

## NOVEMBER 2023 MONTH IN REVIEW

# Manitoba

### **LAWS & ANNOUNCEMENTS**

#### **OHS Enforcement**

Sep 24: Since April 1, 2023, Manitoba has carried out 3,007 WSH inspections, resulting in the issuance of 196 Stop Work Orders and 5,965 Improvement Orders. There were also 4 reported OHS work refusals and 23 alleged reprisals.

**Action Point:** Implement an [OHS inspections policy](#) in case inspectors show up at your door

#### **Infectious Illnesses**

Sep 19: With flu season approaching, Manitoba began providing regular updates on the respiratory viruses expected to circulate in the province over the coming months, along with guidance on measures residents can take to safeguard themselves from infection.

**Action Point:** Use the [OHSI Infection Exposure Control Plan](#) template to prevent infectious illnesses at your workplace

### **CASES**

#### **Workers Comp: PTSD Arising from Conflict with Boss Isn't Work Related**

A worker claimed that being accused by his captain of being a member of the Russian Mob aggravated his post traumatic stress disorder (PTSD) and filed for workers comp benefits. The Manitoba WCB rejected the claim, noting that workers comp doesn't cover stress related to labour relations or employment, including conflicts with management. The worker appealed but the province's top court, the Court of Appeal, agreed with the WCB's determination. Adding insult to injury, it also

ordered the worker to pay \$500 to cover the agency's legal costs in defending the appeal [*Hyra v The Workers Compensation Board of Manitoba et al.*, 2023 MBCA 79 (CanLII), September 11, 2023].

**Action Point:** Find out about [workers comp coverage](#) of PTSD and mental stress