NEW BRUNSWICK POSTING REQUIREMENTS

New Brunswick’s employment laws require employers to post essential information related to workers' rights, employment standards, health and safety. By having these posters and information readily available, employers fulfil their responsibility to ensure that workers are aware of their rights.

EMPLOYMENT STANDARDS ACT

The following items must be posted in the workplace in accordance with the New Brunswick *Employment Standards Act.* The employer must post and keep posted in a conspicuous place in the employer’s establishment:

* A copy of all applicable minimum wage regulations.
* A copy of all applicable hours of work regulations.
* A copy of the written notice in the event of termination of >10 employees in a 4-week period, if they represent at least 25% of the employer’s employees.
* A copy of the **Occupational Health and Safety Act,** and any regulations that may apply to the workplace. Regulations that would apply to most workplaces include:
	+ [General Regulation 91-191](https://laws.gnb.ca/en/showfulldoc/cr/91-191/)
	+ [Workplace Hazardous Materials Information System 2016-6](https://www.canlii.org/en/nb/laws/regu/nb-reg-2016-6/latest/nb-reg-2016-6.html#:~:text=6(1)An%20employer%20shall,any%20further%20hazard%20information%20concerning)
	+ [First Aid 2004-130](https://www.canlii.org/en/nb/laws/regu/nb-reg-2004-130/latest/nb-reg-2004-130.html)
	+ [Code of Practice for Working Alone 92-133](https://www.canlii.org/en/nb/laws/regu/nb-reg-92-133/latest/nb-reg-92-133.html)
* The names of the joint health and safety (JHSC) committee members at that place of employment, and the minutes of the most recent committee meeting. (20 or more employees)
* The name of the elected health and safety representative. (5-19 employees)
* Any codes of practice established or adopted for the workplace.

Additional Posting Requirements

* Signage indicating the location of emergency showers or eyewash fountains when the workplace is required to have them
* Signage indicating the range of noise levels measured and warning of the noise hazard if the noise level exceeds 85 dBA.
* In an obvious location on an industrial lift truck, the manufacturer’s rated capacity.
* A copy of an order when there has been an appeal to the Chief Compliance Officer that has been confirmed, varied, revoked, or suspended and where there is no JHSC committee or health and safety representative.
* A copy of the Code of Practice posted near the entrance to a confined space.
* A copy of the sketches of permanent anchor point (s) near the entrance to a roof.
* A copy of the emergency procedures if an employee may fall into water or other liquid and may need assistance to reach safety.
* The name of any gases stored and signs indicating no smoking near the storage areas.
* The safe working load capacity of a hoisting apparatus so that the operator of the apparatus can see it while using the apparatus.
* The First Aid Regulation also requires employers to post:
	+ An emergency communication plan
	+ The names of the trained first aiders
	+ Signs indicating the location of first aid kits