

Newfoundland & Labrador

LAWS & ANNOUNCEMENTS

Industry Challenges

Nov 17: The federal government launched an [online survey](#) asking Newfoundlanders and Labradorians for their views on the future of the province's Food Fishery. Key issues: Length of the fishing season, limits for individuals and boats and how to manage each of the province's 3 distinct cod stocks. Deadline to comment: January 9, 2026.

Workplace Violence

Dec 5: Newfoundland announced funding for 16 projects under the Indigenous Violence Prevention Grants Program for initiatives designed to increase public awareness, education, and training on violence against Indigenous women and work toward healing.

Action Point: Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site.

Workers' Comp

Nov 20: WorkplaceNL announced that it's keeping the workers' compensation average assessment rate unchanged at \$1.73 per \$100 of assessable payroll in 2026. Premiums will decrease or stay the same for 68% of employers and increase for 32%. Maximum Compensable and Assessable Earnings will increase 2% from \$79,345 to \$80,935.

Action Point: Find out how much each province and territory is charging for [workers' compensation premiums in 2026](#).

Workers' Compensation

Dec 15: Starting December 15, WorkplaceNL will distribute employer invoices online through [connect](#) rather than send them in the mail for connect users. Employers will receive invoices online automatically and Firm Administrators and others with access to Monthly Assessment Statements will automatically have access to invoices.

CASES

Return to Work: Return to Work Is a Workers' Compensation Issue, Not a Human Rights Issue

An injured worker engaged in an Early and Safe Return to Work (ESRTW) program was terminated for violating a zero-tolerance rule banning smoking in a propane

truck. The WHSCC case manager concluded that the termination wasn't related to the work injury and that the worker didn't cooperate with the ESRTW program, resulting in his loss of benefits. The worker filed a complaint with the Newfoundland Human Rights Commission accusing the WHSCC of disability discrimination. While acknowledging that the work injury may constitute a disability, the Commission ruled that it had no jurisdiction over the case, reasoning that ESRTW non-cooperation was a workers' compensation, rather than a human rights issue. The court found the ruling reasonable and dismissed the worker's appeal [[Dawe v. Newfoundland and Labrador \(Human Rights Commission\)](#), 2025 NLSC 152 (CanLII), October 31, 2025].

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