



# **BILL NO. 128**

*Government Bill*

---

*2nd Session, 62nd General Assembly  
Nova Scotia  
64 Elizabeth II, 2015*

---

## **An Act to Amend Chapter 246 of the Revised Statutes, 1989, the Labour Standards Code**

CHAPTER 42  
ACTS OF 2015

**AS ASSENTED TO BY THE LIEUTENANT GOVERNOR  
DECEMBER 18, 2015**

The Honourable Kelly Regan  
*Minister of Labour and Advanced Education*

---

*Halifax, Nova Scotia  
Printed by Authority of the Speaker of the House of Assembly*

This page is intentionally blank.

**An Act to Amend Chapter 246  
of the Revised Statutes, 1989,  
the Labour Standards Code**

Be it enacted by the Governor and Assembly as follows:

**1 Subsection 30(1) of Chapter 246 of the Revised Statutes, 1989, the *Labour Standards Code*, is repealed and the following subsection substituted:**

(1) An employer shall not discharge, lay off, suspend, intimidate, penalize, discipline or discriminate in any other manner against any person because

(a) that person has made or has assisted another person in making a complaint pursuant to this Act;

(b) that person has initiated an inquiry, investigation or proceeding or has assisted with the initiation of an inquiry, investigation or proceeding pursuant to this Act;

(c) that person has testified or is about to testify, or the employer believes that person may testify, in any proceeding pursuant to an enactment;

(d) that person has participated or is about to participate, or the employer believes that person may participate, in any proceeding pursuant to an enactment;

(e) that person has made or is about to make an inquiry about that person's rights or the rights of another person pursuant to this Act;

(f) that person has made or is about to make any disclosure that that person is required or permitted to make by this Act;

(g) that person has made or is about to make a statement or provide information to the Director or an officer that that person is required or permitted to make or provide by this Act;

(h) that person has asked or required the employer to comply with this Act and the regulations;

(i) that person has taken or has evidenced an intention to take, or the employer believes that that person may take, a leave of absence to which that person was or will be entitled pursuant to this Act at the time of any such leave of absence; or

(j) that person has refused or attempted to refuse to work on a uniform closing day in a retail business or refuses to sign a contract of employment or agreement that requires that person to work in a retail business on a uniform closing day if the employee is not required to work on a uniform closing day by or pursuant to Section 66A.

---