

**Department of Environment and Climate
Change**



**Departmental Briefing Binder
October 2025**

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1. Departmental Overview

Mandate:

The mandate of the Department of Environment and Climate Change (ECC) is to protect, enhance, and conserve the province's natural environment including its water, air, and soil quality.

Lines of Business:

ECC is organized into two branches to support this mandate:

1. Environment Branch: responsible for polices and legislation on water resources, air quality, flood risk mapping, air quality, and environmental assessment.
2. Climate Change Branch: responsible for strategies to reduce and adapt to the impacts of Climate Change, and administration of Newfoundland and Labrador's wilderness and ecological reserves and provincial protected area network planning.

Clients/Stakeholders:

- Conservation Corps Newfoundland and Labrador
- Econext
- Canadian Heritage Rivers System
- UNESCO World Heritage Site Program

Entities reporting to the Department:

- Multi-Materials Stewardship Board
- Newfoundland and Labrador Greenhouse Gas Reduction Fund Advisory Council
- Wilderness and Ecological Reserves Advisory Council
- Mistaken Point World Heritage Advisory Council

Cross-departmental initiatives

- Drinking Water Safety Initiative
- Drinking Water Technical Working Group
- Impacted Sites Liability Assessment Program
- Climate Change Mitigation Action Plan
- Climate Change Adaptation Action Plan
- Provincial Solid Waste Management Strategy with the Department

Staff Complement:

Division	No. of Positions
Minister's Office	3
Executive Support	8
Pollution Prevention	33
Water Resources Management	32

Water Quality Agreement	18
Environmental Assessment	15
Climate Change	4
Climate Change – Federal/Provincial Program	4
Policy, Planning & Natural Areas	32
Total Department	149

As of September 18, 2025

Locations/Regional Presence:

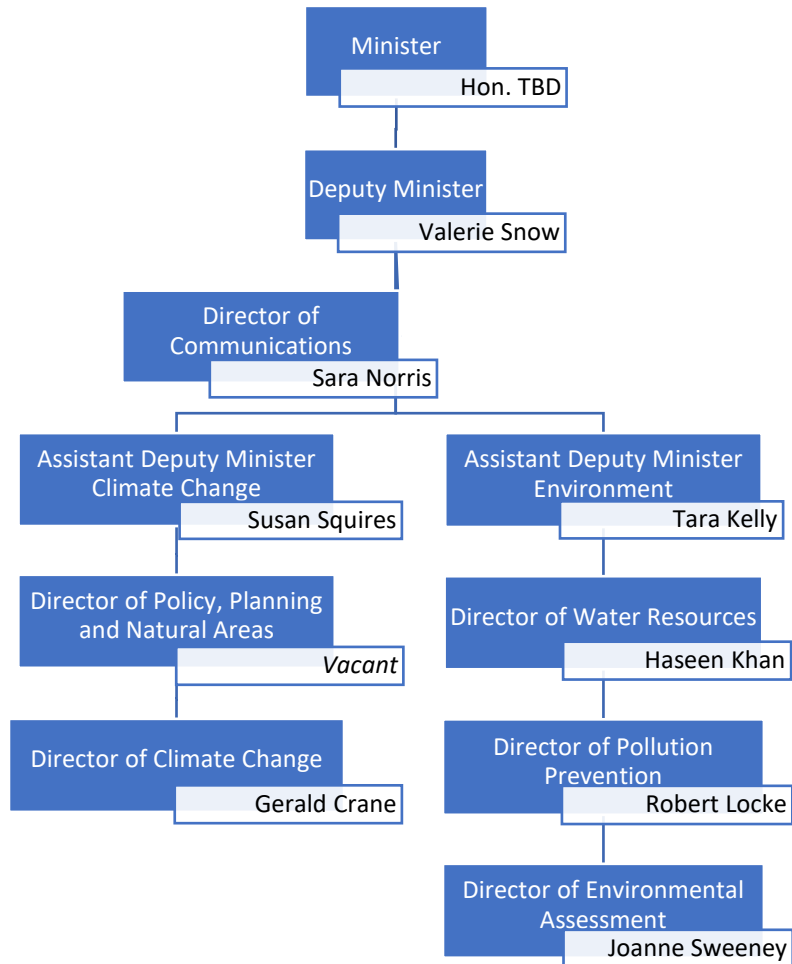
ECC staff are located primarily in St. John's with regional presence in Trepassey, St. Mary's, Winterland, Grand Falls-Windsor, Corner Brook, and Happy Valley Goose Bay.

Annual Budget (2025-26):

- Total Department (Net): \$37,020,500
 - Gross: \$70,321,400
 - Related Revenue: \$33,300,900

- Total Environment and Climate Change Branches (Net): \$34,956,200
 - Gross: \$66,453,800
 - Related Revenue: \$31,497,600

2. Senior Management Organizational Chart



3. Entities Reporting to the Minister

Multi Materials Stewardship Board (MMSB)

- The MMSB works with households, businesses, and schools across the province to help foster waste reduction and diversion practices.
- The Government of Newfoundland and Labrador set a long-term objective of diverting 50 per cent of the solid waste stream from landfills in the 2002 Provincial Solid Waste Management Strategy. The MMSB is responsible for developing recycling and waste diversion programs¹ and public education initiatives.
- The MMSB is a self-financed Crown agency, funded through the Newfoundland and Labrador Waste Management Trust Fund. MMSB's operating revenue in 2024 was approximately \$35.4 million. Operating expenditures were approximately \$33.8 million.
- A Board of Directors (Annex A) appointed by the Minister of ECC governs MMSB. The day-to-day work of the MMSB is carried out by management and staff under the direction of a Chief Executive Officer (CEO), Charles Bown.

Greenhouse Gas Reduction Fund Advisory Council

- The carbon pricing system for large industry took effect in 2019 and established greenhouse gas (GHG) emissions reduction targets for large industrial facilities. These facilities can meet their targets by reducing their emissions, using credits earned in previous years, purchasing credits from another facility, or by purchasing GHG fund credits.
- Revenue from the sale of GHG fund credits goes into the Newfoundland and Labrador Greenhouse Gas Reduction Fund.
- Pursuant to the **Management of Greenhouse Gas Act**, the Greenhouse Gas Reduction Fund requires an Advisory Council to assess applications for payments from the Fund. The Advisory Council must be comprised of between five and seven members; at least two representing the industries eligible to pay into the Fund; at least two individuals with expertise in climate change and GHG emission reduction; and the ECC Deputy Minister, Assistant Deputy Minister, or equivalent (Annex A).

Wilderness and Ecological Reserve Advisory Council (WERAC)

- Pursuant to the **Wilderness and Ecological Reserves Act**, WERAC advises government on the establishment, management, and termination of wilderness and ecological reserves within the province.
- WERAC is an independent group of citizens from a variety of backgrounds and regions of the province (Annex A). Its members are appointed by Government for three-year terms which can be renewed.
- WERAC's lines of business includes: examining areas of the province to determine which are suitable for the establishment of a reserve; accepting recommendations from the public in relation to the establishment of, change to, or termination of a reserve; consulting

¹ Used Beverage Container Recycling Program, Tire Recycling Program, Used Oil Recycling Program, Household Hazardous Waste Collection Program, and Residential Backyard Composting Program

stakeholders and conducting public hearings respecting the establishment, change to, or termination of a reserve; reporting on the advisability of reserve establishment; and making recommendations to the Minister on the management of existing reserves.

Mistaken Point World Heritage Advisory Council

- The Mistaken Point World Heritage Site Advisory Council was established in 2017 following the inscription of the Mistaken Point World Heritage Site by the United Nations Educational, Scientific and Cultural Organization (UNESCO) in 2016.
- The Council's mandate is to advise the Provincial Government on the conservation and protection of the Mistaken Point World Heritage Site and Buffer while facilitating a coordinated approach between the Council, local organizations, and stakeholders.
- The Council is comprised of up to 17 representatives, with eight council members appointed to serve as public interest representatives (Annex A)

4. Departmental Legislation

The Department of Environment and Climate Change is responsible for the following legislation:

- **Environmental Protection Act**
 - **Air Pollution Control Regulations**
 - **Environmental Assessment Regulations**
 - **Halocarbon Regulations**
 - **Heating Oil Storage Tank System Regulations**
 - **Pesticides Control Regulations**
 - **Plastic Retail Bag Regulations**
 - **Storage and Handling of Gasoline and Associated Products Regulations**
 - **Storage of PCB Wastes Regulations**
 - **Used Oil and Used Glycol Control Regulations**
 - **Waste Diversion Regulations**
 - **Waste Management Regulations**
 - **Waste Material Disposal Areas**
 - **Orders for projects released from environmental assessment**

- **Management of Greenhouse Gas Act**
 - **Advisory Council Regulations**
 - **Management of Greenhouse Gas Administrative Penalty Regulations**
 - **Management of Greenhouse Gas Regulations**
 - **Management of Greenhouse Gas Reporting Regulations**
 - **Opted-in Facilities Regulations**

- **Water Resources Act**
 - **Environmental Control Water and Sewage Regulations**
 - **Water Power Rental Regulations**
 - **Water Use Charges Regulations**

- **Well Drilling Regulations**
- Notices of Protected Water Supply Areas

- **Wilderness and Ecological Reserves Act**
 - **Botanical Ecological Reserve Regulations**
 - **Fossil Ecological Reserve Regulations**
 - **Seabird Ecological Reserve Regulations**
 - **Wilderness Reserve Regulations**
 - Provisional ecological reserve orders
 - Wilderness and Ecological Reserve orders

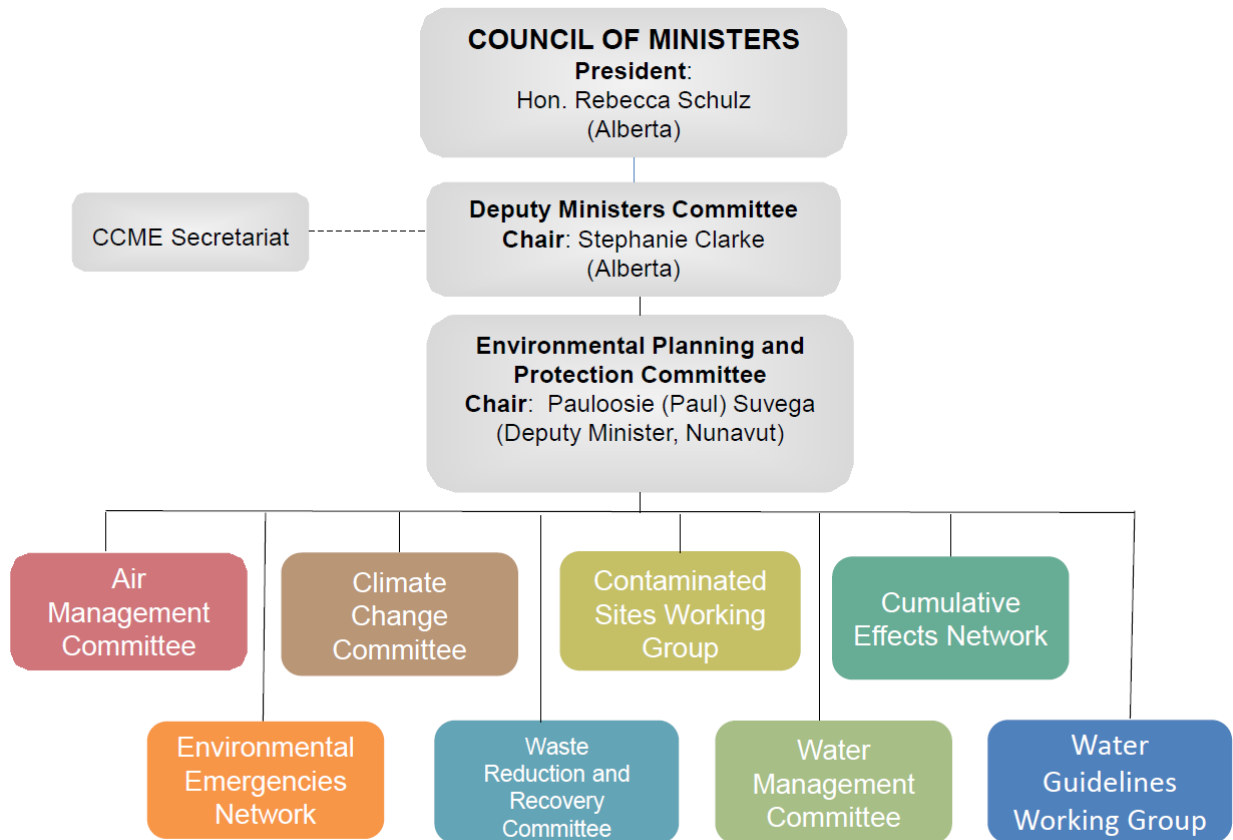
5. Key Stakeholders

Organization	Overview
Conservation Corps Newfoundland and Labrador	Conservation Corps Newfoundland and Labrador is a non-profit organization dedicated to providing youth with training and employment in environmental and cultural heritage.
Econext	Econext is a not-for-profit association of businesses that promotes the development of clean technology that improves on environmental performance and efficiency, reduce wastes, and/or mitigates environmental risks to grow the green economy. As every industry has an impact on the environment in one way or another, Econext address industries from oil and gas, to mining, aquaculture, transportation, and manufacturing.
UNESCO World Heritage Site Program	The United Nations Educational, Scientific, and Cultural Organization (UNESCO) seeks to encourage the identification, protection, and preservation of cultural and natural heritage around the world considered to be of outstanding value to humanity.
Canadian Heritage Rivers System	The Canadian Heritage Rivers System is Canada's national program for recognizing, celebrating and conserving the natural, cultural and recreational values of 42 river designations across Canada. Two – Main River and Bay Du Nord – are designated in Newfoundland and Labrador.

6. Intergovernmental Cooperation

The Canadian Council of Ministers of the Environment (CCME): Federal, Provincial, and Territorial ministers of the environment-led forum for collective action on environmental issues of national concern. ECC has representatives on all committees within CCME. The annual CCME Conference of Ministers will be hosted by Alberta in summer 2025.

CCME Structure:



Deputy-Ministers Committee (DMC): The legal Board of Directors for CCME composed of Deputy Ministers of the fourteen member jurisdictions.

Environmental Planning and Protection Committee (EPPC): A steering committee of senior officials (ADM-level) of the fourteen member jurisdictions.

Committees Outside of CCME

Atlantic Partnership in Risk-Based Corrective Action Implementation (Atlantic PIRI): A collaborative, multi-stakeholder group that oversees the maintenance and implementation of Atlantic Risk-Based Corrective Action (RBCA) in Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland and Labrador. The work of the group facilitates the adoption of a harmonized, risk-based approach for managing sites impacted by petroleum and other

contaminants in the Atlantic region.

Canadian Dam Association Regulators Committee: National forum for regulators, owners, and stakeholders to discuss and share knowledge on dam regulations.

Canadian Heritage Rivers System: National program for recognizing and conserving natural and cultural values of 42 designated rivers across Canada. Main and Bay du Nord are designated in Newfoundland and Labrador.

National Administrators Table (NAT)/National Hydrologic Program Coordination Committee (NHPCC): Facilitates Coordination for national hydrologic services, data collection, and water resource management.

- Meeting in Ottawa, ON November 4-6, 2025

Pest Management Committee: Partnership with Health Canada and the Pest Management Regulatory Agency (PMRA) to deliver pesticide compliance inspections under the federal Pest Control Products Act and Regulations in Newfoundland and Labrador.

7. Divisional Presentations

8. Key Messages

9. Fast Facts

Climate Change

- In June 2025, two Climate Change Action Plans (CCAPs) were released: the 2025-2030 Climate Change Mitigation Plan and the 2025-2030 Climate Change Adaptation Plan.
- The Plans set out actions to reduce greenhouse gas emissions, and to assist governments, organizations, business, and residents in adapting to a changing climate.
- The Climate Change Challenge Fund (CCCF) is a \$12-million grant program, open to the private sector, not-for profit organizations, municipal governments, and Indigenous organizations to undertake greenhouse gas emission reduction projects in the province.
- The Oil to Electric Incentive Program, through TakeCHARGE, is a \$130 million partnership with the Federal and Provincial governments to incentivize the switch from oil to electricity-based heat.
- There has been an over 1,400 per cent increase in electric vehicles in the province since 2018.

Environmental Assessment

- Annually 400 projects are referred to the department to determine if environmental assessment is required.
- Since 2020, 310 projects have been registered for environmental assessment: 272 were released at registration, 27 required an Environmental Preview Report, 12 required an Environmental Impact Statement, and 22 were withdrawn.

Policy, Planning and Natural Areas

- The department acts as the secretariat for the Wilderness and Ecological Reserves Advisory Council (WERAC), a council which advises the government on the establishment, management, and termination of wilderness and ecological reserves within the province.
- Public site-specific engagement is being conducted on 10 candidate sites for protected areas.

Pollution Prevention Division

- There are six sites in the province in the National Air Pollution Surveillance Network (NAPS):
 - Four sites (St. John's, Mt. Pearl, Corner Brook, Grand Falls) have a complete monitoring suite (SO₂, PM_{2.5}, PM₁₀, NO_x / NO₂, CO and O₃)
 - One site (Burin) operates with a subset of monitors (PM_{2.5}, PM₁₀, NO_x / NO₂, CO and O₃)
 - Port au Choix monitors ground level ozone
- Industrial air monitoring audits are conducted at nine of the major industrial facilities (NARL, NL Hydro, Vale Inco Long Harbour, Canada Fluorspar Inc., CBPP, IOCC, Wabush Mines, Vale Inco Voisey's Bay and Tata Steel Minerals Canada).

- More than 30 industrial sites reporting effluent quality on a consistent basis for any number of parameters as determined in their Certificates of Approval.
- Approximately 5800 tanks registered under the Storage and Handling of Gasoline and Associated Products Regulations.
- Approximately 90 private individuals are licensed as Heating Oil Storage Tank (HOST) inspectors; licenses are renewed annually.
- Approximately 44,000 heating oil storage tanks are registered in the province. 2,606 HOST tags were issued for tanks in 2024-25.
- 197 impacted sites have been identified across government departments and agencies for the 2024-25 reporting period.

Water Resources Management

- The department operates over 120 water level/flow/climate/quality stations across the province.
- On average, the following number of permits and licenses are issued per year:
 - Alterations to a body of water: 250
 - Water use licences: 55
 - Permits to construct water/wastewater infrastructure: 150
 - Development activity within a PPWSA: 90
 - Non-domestic wells: 23
 - Water well driller licences: 35
- Designated floodplain mapping has been completed for 43 communities.
- About 3800 chemical and physical water quality samples per year are analyzed from public drinking water systems.
- Over 100 on-site training sessions are delivered every year for water/wastewater system operators.

10. Departmental Acronyms

ADRS	Automatic Data Retrieval System
AMC	Air Management Committee
ATIPP	Access to Information and Protection of Privacy
BWA	Boil Water Advisory
CCAP	Climate Change Action Plans
CCC	Climate Change Committee
CCCF	Climate Change Challenge Fund
CCD	Climate Change Division
CCME	Canadian Council of Ministers of the Environment
CRFFS/HRFFS	Churchill River/Humber River Flood Forecasting System
DMC	Deputy Ministers Committee
EA	Environmental Assessment
EAC	Environmental Assessment Committee
EAD	Environmental Assessment Division
ECC	Department of Environment and Climate Change
ECCC	Environment and Climate Change Canada
EIS	Environmental Impact Statement
EPR	Environmental Preview Report
EPPC	Environmental Planning and Protection Committee
EV	Electric Vehicle
FHIMP	Flood Hazard Identification and Mapping Program
GHG	Greenhouse Gas
MEMP	Mobile Environmental Monitoring Platform
MMSB	Multi-Materials Stewardship Board
NAP	Natural Areas Program
NCA	Non-Consumption Advisory (Water)
NZAC	Net Zero Advisory Council
OTE	Oil to Electric Residential Program
PIRI (or Atlantic PIRI)	Atlantic Partnership in Risk-Based Corrective Action Implementation
PMRA	Rest Management Regulatory Agency
PPD	Pollution Prevention Division
PPNA	Policy, Planning and Natural Areas Division
PPWSA	Protected Public Water Supply Areas
PSWMS	Provincial Solid Waste Management Strategy
RBCA	Risk-Based Corrective Action
RED	Resource Enforcement Division
QA/QC	Quality Assurance/Quality Control
UNESCO	United Nations Educational, Scientific and Cultural Organization
WERAC	Wilderness and Ecological Reserves Advisory Council
WMC	Water Management Committee
WRA	Water Resources Act
WRMD	Water Resources Management Division
WRRC	Waste Reduction and Recovery Committee

11. Upcoming Events

Dates	Event
November 16 -17, 2025	New England Governors and Eastern Canadian Premiers' Annual Conference (St. John's, NL)
November 12-13, 2025	WERAC meeting
Winter 2026	FTP - Conservation, Wildlife and Biodiversity (Ontario)
March 24-26, 2026	Water and Wastewater Workshop
July 14-15, 2026	FTP - CCME COM meeting (Alberta)

12. Estimates 2025-26

13. Strategic Plan 2023-2026

14. Annual Report 2024-25

15. Action Plans, Strategies, Frameworks & Guiding Documents

Action Plans & Strategies (*Annex B – printed copies provided*)

- Drinking Water Safety Action Plan
- Flood Management Strategy
- 2025-2030 Climate Change Adaptation Plan
- 2025-2030 Climate Change Mitigation Plan
- Provincial Solid Waste Management Strategy
- A Home for Nature: Protected Areas Plan for the Island of Newfoundland

Frameworks

- Newfoundland and Labrador – Caring For Our Special Places – A Framework

Guiding Documents (Examples)

- Guide to the Environmental Assessment Process
- Environmental Assessment Guidance for Registration of Onshore Wind Energy Generation and Green Hydrogen Production Projects
- Risk Assessments in Newfoundland and Labrador Resource-Based Industries and Municipalities (*adapting to climate change*)
- '7 Steps to Assess Climate Change Vulnerability in Your Community'
- 2022 - 2024 Air Zone Management Report
- Industrial Effluent Compliance 2024 Annual Report
- Net Zero Advisory Council Summary of Recommendations
- Projected Impacts of Climate Change for the Province of Newfoundland and Labrador: 2018 Update

Annex A: Entities: Current Directors/ Members

Multi Material Stewardship Board

- Dermot Flynn Chairperson
- Valerie Snow ECC Deputy Minister
- Tony Chubbs Labrador Representative; Member-at-Large
- Maisie Clark Consumer Representative
- Dale Colbourne MNL Representative
- John Patten Distributor Representative
- Michele Peach Member-at-Large
- Sheldon Peddle Member-at-Large
- Wayne Power Member-at-Large

Newfoundland and Labrador Greenhouse Gas Reduction Fund Advisory Council

- Dr. Susan Squires Chairperson, ADM, ECC
- Michelle Lethbridge
- Natasha Kettle
- Richard Severs
- Ashley Smith

Wilderness and Ecological Reserve Advisory Council

- Darin Brooks
- Tony Chubbs
- Dr. Evan Edinger
- Annalee Hynes
- Carolyn Lavers
- Stanley Oliver Co-Chair
- Thomas Philpott
- Heather Ward
- Graham Wood Co-Chair

Mistaken Point World Heritage Advisory Council

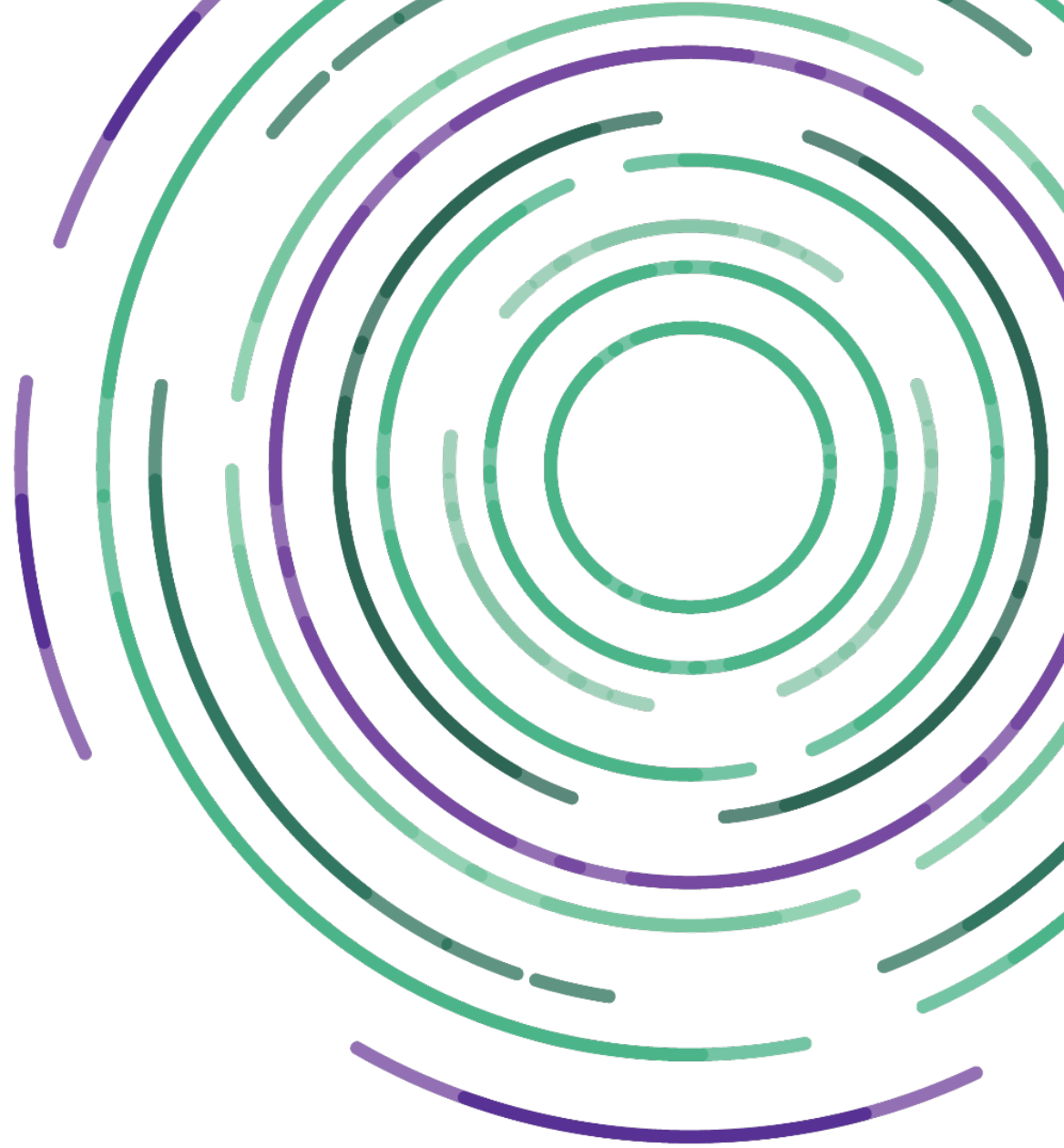
- Rachel Coombs
- Viola Coombs
- Margaret (Peg) Ryan
- Catherine Ward
- *Vacant (3 members)*

Annex B: Copies of Strategies and Action Plans

Policy, Planning and Natural Areas Division

Department of Environment and
Climate Change

October 2025



Division Mandate

Responsible for:

- Coordinating and supporting the department's policy agenda
- Leading information management requirements
- Overseeing departmental ATIPP process
- Management and establishment of provincial ecological and wilderness reserves

Staff

Staff Level (30)	Core	Funded through Revenue
• Director	1	-
• Manager of Policy Issues	1	-
• Manager of Information Services	1	-
• Manager of Natural Areas	1	-
• Policy, Planning & Development Specialist	2	-
• Departmental Program Coordinator	1	-
• Information Management Analyst	2	-
• Environmental Scientist	2	-
• Natural Heritage Planner	1	2
• Park Interpreter (9), Wildlife Biologist (1), Park Ranger (3)	13	-
• Computer Systems Analyst	1	-
• Registrar (1), Clerk (1)	2	-
Total	28	2

Budget

Budget 2025-26

- \$2.1 million (gross)
- \$1.7 million (net of revenue)

Grants

- \$147,000 – Annual operating grant to Conservation Corps
- \$12,200 – Provincial contribution to the Eastern Canadian Premier's Secretariat

Policy and Planning

Priority Services

1. Development and coordination of policy initiatives including, but not limited to, cabinet submissions and treasury board submissions
2. Research and analysis of program, policy, and legislative matters
3. Coordination, review, and compilation of briefing materials for the Minister and Executive
4. Coordination and development of Annual Reports and Strategic Planning

Information Management

Priority Services

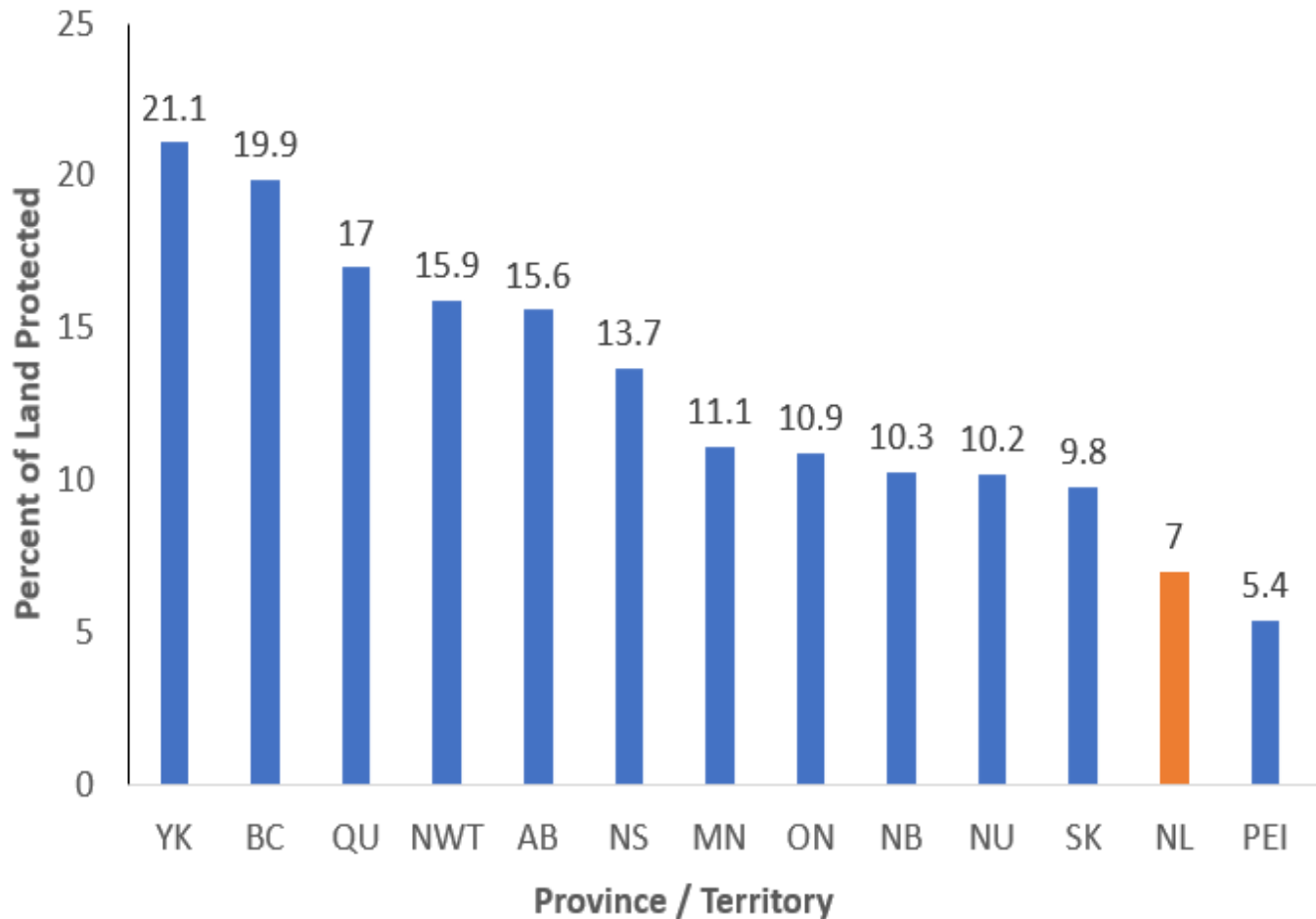
1. Management of departmental information management program
 - Departmental registry (physical records)
 - HPRM (electronic records)
2. Coordination and completion of ATIPP requests
3. Liaison between the Department and OCIO
 - This is a shared service with the Department of Municipal Affairs and Community Engagement

Natural Areas Program

Priority Services

1. Establish large wilderness areas, representative examples of the province's natural regions, and rare natural sites (e.g. seabird colonies, rare plants, fossils).
2. Manage the existing 20 ecological and wilderness reserves (e.g. Mistaken Point, Cape St. Mary's, Bay du Nord, Burnt Cape)
3. Secretariat support for the Wilderness and Ecological Reserves Advisory Council
4. Liaison between the Province and Parks Canada on federal initiatives

Protected Areas Nationally



- In 1992, Canada signed the **UN Convention on Biological Diversity** and committed to protecting at least 17% of lands and waters by 2020
- In 2023, Canada committed to protecting 30% of land and oceans by 2030
- Currently, 13.8% of land and 15.5% of ocean are protected

Protected Areas in NL

- **Provincial 54**

- 32 Provincial Parks
- 20 Wilderness and Ecological Reserves
- 1 Wildlife Reserve
- 1 Wildlife Park

Managing Agency

TCAR

ECC

FFA

FFA

- **Federal 8**

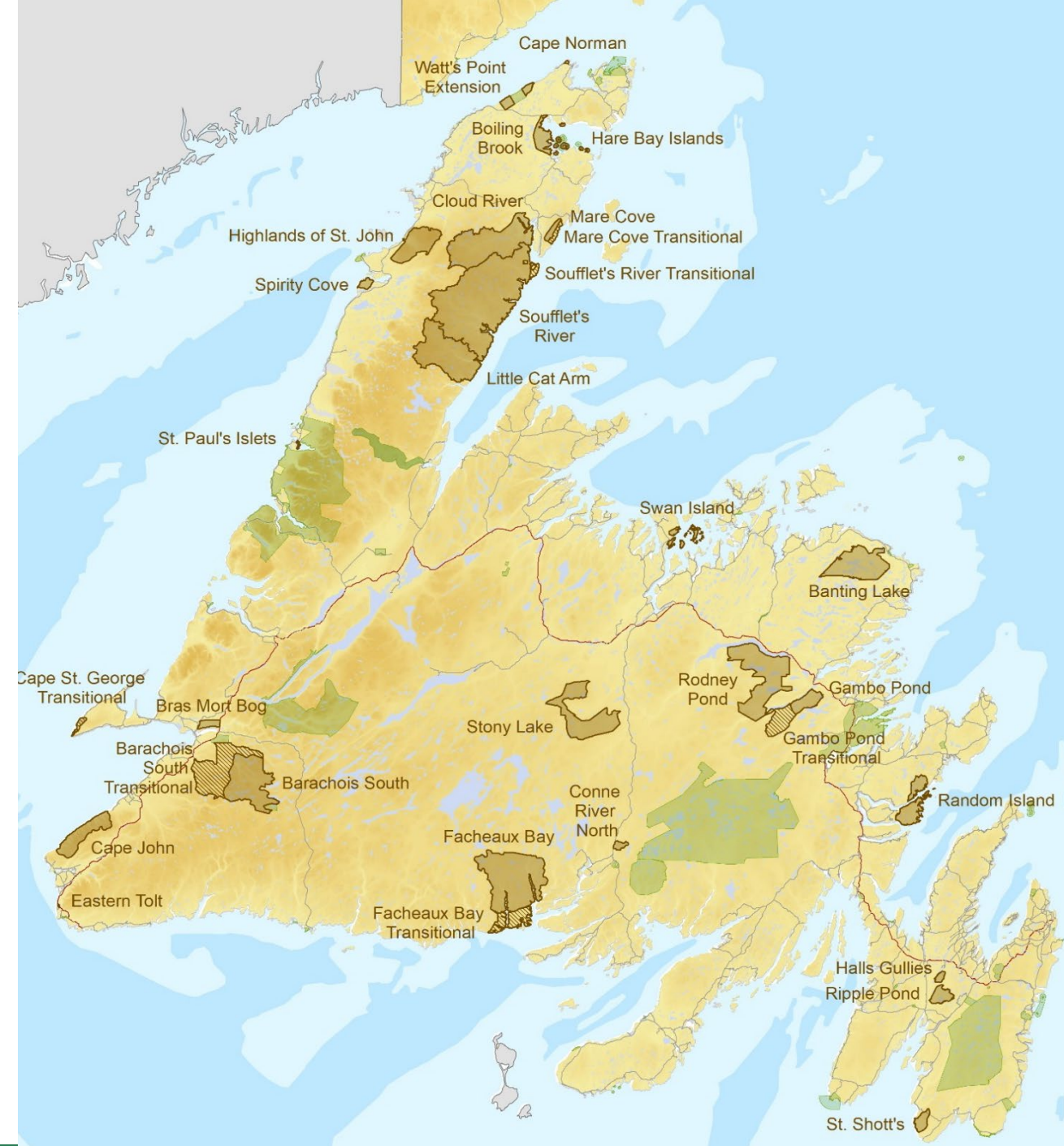
- 4 National Parks
- 1 National Park Reserve
- 3 National Historic Sites

Parks Canada

Establish Protected Areas

Home for Nature: Protected areas plan for the Island of Newfoundland

- 26 Candidates Reserves
- 6 Transitional Reserves (allow mineral exploration for 10 years)
- Protected area planning in Labrador to follow later
- Active public site-specific engagement on 10 sites



WERAC

- The **Wilderness and Ecological Reserves Act** provides the authority to establish and protect natural areas in wilderness and ecological reserves
- The Wilderness and Ecological Reserves Advisory Council (WERAC) advises Cabinet, through the Minister, on the establishment and management of reserves
- 11 members are volunteers and appointed for a 3-year term
- Two vacancies are in the process of being filled

Mistaken Point Ecological Reserve

- Added to UNESCO World Heritage List in 2016
- A narrow strip of coastal land (17 km)
- Features fossils of the world's oldest-known, complex, multi-cellular organisms
- World Heritage Site Management Plan
- Staff (4 year-round staff, 4 seasonal staff, 4 summer students)



Cape St. Mary's Ecological Reserve

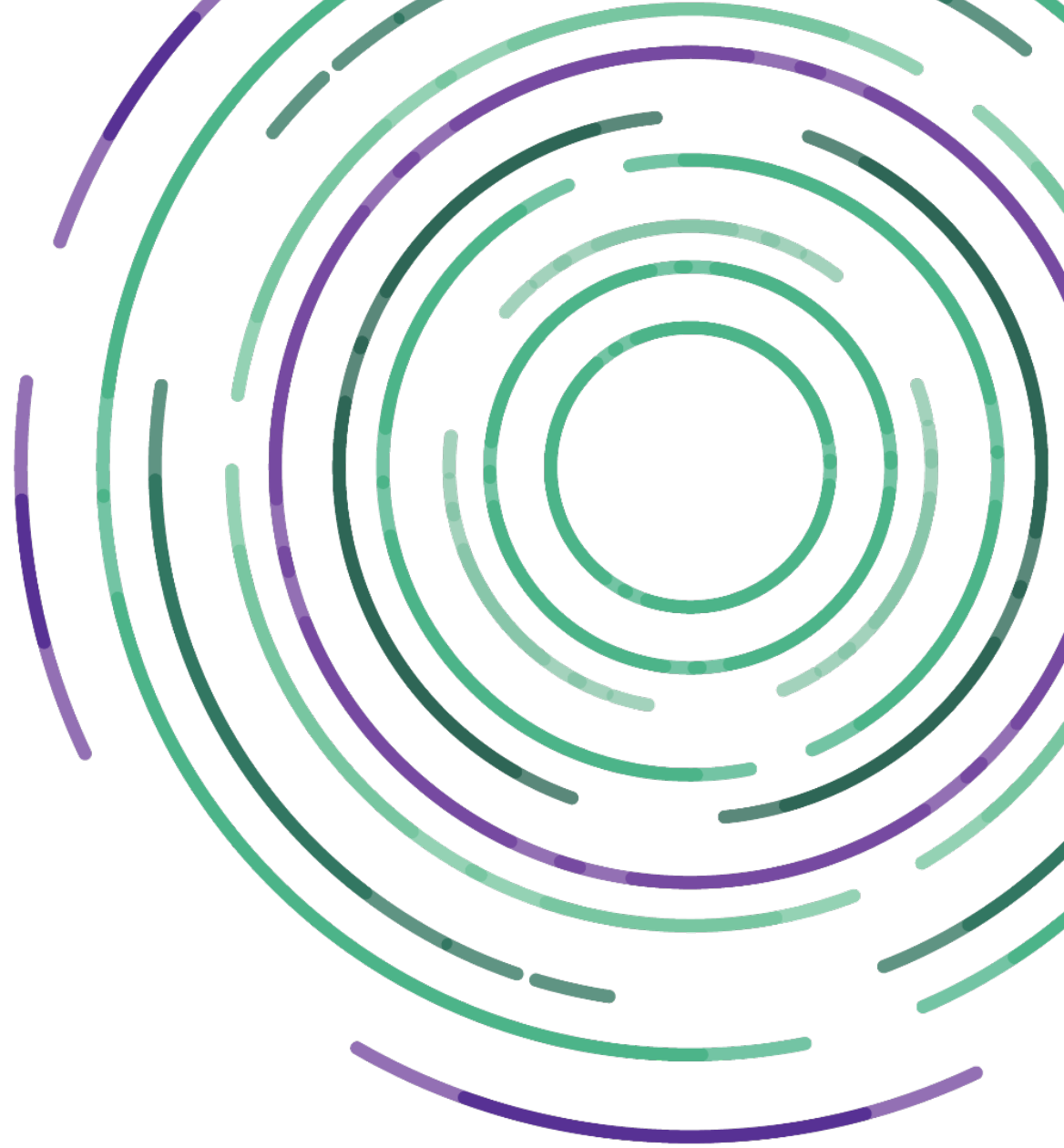
- A top tourism destination in Newfoundland and Labrador
- Visitor center is maintained by Transportation and Infrastructure
- Staff (4 seasonal interpreters, 1 summer student)



Climate Change Division

Department of Environment and
Climate Change

October 2025



Division Mandate

- Developing and implementing policies and initiatives related to climate change mitigation and adaptation
- Maximizing opportunities and minimizing risks from the global transition to a low carbon economy
- Disseminating information about how the provincial climate is changing to inform adaptation plans (e.g. infrastructure, emergency response, flood risk, health)
- Representing the province and engaging external stakeholders in discussions regarding climate change

Staff

Staff Level (8)	Core	Funded through Revenue
• Director	1	-
• Manager of Policy and Program Planning <i>(Federal Program)</i>	-	2
• Manager of Planning and Accountability <i>(Adaptation)</i>	1	-
• Manager of Risk Mitigation <i>(Greenhouse Gas Reduction)</i>	1	-
• Policy, Planning & Development Specialist	1	-
• Financial Officers	-	2
Total	4	4

Budget 2025-26

Expenditure	Core Budget	Fed-Prov Programs	Total
Salaries and Operating	\$0.4	\$0.3	\$0.7
Grants and Subsidies	\$3.7	\$40.0	\$43.7
Total	\$4.1	\$40.3	\$44.4
Federal revenue	(\$0.0)	(\$24.7)	(\$24.7)
Net Spending	\$4.1	\$15.6	\$19.7

Public Commitments

Greenhouse Gas Reduction

- *Create a more attainable Climate Change Action Plan with clear and achievable emission reduction targets, by sector, and report on them regularly*
- *Fix the Oil to Electric Incentive Program so that more homeowners can make the switch away from oil heated homes*
- *Support innovation and green technology by investing in local research that drives sustainable solutions.*
- *Promote environmental education and awareness through community programs and outreach*

Public Commitments

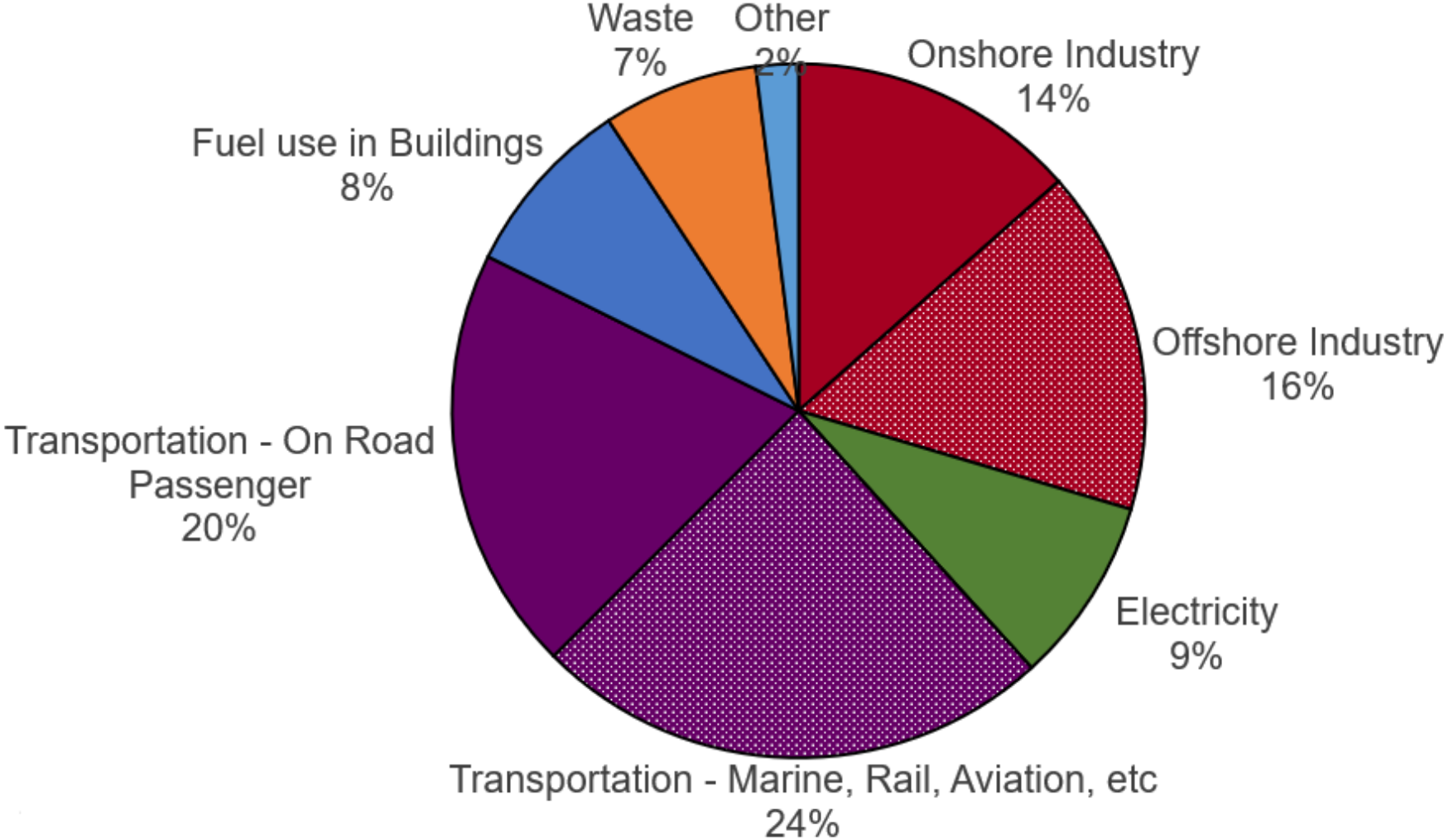
Adaptation

- *Work with Indigenous leaders to understand the threat that climate change has on the Indigenous way of life.*
- *Support communities in adapting to climate change and recovering from its impacts. We will help develop long-term strategies while providing direct aid to residents affected by climate-related disasters, including floods, wildfires, and severe storms.*
- *Work with municipalities to identify and address vulnerabilities to storm damage, forest fires, flooding, and update emergency preparedness plans for dealing with the increasing number of extreme events*

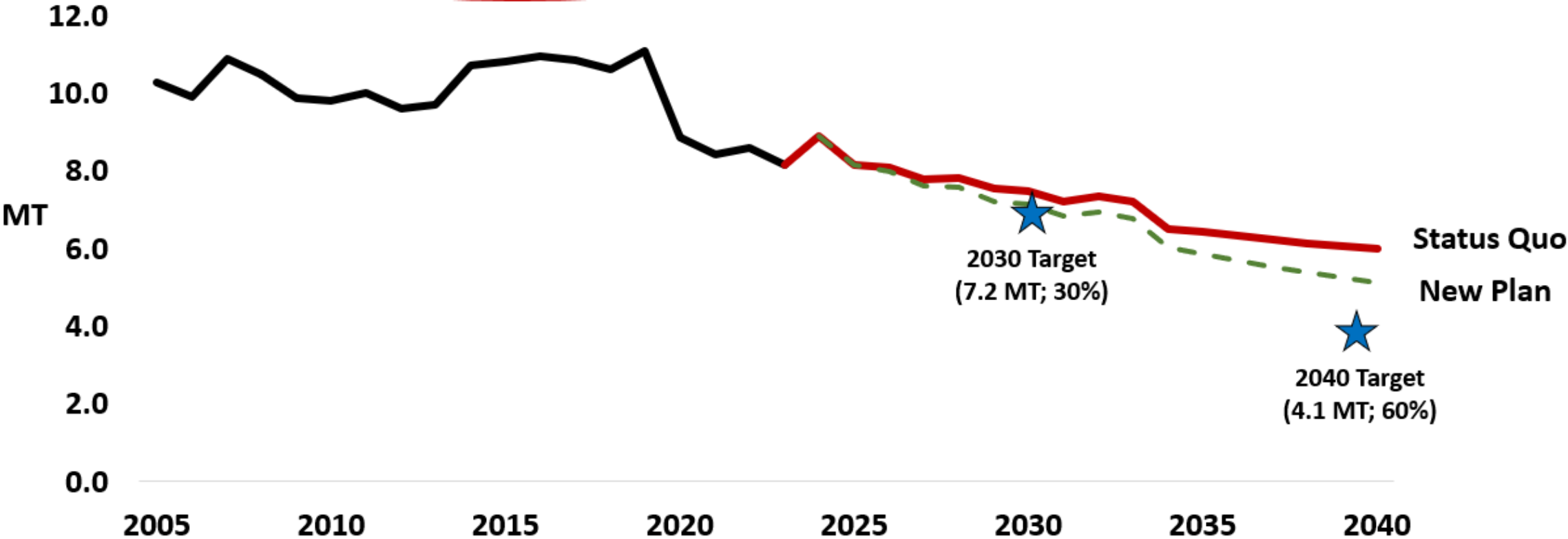
Climate Change Framework (2015-2025)

Global	<ul style="list-style-type: none">• 2015 Paris Agreement• 2021 Glasgow Climate Pact
National	<ul style="list-style-type: none">• 2016 Pan-Canadian Framework• 2023 Emissions Reductions Plan• 2023 National Adaptation Strategy• 2025 Climate Competitiveness Strategy - <i>Pending Fall 2025</i>
Provincial	<ul style="list-style-type: none">• 2019 Climate Change Action Plan• 2020 Net Zero GHG target (2050)• 2021 Renewable Energy Plan• 2024 Hydrogen Development Action Plan• 2025 Climate Change Action Plan - Mitigation & Adaptation

Greenhouse Gas Emissions in NL (2023)



Greenhouse Gas Emissions



GHG Reduction Targets

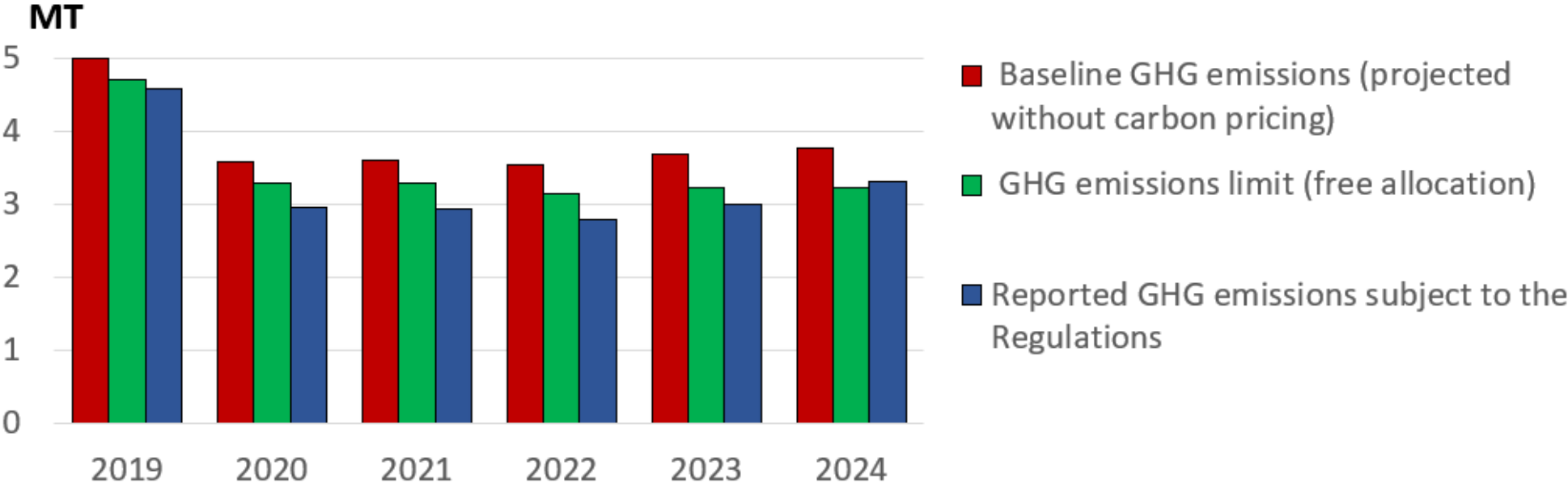
2020	10% below 1990	8.5 MT	Achieved in 2021
2030	30% below 2005	7.2 MT	<i>Projected to be achieved</i>
2040	60% below 2005	4.1 MT	
2050	Net zero emissions	0 MT	

- GHG emissions in 2023 were at lowest level since 1994 (7.9 MT)

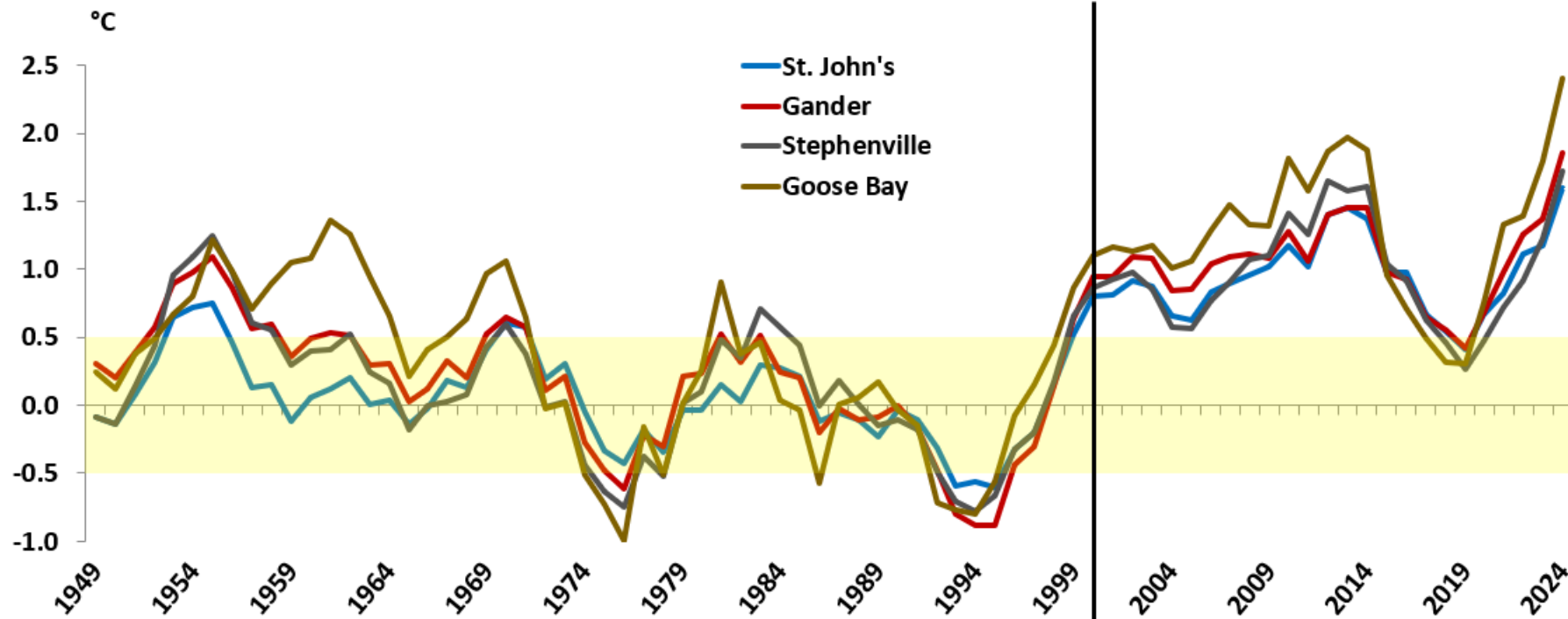
MT = million tonnes

Industrial Facility Reduction Target

- Industrial facility GHG reduction target under **Management of Greenhouse Gas Act**
- Covers 38% of provincial GHG emissions in 2023
- 13 facilities have targets, 2 additional facilities have reporting requirements
- Targets increase year over year to 2030

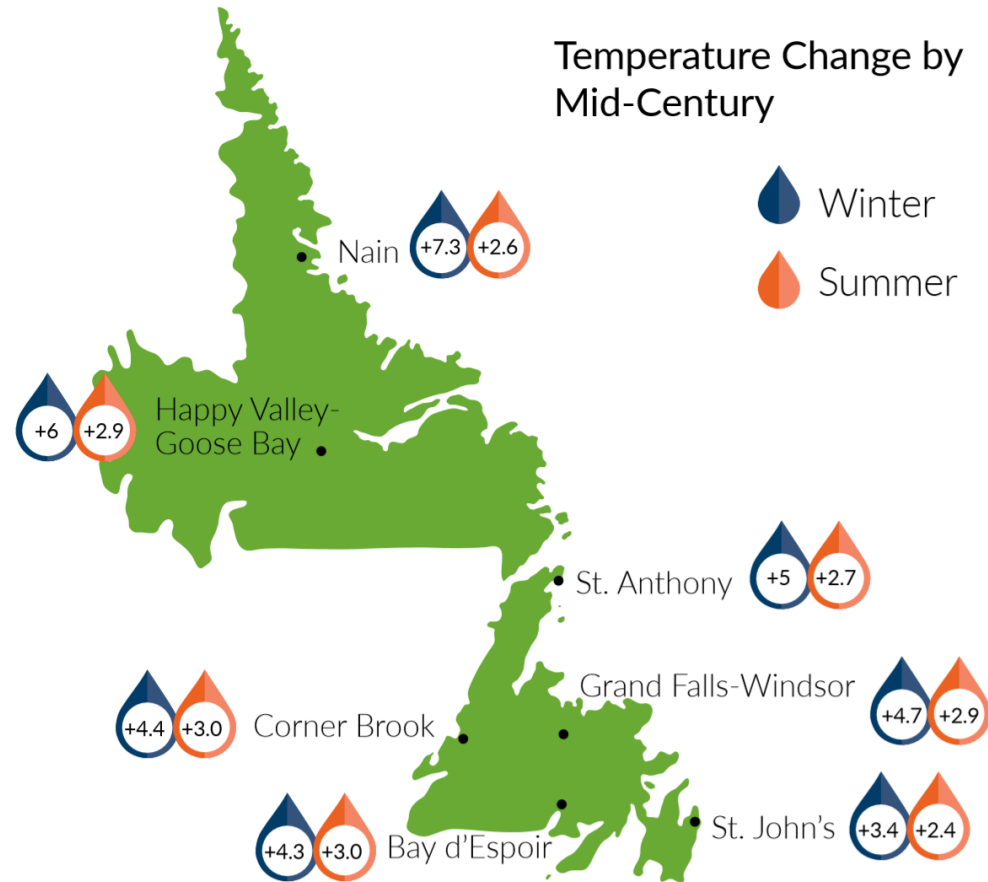


Temperature Aberration – 5 year moving average Newfoundland and Labrador, 1947-2024 Historical norm = 1971-2000

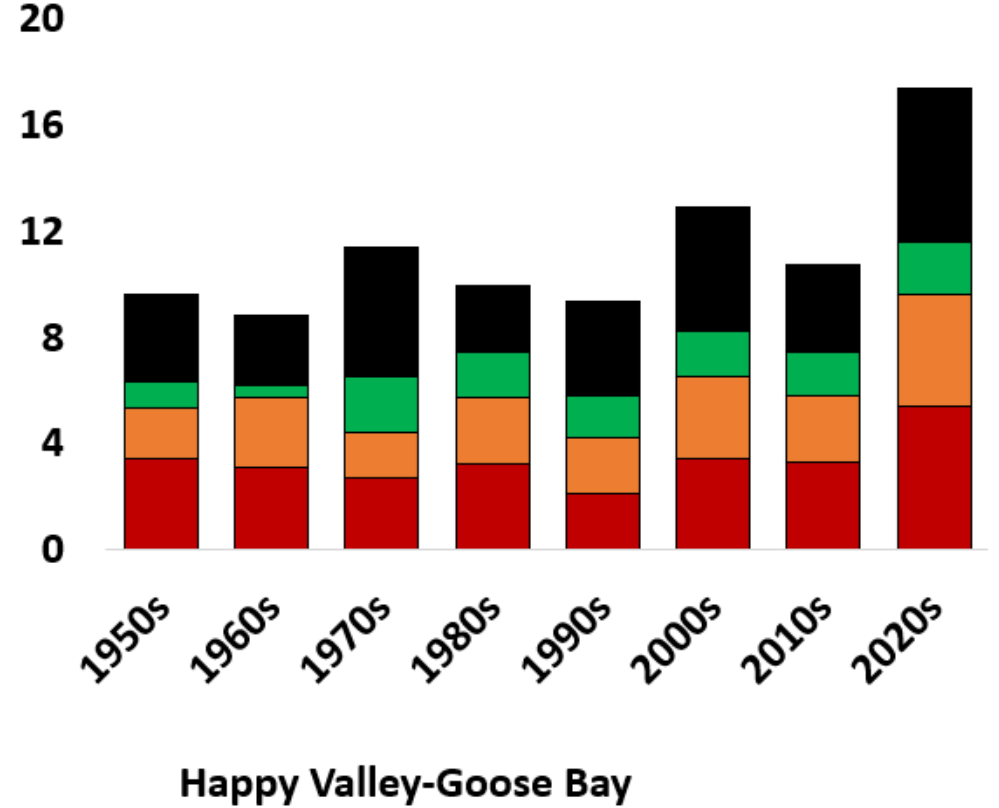
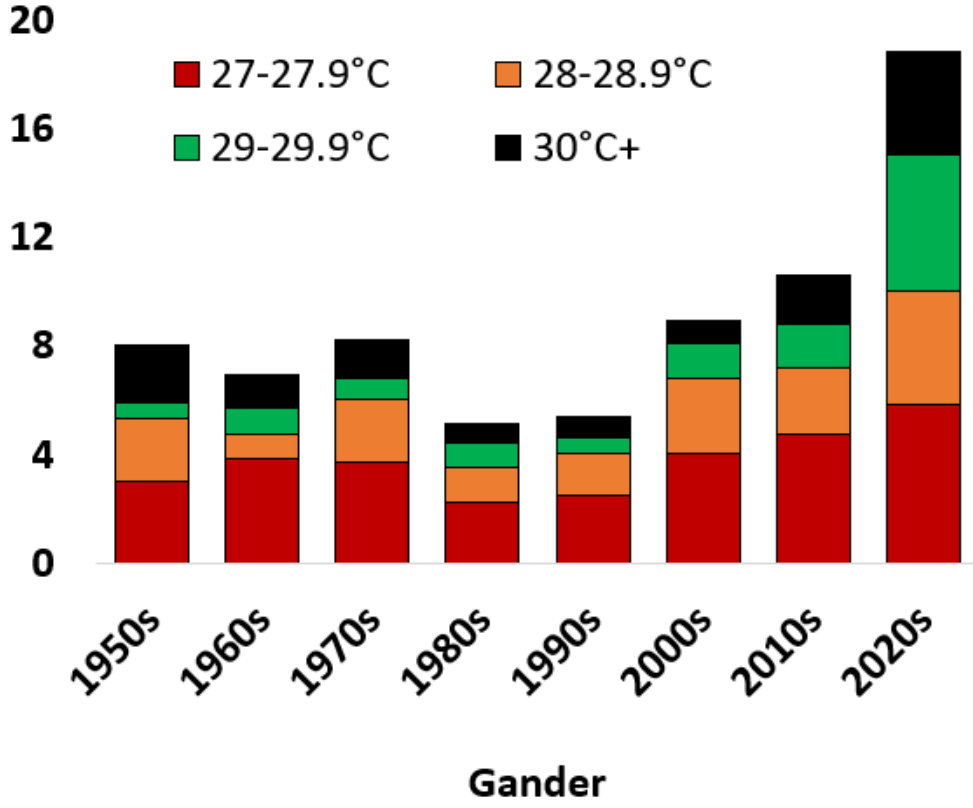


Source: Calculated from Environment and Climate Change Canada historical data from 1947 to 2024. Five year moving average, e.g., 2024 is average of 2020 to 2024.

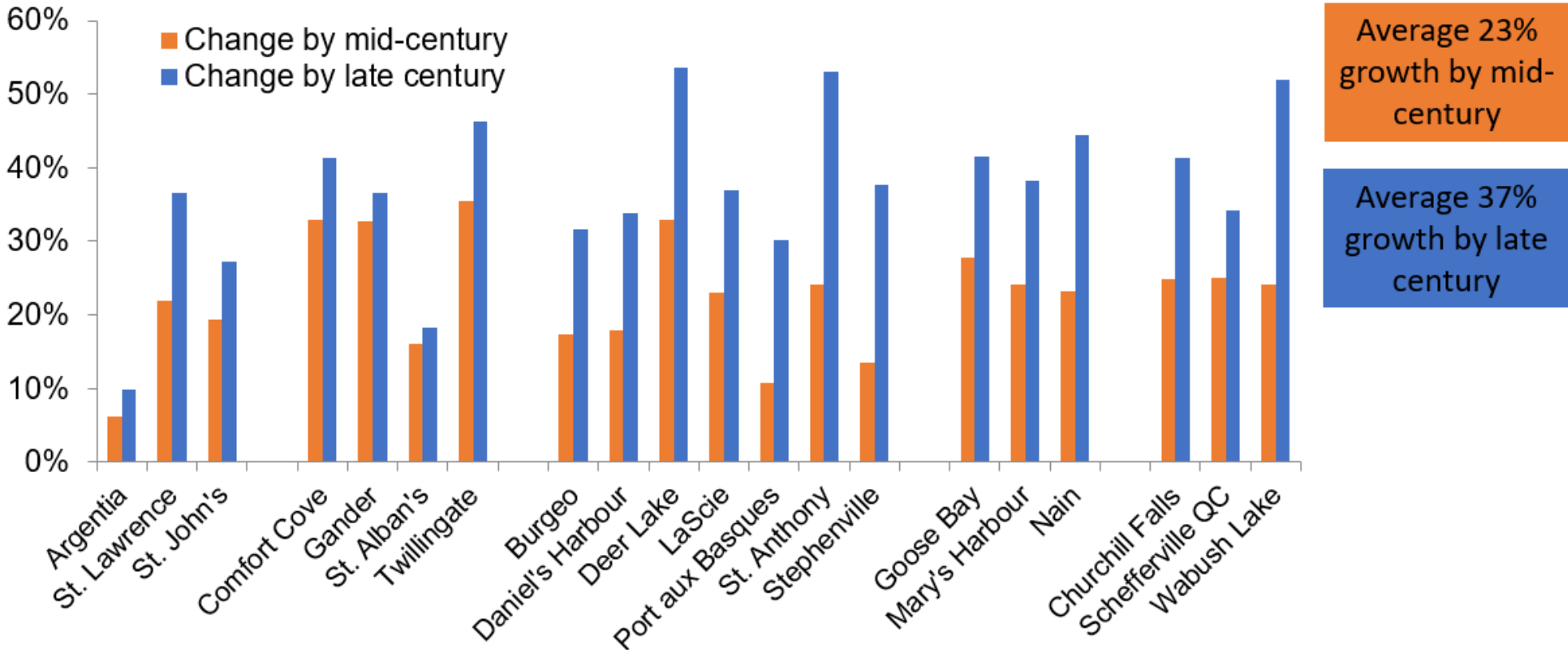
Temperature Projections



Incidence Per Year Daily High Temperatures



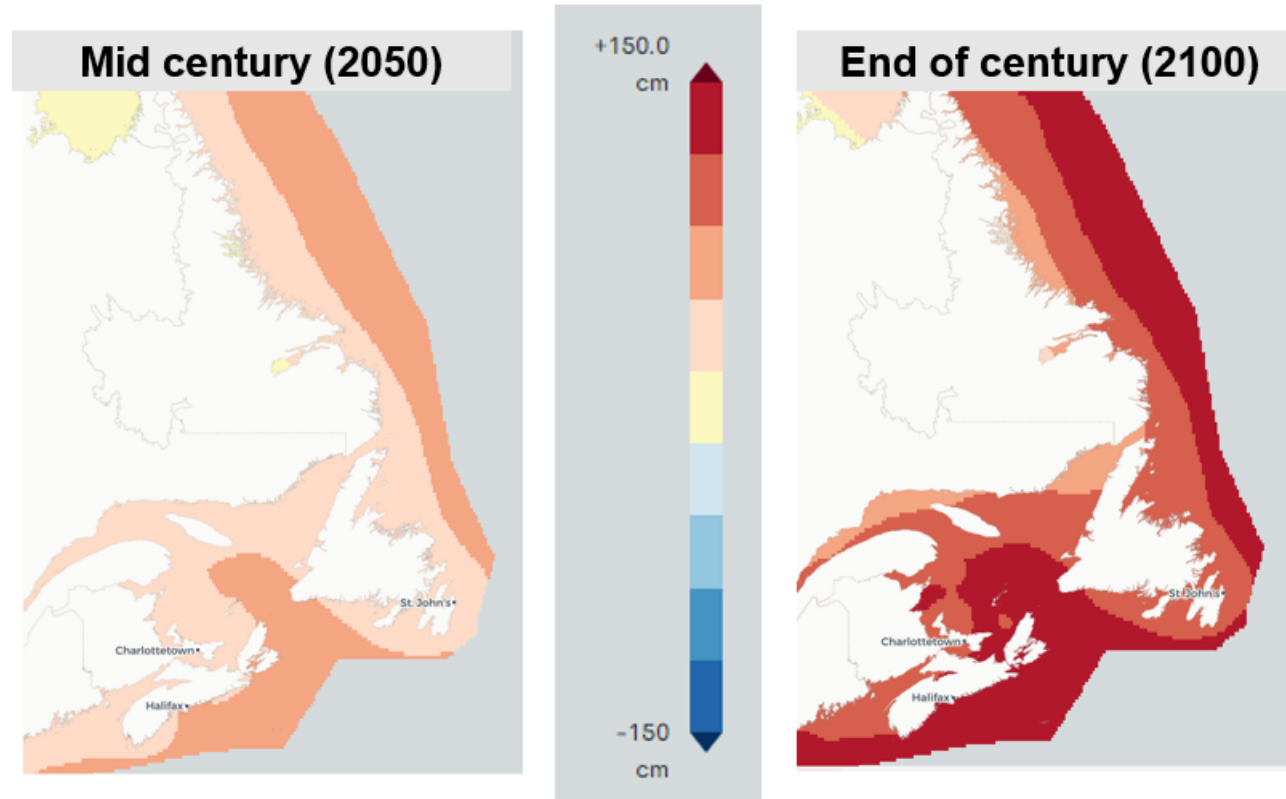
Extreme Precipitation Events are Projected to Intensify



Source: calculated from www.gov.nl.ca/ecc/files/publications-idf-curve-2015.pdf

Sea Level Rise by 2050 and 2100

0.17 to 0.50 m
increase in
most areas



0.83 to 1.16 m
increase in
most areas

Source: Natural Resources Canada

Climate Change Effects in NL

Broad climate effects

Increased temperature
Increased precipitation
Sea level rise
More extreme weather events

Increasingly specific climate effects

<u>Wild fires</u>	Change – wildlife / fish species/ranges
Droughts and heat waves	Invasive species
Flooding	Change - diversity/habitat/ecosystems
Coastal erosion	Thawing permafrost
Storm frequency & intensity	Increased pollutants
Higher incidence of high wind	Water chemical & biological change

Potential social and economic effects

Damage to public & private infrastructure	Change in forestry
Damage to historic/cultural resources	Change in wildlife
Change in traditional activities	Change in agriculture
Transportation & supply chain disruptions	Change in fisheries & aquaculture
Change in health and well-being	Change in tourism
Change in business activities	Change in energy supply & demand
	Change in water availability & quality

Climate Change Mitigation Action Plan

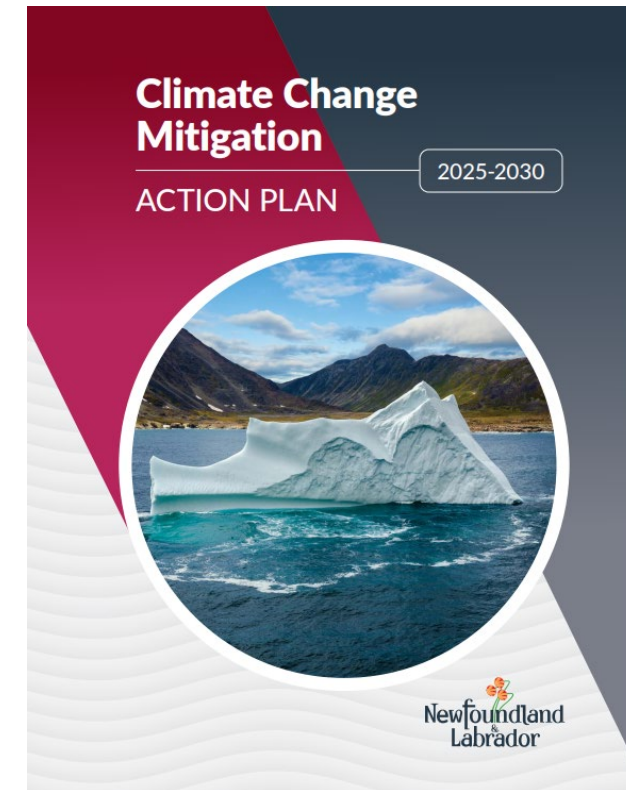
23 Actions

All economic sectors

- Cross government implementation
- 2030 GHG target projected to be achieved

Example Actions

- Invest in electric vehicle incentives and charging and public transit
- Advance renewable energy opportunities and efficiency measures
- Reduce oil use in heating Provincial Government buildings
- Ensure that forest management enhance carbon storage potential
- Explore carbon capture, utilization, and storage development
- Continue industrial GHG reduction targets



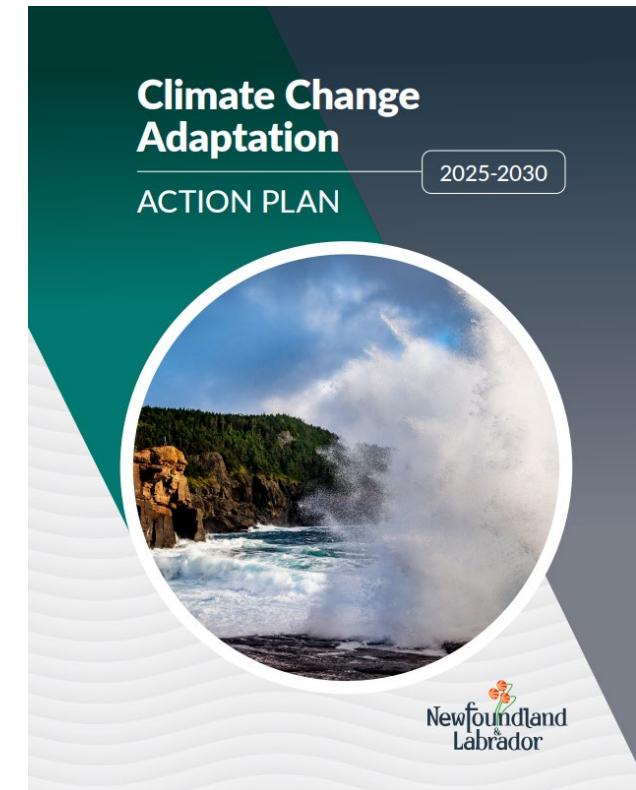
Climate Change Adaptation Action Plan

31 Actions

- Capacity building and partnerships
- Infrastructure and economic considerations
- Disaster and emergency preparedness
- Health
- Nature

Example actions

- Establish an Interdepartmental Adaptation Network
- Enhance wildfire monitoring capacity and wildfire infrastructure
- Continue to invest in flood risk mapping initiatives
- Develop a cost-benefit analysis tool that evaluates proactive infrastructure adaptation options at a municipal and local level
- Develop a heat alert and response system



Oil to Electric Program

Convert residential properties from fuel oil to electricity

- \$136 million - 65% federally funded
- 8,400 homes to be converted by 2028
- Average cost savings of \$965 per homeowner per year
- Incremental electricity demand of 73,500 megawatt hours (MWh) per year
- GHG reductions of 41,500 tonnes per year
- Job creation of 713 full-time equivalent over life of program

Complements NL Hydro project (\$442,609) funded by the Greenhouse Gas Reduction Fund to convert 70 coastal Labrador homes from oil to biomass high-efficiency stoves

Climate Change Challenge Fund

Non-residential fuel oil switching and energy efficiency measures

- \$12.6 million
- 41 projects approved to date (\$5.7 million) (48% of budget)
- Average participant (excluding mining) saves \$9,000 per year in energy cost
- Incremental electricity demand of 2,200 MWh per year
- GHG reductions of 4,000 tonnes per year
- Job creation of 63 full time equivalents

Program complements IET's \$100 million Green Transition program

Electric Vehicle Initiatives

EV Rebate Program

- Projected 2,600 rebates by end of 2025-26 (started 2021-22)
- \$1.8 million in 2025-26
- Incremental electricity demand of 8,700 MWh per year
- GHG reductions of 6,900 tonnes per year


EV infrastructure program

- 58 high speed charging stations by 2027
- Current NL Hydro contract – 14 stations, \$3.8 million by end of 2027-28

Electric Vehicle Charging Station Map

Previous approvals

2026-27 and 2027-28

 Existing Charging Stations
(including Newfoundland Power)

62.5 kW

 Ultra-Fast Charging Stations
175 kW

-  Deer Lake (x2)
-  Gander (x2)
-  Clarenville (x2)
-  Conne River
-  Whitbourne (x2)
-  St. John's (Galway) (x2)

 PHASE 2
Ultra-Fast Charging Stations
200 kW

-  Corner Brook (x2)
-  Grand Falls-Windsor (x2)
-  Carbonear (x2)
-  St. John's East (x2)
-  Hawke's Bay (x2)

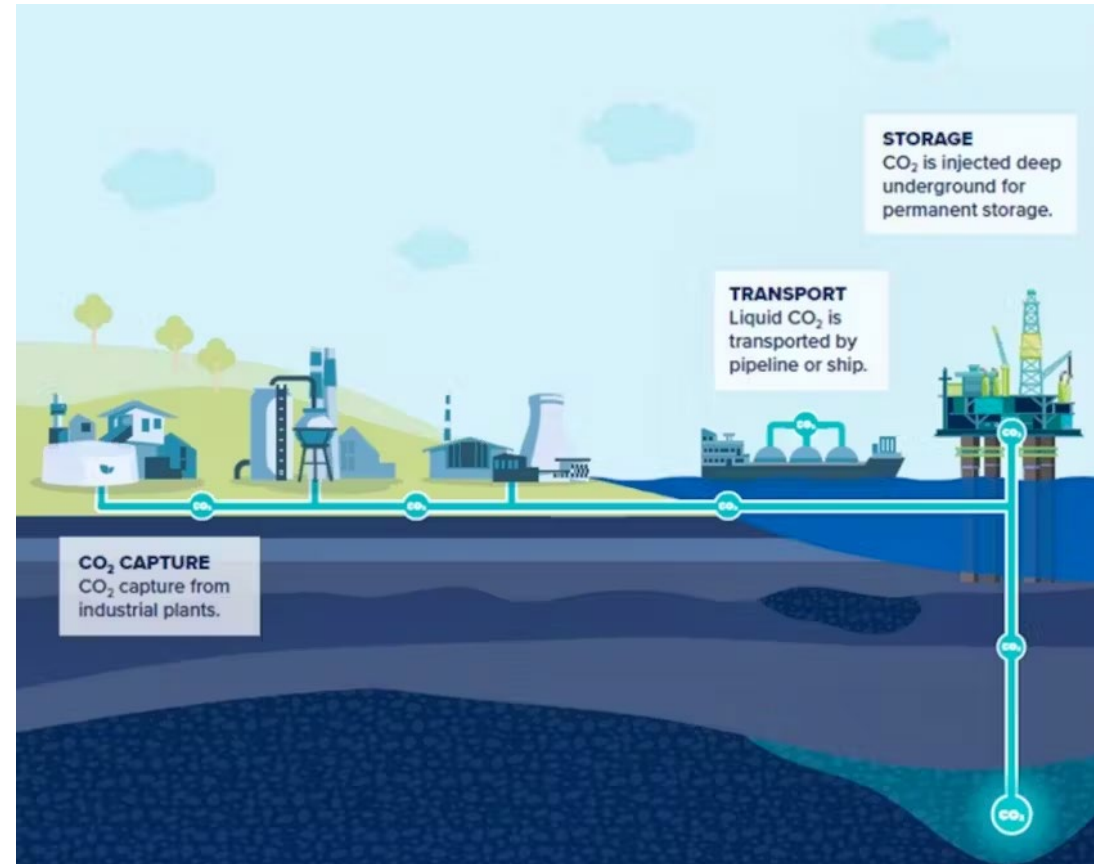
Fast Charging Stations
120 kW

-  L'Anse-au-Loup
-  Port Hope Simpson



Carbon Capture, Utilization & Storage (CCUS)

- Province has the geology, infrastructure, and skilled work force needed for CCUS
- Gigatonne-level storage potential
- Federal regulations needed
- \$6 million CCUS Innovation Fund Challenge (2023) to advance research and development
 - Includes \$1.45 million from ECC, remainder IET
 - \$3 million awarded to date



Adaptation Programs

CLIMAtlantic

- Atlantic-wide climate services organization
- Facilitates access to information that supports adaptation to climate change through education, collaboration, networking, and partnerships.
- \$0.3 million in 2025-26

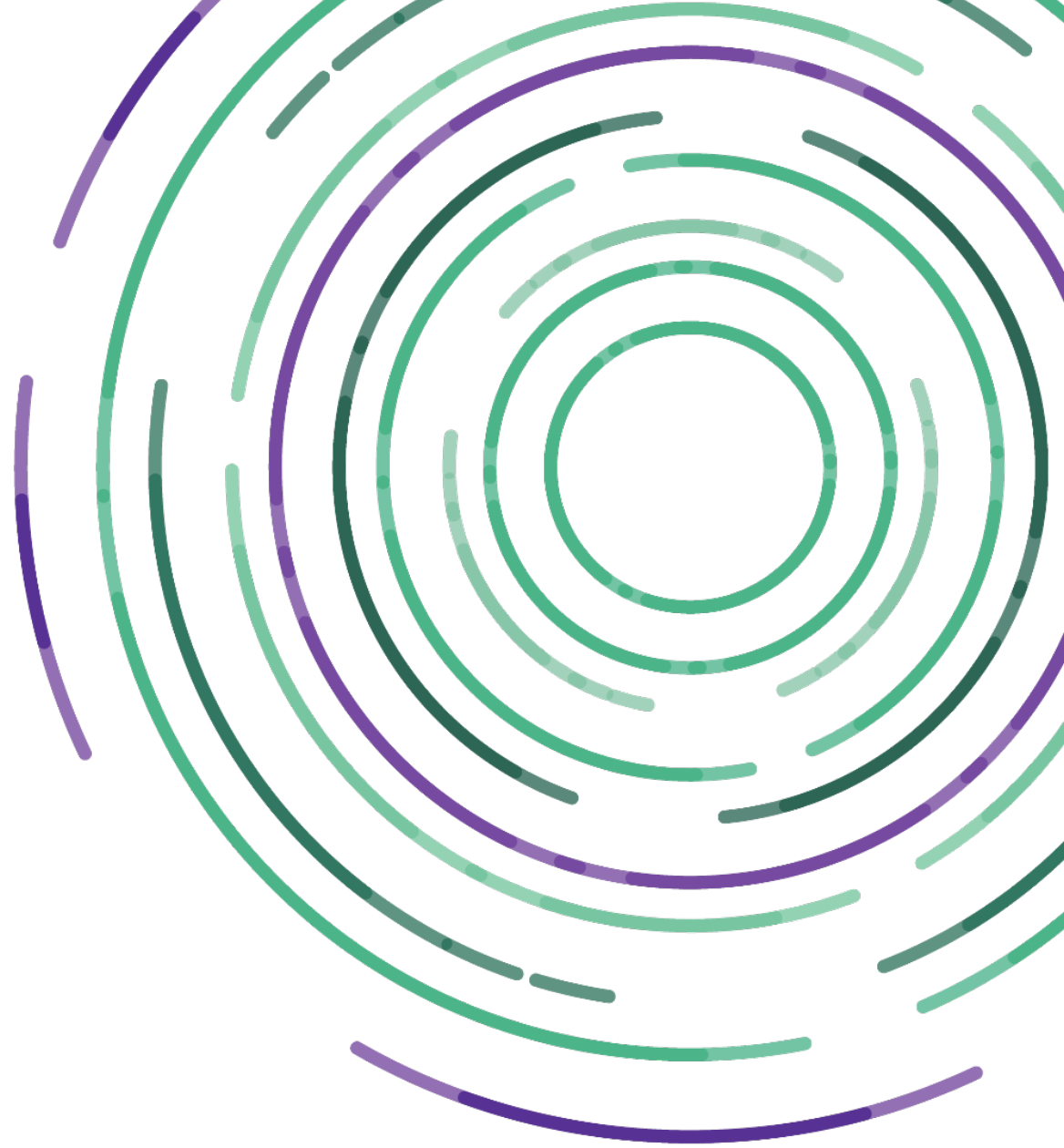
Federal-Provincial Adaptation Agreement

- Financial tool to assist stakeholders proactively invest in adaptation
- \$0.2 million in 2025-26, federally funded

Water Resources Management Division

Department of Environment and
Climate Change

October 2025



Divisional Mandate

- Water Resources Management Division (WRMD) develops and implements programs to protect, enhance, conserve, develop, control and effectively utilize the water resources of Newfoundland and Labrador.
- Authority for the work of the division is taken from the **Water Resources Act** and Regulations.
 - Water Power Rental Regulations, 2003
 - Water Use Charges Regulations
 - Well Drilling Regulations

Public Commitments

Supporting Municipalities

- *Pursue a multi-year planning approach for infrastructure including roads, water, sewer and recreational facilities.*
- *Improve the delivery of safe, potable drinking water. We will work with local leaders and communities to develop workable small-town solutions that match the area's needs. We will prioritize funds to municipalities who want to invest to create or improve a municipal water supply.*
- *Work with municipalities to identify and address vulnerabilities to storm damages, [...] flooding, and update emergency preparedness plans for dealing with the increasing number of extreme events.*

Safer Communities

- *Ensure the province is as prepared as possible to respond to natural disasters, such as floods...*

Public Commitments

Protecting our Environment

- *Work with Indigenous leaders to understand the threat that climate change has on the Indigenous way of life.*
- *Support communities in adapting to climate change and recovering from its impacts. We will develop long-term strategies..*

Unearthing the Potential of Mining

- *Help protect communities where mines are established so there are sufficient clean up measures to keep the local environment safe.*

Energy

- *Publish a comprehensive 10-year Energy Plan, which will guide the development of both renewable and non-renewable resources, including [...] ...hydro, wind energy..*

Outcomes & Key Services

Safe Drinking Water

1. Education / Capacity Building

- Water systems operator education, training and certification
- Regional Water and Wastewater Operator Funding

2. Water Testing

- Chemical testing of public water supply systems
- Provision of sampling kits to private well owners
- List of Boil Water Advisories and Non-Consumption Orders

3. Source Protection

- Delineation of protected public water supply areas (PPWSA)
- Permits for development activities in a PPWSA

Outcomes & Key Services

Safe Drinking Water

4. Consultative Services

- Municipal infrastructure funding (Transportation and Infrastructure, Municipal Affairs and Community Engagement)
- Drinking Water Quality Improvement projects (e.g., Full Cost Accounting Tool, Water Treatment Decision Matrix Tool)
- Emergency events (municipalities, Emergency Services Division)

Outcomes & Key Services

Protection and Sustainability of Water Resources (Surface and Groundwater)

1. Collection of water resources monitoring data
 - Hydrometric (water level and flow), water quality, groundwater, and climate data
 - Maintenance of mobile monitoring stations
2. Water use licences
3. Water well driller licensing
4. Regulatory permits
 - Alterations to a body of water (fording, culverts, bridges, dams, infilling, dredging, etc.)

Outcomes & Key Services

Climate Change Adaptation / Public Safety

1. Flood Forecasting and Alerts

- Flood forecasting systems (Churchill, Humber, Exploits)
- Hurricane Season Flood Alert System

2. Flood Management

- Regulate development in floodplains
- Community flood hazard identification and mapping
- Review of infrastructure (e.g., bridges, culverts, dams) to ensure proper design meet current and future climate conditions
- Flood outreach materials (e.g., floodproofing guidance)

Outcomes & Key Services

Climate Change Adaptation / Public Safety

3. Wastewater surveillance program

4. Regulation of Dams

Fast Facts

- WRMD operates over 120 water level/flow/climate/quality stations across the province, some in partnership with ECCC
- Average number of permits and licences issued per year:
 - Alterations to a body of water: 250
 - Water use licences: 55
 - Permits to construct water/wastewater infrastructure: 150
 - Development activity within a PPWSA: 90
 - Non-Domestic wells: 23
 - Water Well Driller licences: 35
- Designated floodplain mapping for 43 communities
- Approximately 3800 chemical and physical water quality samples per year from public drinking water systems
- Over 100 on-site training sessions per year for water/wastewater system operators
- WRMD website had 156,620 views in 2024

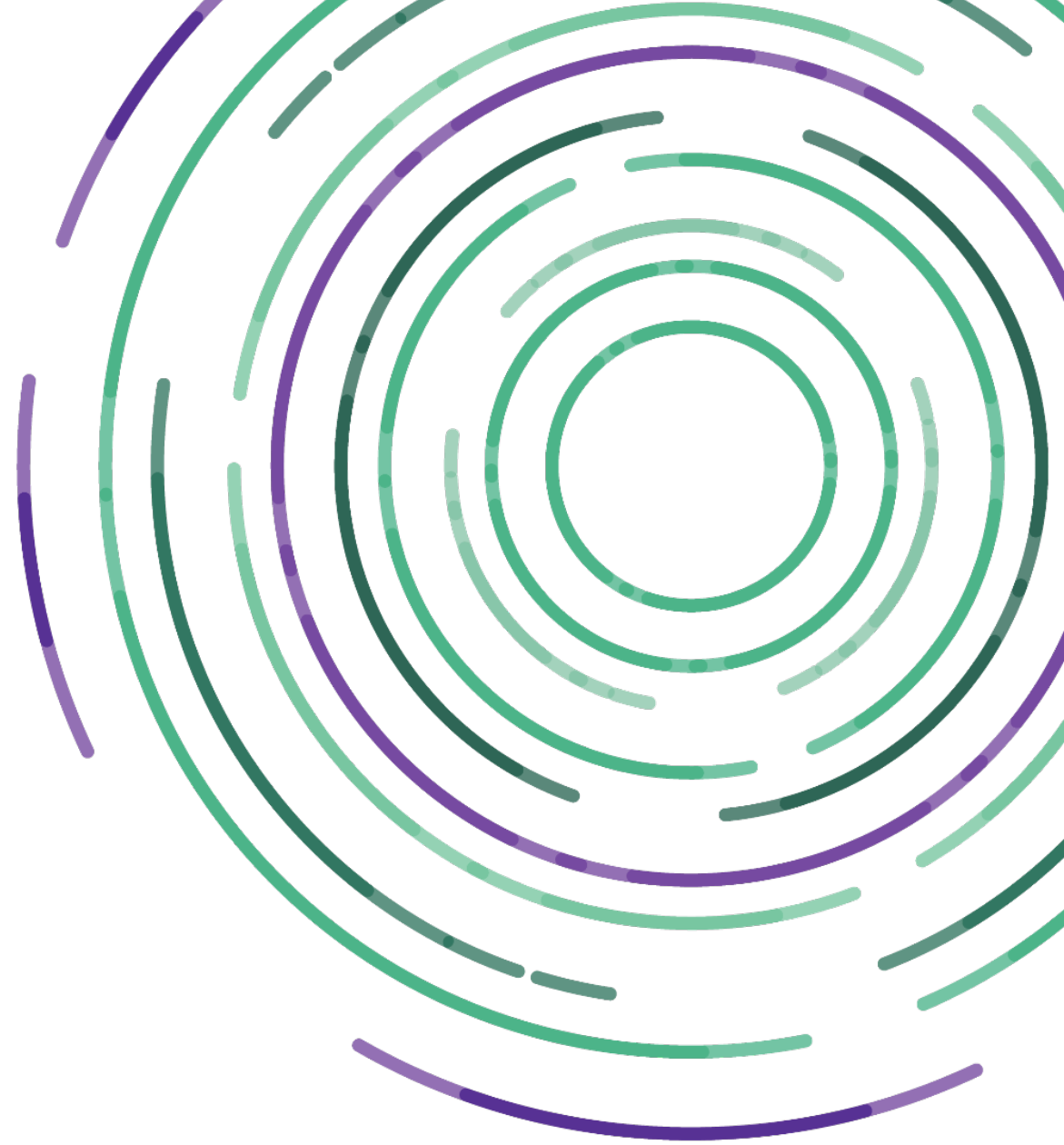
WRMD Administration

- Current Staff Level (44 approved positions)
 - St. John's Regional Office (33)
 - Grand Falls – Windsor Regional Office (4)
 - Corner Brook Regional Office (5)
 - Happy Valley-Goose Bay Regional Office (2)
 - Students / co-op students (seasonal)
- Total Budget Proposed 2025/26 - \$4.9 Million
 - WRMD Budget (Revised) - \$6.7 Million (Related Revenue \$2.1 Million)
 - Water Quality Agreement Budget - \$1.54 Million (Related Revenue \$1.25 Million)
 - Total Related Revenue - \$3.35 Million (Industry, Fed. Cost Share, FHIMP Permit Fees and Water Use Licence Fees)
 - Net Budget - \$3.45 Million

Environmental Assessment Division

Department of Environment and
Climate Change

October 2025



Divisional Mandate

- The Division coordinates the Environmental Assessment (EA) process, which is intended to:
 - Protect the environment and the quality of life of the people of the province;
 - Facilitate the wise management of the province's natural resources;
 - Ensure that development proceeds in an environmentally acceptable manner;
 - Offer a transparent and consultative decision-making process, including engagement with governments, Indigenous Governments and Organizations and the public.
- The authority and the process to conduct EA is derived from the ***Environmental Protection Act*** (Part X) and the Environmental Assessment Regulations.

Public Commitments

- Many commitments may be related to EA as it intersects with economical and industrial development.
- Mining and energy projects generally require EA review.
- Some aspects of aquaculture, agriculture, and use of Crown lands may also require EA review.

Key Services

- Review of referred projects to determine if an EA is necessary under the ***Environmental Protection Act***.
- Analysis of EA documents and coordination of input from experts from across federal and provincial departments, Indigenous governments and organizations (IGOs) and the public
- Develop recommendations to the Minister based on the requirements of the Act, and input received during the EA process
- Compliance monitoring

Referrals, Review and EA Requirements

Projects that have the potential to adversely affect the environment are referred to the EA Division for review to determine if EA registration is required.

- **Intake:** referrals are received from federal, provincial and municipal governments, IGOs, industry, public. EAD receives an average of 500 referrals per year.
- **Review:** the Environmental Assessment Regulations designate projects that require EA registration.
- **Response:** the service standard for responding to Crown Lands referrals is 21 days. EAD applies this standard to all referrals.

Designated Undertakings

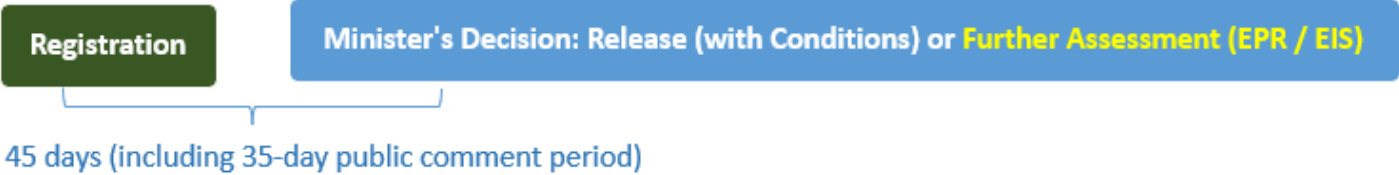
- Aquaculture, activities near salmon rivers
- Oil and gas production, storage
- Forestry and logging
- Mines, quarries, exploration
- Utilities (electric/wind power/thermal generation, transmission lines, dams, reservoirs)
- Prime contracting (roads, pipelines, flood control structures, infilling, etc.)
- Construction servicing (land clearing, subdivisions)
- Food and beverage manufacturing
- Textiles and leather
- Wood and wood products
- Manufacture of chemicals (H₂), plastics and rubber, cement and concrete, metals
- Air transportation
- Waste management
- Spectator sports and recreational industries
- Accommodation services
- Introduction of exotic species

Referrals → Registration

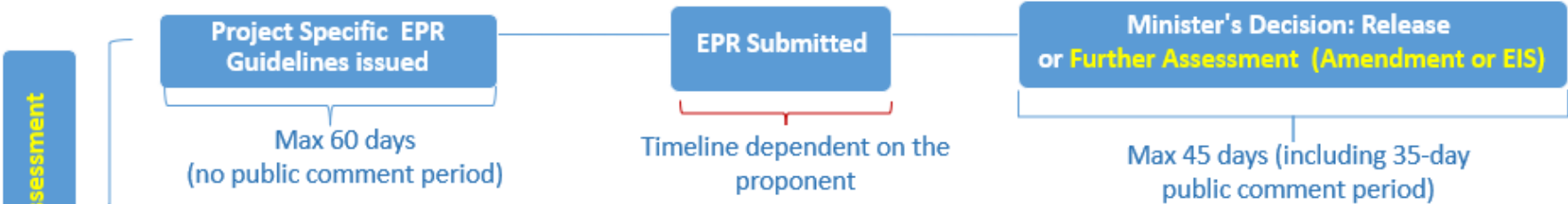
EA Division	2020	2021	2022	2023	2024	Jan-Sep '25
Total # Referrals	403	537	431	510	413	399
Registration required	89 (22%)	73 (14%)	81 (19%)	98 (19%)	84 (20%)	62 (16%)
Projects registered	52 (58%)	67 (92%)	50 (62%)	52 (53%)	59 (70%)	30 (48%)

Environmental Assessment (EA) Process

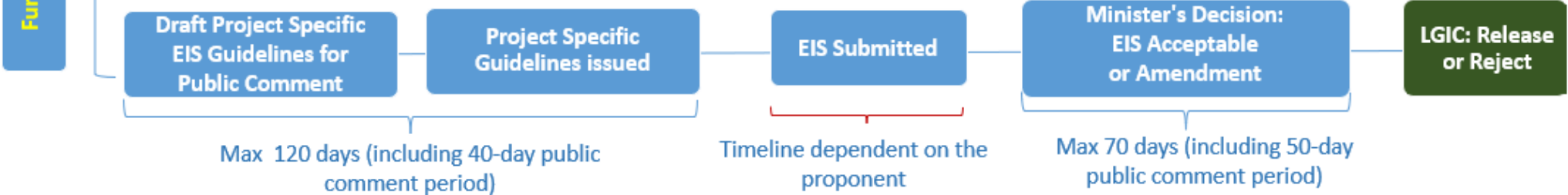
1. Release



2. Environmental Preview Report (EPR)



3. Environmental Impact Statement (EIS)



Proponent has up to 6 years to commence project

Release Phase Statistics

EA Division	2020	2021	2022	2023	2024	Jan-Sep '25
Projects registered	52	67	50	52	59	30
Projects released at Registration	42 (80%)	58 (87%)	47 (93%)	48 (92%)	53 (89%)	25 (83)
EPR required	11 (21%)	7 (10%)	2 (4%)	3 (6%)	3 (5%)	1 (3%)
EIS required	0	1 (2%)	4 (8%)	2 (3%)	4 (6%)	1 (3%)
Projects withdrawn	5	6	8	2	1	1 (3%)

Key Outcomes of EA

Sustainable projects

- Ensures projects that proceed are carried out in an environmentally sustainable manner

Predictable process

- Provides decisions within legislated timelines, optimizes project planning for proponents
- Generates confidence in EA process from governments, industry, IGOs, public
- Legislated, step-wise process ensures level playing field

Coordinated government review

- Consults with **23 federal and provincial** departments/divisions
- Consults with IGOs and the public and all comments factor into decision-making
- Coordinates EAs with other jurisdictions (IAAC, NG)

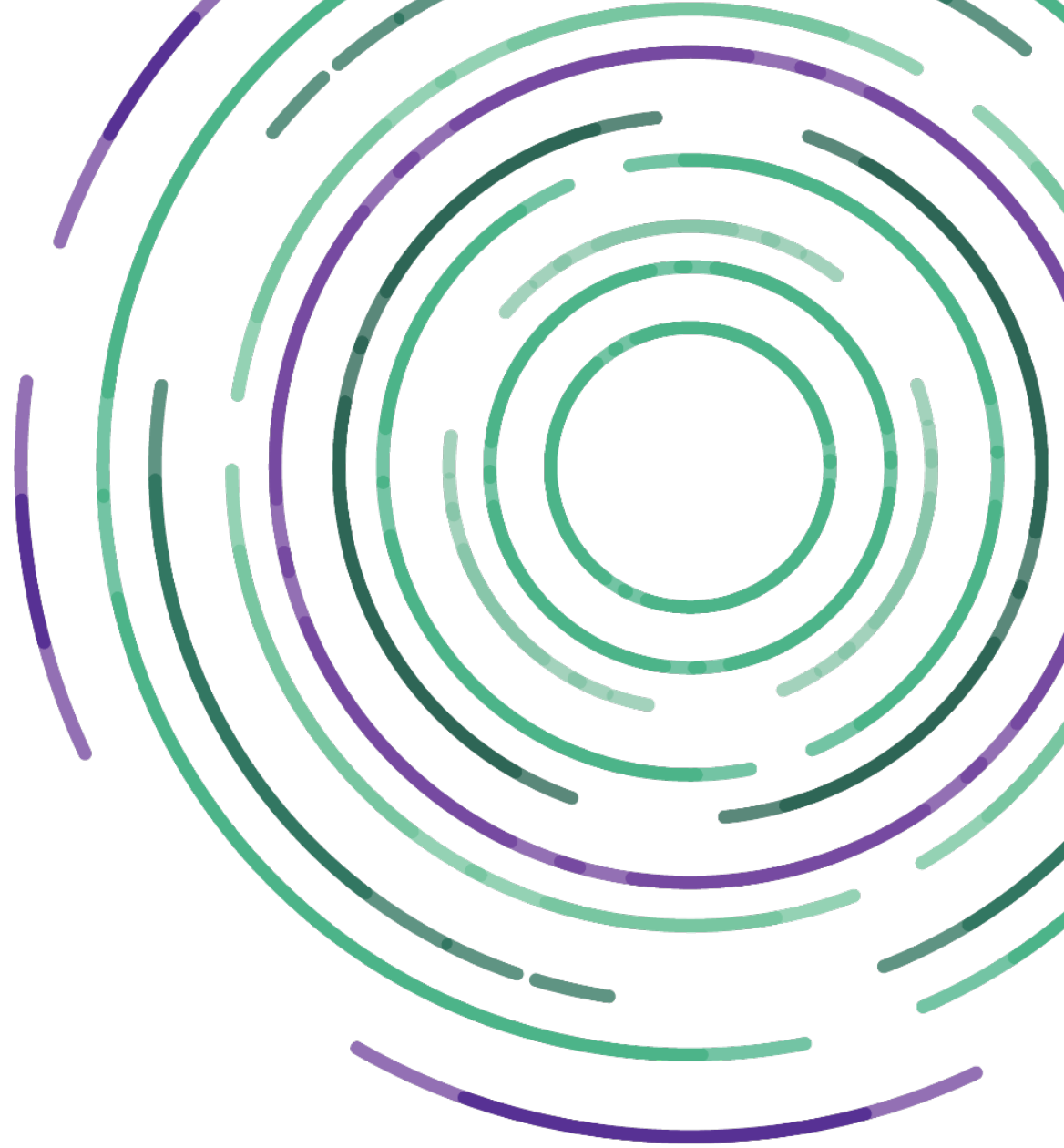
Facilitated permitting process

- Identifies permits, licences, approvals required for construction, operations

Pollution Prevention Division

Department of Environment and
Climate Change

October 2025



Divisional Mandate

- The Division delivers programs, inspections, and services supported by standards and regulations that contribute a safe and clean environment.
- Authority for the work of the division is taken from the ***Environmental Protection Act*** and the ***Water Resources Act*** and Regulations.
 - Air Pollution Control Regulations, 2022
 - Halocarbon Regulations
 - Heating Oil Storage Tank System Regulations
 - Pesticides Control Regulations
 - Storage and Handling of Gasoline and Associated Products Regulations, 2003
 - Storage of PCB Wastes Regulations, 2003
 - Used Oil and Used Glycol Control Regulations
 - Waste Diversion Regulations
 - Waste Management Regulations, 2003
 - Environmental Control Water and Sewage Regulations, 2003

Staffing and Budget

- The Pollution Prevention Division has staff located in Eastern, Central and Western NL:
 - St. John's – 30
 - Grand Falls-Windsor – 1
 - Corner Brook – 1
 - Stephenville – 1
- The Division carries an operating budget of \$4.2M
- *Frontline enforcement activities carried out by Environmental Protection Officers of the Department of Government Modernization and Service Delivery*

Public Commitments

Unearthing the Potential of Mining

- *Protect communities where mines are established so that there are sufficient clean-up measures established*

Energy

- *Oversight of wind projects to ensure [...] the highest environmental protection standards are upheld*

Safer Communities

- *Ensure that the province is as prepared as possible to respond to natural disasters*

Fisheries and Aquaculture

- *Support the aquaculture industry [...] which balances natural ecosystem protection with the sustainable development of the industry*

Outcomes of Key Services

Environmentally Responsible Industry

- Monitors effluent releases and air emissions
- Evaluates stack dispersion modeling
- Conducts industrial air quality audits
- Issue certificates of approval and compliance agreements
- Conducts regulatory compliance inspections of industrial facilities
- Participates in Community Liaison Committees
- Monitors effluent discharges for toxic and hazardous substances

Outcomes of Key Services

Clean Air and Water

- Conducts air quality monitoring and implements management actions
- Manages the provincial air monitoring stations as a federal partner in the National Air Pollution Surveillance Network
- Acts as the departmental lead for the Provincial Emergency Operations Centre during emergency events such as wildfires

Outcomes of Key Services

Clean Soil

- Sets standards to ensure impacted sites are managed consistently
- Partners with other Atlantic provinces to establish and manage risk-based remedial processes
- Designates site professionals and evaluates their reports for environmental closure and compliance
- Maintains the provincial registry of impacted sites and reports on liability estimates for provincially owned impacted sites
- Oversees departmental remedial projects

Outcomes of Key Services

Safe Storage and Application of Pesticide Products

- Licences commercial and domestic pesticide vendors, operators, and applicators
- Conducts regulatory compliance inspections (i.e. for aerial spray programs)
- Partners with Health Canada through an MOU to provide regulatory oversight

Outcomes of Key Services

Safe Storage and Handling of Gasoline and Other Petroleum Products

- Develops regulations, policies, and guidance documents
- Licenses Heating Oil Storage Tank (HOST) inspectors (~100) and all tanks (~44,000)
- Registers all gasoline and petroleum storage tanks (~6000)
- Maintains a database and historical records of tanks and properties
- Conducts property environmental searches for real estate transactions

Outcomes of Key Services

Modern Waste Management Standards and Infrastructure

- Sets standards for the efficient management of waste
- Approves waste management facilities, transporters, and all related waste industries
- Evaluates and approves facilities engaged in composting and organic waste disposal
- Administers the federal and provincial waste management funds
- Evaluates waste infrastructure and related project funding applications

2023-2026

STRATEGIC PLAN

Environment and Climate Change



MESSAGE FROM THE MINISTER

The Department of Environment and Climate Change is responsible for protecting and conserving our province's environment and ensuring it is clean, safe, and sustainable for present and future generations. It is responsible for leading the Government's strategy to mitigate and adapt to the impacts of climate change, while meeting our emission reduction commitments. The Department also supports provincial labour relations and standards by facilitating the settlement of collective agreements, providing dispute resolution services, appointing arbitrators, and providing workplace training. In addition, the Department ensures compliance with minimum terms and conditions of employment.

As the Minister of Environment and Climate Change and Minister Responsible for Labour, I am pleased to present this Strategic Plan for the period of April 1, 2023 to March 31, 2026. This three-year plan was prepared in accordance with the **Transparency and Accountability Act** and sets how the Department will address government's strategic directions and my mandate as Minister. This plan builds on and identifies the Department's key goals and objectives to be accomplished throughout this planning period. My Department commits to using Gender Based Analysis + as a lens through which decisions will be made on how to achieve these goals.

As Minister of Environment and Climate Change and Minister Responsible for Labour, I am accountable for the preparation of this plan and the achievement of the specific goals and objectives contained herein.

Sincerely,

Hon. Bernard Davis
Minister of Environment and Climate Change

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Departmental Overview

The Department of Environment and Climate Change is a category 1 government entity under the **Transparency and Accountability Act** that is responsible for the protection and enhancement of the environment through the implementation of water resource and pollution prevention regulations and policies, as well as conducting environmental assessments of proposed development projects, managing impacted sites and ecological reserves, and considering pathways for new protected areas. The Department further develops strategy and programs related to climate adaptation and mitigation, and net zero carbon emissions, while supporting a green transition and improved energy efficiency. Additionally, the Department works with employers, employees, and unions to foster positive employment relations conditions.

Organizational Structure

The Department of Environment and Climate Change is divided into seven divisions under three branches:

- **Environment Branch**
 - Water Resources Management - implements programs to protect, enhance, conserve, develop, control, and effectively utilize the water resources of Newfoundland and Labrador.
 - Pollution Prevention - provides for the development of plans, programs, standards and activities concerning environmental emergencies, waste management, petroleum storage, industry, air emissions, environmental science, pesticides, and contaminated sites.
 - Environmental Assessment - oversees the environmental assessment process that ensures that proposed projects proceed in an environmentally acceptable manner.

- **Climate Change Branch**
 - Climate Change - develops policy, research, analysis, and initiatives related to climate change adaptation and mitigation, and energy efficiency.
 - Policy, Planning and Natural Areas - develops and coordinates departmental policy and planning initiatives, and oversees the administration and management of the province's wilderness and ecological reserves, provincial protected areas planning, and provincial Canadian Heritage Rivers Program.

- **Labour Branch**
 - Labour Relations - facilitates the settlement of collective agreements, providing dispute resolution services, appointing arbitrators, and providing workplace training.
 - Labour Standards - ensures compliance with minimum terms and conditions of employment.

A number of key cross-departmental initiatives are led by the Department, including the Provincial Waste Management Strategy, Drinking Water Safety Action Plan, and Climate Change Action Plan. In addition, the Department leads horizontal initiatives related to maintaining environmental health, including the Interdepartmental Drinking Water Technical Working Group and the Impacted Sites Liability Assessment Program.

For more information on the Department's vision, mandate and lines of business, please visit us online at www.gov.nl.ca/ecc.

Reporting Entities

Under the **Transparency and Accountability Act**, a number of government entities prepare plans and annual reports. Entities which report to the Minister include:

- Multi-Materials Stewardship Board;
- WorkplaceNL;

- Labour Relations Board;
- Net-Zero Advisory Council;
- Greenhouse Gas Reduction Fund Advisory Council;
- Standing Fish Price-Setting Panel;
- Wilderness and Ecological Reserves Advisory Council; and
- Workplace Health, Safety and Compensation Review Division.

Legislation

Environmental Protection Act;
Essential Ambulance Services Act;
Fishing Industry Collective Bargaining Act;
Interns and Residents Collective Bargaining Act;
Labour Relations Act;
Labour Standards Act;
Management of Greenhouse Gas Act;
Public Service Collective Bargaining Act;
Shops Closing Act;
Teachers' Collective Bargaining Act;
Water Resources Act;
Wilderness and Ecological Reserves Act; and
Workplace Health, Safety and Compensation Act.

Mandate

The mandate of the Department of Environment and Climate Change is to protect, enhance, and conserve the province's natural environment including its water, air, and soil quality. In supporting the Minister Responsible for Labour, the Department takes a lead role in ensuring effective relationships between employers and employees through the administration and enforcement of applicable legislation.

Staff and Budget

The Department's gross expenditure budget for 2023-24 is \$87,135,000 with planned related revenue of approximately \$34,136,300 for a net expenditure of \$54,998,700.

The Department of Environment and Climate Change has 177 positions (113 permanent, 50 temporary, seven seasonal, and seven contractual) located in eight offices throughout the province. Approximately **58** per cent of employees are female and 42 per cent are male.

Division	# of Employees	Budget
Executive and Support Services	12	1,188,300
Environment	85	19,442,400
Climate Change	38	62,870,600
Labour	17	1,413,300
Labour Relations Board	7	754,900
Workplace, Health, Safety and Compensation Review	15	1,465,500

Primary Clients

The primary clients of the Department of Environment and Climate Change include:

- large industries such as utilities, mining, oil refining companies, as well as industry associations;

- businesses involved in such areas as pesticide application, waste management, heating oil and refrigeration services, among others;
- the engineering and waste management consultant community;
- the academic community and student populations;
- unions;
- employers;
- labour organizations;
- employer organizations;
- professional organizations;
- other levels of government;
- non-governmental, volunteer and not-for-profit organizations; and
- general public.

Vision

The vision of the Department of Environment and Climate Change is a clean, sustainable, and protected environment supported through effective stewardship and a province where employees and employers are supported to achieve a healthy, safe, and productive workplace.

Strategic Issues

Issue 1 – Enhancing Environmental Protections

The Department of Environment and Climate Change works collaboratively with local communities, other levels of government, industry, business, academia, and the public to advance protection of the environment. These relationships create a network of stakeholders who implement cohesive strategic approaches to preserve, protect, and improve the quality of land, air, and water to provide better living for all residents of the province now and in the future.

The Department actively uses policies, legislation, and regulation to protect our environment. To address ever-changing activities impacting the environment, new mechanisms and programs are needed. Over the next three years, the Department will focus on ways to enhance policies and programs to better protect our province's environment.

GOAL:

By March 31, 2026, the Department of Environment and Climate Change will have enhanced environmental protections for Newfoundland and Labrador.

Indicators:

- Introduced new environmental protection mechanisms and programs.
- Enhanced engagement activities with the public, industry, and Indigenous governments and organizations on protecting province's environment.
- Enhanced collaboration with the federal government on environmental protection.

Objective 1:

By March 31, 2024, the Department of Environment and Climate Change will have initiated steps to enhance environmental protections.

Indicators:

- Released and implemented priority items outlined in the Drinking Water Safety Action Plan including development of a semi-public water supply database, identifying baseline drinking water quality of private supplies and supporting Boil Water Advisory reduction on public water supplies.
- Completed flood risk mapping on the west coast of Newfoundland and Labrador with a strategic focus on communities on the southwest coast and in the Codroy Valley area.
- Completed sample collection, reporting, and management of surveillance for 20 sites as part of the Permanent Program for Wastewater Surveillance.
- Assessed and developed mitigation activities for impacted sites.
- Continued an internal review of the provincial Environmental Assessment process and legislation.
- Increased capacity for environmental assessment and regulatory oversight of projects,
- Increased engagement with the public on social media platforms to consult with the public on projects registered for environmental assessment.
- The development of templates to streamline the Environmental Assessment process.
- Engaged with Indigenous governments and organizations and the general public on proposed protected areas.
- Engaged with the Federal Government and Indigenous organizations on feasibility of establishing a National Marine Conservation Area and National Park on the South Coast of Newfoundland.

Objective 2: By March 31, 2025, the Department of Environment and Climate Change will have further enhanced environmental protections.

Objective 3: By March 31, 2026, the Department of Environment and Climate change will have implemented mechanisms to protect the province's environment.

Issue 2 – Addressing Climate Change Challenges

Throughout the planning period, the Department will continue to work toward the provincial goal to reduce greenhouse gas emissions by 30 percent below 2005 levels by 2030 and to meet net zero emissions by 2050 by continuing to implement the 2019-2024 and 2025-2030 Climate Change Action Plans with a focus on both mitigation and adaptation.

The initiatives in the current Climate Change Action Plan are already demonstrating results. Most recent greenhouse gas emissions estimates for the province are the lowest since 1992. This planning cycle will see completion of remaining actions and further work to achieve the 2030 and 2050 targets.

GOAL:

By March 31, 2026, the Department of Environment and Climate Change will have taken action to lower the province's carbon footprint and support communities adapt to climate change.

Indicators:

- Conducted consultation and engagement process with public, industry, stakeholders and Indigenous Governments and organizations on the development of the Province's 2025-2030 Climate Change Action Plans.

- Released Climate Change Action Plans for 2025-2030.
- Implemented actions, including those outlined in Climate Change Action Plans, to reduce carbon emissions.
- Supported communities and residents in adapting to changing climate.
- Enhanced engagement with industry on reaching net zero target.
- Greenhouse gas reduction, in tonnes, as a result of actions taken.

Objective 1:

- By March 31, 2024, the Department of Environment and Climate Change will have undertaken initiatives to reduce the provincial carbon footprint and adapt to a changing climate.

Indicators:

- Provided residential rebates and invested in projects in the private, municipal, non-profit, and public sectors under the Low Carbon Economy Fund and Oil to Heat Pump Affordability Programs to reduce greenhouse gas emissions.
- Invested in continued transition to electric vehicles throughout the province.
- Collaborated with all levels of government, as well as industry, community, and Indigenous governments and organizations, to progress initiatives identified in the Climate Change Action Plans.
- Supported the work of the provincial Net Zero Advisory Council and Greenhouse Gas Reduction Fund Advisory Council.

Objective 2: By March 31, 2025, the Department of Environment and Climate Change will have continued initiatives to reduce the provincial carbon footprint and support communities to adapt to a changing climate.

Objective 3: By March 31, 2026, the Department of Environment and Climate Change will have furthered initiatives to reduce the provincial carbon footprint and support communities to adapt to a changing climate.

Issue 3 - Supporting Provincial Labour Relations and Labour Standards

To support the Minister's mandate for Labour, the Department works with employers, employees, and unions to foster effective relationships between employers and employees.

GOAL:

By March 31, 2026, the Department of Environment and Climate Change will have worked to improve labour relations supports and maintained a responsive labour policy framework.

Indicators:

- Improved engagement with labour organizations.
- Supported analysis of minimum wage increases and related recommendations.

Objective 1:

By March 31, 2024, the Department of Environment and Climate will have commenced initiatives to support labour relations and maintain responsive labour policy.

Indicators:

- Brought together labour organizations to discuss and share ideas to foster improved labour relations.
- Completed assessment and funding of eligible applicants for Transitional Support Program for Smaller Employers.
- Determined a mechanism for conducting the 2024 Minimum Wage Review.

Objective 2: By March 31, 2025, the Department will have further advanced initiatives to support labour relations and maintain responsive labour policy.

Objective 3: By March 31, 2026, the Department will have implemented initiatives to support labour relations and maintain responsive labour policy.

ANNUAL REPORT

2024-2025

Environment and Climate Change

MESSAGE FROM THE MINISTERS

As Ministers of Environment and Climate Change and Labour, we are pleased to present the 2024-25 annual performance report per the requirements of the **Transparency and Accountability Act** as a category 1 government entity. This annual report provides details on the Department of Environment and Climate Change's accomplishments during the second year of the three-year 2023-2026 Strategic Plan. The report reflects the structure of the department during the 2024-25 reporting period.

Over the course of the 2024-2025 fiscal year, the Department of Environment and Climate Change continued to take steps to meet our departmental goals as it relates to environmental protection, climate adaptation and climate change mitigation as well as fostering positive employment relations, establishing minimum standard conditions of employment, and supporting the rights and protections of both employees and employers in the province. We appreciate the collaboration between our departmental staff and partners to support our departmental mandate.

By signing below, we undertake the necessary accountability for the outcomes reported in support of the department's stated goals.

Sincerely,

Minister of Environment and Climate Change

Minister of Rural Economic Development and Labour

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Departmental Overview

Organizational Structure

The Department of Environment and Climate Change (the department) is a Category 1 government entity under the **Transparency and Accountability Act**.

During the 2024-2025 reporting period, the department was organized into three branches:

- **Environment Branch** comprised of the divisions of Water Resources Management, Pollution Prevention, and Environmental Assessment.
- **Climate Change Branch** comprised of the divisions of Climate Change and Policy, Planning and Natural Areas.
- **Labour Branch** comprised of the divisions of Labour Relations and Labour Standards.

The **Environment Branch** is responsible for the protection and enhancement of the environment through the implementation of water resource and pollution prevention regulations and policies, management of impacted sites, and coordinating environmental impact assessments of proposed development projects.

The **Climate Change Branch** is responsible for leading and coordinating initiatives to reduce greenhouse gas emissions and develop climate change resilience, as well as management of ecological reserves and considering pathways for new protected areas.

The **Labour Branch** supports facilitation of the settlement of collective agreements, providing dispute resolution services, appointing arbitrators, and providing workplace training, in addition to ensuring compliance with minimum terms and conditions of employment.

Staff and Budget

As of March 31, 2025, the department had 197 positions (113 permanent, 63 temporary, 7 seasonal, and 14 contractual), of which 157 were staffed as of the end of the reporting year. The department headquarters are in St. John's (143 positions) with additional positions located at Mount Pearl (17), Trepassey (10), St. Mary's (4), Winterland (1), Grand Falls-Windsor (7), Corner Brook (13), and Happy Valley-Goose Bay (2).

The department's gross expenditure budget for 2024-25 was \$110,016,500 with planned related revenue of approximately \$67,304,500 for a net planned expenditure of \$42,712,000. Please refer to financial information (p. 27) for a summary of expenditures and related revenue.

Division	# of Employees	Budget
Executive Support	13	\$969,500
Pollution Prevention	33	\$4,424,200
Environmental Assessment and Sustainable Development	15	\$1,092,000
Water Resources Management	49	\$5,739,700
Policy, Planning and Natural Areas	36	\$1,706,200
Climate Change	8	\$26,744,700
Labour	43	\$2,035,700

Vision

The vision of the Department of Environment and Climate Change is a clean, sustainable, and protected environment supported through effective stewardship, as well as a province where employees and employers are supported to achieve a healthy, safe and productive workplace.

Mandate

The mandate of the Department of Environment and Climate Change is to protect, enhance, and conserve the province's natural environment including its water, air, and soil quality. The department also takes a lead role in ensuring effective relationships between employers and employees through the administration and enforcement of applicable legislation.

Lines of Business

A number of key cross-departmental initiatives are led by the department, including the Provincial Solid Waste Management Strategy, Drinking Water Safety Action Plan, and Climate Change Action Plan. In addition, the department leads horizontal initiatives related to maintaining environmental health including the Interdepartmental Drinking Water Technical Working Group and the Impacted Sites Liability Assessment Program.

For more information on the department's vision, mandate and lines of business, please visit www.gov.nl.ca/ecc.

Reporting Entities

Under the **Transparency and Accountability Act**, a number of arms-length government entities also prepare plans and annual reports. Entities which reported to the Ministers as of the end of the reporting period included:

Minister of Environment and Climate Change:

- Multi-Materials Stewardship Board;
- Net-Zero Advisory Council;
- Newfoundland and Labrador Greenhouse Gas Reduction Fund Advisory Council;
- Wilderness and Ecological Reserves Advisory Council;

Minister of Labour:

- Standing Fish Price-Setting Panel;
- Labour Relations Board;
- WorkplaceNL; and
- Workers' Compensation Independent Review Board.

Highlights and Partnerships

Highlights

Hosted the 2024 Meeting of Canadian Council of Ministers of the Environment

In July 2024, provincial, territorial, and federal Environment Ministers from across the country came to Newfoundland and Labrador as the province hosted the 2024 meeting of the Canadian Council of Ministers of the Environment. Ministers shared key challenges and opportunities to work together and with partners to create strong systems and communities that can anticipate, prepare for, and adapt to changing climate conditions. Ministers also met with leaders from several national Indigenous organizations and Newfoundland and Labrador Indigenous governments and organizations to discuss climate change adaptation and resilience. Indigenous leaders provided valuable insights on their priorities and perspectives, which informed Ministers' discussions.

Public Engagement for Proposed Protected Areas Halls Gullies and Ripple Pond

The Wilderness and Ecological Reserves Advisory Council (WERAC), supported by the Department of Environment and Climate Change, is proceeding with a series of engagement initiatives for ten proposed protected areas across the island of Newfoundland. In November 2024, residents were invited to attend an open house to discuss proposed protected areas for Halls Gullies and Ripple Pond on the Avalon Peninsula, where valuable discussions took place and feedback was collected as part of the public engagement process. The information from the engagement process will be used to inform recommendations by WERAC regarding provisional protection of the sites.

Climate Change Action Plan Achievements

By the end of the 2024-25 reporting period, the province had implemented all 45 recommendations in the 2019-2024 Climate Change Action Plan, and the development of two climate change action plans for the 2025-2030 timeline was underway.

Newfoundland and Labrador's climate change initiatives have resulted in the lowest greenhouse gas emissions levels since 1994; 8.1 million tonnes in 2023. This is a significant drop under the 10.1 million tonne average of the past 10 years.

Funding for Greenhouse Gas Reduction Projects

In February 2025, a \$12-million investment was made towards the province's Climate Change Challenge Fund. The Climate Change Challenge Fund is a competitive, application-based grant program open to the private sector, not-for profit organizations, public sector bodies or boards, municipal governments, and Indigenous organizations to undertake greenhouse gas emission reduction projects in Newfoundland and Labrador. The Climate Change Challenge Fund aims to improve energy efficiency, create economic growth, and effectively reduce greenhouse gas emissions.

Amendments to the Labour Standards Act

In November 2024, amendments were proposed to the **Labour Standards Act** to include additional unpaid job-protected leave for long-term illness, long-term injury and organ donation; and updated leave provisions for reservists. With these amendments, workers now have access of up to 27 weeks per year of job protected leave for long-term illness, long-term injury, or organ donation; or 104 weeks if an illness or injury is the result of a criminal offence. Additionally, the province's reservist leave provisions now align with protections offered in other jurisdictions, providing reservists with greater access to training and development opportunities, and employers with increased certainty of the

duration of the leave, and moving towards a harmonized national standard for military leave in the country.

An amendment was also proposed in December 2024 to remove the requirement for employees to provide employers with sick notes after three consecutive days of sick leave, aligning Newfoundland and Labrador with five other jurisdictions that do not require sick notes. This amendment alleviates the administrative burden for physicians and nurse practitioners, minimizes unnecessary use of emergency departments, reduces financial strain on employees and helps prevent the spread of infectious diseases to vulnerable populations.

The amended **Labour Standards Act** lays the foundation for enhanced job protection for employees, while supporting business entities with better continuity planning.

Partnerships

National Marine Conservation Area Feasibility Study

Throughout the 2024-25 reporting period, the department continued to participate in the feasibility study process for the South Coast Fjords National Marine Conservation Area. The province partnered with Parks Canada, the Town of Burgeo, Miawpukek First Nation, and Qalipu First Nation on this study. Engagement sessions with various stakeholders continued through the year.

Report on Performance

Issue 1: Enhancing Environmental Protections

The department’s ongoing work toward advancing environmental protections supports the Government of Newfoundland and Labrador's strategic direction to enhance the current and future well-being of all residents of the province. The Department actively uses policies, legislation, and regulation, with a continued focus on ways to enhance these policies and programs, to better protect our province’s environment.

Goal

By March 31, 2026, the Department of Environment and Climate Change will have enhanced environmental protections for Newfoundland and Labrador.

2024-25 Objective

By March 31, 2025, the Department of Environment and Climate Change will have further enhanced environmental protections.

Planned Indicator 1: Finalization of semi-public water supply database.
Actual Results: During the reporting year, work continued on this multi-year initiative. The department’s Water Resources Management Division (WRMD) advanced efforts to complete the centralized database for all semi-public water supplies. This repository is intended to support informed decision-making across government. The finalization process is structured in two phases: Data Collection: This initial phase involves gathering information from a variety of sources. The first phase is approximately 95 per cent complete. The remaining 5% is

incomplete due to quality assurance/quality control issues and lack of response from system owners.

Data Verification: The second phase focuses on validating the collected data through fieldwork. Due to the logistical demands of on-site verification, this work will continue into the next reporting year.

Planned Indicator 2: Completion of private groundwater supplies report.

Actual Results: As of March 31, 2025, work on the private groundwater supplies report has been completed. This report provides the identification of hot spots based on pilot survey results of water quality, providing useful guidance for selecting new well locations. The report will be made available in 2025 and new testing data will be added on a regular basis.

Planned Indicator 3: Continued work on the Boil Water Advisory Reduction Initiative through completion of the following supporting tasks:

- Expansion of the Regional Water and Wastewater Operator Program to additional regions;
- Delivery of a community-driven water improvements and consultant support project;
- Implementation of the decision matrix for water treatment; and
- Delivery of hands-on training sessions throughout the province.

Actual Results: Significant progress has been made on this multi-year initiative:

- Funding was provided for an additional operator position at the Burin Peninsula Regional Service Board and the Western Regional Service board, respectively, to address identified service gaps. The number of regional operators has increased from three to five during this reporting period.
- A decision matrix has been developed to guide the identification of training and funding needs related to water treatment. The decision matrix is currently being piloted, using actual data from various systems. Once pilot testing is complete, this tool will be publicly available on the Department's website for use by infrastructure stakeholders.
- Training for public drinking water system operators is being delivered through three Mobile Training Units (MTUs). These units are equipped with a variety of tools and components used in water and wastewater systems. Training is provided directly in communities at no cost to participants. Available training sessions include:
 - Disinfection
 - Hypochlorination
 - Gas Chlorination
 - Fire Hydrant Maintenance
 - Control Valve Maintenance
 - Pipe Tapping
 - Leak Detection
 - Distribution System Flushing
 - pH Adjustment
 - Flow Meter Operation and Maintenance
 - Gas Monitor Use
 - Rescue Systems

Planned Indicator 4: Completed final reports for flood risk mapping on the west coast, southwest coast, and Codroy Valley areas.

Actual Results: As of March 31, 2025, the development of the final flood risk mapping reports was in its concluding phase. These comprehensive reports will play a critical role in strengthening environmental stewardship, informing land-use planning, and enhancing resilience against flood-related hazards. Full completion of this initiative during the reporting period was impacted by delays in contract awarding and the time-intensive nature of essential field investigations.

Planned Indicator 5: Continue collecting samples, reporting and managing surveillance of the 20 sites as selected for the Permanent Program for Wastewater Surveillance. The department aims to collect approximately 1,212 samples.

Actual Results: During the reporting period, the department's infectious disease surveillance efforts were significantly strengthened through the use of a centralized dashboard and real-time data collection. This system has functioned as an effective early warning tool, enabling proactive monitoring and rapid response to emerging public health threats across the province.

While the department set an ambitious target of collecting 1,212 samples, a total of approximately 1,050 samples were successfully gathered. The shortfall of 162 samples was primarily due to logistical challenges encountered in the field. The high volume of data collected has provided valuable insights and continues to support timely, evidence-based decision-making.

Planned Indicator 6: Continued work towards establishing a Memorandum of Agreement with the Federal Government for the remediation of former military sites.

Actual Results:

The Impacted Sites Management Section made progress during the reporting period, completing advanced assessment activities at both Border Beacon and Northwest Point. These efforts are part of a broader initiative to refine and implement effective remediation strategies for impacted sites.

The assessment work included:

- Extensive Environmental Testing: Additional soil, groundwater, and surface water samples were collected and analyzed for a wide range of chemical parameters. This work was critical in addressing existing data gaps and ensuring the accuracy of site characterizations.
- Aerial Drone Surveys and Aquatic Assessments: High-resolution drone imagery and aquatic ecosystem evaluations were conducted to enhance understanding of the sites.
- Risk Assessment Updates: The newly acquired data will directly inform updated human health and ecological risk assessments, ensuring that remediation plans are both scientifically robust and aligned with current site conditions.

The Department of Environment and Climate Change is actively drafting a cost-sharing Memorandum of Agreement with the Federal Government, which will support the continued advancement of this important environmental initiative.

Planned Indicator 7: Continued assessment and development of mitigation activities for impacted sites.

Actual Results: As part of this ongoing annual initiative, the 2024–25 Impacted Sites Liability Assessment review was conducted, with the final report scheduled for submission to Public Accounts in Spring 2025.

This comprehensive review involved the collection of information on all potentially impacted sites across government departments. Officials from the Pollution Prevention Division evaluated each site to determine whether it meets the criteria for recognition under Public Sector Accounting Standard PS 3260.

For sites that qualified, department officials estimated the associated environmental liabilities to the extent possible. These estimates were compiled into a detailed report, which is shared with the respective departments and the Office of the Comptroller

General, ensuring transparency and accountability in the management of environmental risks across government.

Planned Indicator 8: Continued to engage with Indigenous governments and organizations and the general public on at minimum, four additional proposed protected areas.

Actual Results: During the reporting period, the department provided key support to the Wilderness and Ecological Reserves Advisory Council (WERAC) in advancing public and stakeholder engagement for six proposed protected areas across the province.

Key activities included:

- Ripple Pond and Halls Gullies Proposed Protected Areas: The department supported both in-person open houses and online engagement sessions through the summer and fall, facilitating meaningful public input into the planning process.
- Conne River North and Facheaux Bay Proposed Protected Areas: Initial engagement efforts were launched with the Miawpukek First Nation, local governments, and industry stakeholders, laying the groundwork for collaborative planning and consultation.
- Northern Peninsula Proposed Protected Areas: To support future engagement in this region, the department expanded its team, hiring additional staff to begin preliminary planning and coordination efforts.

Planned Indicator 9: Continued engagement with the Memorandum of Understanding partners on feasibility of the establishment of a National Marine Conservation Area and National Park on the South Coast of Newfoundland.

Actual Results: Throughout the reporting period, the department actively participated in the ongoing assessment of establishing a National Marine Conservation Area and a National Park along the South coast of Newfoundland.

Key highlights include:

- **Regular Intergovernmental Collaboration:** Departmental officials met multiple times per month with key partners, including Parks Canada, the Town of Burgeo, Qalipu First Nation, and Miawpukek First Nation to advance discussions and planning efforts.
- **Broad Stakeholder Engagement:** The department also engaged with a wide range of stakeholders—spanning industry representatives, non-governmental organizations, Indigenous groups, local governments, and the general public—to gather diverse perspectives and foster inclusive dialogue.
- **Cross-Departmental Coordination:** Internally, the department worked closely with other provincial departments to ensure that a whole-of-government approach was reflected in the feasibility assessment process.

Discussion of Results

In 2024–25, the Department of Environment and Climate Change continued to make meaningful progress toward enhancing environmental protections throughout the province. Through collaboration with stakeholders, communities, and Indigenous partners, the department advanced initiatives that reflect a commitment to inclusive, transparent, and forward-thinking environmental stewardship.

Key achievements during the reporting period include the development of reports, databases, and decision-support tools designed to inform policy and guide evidence-based decision-making. These resources play a critical role in safeguarding the province’s natural environment.

This work underscores the department’s dedication to protecting Newfoundland and Labrador’s ecological integrity while honoring the cultural and community values that shape its diverse landscapes.

By March 31, 2026, the Department of Environment and Climate Change will have implemented mechanisms to protect the province's environment.

Indicators:

- Advanced work on coastal protection.
- Continued to work on introducing new environmental protection mechanisms and programs, and updating environmental assessment guidance and procedures documents.
- Continued to enhance engagement activities with the public, industry, and Indigenous government and organizations on environmental protection and proposed protected areas in the province.
- Continued work to enhance collaboration with the federal government on environmental protection in the province.

Issue 2: Addressing Climate Change Challenges

In alignment with the provincial targets to reduce greenhouse gas emissions by 30 per cent below 2005 levels by 2030 and to achieve net-zero emissions by 2050, the department actively advanced the development of two key strategic frameworks:

- The Climate Change Mitigation Action Plan (2025–2030), which will outline targeted measures to reduce emissions across sectors.
- The Climate Change Adaptation Action Plan (2025–2030), designed to enhance the province's resilience to the impacts of a changing climate.

These new action plans will build on the previous Climate Change Action Plan (2019–2024) and represent a renewed, forward-looking commitment to climate leadership.

Goal

By March 31, 2026, the Department of Environment and Climate Change will have continued initiatives to reduce the provincial carbon footprint and support communities to adapt to a changing climate.

2024-25 Objective

By March 31, 2025, the Department of Environment and Climate Change will have continued to build on its efforts towards reducing the provincial carbon footprint and adapting to a changing climate.

<p>Planned Indicator 1: Finalized ongoing projects under the extended Low Carbon Economy Fund agreement. There are five projects which include the Memorial University electrification project, three health care facility projects led by Health and Community Services, and one private sector project.</p>
<p>Actual Results: The projects funded under the extended Low Carbon Economy Fund agreement projects were complete at the end of the reporting period, with the exception of the Memorial University electrification project.</p> <p>The Memorial University project has experienced delays due to supply chain disruptions. Memorial University has submitted an updated project timeline, confirming that the work will be completed by Fall 2025 and within the existing budget framework.</p>
<p>Planned Indicator 2: Continued to work on the transition to electric vehicles throughout the province through distribution of rebates and building on current electric vehicle infrastructure.</p>
<p>Actual Results: The departmental Electric Vehicle Incentive Program expenditures in 2024-25 totaled \$1.63 million for 768 rebates.</p>

Electric vehicle infrastructure expenditures totaled \$1.08 million in 2024-25. This provided for three ultra-fast chargers (owned by NL Hydro) and 30 level 2 chargers (owned by NL Health Services). All stations will be operational in 2025.

Planned Indicator 3: Continued engagement with public, Indigenous, and provincial and federal government departments in the development of new climate change mitigation and adaptation strategies for 2025-2030.

Actual Results: The Department made substantial progress in the development of the Climate Change Mitigation Action Plan and the Climate Change Adaptation Action Plan for 2025–2030 during the reporting period. Both plans were released in June 2025.

These plans were shaped through extensive public and stakeholder engagement:

Mitigation Action Plan Engagement Highlights:

- 245 questionnaire responses and 13 written submissions were received via EngageNL.
- Engagement sessions were held with 24 groups, including:
 - Industry associations
 - Academic institutions
 - Municipalities and local service districts
 - Indigenous governments and organizations

Adaptation Action Plan Engagement Highlights:

- 174 questionnaire responses and 13 written submissions were received via EngageNL.
- Ongoing engagement was conducted with international, national, and local stakeholders.
- Sessions were held with 24 groups, including:
 - Environmental, health, and industry associations
 - Academic institutions

- Municipalities and local service districts
- Indigenous governments and organizations

Planned Indicator 4: Continued participation in intergovernmental and interprovincial working groups and committees, and continued to provide guidance to stakeholder industries, associations, communities, and organizations on climate change adaptation and mitigation measures.

Actual Results: Throughout the 2024-25 planning period, the Department continued to actively participate in a range of bilateral, multilateral and regional processes to advance climate action and policy coordination.

These included existing bilateral processes with the federal government, multilateral processes involving other provinces and territories and the federal government, and regional processes such as the New England Governors and Eastern Canadian Premiers.

These processes include a range of work, including engagement related to new federal regulations, federal-provincial funding arrangements, federal reporting requirements to the United Nations Framework Convention on Climate Change, and information-sharing processes.

Partnerships with third-party organizations, including CLIMAtlantic, continued through the reporting period to enhance climate data access, knowledge exchange, and regional adaptation capacity.

The Department also participated in the Nunatsiavut Climate Change Committee on Adaptation and Monitoring, supporting Indigenous-led climate resilience efforts and monitoring in northern communities.

Planned Indicator 5: Continued support of the provincial Net Zero Advisory and Greenhouse Gas Reduction Fund Advisory Councils.

Actual Results: The Department continued to serve as the secretariat for both the Net Zero Advisory Council and the Greenhouse Gas Reduction Fund Advisory Council, providing administrative and strategic support to advance their mandates.

The Net Zero Advisory Council convened 12 times during 2024-25 and submitted 54 recommendations to government on key sectors, including: transportation, oil and gas, space heating in buildings, waste management, and industry. These recommendations informed the forthcoming Climate Change Mitigation Action Plan (2025–2030).

The Greenhouse Gas Reduction Fund Advisory Council met four times in 2024–25 to fulfill its mandate of advising the Minister on the allocation of funds. Following a call for proposals in June 2024, the Council reviewed submissions and recommended support for one project, which has since been contracted with NL Hydro. The Council is scheduled to reconvene before the end of 2025 to determine whether to recommend a second call for proposals in 2025–26.

These advisory bodies continue to play a critical role in shaping the province’s climate policy and investment strategies, ensuring that expert insight and stakeholder perspectives guide Newfoundland and Labrador’s path to net-zero.

Discussion of Results

The department remained committed to reducing the province’s carbon footprint and building resilience to climate change through the development and forthcoming implementation of two new strategic frameworks: the Climate Change Mitigation Action Plan and the Climate Change Adaptation Action Plan (2025–2030).

During the reporting period, the province reached a significant milestone—greenhouse gas (GHG) emissions in Newfoundland and Labrador reaching their lowest levels since

1994, falling significantly below the 10.1 million tonne average recorded over the past decade.

The department is clearly committed to evidence-based climate policy, ensuring that the perspectives of communities, Indigenous partners, industry, and experts are central to shaping a sustainable and climate-resilient future for Newfoundland and Labrador.

By March 31, 2026, the Department of Environment and Climate Change will have furthered initiatives to reduce the provincial carbon footprint and support communities to adapt to a changing climate.

Indicators:

- Begin implementation of the **Climate Change Mitigation and Adaptation Action Plans** for 2025-2030
- Begin execution of key initiatives outlined in both Action Plans
- Continue to assist communities and residents in preparing for and responding to climate impacts.
- Continue to strengthen collaboration with industry stakeholders to align operations with provincial net-zero target.

Issue 3: Supporting Provincial Labour Relations and Labour Standards

The Department will continue to work with employers, employees and unions in support of an improved employment relations climate, and in continued responsive labour policy in the province.

Goal

By March 31, 2026, the Department of Environment and Climate Change will have worked to improve labour relations supports and maintained a responsive labour policy framework.

2024-25 Objective

By March 31, 2025, the Department of Environment and Climate Change will have further advanced initiatives to support labour relations and maintain responsive labour policy.

<p>Planned Indicator 1: Continued engagement with labour organizations.</p>
<p>Actual Results: By March 31, 2025, proactive outreach was conducted with approximately 80 unionized employers across Newfoundland, spanning a diverse range of sectors. This strategic engagement reflects a sustained commitment to fostering collaborative relationships with labour organizations. Additional outreach initiatives are scheduled for the upcoming reporting period to further expand these connections.</p> <p>In parallel, the Labour Standards Division has continued to enhance its communication tools by updating and modernizing key informational resources, including fact sheets and the Division’s website. These efforts are designed to support transparency, accessibility, and ongoing dialogue with labour stakeholders.</p>
<p>Planned Indicator 2: Continued work on bringing together labour organizations in support of improved labour relations.</p>
<p>Actual Results: By March 31, 2025, the Labour Branch successfully completed a series of targeted outreach and consultation focused on proposed amendments to the Labour Standards Act. These consultations engaged labour organizations around the introduction of new unpaid, job-protected leave provisions, including Long-Term</p>

Illness Leave, Long-Term Injury Leave, and Organ Donation Leave, as well as updates to Reservist Leave.

In addition, the 2024 Minimum Wage Review featured a consultation process involving labour organizations, business stakeholders, and members of the public. These discussions played a critical role in shaping recommendations for minimum wage adjustments.

Discussion of Results

In 2024–25, the Department continued to advance its commitment to supporting labour relations through ongoing engagement with labour organizations. During the reporting period, it proposed amendments to the Labour Standards Act aimed at strengthening job protection and helping businesses improve continuity planning. These efforts furthered the Department’s objective of maintaining a responsive and adaptive labour policy in the province.

By March 31, 2026, the Department will have implemented initiatives to support labour relations and maintain responsive labour policy.

Indicators:

- Enhance stakeholder engagement and available supports.
- Supported analysis of minimum wage increases and related recommendations.

Opportunities and Challenges

The Department of Environment and Climate Change is responsible for developing policies, regulations, strategies, and programs that support environmental protection, pollution prevention, and climate change adaptation and mitigation. These efforts aim to ensure a healthy environment for both current and future residents of the province.

Climate change presents a significant challenge for governments across Canada and around the world. In response, the department is preparing to implement new Climate Change Adaptation and Mitigation Plans. These plans build on past successes and represent a continued commitment to reducing greenhouse gas emissions and achieving the province's goal of net-zero emissions by 2050.

The department also recognizes the ongoing challenge of balancing environmental protection with economic development. This balance is a key consideration throughout the environmental assessment process, particularly in relation to project development and the province's commitment to protected areas.

Financial Information

Department of Environment and Climate Change

	2024-25 <u>Budget</u>	2024-25 <u>Expenditures</u>
1.1.01 - Minister's Office	258,600	265,261
1.2.01 - Executive Support	899,000	1,304,817
Revenue	<u>(188,100)</u>	<u>(189,908)</u>
	710,900	1,114,909
Total Executive & Support Services	969,500	1,380,170
2.1.01 - Pollution Prevention	6,749,200	3,214,901
Revenue	<u>(2,325,000)</u>	<u>(211,343)</u>
	4,424,200	3,003,558
2.2.01 - Water Resources Management	8,563,100	7,029,916
Revenue	<u>(3,111,900)</u>	<u>(1,394,590)</u>
	5,451,200	5,635,326
2.2.02 - Water Quality Agreement	1,740,300	1,701,128
Revenue	<u>(1,451,800)</u>	<u>(1,493,887)</u>
	288,500	207,241
2.3.01 - Environmental Assessment and Sustainable Development	1,316,000	1,182,403

Revenue	<u>(224,000)</u>	<u>(149,137)</u>
	1,092,000	1,033,267
Total Environment	11,255,900	9,879,392
3.1.01 - Climate Change	2,354,100	3,154,981
Revenue	<u>-</u>	<u>(472,500)</u>
	2,354,100	2,682,481
3.1.02 – Federal / Provincial Programs	82,217,400	47,883,271
Revenue	<u>(57,826,800)</u>	<u>(44,320,092)</u>
	24,390,600	3,563,179
3.2.01 - Policy, Planning and Natural Areas	2,107,700	2,116,033
Revenue	<u>(401,500)</u>	<u>(335,188)</u>
	1,706,200	1,780,845
Total Climate Change	28,450,900	8,026,505
4.1.01 - Labour Relations	535,300	500,753
4.1.02 - Standing Fish Price Setting Panel	209,000	179,890
4.1.03 - Labour Standards	693,600	611,551
Revenue	<u>(170,000)</u>	<u>(173,700)</u>
	523,600	437,851
Total Labour	1,267,900	1,118,494

5.1.01 - Labour Relations Board	767,800	763,179
Total Labour Relations Board	767,800	763,179
6.1.01 – Workers’ Compensation Independent Review Board	1,605,400	1,328,887
Revenue	<u>(1,605,400)</u>	<u>(1,326,986)</u>
	-	1,900
Total Workers’ Compensation Independent Review Board	-	1,900
Total Department	42,712,000	21,169,640
Total Gross Expenditures	110,016,500	71,236,971
Total Gross Revenues	<u>(67,304,500)</u>	<u>(50,067,300)</u>
Total Net	42,712,000	21,169,640



ENVIRONMENT AND CLIMATE CHANGE

HON. LISA DEMPSTER
Minister
Confederation Building

VALERIE SNOW
Deputy Minister
Confederation Building

The Department of Environment and Climate Change contributes to environmental protection and enhancement through implementing appropriate water resource and pollution prevention regulations and policies, as well as coordinating environmental impact assessments of proposed development projects, and managing impacted sites. The Department is responsible for the development of strategy, policy, research and analysis and initiatives related to climate change adaptation and mitigation and energy efficiency, and the administration and management of wilderness and ecological reserves. The Department is responsible for providing programs and services aimed at fostering a positive employment relations climate, and for administering the Labour Standards Act and the Labour Relations Act.

The Standing Fish Price Setting Panel was established to facilitate collective bargaining in the fishing industry.

The Labour Relations Board is an independent quasi-judicial body which mediates and adjudicates a wide range of disputes under various statutes.

The Workers' Compensation Independent Review Board adjudicates appeals from workers or employers of decisions of WorkplaceNL.

PROGRAM FUNDING SUMMARY FISCAL YEAR 2025-26 (Gross Expenditure)

Program	Current
	\$
Executive and Support Services	1,278,100
Environment	18,639,000
Climate Change	46,536,700
Labour	1,473,300
Labour Relations Board	761,000
Workers' Compensation Independent Review Board	1,633,300
TOTAL: PROGRAM ESTIMATES	<u>70,321,400</u>

SUMMARY OF EXPENDITURE AND RELATED REVENUE FISCAL YEAR 2025-26

Gross Expenditure	
Amount Voted	\$70,321,400
Less: Related Revenue	
Current	<u>(33,300,900)</u>
NET EXPENDITURE (Current)	<u>\$37,020,500</u>

ENVIRONMENT AND CLIMATE CHANGE

EXECUTIVE AND SUPPORT SERVICES

	2025-26 Estimates \$	2024-25 Revised \$	Budget \$
MINISTER'S OFFICE			
<i>CURRENT</i>			
1.1.01. MINISTER'S OFFICE			
Appropriations provide for the operating costs of the Minister's Office.			
01. Salaries	222,600	216,000	220,100
Operating Accounts:			
<i>Employee Benefits</i>	1,500	8,800	400
<i>Transportation and Communications</i>	51,000	47,500	37,000
<i>Supplies</i>	500	1,200	300
<i>Purchased Services</i>	500	1,000	500
<i>Property, Furnishings and Equipment</i>	-	-	300
02. Operating Accounts	53,500	58,500	38,500
Amount to be Voted	276,100	274,500	258,600
Total: Minister's Office	276,100	274,500	258,600
TOTAL: MINISTER'S OFFICE	276,100	274,500	258,600
GENERAL ADMINISTRATION			
<i>CURRENT</i>			
1.2.01. EXECUTIVE SUPPORT			
Appropriations provide for the senior planning and direction of the Department, including the establishment and evaluation of policies and objectives.			
01. Salaries	859,400	1,115,900	781,400
Operating Accounts:			
<i>Employee Benefits</i>	48,500	59,000	43,500
<i>Transportation and Communications</i>	54,700	48,000	31,500
<i>Supplies</i>	5,000	12,000	5,000
<i>Purchased Services</i>	20,800	57,800	20,800
02. Operating Accounts	129,000	176,800	100,800
10. Grants and Subsidies	13,600	13,600	16,800
Amount to be Voted	1,002,000	1,306,300	899,000
02. Revenue - Provincial	(192,000)	(188,100)	(188,100)
Total: Executive Support	810,000	1,118,200	710,900
TOTAL: GENERAL ADMINISTRATION	810,000	1,118,200	710,900
TOTAL: EXECUTIVE AND SUPPORT SERVICES	1,086,100	1,392,700	969,500

ENVIRONMENT AND CLIMATE CHANGE

ENVIRONMENT

	2025-26 Estimates \$	2024-25 Revised \$	2024-25 Budget \$
ENVIRONMENTAL MANAGEMENT			
<i>CURRENT</i>			
2.1.01. POLLUTION PREVENTION			
Appropriations provide for the development of plans, programs, standards and activities concerning environmental emergencies, waste management, petroleum storage, industry, pollution prevention, air emissions, environmental science, pesticides and contaminated sites.			
01. Salaries	2,574,100	2,371,000	2,541,600
Operating Accounts:			
<i>Employee Benefits</i>	5,000	6,000	5,000
<i>Transportation and Communications</i>	64,000	77,000	63,000
<i>Supplies</i>	8,500	6,500	9,500
<i>Professional Services</i>	2,055,000	1,045,000	1,055,000
<i>Purchased Services</i>	2,072,400	72,400	3,072,400
<i>Property, Furnishings and Equipment</i>	2,700	700	2,700
02. Operating Accounts	4,207,600	1,207,600	4,207,600
10. Grants and Subsidies	2,000,000	-	-
Amount to be Voted	8,781,700	3,578,600	6,749,200
01. Revenue - Federal	(2,025,000)	(25,000)	(2,025,000)
02. Revenue - Provincial	(300,000)	(250,000)	(300,000)
Total: Pollution Prevention	6,456,700	3,303,600	4,424,200
TOTAL: ENVIRONMENTAL MANAGEMENT	6,456,700	3,303,600	4,424,200

ENVIRONMENT AND CLIMATE CHANGE

ENVIRONMENT

2025-26 Estimates	2024-25	
\$	Revised	Budget
\$	\$	\$

WATER RESOURCES MANAGEMENT

CURRENT

2.2.01. WATER RESOURCES MANAGEMENT

Appropriations provide for the development and implementation of policies and programs governing surface and ground water, drinking water quality and wastewater management, the administration of hydrometric agreements in conjunction with the Federal Government, reporting on the state of water resources and the provision of various water-related investigations, studies and authorizations.

01. Salaries	2,661,000	2,339,500	2,627,000
Operating Accounts:			
<i>Employee Benefits</i>	4,500	17,000	4,500
<i>Transportation and Communications</i>	414,500	294,500	414,500
<i>Supplies</i>	455,300	323,300	455,300
<i>Professional Services</i>	1,660,800	3,277,300	3,360,800
<i>Purchased Services</i>	853,500	471,500	1,153,500
<i>Property, Furnishings and Equipment</i>	147,500	9,500	147,500
02. Operating Accounts	3,536,100	4,393,100	5,536,100
10. Grants and Subsidies	500,000	400,000	400,000
Amount to be Voted	6,697,100	7,132,600	8,563,100
01. Revenue - Federal	(60,000)	(124,300)	(1,110,000)
02. Revenue - Provincial	(2,051,900)	(1,347,600)	(2,001,900)
Total: Water Resources Management	4,585,200	5,660,700	5,451,200

ENVIRONMENT AND CLIMATE CHANGE

ENVIRONMENT

	2025-26 Estimates	2024-25 Revised	2024-25 Budget
	\$	\$	\$
WATER RESOURCES MANAGEMENT (Cont'd)			
<i>CURRENT</i>			
2.2.02. WATER QUALITY AGREEMENT			
Appropriations provide for the Water Quality Monitoring Agreement which is delivered jointly with the Federal Government.			
01. Salaries	1,333,800	1,212,600	1,236,100
Operating Accounts:			
<i>Employee Benefits</i>	4,500	2,500	4,500
<i>Transportation and Communications</i>	160,400	225,600	156,300
<i>Supplies</i>	158,600	164,300	153,600
<i>Purchased Services</i>	183,300	94,600	183,300
<i>Property, Furnishings and Equipment</i>	6,500	17,200	6,500
02. Operating Accounts	513,300	504,200	504,200
Amount to be Voted	1,847,100	1,716,800	1,740,300
01. Revenue - Federal	(64,000)	(64,000)	(64,000)
02. Revenue - Provincial	(1,471,400)	(1,387,800)	(1,387,800)
Total: Water Quality Agreement	311,700	265,000	288,500
TOTAL: WATER RESOURCES MANAGEMENT	4,896,900	5,925,700	5,739,700

ENVIRONMENT AND CLIMATE CHANGE

ENVIRONMENT

	2025-26 Estimates \$	2024-25 Revised \$	Budget \$
ENVIRONMENTAL ASSESSMENT			
<i>CURRENT</i>			
2.3.01. ENVIRONMENTAL ASSESSMENT AND SUSTAINABLE DEVELOPMENT			
Appropriations provide for the development and coordination of activities required under the Environmental Protection Act such as the administration of environmental assessments, analysis of environmental impact statements, planning, implementation and evaluation of environmental monitoring, rehabilitation and surveillance programs, and the promotion of sustainable development through legislation and policy.			
01. Salaries	1,217,500	1,150,400	1,180,400
Operating Accounts:			
<i>Employee Benefits</i>	600	3,000	600
<i>Transportation and Communications</i>	73,400	23,400	113,400
<i>Supplies</i>	19,000	8,000	19,000
<i>Purchased Services</i>	2,600	4,000	2,600
<i>Property, Furnishings and Equipment</i>	-	3,600	-
02. Operating Accounts	95,600	42,000	135,600
Amount to be Voted	1,313,100	1,192,400	1,316,000
02. Revenue - Provincial	(224,000)	(124,000)	(224,000)
Total: Environmental Assessment and Sustainable Development	1,089,100	1,068,400	1,092,000
TOTAL: ENVIRONMENTAL ASSESSMENT	1,089,100	1,068,400	1,092,000
TOTAL: ENVIRONMENT	12,442,700	10,297,700	11,255,900

ENVIRONMENT AND CLIMATE CHANGE

CLIMATE CHANGE

	2025-26 Estimates \$	2024-25 Revised \$	Budget \$
CLIMATE CHANGE			
<i>CURRENT</i>			
3.1.01. CLIMATE CHANGE			
Appropriations provide for the development of strategy, policy, research and analysis and the implementation of initiatives on climate change adaptation and mitigation and energy efficiency, including public awareness; the integration of climate change and energy efficiency considerations throughout the Provincial Government; and the advancement of collaboration with stakeholders and with other governments on climate change and energy efficiency.			
01. Salaries	402,400	424,000	380,500
Operating Accounts:			
<i>Employee Benefits</i>	500	1,500	1,400
<i>Transportation and Communications</i>	16,300	17,600	12,700
<i>Supplies</i>	1,000	200	1,000
<i>Purchased Services</i>	500	200	3,100
<i>Property, Furnishings and Equipment</i>	300	-	400
02. Operating Accounts	18,600	19,500	18,600
10. Grants and Subsidies	3,700,000	2,755,000	1,955,000
Amount to be Voted	4,121,000	3,198,500	2,354,100
01. Revenue - Federal	-	(472,500)	-
Total: Climate Change	4,121,000	2,726,000	2,354,100
3.1.02. FEDERAL-PROVINCIAL PROGRAMS			
Appropriations provide for the expenditures for the Low Carbon Economy Leadership Program and Oil to Heat Pump Transition Program, and climate change adaptation initiatives to be cost-shared by the Federal Government.			
01. Salaries	317,900	252,600	317,900
Operating Accounts:			
<i>Transportation and Communications</i>	-	7,500	-
<i>Supplies</i>	-	1,700	-
<i>Professional Services</i>	-	418,700	-
<i>Property, Furnishings and Equipment</i>	-	1,900	-
02. Operating Accounts	-	429,800	-
10. Grants and Subsidies	40,004,800	39,517,400	81,899,500
Amount to be Voted	40,322,700	40,199,800	82,217,400
01. Revenue - Federal	(24,697,800)	(33,898,700)	(57,826,800)
Total: Federal-Provincial Programs	15,624,900	6,301,100	24,390,600
TOTAL: CLIMATE CHANGE	19,745,900	9,027,100	26,744,700

ENVIRONMENT AND CLIMATE CHANGE

CLIMATE CHANGE

	2025-26 Estimates \$	2024-25 Revised \$	2024-25 Budget \$
NATURAL AREAS			
<i>CURRENT</i>			
3.2.01. POLICY, PLANNING AND NATURAL AREAS			
Appropriations provide for the research and development of policies and legislation; information management; coordination, monitoring and evaluation of strategic policies, programs and initiatives to support the Minister and Deputy Minister on Department-wide initiatives; and the administration and management of wilderness and ecological reserves.			
01. Salaries	1,723,700	1,571,100	1,748,400
Operating Accounts:			
<i>Employee Benefits</i>	700	700	700
<i>Transportation and Communications</i>	94,200	82,200	87,200
<i>Supplies</i>	28,700	19,700	35,700
<i>Purchased Services</i>	81,300	96,500	71,300
<i>Property, Furnishings and Equipment</i>	5,200	1,000	5,200
02. Operating Accounts	210,100	200,100	200,100
10. Grants and Subsidies	159,200	159,200	159,200
Amount to be Voted	2,093,000	1,930,400	2,107,700
01. Revenue - Federal	(175,000)	(175,000)	(175,000)
02. Revenue - Provincial	(236,500)	(226,500)	(226,500)
Total: Policy, Planning and Natural Areas	1,681,500	1,528,900	1,706,200
TOTAL: NATURAL AREAS	1,681,500	1,528,900	1,706,200
TOTAL: CLIMATE CHANGE	21,427,400	10,556,000	28,450,900

ENVIRONMENT AND CLIMATE CHANGE

LABOUR

	2025-26 Estimates	2024-25 Revised	2024-25 Budget
	\$	\$	\$
LABOUR			
<i>CURRENT</i>			
4.1.01. LABOUR RELATIONS			
Appropriations provide for conciliation, preventive mediation, and arbitration services under various collective bargaining statutes.			
01. Salaries	495,000	475,900	480,600
Operating Accounts:			
<i>Employee Benefits</i>	500	100	500
<i>Transportation and Communications</i>	49,200	24,200	49,200
<i>Supplies</i>	2,900	2,400	2,900
<i>Purchased Services</i>	1,600	2,300	1,600
<i>Property, Furnishings and Equipment</i>	500	1,200	500
02. Operating Accounts	54,700	30,200	54,700
Amount to be Voted	549,700	506,100	535,300
Total: Labour Relations	549,700	506,100	535,300
4.1.02. STANDING FISH PRICE SETTING PANEL			
Appropriations provide for the Standing Fish Price Setting Panel to support the province's fishing industry through administering its duties under the Fishing Industry Collective Bargaining Act.			
01. Salaries	112,800	110,600	110,600
Operating Accounts:			
<i>Transportation and Communications</i>	17,200	5,200	17,200
<i>Supplies</i>	200	1,000	200
<i>Professional Services</i>	77,400	30,000	77,400
<i>Purchased Services</i>	3,500	1,500	3,500
<i>Property, Furnishings and Equipment</i>	100	-	100
02. Operating Accounts	98,400	37,700	98,400
10. Grants and Subsidies	-	35,000	-
Amount to be Voted	211,200	183,300	209,000
Total: Standing Fish Price Setting Panel	211,200	183,300	209,000

ENVIRONMENT AND CLIMATE CHANGE

LABOUR

	2025-26 Estimates	2024-25 Revised	2024-25 Budget
	\$	\$	\$
LABOUR (Cont'd)			
<i>CURRENT</i>			
4.1.03. LABOUR STANDARDS			
Appropriations provide for the administration of the Labour Standards Act and the Shops' Closing Act.			
01. Salaries	682,500	594,500	663,700
Operating Accounts:			
<i>Employee Benefits</i>	200	-	200
<i>Transportation and Communications</i>	21,900	10,900	21,900
<i>Supplies</i>	1,000	1,400	1,400
<i>Purchased Services</i>	5,700	8,500	5,300
<i>Property, Furnishings and Equipment</i>	1,100	2,200	1,100
02. Operating Accounts	29,900	23,000	29,900
Amount to be Voted	712,400	617,500	693,600
02. Revenue - Provincial	(170,000)	(170,000)	(170,000)
Total: Labour Standards	542,400	447,500	523,600
TOTAL: LABOUR	1,303,300	1,136,900	1,267,900
TOTAL: LABOUR	1,303,300	1,136,900	1,267,900

ENVIRONMENT AND CLIMATE CHANGE

LABOUR RELATIONS BOARD

	2025-26 Estimates \$	2024-25 Revised \$	Budget \$
LABOUR RELATIONS BOARD			
<i>CURRENT</i>			
5.1.01. LABOUR RELATIONS BOARD			
Appropriations provide for the activities of the Labour Relations Board, which contributes to and promotes harmonious labour relations in the province by adjudicating and mediating a variety of employment and labour relations matters under a number of statutes.			
01. Salaries	652,000	630,000	658,800
Operating Accounts:			
<i>Employee Benefits</i>	4,200	-	4,200
<i>Transportation and Communications</i>	15,400	11,400	15,400
<i>Supplies</i>	5,800	3,800	5,800
<i>Professional Services</i>	72,700	106,700	72,700
<i>Purchased Services</i>	10,200	11,800	10,200
<i>Property, Furnishings and Equipment</i>	700	-	700
02. Operating Accounts	109,000	133,700	109,000
Amount to be Voted	761,000	763,700	767,800
Total: Labour Relations Board	761,000	763,700	767,800
TOTAL: LABOUR RELATIONS BOARD	761,000	763,700	767,800

ENVIRONMENT AND CLIMATE CHANGE

WORKERS' COMPENSATION INDEPENDENT REVIEW BOARD

	2025-26 Estimates \$	2024-25 Revised \$	2024-25 Budget \$
WORKERS' COMPENSATION INDEPENDENT REVIEW BOARD			
<i>CURRENT</i>			
6.1.01. WORKERS' COMPENSATION INDEPENDENT REVIEW BOARD			
Appropriations provide for the administration of the Workers' Compensation Independent Review Board which conducts hearings on appeals made under the Workplace Health, Safety and Compensation Act, 2022.			
01. Salaries	1,421,100	1,272,900	1,393,200
Operating Accounts:			
<i>Employee Benefits</i>	14,500	9,000	14,500
<i>Transportation and Communications</i>	62,200	40,000	62,200
<i>Supplies</i>	16,100	16,100	16,100
<i>Professional Services</i>	75,100	15,000	75,100
<i>Purchased Services</i>	40,300	25,000	40,300
<i>Property, Furnishings and Equipment</i>	4,000	7,000	4,000
	212,200	112,100	212,200
Amount to be Voted	1,633,300	1,385,000	1,605,400
02. Revenue - Provincial	(1,633,300)	(1,385,000)	(1,605,400)
Total: Workers' Compensation Independent Review Board	-	-	-
TOTAL: WORKERS' COMPENSATION INDEPENDENT REVIEW BOARD	-	-	-
TOTAL: DEPARTMENT	37,020,500	24,147,000	42,712,000

Sample Ministerial Briefing Binder Outline

Section	Content Description
Departmental Overview	Mandate, branch structure, lines of business, number of employees, regional presence, departmental financial overview
Senior Management Organizational Chart	Organizational chart of senior leadership team (Director level and above)
Entities Reporting to the Minister	Title, mandate/responsibilities, list of current members, terms, and any vacancies. Can include self-regulatory agencies.
Departmental Legislation Overview	List or brief summaries of key departmental legislation. Alternative: Copy of Departmental Notice
Key Clients/Stakeholders	Short descriptions of client groups/ stakeholder organizations and current leadership, if applicable.
Intergovernmental Cooperation	Brief descriptions of relevant intergovernmental bodies and dates of upcoming FPT/PT meetings.
Divisional Presentations/Summaries	3–5 slides per division covering financial overview, programs/services, and top 3 focus areas/issues. *Can be prepared and distributed separately for divisional briefings.
Key Messages	Copy of most recently approved key messages.

Section	Content Description
Fast Facts Document	Document containing key information or statistics regarding Departmental lines of business.
Departmental Acronyms List	List of commonly used government-wide and departmental-specific acronyms.
Upcoming Events Calendar	Overview of upcoming events that may require ministerial presence or related events (e.g. stakeholder AGM, fire safety week)
2025–26 Departmental Estimates	Financial estimates for the current fiscal year.
2023–26 Strategic/Activity Plan	Copy of 2023-2026 Strategic or Activity Plan for Department
2024–25 Annual Report	Draft or final version of the department's annual report.
Action Plans, Strategies, Frameworks & Guiding Documents	Copies of ongoing action plans, strategies, guiding documents and/or key reports that guide departmental policy.

Items for consideration:

- Materials should not contain reference to specific cabinet records.
- Ministers will receive orientation from Cabinet Secretariat. Departmental briefings can reference and direct new ministers to these briefings and the 2025 Ministerial Handbook.

Environment and Climate Change
Climate Change Challenge Fund
October 2025

Summary

The Department of Environment and Climate Change awarded \$4.95 million in funding to 39 recipients of the 2025-28 Climate Change Challenge Fund in September 2025.

Key Messages

- The Climate Change Challenge Fund is a competitive, application-based grant program open to the private sector, not-for profit organizations, municipal governments, and Indigenous organizations to undertake greenhouse gas emission reduction projects in Newfoundland and Labrador.
- This \$12-million investment in the province's Climate Change Challenge Fund aims to improve energy efficiency, create economic growth, and effectively reduce greenhouse gas emissions.

Quick Facts

- To date, 54 eligible applications have been received, and 39 projects approved.

Background

- Projects must cost effectively reduce greenhouse gas emissions and fall under one or more of the following target areas:
 - Energy efficiency that results in reduced fossil fuel use;
 - Fuel switching to reduce emissions;
 - Process changes in the industrial sector;
 - Adoption of new technologies that displace or eliminate on-site greenhouse gas emissions; and
 - Carbon sequestration in agriculture and forestry sectors.
- There is additional funding available in the Climate Change Challenge Fund.

Environment and Climate Change

Climate Change

October 2025

Summary

Climate change is a global issue that impacts governments, industry, and citizens around the world. The provincial government is committed to both reducing greenhouse gas emissions to mitigate climate change and developing adaptation initiatives to respond to its impacts.

Anticipated Questions

What will the Provincial Government do to address climate change?

How will the Provincial Government improve the Oil-to-Electric program?

How will the Provincial Government develop sector-specific targets?

Key Messages

- We are committed to tackling climate change and managing the impacts of our changing environment.
- Through initiatives with government partners, industry and the residents of Newfoundland and Labrador, we currently have the lowest levels of greenhouse gas emissions since 1994.
- Industrial facilities regulated under the *Management of Greenhouse Gas Act* continue to meet or exceed their emission reduction targets.
- In Newfoundland and Labrador, more than 90 per cent of our electricity is from green energy sources.
 - There is great potential for expanding the use of renewable energy in the province.
- We all have a part to play when it comes to climate change. Every action we take today will make a difference tomorrow.

Secondary Messages

- Newfoundland and Labrador will continue to experience the impacts of climate change in our communities, including flooding, rising sea levels, and wildfires.

- The transition to a green economy offers the province a win-win opportunity by creating economic growth while reducing greenhouse gas emissions.

Environment and Climate Change

Electric Vehicles

October 2025

Summary

An average of two new electric vehicles are on the road each day, a growth of more than 1,400 per cent since 2018. This is supported by a growing network of electric vehicle charging stations.

Anticipated Questions

Will the government continue to offer EV rebates?

Key Messages

- We all share a goal of a cleaner, healthier environment.
- The transportation sector is the largest contributor to the province's greenhouse gas emissions, accounting for over 40% of total emissions.
- The number of electric vehicles on the roads continues to grow and has increased over 1,400 per cent since 2018.
- We will explore opportunities to further electrify the transportation sector.

Quick Facts

- Under the Electric Vehicle Rebate Program, \$5.8 million has been invested to support the transition of the transportation sector to renewable energy.
- The Program has been providing a \$2,500 rebate toward the purchase of an electric vehicle or a \$1,500 rebate for the purchase of a plug-in hybrid vehicle.
- To date, \$6.4 million has been invested in electric vehicle charging infrastructure.
- There are currently 33 charging stations that are operational with 11 ultra-fast chargers to be operational by the end of 2025.
- The new ultra-fast chargers will be among the fastest in North America, capable of charging compatible EVs to up to 80 per cent in as little as 20 minutes.
- The provincial government currently has eight battery electric vehicles in its fleet and will be adding further vehicles.

Background

- Eligible applicants for the rebate program must be a resident of Newfoundland and Labrador, or a business, non-profit organization, or municipality in the province. Vehicles must be purchased from a licensed vehicle dealership located in Newfoundland and Labrador and registered for use within Newfoundland and Labrador. Person-to-person sales that do not include a vendor are not eligible. Full program criteria and applications are available on the Newfoundland and Labrador Hydro website. This program is scheduled to terminate in March 2026.
- Commitment has been made to another 10 ultra-fast chargers (up to 200 kW per charger or 400 kW when paired) in Newfoundland, and four level three chargers (up to 120 kW) in 2026 in L'Anse-au-Loup and Port Hope Simpson—the first ever EV fast chargers located in Southern Labrador. These are expected to be operational by 2027.
- In addition to the fast chargers in place and planned, there are over 220 public and private sector-owned level 2 charging ports (up to 19.2 kW) at sites such government facilities, hotels, shopping areas, restaurants, and office buildings.
- The federal government concluded its electric vehicle rebate program this year.

Environment and Climate Change Oil to Electric Rebate Program

October 2025

Summary

Since June 2023, the Provincial Government, in collaboration with Natural Resources Canada and Environment and Climate Change Canada has committed to invest \$135 million in the Oil to Electric Rebate program towards the commitment to lower greenhouse gas emissions and reduce energy costs for residents.

Anticipated Questions

What is the program offering residents?

How much of a rebate can residents receive?

How will the Provincial Government improve the program?

Key Messages

- We will improve the Oil to Electric rebate program to encourage residents to switch from oil to electric heat.
- 90 per cent of the electricity in Newfoundland and Labrador comes from clean, renewable sources. By switching to an electric heat source, homeowners support a greener future for our province while reducing the cost of their energy bills.
- I encourage those interested in participating in this Program to visit the TakeCharge website for more information, and to apply today!

Quick Facts:

- To date, a total of 5,880 homes or approximately 11 percent of all fuel heated homes in the province have availed of the rebates to upgrade their energy source.
- As of September 30, 2025, 7,005 applications have been received or an average of ~270/month

Background:

- The program provides rebates for the installation of mini splits, multi splits, central heat pumps, electric furnaces, and electric boilers in oil heated homes.
- The program will continue to 2028-29 and is being delivered through TakeCHARGE, a joint initiative between Newfoundland Power and Newfoundland and Labrador Hydro.
- Off-grid communities need a site-specific solution and are not eligible.

Environment and Climate Change Protected Areas Update

October 2025

Summary

In 2023, the Provincial Government announced plans to proceed with consultation on 10 proposed protected areas. Priority was placed on these 10 sites identified by the Wilderness and Ecological Reserve Advisory Council's (WERAC) 2021 priority assessment. Sites include nine proposed protected areas described in the Home For Nature report (Ripple Pond; Halls Gullies; Cape Norman; Watts Point Extension; Facheaux Bay; Conne River North; Stony Lake; Rodney Pond; and Cape St. George) and a tenth site, Indian Arm Brook.

Anticipated Questions

What is the province doing about protected areas?

Key Messages

- Newfoundland and Labrador is home to a rich diversity of environmental ecosystems due to its unique geography, climate, and location.
- We will ensure there is intergovernmental cooperation, Indigenous consultation, scientific research, and community stewardship, to form a comprehensive framework to safeguard the province's unique ecosystems.
- Engagement is crucial to determining what protected areas are established, final boundaries, and how protected areas are managed.
- Once decisions are made regarding the 10 site establishments, Government will continue to review next steps for the remaining Protected Area Plan sites.

Quick Facts

- Currently, 7 per cent of the province is protected.
- If the 10 priority sites are established as ecological reserves, the percentage would increase to 7.5 per cent.

Background

- In 2023, the Provincial Government announced plans to proceed with site-specific engagement on 10 proposed protected areas.

- Site specific engagement and planning is ongoing on a number of these proposed protected areas with the public, Indigenous government, groups, and organizations, municipalities, and other key stakeholders to determine the level of community support for each of the proposed protected areas.
- Engagement is actively proceeding on Ripple Pond, Halls Gullies, Facheaux Bay, and Conne River North proposed protected areas.

Environment and Climate Change

Drinking Water Safety

October 2025

Summary

Safe drinking water is a priority for the Government of Newfoundland and Labrador.

Anticipated Questions

How is the province improving drinking water safety?

What is the province doing to reduce the number of communities on boil water advisories?

Key Messages

- Clean drinking water is vital for the health and prosperity of the people and communities of Newfoundland and Labrador.
- We will work with local leaders and communities to develop workable small-town solutions that match the area's needs.
- We will prioritize funds to municipalities who want to invest to create or improve a municipal water supply.
- We will enhance the number of certified water system operators, regional operators, water treatment plants, potable water dispensing units (PWDUs), protected drinking water sources and disinfection systems, to increase community capacity, reduce boil water advisories, and ensure access to clean and safe drinking water.
- We look forward to continuing to work with other government departments, regional service boards, municipalities and local service districts and Indigenous Community Governments to improve the province's drinking water safety.

Quick Facts

- 85 per cent of the population of the province is serviced by a public drinking water system owned and operated by either a city, municipality, Local Service District (LSD), Inuit Community Government, or First Nations Reserve.

- 15 per cent of the population have private drinking water systems typically from a drilled or dug well.
- As of October 2, 2025, there were 204 active boil water advisories in place, a nearly 50% reduction since 2005.
- There are about 157 communities affected by these boil water advisories, serving a population of approximately 76,000.
- From 2017 to 2025, there has been an average of 187 Boil Water Advisories affecting 145 communities and a population of over 47,000.
- As of October 1, 2025, there are 11 active Non-Consumption Advisories (NCAs) affecting a population of approximately 350. There are 2 additional NCAs that are site-specific for individual buildings.
- As of October 2, 2025, there have been 3,294 water samples tested under the Private Well Testing Pilot Program.

Background

- The Provincial Government released a Drinking Water Safety Action Plan on April 6, 2023.
- The Drinking Water Safety Action Plan focuses on improving all types of drinking water systems in the province, including public, semi-public and private drinking water systems.
- The plan identifies 37 actions targeting improvements to the management of drinking water systems in the areas of governance, infrastructure, risk management, regulatory frameworks, outreach, and research and innovation.
- An inventory of semi-public drinking water supplies has been started, and water quality testing has commenced
- A new webpage for semi-public drinking water supplies has been created with outreach and educational materials for semi-public water supply owners and operators.
- This plan organizes actions on drinking water safety according to drinking water system type:

1. Public drinking water systems
 2. Semi-public drinking water systems
 3. Private drinking water systems
- Each action item has also been assigned one or more indicators to be able to track progress made over time.
 - The department will provide a comprehensive report of progress on these indicators at five-year intervals (the first plan is scheduled to be released in 2028).
 - Some of the 37 actions include:
 - Increasing the number of shared drinking water services (public water systems);
 - Investing in drinking water-related infrastructure under ongoing and new federal-provincial cost- shared programs, with emphasis on non-conventional water treatment options;
 - Increasing the percentage of public water supplies that are designated as protected areas under the Water Resources Act and enhancing source water protection;
 - Adopting the national Drinking Water Treatment Standards and Drinking Water Quality Standards for Newfoundland and Labrador;
 - Studying and implementing alternative methods of service delivery for drinking water including decentralized treatment;
 - Creating a database and mapping of baseline groundwater quality issues in private wells.

Environment and Climate Change Environmental Assessment Wind Project Status

October 2025

Summary

Projects in the province that are designated by the Environmental Assessment Regulations, are required to undergo an environmental assessment (EA). Projects producing more than one megawatt of energy are required to undergo environmental assessment. The Environmental Assessment process is conducted through the Department of Environment and Climate Change.

Anticipated Questions

What is the status of wind energy projects?

Are Indigenous communities or the public able to appeal previous EA decisions made by the Minister?

Key Messages

- The environmental assessment (EA) process is a robust, transparent and consultative process.
- When a project is registered for environmental assessment, over 20 federal and provincial government entities review the project and provide scientific, technical and regulatory advice to the Minister.
- The EA process includes consultation with Indigenous governments and organizations and the public prior to decision-making.
- If a person is not satisfied with a decision made by the Minister in the EA process, they have 60 days from the date of the decision to appeal that decision.

Quick Facts

- There are currently 5 wind development projects in the environmental assessment process.

Background

- The current 5 wind development projects in the environmental assessment process are:
 1. Argentia Renewables Project
 - Environmental Preview Report (EPR) is required, and EPR guidelines were issued December 13, 2024
 2. Burin Peninsula EverWind Green Fuels Project
 - EIS is required and EIS guidelines were issued March 7, 2025
 3. Botwood and Area EVREC Green Energy Project
 - Environmental Impact Statement (EIS) is required, and EIS guidelines were issued April 2, 2025
 4. Avalon Isthmus North Atlantic Refining Corp. Green Energy Project
 - EPR is required and EPR guidelines are due to be issued by Nov. 1, 2025
 5. Toqlukuti'k (TQK) Avalon Isthmus Green Energy Project
 - EIS is required and EIS guidelines are due to be issued by Jan.7, 2026
 - Draft guidelines are expected to be posted by November 5 in order to conclude the required 40-day public consultation period prior to the holiday season.

Environment and Climate Change Environmental Assessment Process

October 2025

Summary

The Environmental Assessment Division of the Department of Environment and Climate Change is responsible for overseeing the environmental assessment of projects that are required to register for environmental assessment.

Anticipated Questions

What is involved in the Environmental Assessment Process?

Why is Environmental Assessment important?

Key Messages

- Projects in the province that are designated under the Environmental Protection Act regulations are subject to environmental assessment.
- Environmental assessment is a legislated process under Part 10 of the **Environmental Protection Act**.
- The environmental assessment (EA) process is a robust, transparent and consultative process.
 - Over 20 federal and provincial government entities review the project and provide scientific, technical and regulatory advice to the Minister.

Quick Facts

- About 55 projects are registered per year for environmental assessment. Most registered projects are released within 45 days (about 90%), and about 5 projects per year require an Environment preview report (EPR) or an environmental impact statement (EIS).

Background

- The Environmental Assessment Division administers the process which includes
 - consulting at every stage with interested government departments and the public
 - evaluating submissions by proponents and reviewers
 - advising the Minister on potential environmental effects prior to decisions

- monitoring released projects to ensure compliance and effectiveness of mitigation
- A project registration document is made available to Indigenous governments and organizations and the public for a 35-day review period to ensure stakeholders have an opportunity to provide input. The information gathered during this review period is considered by the Minister, prior to any decision-making.
- The Minister may determine within 45 days of registration that a project can be released subject to conditions or that further assessment is needed in an EPR or an EIS.
- An EPR is required when there's insufficient information to understand the interactions of the project with the environment, or an inability of the proponent to demonstrate a project can be conducted in an environmentally sound manner, or when unknown/experimental technology is intended to be used.
- An EIS is required when significant adverse environmental effects are likely or where there is significant public concern.
- Residents unsatisfied with a decision made by the Minister under Part 10 of the [Environmental Protection Act](#) (the Act) can appeal that decision to the Minister under Section 107.
- Decisions made under the environmental assessment process can be appealed to the ECC Minister.

Environment and Climate Change

Flood Risk Mapping

October 2025

Summary

The Department of Environment and Climate Change has a mandate to undertake flood risk mapping, flood forecasting and flood warning under the **Water Resources Act** in order to minimize flood damage in flood prone communities.

Anticipated Questions

What is the province doing to help communities prepare for possible flooding risks?

Key Messages

- Flood risk maps are important planning tools for governments and communities for land use development, infrastructure investment, emergency management and climate change adaptation.
- Having reliable flood mapping allows municipalities to plan both for current and future climate conditions and minimizes damage to property and infrastructure, which is expected to result in cost savings over time.
- In addition to community flood risk studies, the province has been working on developing various tools to help with coastal flood mapping and raising public awareness around coastal flooding including:
 - The Newfoundland and Labrador Atlas of Storm Surge and Wave Climates
 - Coastal Flood Simulation App

Quick Facts

- Flood mapping has been developed for 44 communities in the province with floodplain mapping studies underway for an additional 11 communities including several on the southwest coast of Newfoundland.
- Since 2016, over \$100 million has been provided through the federal disaster assistance program for severe rain/flooding events in the province.

Background

- Climate change is altering precipitation patterns and will result in additional communities experiencing regular floods while communities with existing flooding issues experiencing more intense and extensive flooding incidents.

- Floods are one of the most common natural hazards in NL and are often the costliest.
- Climate change is impacting flood and storm surge risk. Flood risk mapping is now incorporating both current climate and climate change forecast conditions. Flood risk studies of communities along the coast now also include an assessment of coastal flooding from storm surge and waves.
- The province has an MOU with the federal government for work under the Flood Hazard Identification and Mapping Program (FHIMP) for flood risk mapping.
- In 2021-22, flood mapping was undertaken for Placentia, Carbonear, Victoria and Salmon Cove.
- In 2022-23, studies were undertaken in the communities of Ferryland, Brigus, Heart's Delight, Winterton, and Hants Harbour.
- Flood mapping studies for 2023-24 include St. John's, Codroy Valley area, Channel-Port aux Basques, Burnt Islands, Isle aux Morts, Rose Blanche-Harbour Le Cou, Burgeo, Stephenville, Kippens, Cox's Cove, Trout River and Parson's Pond.
- For 2024-25, the Flood Hazard Identification and Mapping Program has initiated a new flood study in the Conception Bay area including the communities of Bay Roberts, Cupids, Clarke's Beach, Holyrood, Harbour Grace and Spaniard's Bay.
- Planning is underway for additional flood-risk mapping studies in 2025-26.

Environment and Climate Change
MSC Baltic III
October 2025

Summary

Clean-up of the MSC Baltic III continues in Lark Harbour.

Anticipated questions:

What is the provincial government doing to ensure this process moves as quickly as possible?

Key Messages

- The Canadian Coast Guard is the lead regulatory agency on the response operation.
- The provincial government has urged the Canadian Coast Guard to ensure all possible measures are being taken to expedite clean-up efforts of the MSC Baltic III, and to prevent environmental damage.
- The provincial government will continue to engage with the Coast Guard to gain the most up to date information on the removal operation.

Quick Facts

- As of September 2025, a total of 407 containers have been removed from the ship with 65 containers remaining onboard.

Background

- A shipping incident is cause for concern. Since the incident, the following has occurred:
 - Discussions were had with the Coast Guard to ensure provincial regulatory requirements are being met with regards to their plan to access the MSC Baltic III site, offload the contents, and eventual removal of the wreckage
 - Wrote the Federal Government early on urging the Canadian Coast Guard to ensure that all possible measures be taken to expedite clean-up efforts of the MSC Baltic III, and to prevent environmental damage.

- Winterizing the vessel is now underway, and a cableway system connecting the ship and land has been constructed.

Environment and Climate Change PFAS

October 2025

Summary

In 2024, a class-action lawsuit was filed by Torbay residents against Transport Canada for failing to warn residents of contaminated water. Court documents allege the problem stems from firefighting training carried out at the nearby St. John's International Airport, which used a foam that contained so-called "forever chemicals" that can cause a number of negative health effects on humans, including cancers.

In August 2024, Health Canada released an Objective for Canadian Drinking Water Quality for Per- and Polyfluoroalkyl Substances (PFAS). The objective of 30 ng/L was established for the sum of the concentration of 25 PFAS. Following this objective, the Department of Environment and Climate Change implemented a pilot monitoring program for select sites throughout the province potentially at higher risk for presence of these chemicals.

Anticipated Questions

If PFAS are known to spread, how can the Provincial Government ensure drinking water is safe near and outside of airports and areas where firefighting has occurred?

How is the Provincial Government responding to the issue of contaminated water due to high levels of PFAs levels in Torbay?

What support can residents in homes with contaminated water expect from the Department of Environment and Climate Change?

Key Messages

Per- and polyfluoroalkyl substances (PFAS) pronounced *P-FASS*

- Safe drinking water is a priority for the Government of Newfoundland and Labrador.
- A pilot monitoring program implemented by the Provincial Government in 2024 at selected sites, is designed to collect baseline data for select public drinking water systems throughout the province which will run through a phased approach over the next 3 to 4 years.
 - PFAS samples will be collected at select higher risk sites in all geographical regions of the province throughout 2025-26.
- As with all chemical exceedances in drinking water, the Provincial Government follows established guidelines such as those set under Guidelines for Canadian Drinking Water Quality.

- Questions on PFAS levels in Torbay groundwater sources fall under federal jurisdiction and can be directed to Transport Canada.
- We will enhance the number of certified water system operators, regional operators, water treatment plants, potable water dispensing units (PWDUs), protected drinking water sources and disinfection systems, to increase community capacity, reduce boil water advisories, and ensure access to clean and safe drinking water.
- We continue to work with regional service boards, municipalities, local service districts and Inuit Community Governments to improve the province's drinking water safety.

Background

- Per- and polyfluoroalkyl substances (PFAS) are commonly found in everyday products, including clothing, electronics, food packaging and cosmetics.
- The department sent a letter to the town on March 31, 2025, advising them to request an expanded testing program from Transport Canada.
- ECC will continue to participate in the update/progress meetings between Transport Canada, Health and Community Services, Service NL, NL Health, the Town of Torbay and the Town of Logy Bay- Middle Cove – Outer Cove.
- In March 2025, the Federal Government announced they are proposing to add PFAS to the list of toxic substances in Schedule 1 of Canadian Environmental Protection Act.
- The Federal Government is considering a phased prohibition of PFAS in firefighting foams to better protect firefighters and the environment.
- Until the area impacted by PFAS contamination is delineated by Transport Canada and the absence of PFAS levels is confirmed, the department will not review groundwater sustainability assessment reports for any new un-serviced development in the catchment of South Pond and North Pond within the Town of Torbay

Environment and Climate Change Waste Management

October 2025

Summary

The status and plan to implement the Provincial Solid Waste Management Strategy (PSWMS) is a discussion that arises in the media and in the House of Assembly on occasion.

Anticipated Questions

What is the status of the Provincial Solid Waste Management Strategy?

When will it be implemented?

Key Messages

- As a result of public consultation, the Provincial Solid Waste Management Strategy was released in 2002 with the aim of province-wide modern waste management.
- A review of the Provincial Solid Waste Management Strategy was completed in 2019. The province continues to review and implement its recommendations as feasible.
- The Government of Newfoundland and Labrador continues to work towards more regionalized, modern waste management for the province.
- Approximately 83 per cent of the population in the province has access to modern waste management.

Quick Facts

- Since 2022, approximately \$223M has been spent on the program through the federal Canadian Community Building Fund (CCBF – formerly Gas Tax) and Provincial Waste Management funding. This includes approximately \$57M since 2016.
- There are currently 64 operational waste disposal sites in the province (37 on the island and 27 in Labrador).
 - A reduction of 73 per cent from the 235 sites that existed in 2002.

- There are currently only 4 active municipal waste incinerators in the province, all located in remote communities.
 - A reduction of 92.5 per cent from 53 when the Provincial Solid Waste Management Strategy was released in 2002.

Background

- Modern waste management includes disposal of municipal waste into lined (or equivalent to lined) landfills, and increased waste diversion initiatives such as recycling, e-waste, used oil, and tires.
- The Provincial Solid Waste Management Strategy was introduced in 2002 to modernize waste management across the province.
- The primary goals are:
 - Diversion of solid waste by 50 per cent
 - Reduction in the number of waste disposal sites by 80 per cent
 - Elimination of open burning and incineration
 - Phase out of unlined landfills
 - Province wide implementation by 2025
- Progress to date includes:
 - Two full-service waste disposal facilities with lined landfills are now operational at Norris Arm North and Robin Hood Bay.
 - The number of waste disposal sites have been reduced by 73 per cent.
 - The number of waste incinerators has been reduced to 92.5 per cent
 - In the interim, local landfill sites are being closed and consolidated to the extent possible.
- The Waste Management Strategy is an interdepartmental initiative.
 - The Department of Municipal Affairs and Community Engagement works with communities to implement the strategy and establish regional governance and environmental policy and standards.
 - Service NL is responsible for monitoring and enforcement.
 - The Multi-Materials Stewardship Board is responsible for public education, research and waste diversion programs.

- Sites in Labrador and remote areas are being addressed on an individual basis with focus on improving waste disposal practices, increasing waste diversion and reducing incineration.
- The 4 municipal waste incinerators are in the communities of:
 - McCallum
 - Francois
 - La Poile
 - Mud Lake

Environment and Climate Change

Water Levels and Dry Weather Conditions

October 2025

Summary

Throughout the summer and fall of 2025, ECC received multiple media inquiries related to dry weather conditions, low water levels and water conservation including the impact on areas such as Conception Bay South, Holyrood and Deer Lake.

Anticipated Questions

How has drought affected the province?

How prepared is the Provincial Government to address low water levels caused by dry weather conditions?

What environmental risks are associated with drought and dry weather conditions in Newfoundland and Labrador?

What is the plan should we face drought again next summer and fall?

Key Messages

- Access to an adequate water supply is vital for the safety and well-being of all communities across Newfoundland and Labrador.
- Flow conditions are monitored across the province through the real-time water monitoring network.
- When drought conditions occur, all levels of government, and residents of Newfoundland and Labrador must work together.
- The Government of Newfoundland and Labrador issues public advisories to inform residents how to best manage water usage during dry weather conditions.
- The Water Resources Management Division advises municipalities when dry weather is expected to impact water supply.
- The Provincial Government advocates for the wise use of water. During emergency situations, such as the wildfires, residents and communities should adhere to guidance from local authorities on priority of use.
- The public can reference our online [Water Conservation Resources](#) for practical tips and fact sheets to reduce water consumption for both communities and residents.

Quick Facts

- 2025 was the 7th driest May-Aug period St. John's has seen since 1950.
- During summer 2025, at least 39 communities that operate a public drinking water system issued a water conservation order (or water ban) due to low source water levels.
 - 14 of the 39 communities had to undertake additional measures to supplement their water supplies, including the installation of siphons and/or pumps, excavation of water channels, trucking of water, and rationing of water by shutting down their water system during specific times of the day.

Background

- Peak snowpack depth across much of the Island in the winter of 2024-25 was half of the normal average snowpack depth. This meant less snowmelt contributing to stream runoff and groundwater infiltration.
- Since 2003, NL has been experiencing more severe drought conditions with larger areas of the province being subject to these drought conditions.
- Municipalities are responsible for effectively managing and adjusting water systems including intake water levels, conservation measures, and leak detection and repair activities.
- Private well owners are responsible for the construction, operation, treatment and maintenance of private wells.
- Some communities that operate a public drinking water system experienced water shortage issues during summer 2025 due to infrastructure or equipment issues such as large watermain breaks, and pump and valve issues.
- Additional data from communities will be collected through the 2025 Water System Report Form.

Environment and Climate Change Water Testing and Wildfires

October 2025

Summary

Throughout the summer of 2025, the Department of Environment and Climate Change received numerous media and public inquiries about the impact of wildfires in the province on water supply, particularly regarding the Provincial Government's role in well water testing in the aftermath of the wildfires.

Anticipated Questions

How does the Provincial Government's monitor and test water that was impacted by wildfires across the province?

Approximately how many homes had their wells tested due to the wildfires?

What happens if the water testing shows contamination?

Key Messages

- In the event of natural disasters such as wildfires, the Provincial Government monitors public drinking water systems, semi-public and private wells.
- The Department of Environment and Climate Change is responsible for collecting drinking water samples using specific protocols. When deemed safe to do so, sampling arrangements were made in collaboration with towns, local service districts, or residents in areas that were impacted by wildfires. Test kits were also made available to private well owners.
- Testing parameters for areas impacted by wildfire and fire suppression measures were selected based on fire suppressants used and other considerations. Samples were analyzed by an accredited lab and results were reviewed by the Water Resources Management Division.
- As per standard protocol, water sample results for *public* drinking water systems are communicated to the appropriate municipality or local service district. The Department of Health and Community Services provided direction regarding questions or health concerns.
- Water sample results for *semi-public or private wells* were communicated to the well owner. The Department of Health and Community Services provided direction regarding questions or health concerns.

- Private well owners in areas outside of those impacted by wildfire or fire suppression measures, can test their well water at any point in time, free of charge. Test kits are available through regional Government Service Centres.

Quick Facts

- 10 private wells that were potentially impacted by wildfire or fire suppression measures were tested after the Adam's Cove wildfire. All test results have been received, and homeowners have been informed of the results.
- 57 private wells were tested in the Holyrood and CBS area impacted by wildfire or fire suppression measures. All test results have been received, and homeowners have been informed of the results.
- As of early October 2025, 300 private wells that were impacted or potentially impacted by wildfire or fire suppression measures were tested in Conception Bay North and any results received to date have been reviewed by Water Resources Management Division and sent to the homeowners.
- 1 public water system in the Town of Small Point-Broad Cove-Blackhead-Adam's Cove was tested following the Adam's Cove wildfire in May 2025. Results were received and shared with public health and community officials. The non-Consumption Advisory was lifted.
- 6 public water systems in the Town of Small Point-Broad Cove-Blackhead-Adam's Cove were tested following the Kingston Fire in Conception Bay North. Results were received and shared with public health and community officials. All Non-Consumption Advisories were lifted.

Background

- If any health-related contaminant is reported above the guidelines, a second sample must be collected to confirm exceedance. Once exceedance is confirmed, all partners (Health and Community Services, Municipal Affairs and Community Engagement, Transportation and Infrastructure, and Government Modernization and Service Delivery) are notified. Health and Community Services in consultation with the Water Resources Management Division determines the need of a non-consumption advisory.

- Residents who were under a State of Emergency, but were not under an evacuation order, could safely consume their water whether it was well water or municipal water, unless notified otherwise.

Environment and Climate Change

MMSB Key Messages

October 2025

Summary

The Multi-Materials Stewardship Board (MMSB) is a Crown Corporation that reports to the Minister of Environment and Climate Change.

Anticipated Questions

What is the role of the MMSB?

What are its lines of business?

How is it funded?

Key Messages

- MMSB advances sustainable waste management in Newfoundland and Labrador through developing waste diversion and public education programs.
- MMSB has two lines of business, which include:
 1. Waste diversion programs for beverage containers, tires, and Extended Producer Responsibility (EPR) programs for paint, electronics and used oil.
 2. Public education programs
- MMSB is self-funded by deposits paid on used beverage containers and tires, in accordance with provincial legislation, as well as from the sale of recyclable materials collected through its waste diversion programs.
- Currently, over 80% of households in our province can participate in a curbside blue bag program.

Quick Facts

- In 2024-25 a record of over 238 million beverage containers were recycled – up 14.5 million containers recycled over the previous year
- Every year, MMSB's **Used Tire Management Program** keeps upwards of 500,000 tires out of landfills.
- Since 2002, more than 9.4 million tires have been diverted from the province's landfills.

- Since the inception of the Used Beverage Recycling Program in 1997, more than 4 billion beverage containers have been diverted from landfills and recycled.
- Since the EPR program's inception, over 9.4 million litres of used oil and glycol have been diverted from landfills.

Background

- MMSB offers funding opportunities that help support sustainable communities, business innovation and waste reduction.
- **EPR** programs ensure that producers are responsible for the collection, recycling and disposal of their products when they reach the end of their use.
 - The following EPR programs are active in Newfoundland and Labrador:
 - **Waste Paint**
 - Product Care Association provides residents and businesses with province-wide drop-off locations and collection events.
 - Since the program's inception in 2012, over 2 million litres of paint have been diverted from landfills.
 - **Electronic Waste**
 - The Electronic Products Recycling Association provides residents and businesses with province-wide drop-off locations and collection events.
 - Since the program's inception in 2013, over 8,700 metric tonnes of electronics have been diverted from landfills.
 - **Used Oil/Glycol**
 - The Atlantic Used Oil Management Association provides business generators with on-site collection and residents with drop-off locations and collection events.