Metrobus)*, 2025 CanLII 113345 (NL LA), October 23, 2025].

**Action Point:** Are you doing enough to prevent violence at your workplace? Find out how to perform a [Workplace Violence Compliance Audit](#) to find out.