

New Brunswick

Labour Law Postings

Workers' Compensation

WORKERS' COMPENSATION IN NEW BRUNSWICK

What is workers' compensation?

Workers' compensation is a no-fault liability insurance system that provides financial, medical and rehabilitation assistance to workers who are injured on the job, or who develop an occupational disease.

Workers' compensation is designed to help workers recover from their work-related injury or illness and return to work.

In New Brunswick, workers' compensation is administered by WorkSafeNB, in accordance with the *Workers' Compensation Act*. Who is covered?

Who is covered?

Under the *WC Act*, any worker who works for a company that employs three or more workers is covered. An exception is the fishing industry, where coverage is required only for companies that employ 25 or more workers at the same time.

The *WC Act* does not cover family members of the employer living with the employer and who are under 16 years of age, domestic workers, Armed Forces personnel, professional athletes and members of the Royal Canadian Mounted Police.

Who pays for it?

Workers' compensation is funded exclusively by employers; workers do not contribute financially to the system and employers cannot collect compensation contributions from employees.

Workers' compensation is funded entirely by New Brunswick's employers, based on yearly assessment rates. These rates are calculated to cover all costs of injuries expected to occur in the current year, and are based on previous overall cost of the industry group in which the employer belongs, as well as the employer's individual accident history.

WorkSafeNB strives to provide the best possible benefits to injured workers or their dependants while maintaining affordable assessment rates for employers. This balance between assessment rates and benefits ensures the sustainability of the compensation system into the future.

What type of compensation does this insurance cover?

The system provides wage loss protection up to a limit of 85% of a worker's net earnings, and not to exceed the maximum compensation allowable for the year of the injury. (For example, in 2010, the maximum of insurable earnings is \$55,400.) Compensation may include a variety of benefits, depending on the eligibility of each individual case. Examples of compensation include: reimbursement of medical aid; assistive devices; long-term disability; and, death benefits.

Compensation covers only those medical and rehabilitation services required as a direct result of the workplace injury or illness, and does not replace other employer or personal insurance coverage.

Who establishes benefits?

Benefits are established under provincial legislation—the *Workers' Compensation Act*—or under WorkSafeNB policy. The legislation delegates responsibility to establish policies governing benefits to WorkSafeNB's board of directors. This board is made up of a chairperson, a vice-chairperson, four members representing workers, four members representing employers, and two non-voting members – WorkSafeNB's president and CEO, and the chairperson of the Appeals Tribunal.

Under the *WC Act*, loss of earnings benefits are compensated at 85% of a worker's net earnings, not to exceed the maximum compensation allowable for the year of the injury. Net earnings are calculated by deducting income tax, Canada Pension Plan (CPP) contributions and EI premiums from the worker's established, pre-injury gross earnings. The maximum amount of insurance earnings is equal to 1.5 times the New Brunswick Industrial Aggregate Earnings (NBIAE). These earnings are established annually by WorkSafeNB, based on increases in the Consumer Price Index for Canada, and monthly reports published by Statistics Canada.

Workers' compensation benefits are not taxable; however, they must be reported to the Canada Revenue Agency as they may affect tax credits.

This pamphlet provides basic information on workers' compensation. For more specific information on workers' compensation benefits, call 1 800 222-9775, or consult *Workers' Compensation: A Guide for New Brunswick Workers*, available for download in the Publications section of www.worksafenb.ca. Hard copies are available by contacting the Communications Department.

More information is also available under the Workers tab on our website, under the drop-down headings "Understanding your coverage" and "Understanding your benefits."

Minimum Wage

NEW BRUNSWICK REGULATION 2024-17 under the EMPLOYMENT STANDARDS ACT (O.C. 2022-64)

Filed February 11, 2026

Under section 9 of the *Employment Standards Act*, the Lieutenant-Governor in Council makes the following Regulation:

Citation

1 This Regulation may be cited as the *Minimum Wage Regulation – Employment Standards Act*.

Definitions

2 The following definitions apply in this Regulation.

"Act" means the *Employment Standards Act*. (*Loi*)

"Consumer Price Index" means the Consumer Price Index for New Brunswick (All-items) published by Statistics Canada under the Statistics Act (Canada). (*Indice des prix à la consommation*)

"minimum wage" means the amount fixed or determined under section 6. (*salaires minimum*)

Application

3 Unless otherwise provided in the Act or any regulation made under the Act, this Regulation applies to every employee and employer in New Brunswick.

Higher wage may be paid

4 The minimum wage established by this Regulation is a minimum wage only, and an employer may pay a higher wage.

Maximum number of hours of work at minimum wage

5 The maximum number of hours of work for which the minimum wage shall be paid is 44 hours per week.

Minimum wage

6(1) The minimum wage is as follows:

(a) from April 1, 2026 to March 31, 2027, inclusive, \$15.90 per hour.

6(2) The minimum wage shall be adjusted on April 1, 2027, and on April 1 of each succeeding year by the percentage change in the Consumer Price Index between the calendar year immediately before the date of adjustment and the calendar year two years before the date of adjustment.

6(3) If the adjustment calculated under subsection (2) is not a multiple of five cents, it shall be rounded to the nearest multiple of five cents or, if it is equidistant between two consecutive multiples, to the higher multiple.

6(4) If an adjustment otherwise required by this section would result in a decrease in the minimum wage, no adjustment shall be made.

6(5) On and after January 1, 2027, within 30 days of the release of the Consumer Price Index for December, the Minister shall publish each year in *The Royal Gazette* notice of the minimum wage that is to apply on and after April 1 of the current year.

Minimum wage for piece workers

7 Wages paid to piece workers shall not be less than the minimum wage for the number of hours actually worked during a pay period.

Minimum wage per week

8 The minimum wage for employees whose hours of work per week are unverifiable and who are not strictly employed on a commission basis is as follows:

(a) from April 1, 2026 to March 31, 2027, inclusive, \$699.60 per week.

Minimum wage for excess time worked

9 The minimum wage payable for time worked in excess of the maximum number of hours of work established in section 5 is as follows:

(a) from April 1, 2025 to March 31, 2026, inclusive, \$23.48 per hour;

Board and lodging

10 No amount shall be deducted from the minimum wage by an employer for board and lodging which was not furnished by the employer to the employee.

Repeal

11 *New Brunswick Regulation 2019-2 under the Employment Standards Act is repealed.*

Commencement

12 *This Regulation comes into force on April 1, 2026.*

RÈGLEMENT DU NOUVEAU-BRUNSWICK 2024-17 pris en vertu de la LOI SUR LES NORMES D'EMPLOI (D.C. 2022-64)

Déposé le 11 Février 2026

En vertu de l'article 9 de la *Loi sur les normes d'emploi*, le lieutenant-gouverneur en conseil prend le règlement suivant :

Titre

1 *Règlement sur le salaire minimum – Loi sur les normes d'emploi.*

Définitions

2 Les définitions qui suivent s'appliquent au présent règlement.

« Indice des prix à la consommation » S'entend de l'Indice des prix à la consommation pour le Nouveau-Brunswick (indice d'ensemble) publié par Statistique Canada en conformité avec la *Loi sur la statistique (Canada)*. (*Consumer Price Index*)

« Loi » La Loi sur les normes d'emploi. (*Act*)

« salaire minimum » Le montant fixé ou déterminé selon les modalités précisées à l'article 6. (*minimum wage*)

Champ d'application

3 Le présent règlement s'applique à l'ensemble des salariés et des employeurs du Nouveau-Brunswick, sauf indication contraire dans la Loi ou ses règlements.

Faculté de verser un salaire plus élevé

4 Le présent règlement n'établit qu'un salaire minimum et n'empêche en rien l'employeur de verser un salaire plus élevé.

Nombre maximal d'heures de travail au salaire minimum

5 Le nombre maximal d'heures de travail hebdomadaires pour lequel est versé le salaire minimum est de quarante-quatre heures.

Salaire minimum

6(1) Le salaire minimum horaire est fixé :

a) à 15,90 \$ du 1er avril 2026 au 31 mars 2027 inclusivement;

6(2) Le salaire minimum doit être réajusté le 1er avril 2025, et le 1er avril de chaque année par la suite, en fonction du rapport existant entre le taux de variation de l'Indice des prix à la consommation pour l'année civile qui précède immédiatement la date de réajustement et celui de l'année civile qui précède cette dernière.

6(3) Si le réajustement calculé en conformité avec le paragraphe (2) n'est pas un multiple de 0,05 \$, il est arrondi au multiple de 0,05 \$ le plus près et, s'il est équidistant de deux multiples, au multiple qui est le plus élevé.

6(4) S'il donnerait lieu à une diminution du salaire minimum, aucun réajustement par ailleurs exigé en vertu du présent article n'est effectué.

6(5) À partir du 1er janvier 2027 et chaque année par la suite, dans les trente jours de la publication de l'Indice des prix à la consommation pour le mois de décembre, le ministre publie dans la *Gazette royale* le salaire minimum qui s'applique à compter du 1er avril de l'année en cours.

Salaire minimum pour le travail à la pièce

7 Le salaire versé pour le travail à la pièce ne peut être inférieur au salaire minimum pour le nombre d'heures effectivement travaillées au cours d'une période de paie.

Salaire minimum hebdomadaire

8 Le salaire minimum des salariés dont le nombre d'heures de travail hebdomadaires ne peut être vérifié et qui ne sont pas strictement rémunérés à la commission :

a) est fixé à 699,60 \$ par semaine du 1er avril 2026 au 31 mars 2027 inclusivement.

Salaire minimum pour les heures de travail excédentaires

9 Le salaire minimum horaire versé pour les heures de travail en sus du nombre maximal d'heures de travail indiqué à l'article 5 est fixé :

a) à 23,85 \$ du 1er avril 2026 au 31 mars 2027 inclusivement;

Pension et logement

10 L'employeur ne peut déduire du salaire minimum le coût de la pension et du logement qu'il n'a pas fournis au salarié.

Abrogation

11 *Est abrogé le Règlement du Nouveau-Brunswick 2019-2 pris en vertu de la Loi sur les normes d'emploi.*

Entrée en vigueur

12 *Le présent règlement entre en vigueur le 1^{er} avril 2026.*