

New Brunswick

LAWS & ANNOUNCEMENTS

Occupational Illness

Feb 4: February 4th is the deadline to comment on [proposed revisions](#) designed to clarify WorkSafeNB's policy and procedures for determining whether illnesses are work-related for purposes of workers' compensation coverage. The changes include a new appendix listing all WorkSafeNB-recognized occupational diseases, including 2 that were recently added.

Transportation Safety

Dec 12: [Bill 17](#) to eliminate use of registration stickers on all vehicles, including off-road and commercial vehicles received Royal Assent. Drivers will still have to annually renew their vehicle registration. Those who renew online have the option to print their own registration certificates immediately after payment or have them mailed. Enforcement officials will confirm registration electronically.

Action Point: Find out how far you can go in [disciplining workers for distracted and dangerous driving](#).

Transportation Safety

Dec 9: A new Auditor General report finds that nearly half of Transportation Department-operated highways are in poor or very poor condition, and that New Brunswick has the highest per capita highway fatality rate of any Canadian province. The audit finds that the Department lacks a formalized highway safety strategy and fails to consistently address safety concerns in a timely manner. It also lists 24 recommendations for improvement, all of which the Department has accepted.

New Laws

Dec 11: The newly amended *Petroleum Products Pricing Act* regulation makes E10, a fuel blend of ethanol and gasoline, the benchmark for determining the price of regular gasoline in New Brunswick. Based on current market prices, use of the new E10 benchmark would save consumers up to 7 cents per litre during the holiday season.

New Laws

Dec 12: Royal Assent for [Bill 14](#), *The Free Trade within Canada Act*, provides that goods and services approved for sale in other Canadian jurisdictions are recognized as meeting New Brunswick's standards. It also facilitates sale of New Brunswick products in provinces with similar legislation, including Nova Scotia, Ontario, Prince Edward Island, Québec, British Columbia, Saskatchewan, and Manitoba.

Industry Challenges

Dec 15: The federal government announced the launch of a one-year commercial fishery pilot to help control the invasive European Green Crab in Southwest New Brunswick. The fishery, which is expected to open in Spring 2026, will impose specific conditions to limit the spread of the invasive aquatic species when granting and

renewing shellfish licences.

Workplace Fatigue

Dec 30: [Comments](#) closed on a government [proposal](#) to remove “in-house brewery licensees” from the list of operations and businesses that are exempt from the *Days of Rest Act* banning certain business activities on Sundays. The regulation takes effect on April 1, 2026.

Action Point: Find out how to implement a [Workplace Fatigue Risk Management System](#) for your workers.

Workers' Compensation

Feb 28: That's the deadline for New Brunswick employers to submit their annual payroll form (Form 100) to WorkSafeNB to avoid late filings that may result in interest, late fees and penalties. Employers don't have to create a MyServices account to Fast File their Form 100.

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

Workers' Compensation

Jan 1: WorkSafeNB's home services rates for 2026: Level 1 - \$104.19/month; Level 2 - \$208.35/month; Level 3 - \$416.71/month; Level 4 - \$750.98/month; Level 5 - \$988.15/month; Level 6 - \$1,383.40/month; Level 7 - \$2,371.55/month.

Environmental

Dec 16: The Governments of Canada and New Brunswick finalized a “One Project, One Review” cooperation agreement under which major projects will undergo joint federal-provincial environmental assessment in a single process rather than having to seek separate environmental approvals from each government.

Action Point: Find out more about [federal-provincial one project, one review environmental assessment agreements](#) and how they work.

CASES

Workplace Harassment: Anti-Semitic Remarks Are Grounds for Suspension but Not Termination

A delivery driver from Massachusetts knew and got along with a former Israeli, half-Jewish shipper that he regularly encountered while making pickups at a New Brunswick paper mill. But a conversation that began about the Canadian election devolved into a nasty confrontation over Trump and politics in which the driver allegedly compared Zionism to Nazism, claimed that the Jews killed Jesus and that Israel had advance knowledge of 9/11, before telling the shipper to “f*** off” and refusing to load his truck. Without any audio or video or witnesses, the shipper's accusations against the driver became a purely he-said/he-said proposition. After hearing both sides, the arbitrator found the driver's story more credible. Combined with the driver's sincere remorse and holes in the accusations, the arbitrator ruled

that the company had just cause to discipline but not fire the driver for harassment and violating its respectful workplace policy and knocked the penalty down to a 4-month suspension with full reinstatement upon the driver's completion of sensitivity training [[Unifor, Local 523N v Lake Utopia Paper, a Division of J.D. Irving, Limited](#), 2025 CanLII 136812 (NB LA), December 19, 2025].

Action Point: Don't assume workers will tell you if they're being harassed. Use the OHS Insider [Assessment Questionnaire template](#) to uncover hidden harassment, bullying and stalking problems at your workplace.