

LEGISLATION UPDATES

OVERVIEW OF IMPORTANT UPDATES

Dunk & Associates continues to monitor legislation updates and implement changes to program content and training modules to ensure you are always kept up to date. To see a recap of the recent changes, please [click here](#).



OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
Minimum Wage to Increase Effective June 1, 2026 The general minimum wage increases from \$17.85 to \$18.25 per hour, effective June 1st.	Review your payroll and make any necessary adjustments effective as of June 1, 2026.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
Attachment Leave A 16-week unpaid attachment leave for adoption and surrogacy was passed and took effect June 1.	Update policies, HRIS codes, forms and manager training; eligibility generally requires seven consecutive months of employment. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>
Limitations on Sick Notes Sick-note restrictions was passed on June 1 and takes effect October 1, 2026. Bill 11 prohibits an employer from requiring a sick note unless the absence continues for a period of more than one week or the employee has been absent from work because of injury or illness on more than 10 scheduled workdays in that calendar year.	Revise absence procedures: notes will generally be limited to absences over one week or more than 10 scheduled workdays in a year, with broader provider acceptance and reimbursement. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
Pay Transparency Act The Pay Transparency Act was passed on June 12. Job postings require expected compensation and salary-history practices are restricted.	Revise internal and external postings, interview guides and wage-approval processes; monitor later commencement of reporting provisions. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>
Job-Protected Illness Leave Employment standards amendments created up to 27 weeks of unpaid long-term illness and injury leave for eligible employees. This is an increase from the previous 5-day entitlement.	Update leave, documentation, privacy, benefits, accommodation and reinstatement procedures. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$16.75 to \$17.00 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
New Employment Standards Act A new Employment Standards Act and regulations came into force June 30, replacing the prior statute. Key changes include: Hours of Work • Maximum weekly hours are reduced from 48 to 44 hours. • The Act expressly allows averaging agreements in prescribed circumstances for determining overtime. • References to Sunday as the mandatory day of rest have been removed, providing greater scheduling flexibility while maintaining weekly rest requirements. Leaves of Absence The legislation significantly expands job-protected leaves. Notable additions and enhancements include: • 27-week medical leave (new). • Expanded eligibility for unpaid sick leave. • Updates to existing family and compassionate care-related leaves to better align with modern workplace needs and federal EI benefits.	Immediate review is required across hours, overtime, scheduling, rest, leave, vacation, holidays, termination, tips, complaints and enforcement. See more information here. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

PEI continued on the next page

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
Termination and Layoffs The Act modernizes termination provisions by: • Updating notice requirements and related rules. • Introducing clearer group termination (mass layoff) provisions. • Clarifying employer obligations during terminations. Stronger Enforcement The new Act strengthens compliance by: • Providing Employment Standards Officers with enhanced investigative and enforcement powers. • Introducing or expanding administrative monetary penalties. • Modernizing complaint and enforcement processes. Wage and Employment Standards Administration The legislation also modernizes administrative rules, including: • Updated record-keeping obligations. • Clearer rules regarding payment of wages. • Modernized complaint procedures and employment standards administration.	

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$15.35 to \$15.70 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?
YUKON		
Workers' Safety and Compensation Board (WSCB) policy updates Effective June 1, 2026, the Yukon Workers' Safety and Compensation Board (WSCB) implemented a coordinated set of policy revisions to strengthen employer accountability for workplace injuries, return-to-work obligations, and regulatory compliance. The updates focus on using administrative penalties to encourage early reporting, cooperation, and safe return-to-work practices. Key Changes Include: Administrative Penalties • Introduced a new Administrative Penalties Policy (7.9) establishing a modern framework for imposing financial penalties where employers or workers fail to comply with legislative obligations. • Administrative penalties are intended to encourage compliance rather than punish, and may be used when education or voluntary compliance is insufficient. • The policy outlines factors considered before imposing a penalty, including the seriousness of the non-compliance, compliance history, and whether the contravention was repeated. Employer Notice of Injury • Revised the Employer's Notice of Injury Policy (7.8) to reinforce employers' obligation to report workplace injuries promptly. • Clarifies reporting expectations and the circumstances in which failure to report, or delayed reporting, may result in administrative penalties. • The revisions are intended to improve timely claim adjudication and access to benefits and return-to-work services for injured workers. Return-to-Work and Re-employment The return-to-work policy suite was updated to clarify employer and worker responsibilities throughout the recovery process: • Duty to Co-operate: Clarifies expectations for employers and workers to actively participate in return-to-work planning and identifies when non-cooperation may lead to penalties. • Employer's Obligation to Re-employ: Reinforces the statutory obligation for qualifying employers to re-employ injured workers when the legislative criteria are met. • Compliance with Re-employment Obligations: Provides clearer guidance on how the WSCB assesses whether an employer has fulfilled its re-employment duties. • Termination After Re-employment: Clarifies how the WSCB evaluates situations where an injured worker is terminated within the protected re-employment period. • Re-employment Penalties and Payments Policy Revoked: The previous standalone penalty policy was removed, with administrative penalty provisions now consolidated under the new Administrative Penalties Policy.		Review injury reporting procedures to ensure workplace injuries are reported promptly. Update return-to-work and accommodation processes to reflect the revised cooperation and re-employment expectations. Ensure these updates are communicated to the workplace. Recognize that failure to meet reporting or return-to-work obligations may now result in formal administrative penalties under the new enforcement framework. <i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated with these requirements.</i>