

# FEDERAL LEGISLATION CHANGES

STREAM DENTAL HR  
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[www.streamdentalhr.com](http://www.streamdentalhr.com)



*What do these  
changes mean  
for your  
practice?*

## WHAT CHANGES WERE SEEN IN 2020?

- COVID-19 is an Occupational Hazard.
- Changes to Employment Insurance eligibility, entitlements, and deductions.
- Changes to workplace violence and harassment training, documentation, assessments, and investigations for federally regulated workplaces - this will likely follow in the private sector in the future.

## WHAT DOES THIS TRANSLATE FOR THE DENTAL INDUSTRY?

- Huge penalties for COVID-19 Carelessness.
- Employees may be less likely to want to work full-time hours, or continually expose themselves unnecessarily if there are government assistance options to help them through the first half of 2021.
- Workplace Violence and Harassment Protocols must be put in place based on current legislation and will likely be improved upon with different training and reporting requirements in the future.

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### WHAT ACTION NEEDS TO BE TAKEN IMMEDIATELY?

- Ensure that your practice is up to due diligence standards when it comes to protecting employees, patients and other visitors from contracting COVID-19 in the workplace.
- Maintain open and honest communication with your team to retain as many employees as possible during the next phase of this pandemic.
- Conduct your annual Workplace Violence and Harassment Protocol training with your team

### WHAT CAN STREAM DENTAL HR DO TO HELP?

- Conduct a COVID-19 compliance audit and help you prepare your COVID-19 Safety and Exposure Response Plan and team training to protect dental practices from claims of negligence.
- Provide communication workshops to support employees through this grueling time full of burnout within the workplace.
- Create your Workplace Violence and Harassment policies, protocols, investigation procedures, reporting documents, and training materials to ensure that your dental office is compliant at the same level that federally regulated companies and government offices must be.

***We Make HR  
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Can Get Back to  
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# LEGISLATION CHANGES IN NEW BRUNSWICK

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- WorksafeNB Process Change.
- Every decision when requested before an appeal can be filed to the WCB Tribunal. All reviews must be initiated by a worker or employer within 90 days of the original decision.
- New radiation standards are in place.
- New inspection powers, providing more freedoms to search and size from your office.
- Minimum Wage increased to \$11.70 per hour.
- Creditor Garnishments.
- Creditors can now have garnishments on employee wages. Any creditor can apply for this.

## WHAT DOES THIS TRANSLATE FOR THE DENTAL INDUSTRY?

- With more protocols in place and more authority given to WorksafeNB, it is even more important for practices to have policies in place that will support an employer and the practice as a whole
- If an employee is in debt with a creditor, garnishments may be requested and the appropriate process must be taken

## LEGISLATION CHANGES IN NEW BRUNSWICK



### WHAT ACTION NEEDS TO BE TAKEN IMMEDIATELY?

- Update OHS reporting and documentation protocols to support the new inspection procedures.
- Increase wages of any employees being paid minimum wage.
- If a garnishment request comes in, appropriate actions must be taken in accordance with statutory law

### WHAT CAN STREAM DENTAL HR DO TO HELP?

- Provide assistance in developing the appropriate policies, documentation, and reporting protocol to support new WorksafeNB requirements and investigations.
- Develop and implement a new pay structure for all staff members that are reflective of a wage analysis in your area and representative of the applicable ratios based on minimum wage.
- Provide required documentation to support wage garnishments if required for any reason (including debt to creditors).

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