

Manitoba

LAWS & ANNOUNCEMENTS

Housekeeping & Hygiene

Mar 9: Manitoba [revised](#) its *Workplace Safety and Health* (WSH) Regulations to require employers to provide free menstrual products in workplace washrooms or another accessible location at no cost to employees. Employers must also provide at least one choice of tampon and one choice of pad along with a covered container for disposal of menstrual products near each toilet in a washroom. Effective date: September 1, 2026.

Action Point: Find out about the [5 steps](#) to take to ensure compliance with OHS personal hygiene requirements.

Housekeeping & Hygiene

Mar 20: [Amendments](#) to WSH Regulations require employers and prime contractors at certain construction project sites to ensure that hot water for handwashing is provided, effective April 1, 2027. The rules apply to industrial, commercial, or institutional buildings greater than 600 square metres or three-storeys-high, where more than 25 workers are on site at any one time.

Action Point: Find out how to implement a [Sanitation and Toilets Compliance Game Plan](#) at your site.

OHS Enforcement

Feb 22: Since April 1, 2025, Manitoba has carried out 6,493 WSH inspections, resulting in the issuance of 480 Stop-Work Orders and 13,111 Individual Improvement Orders. There were also five reported OHS work refusals and 61 alleged reprisals.

Action Point: Find out how to implement an [OHS inspections policy](#) in case inspectors show up at your door.

Infectious Illness

Mar 5: New [Bill 11](#) bans employers from requiring employees to provide a “sick note” verifying absences due to injury or illness unless either the absence lasts more than a week or the employee’s been absent more than 10 scheduled workdays in the calendar year. Employers must reimburse employees for the cost of getting a sick note.

Infectious Illness

Mar 31: With measles cases on the rise, Manitoba gave the greenlight for pharmacists to administer the free publicly funded vaccine to children and young people of ages two to 19. Children should receive their first dose of measles vaccine at one year and second dose at between four and six years of age for routine immunizations. Children living in regions impacted by the current outbreak may be eligible for an additional dose as young as six months.

Action Point: Find out how to use the [OHS Insider Infection Exposure Control Plan](#) template to guard against measles and other potential infectious illness outbreaks

at your workplace.

Transportation Safety

Mar 12: Legislation governing the use of low-powered personal electric vehicles such as electric kick-scooters, skateboards, self-balancing scooters, and unicycles, as well as three-wheeled vehicles, passed First Reading. [Bill 43](#) also clarifies that the use of an automated driving system is allowed only if it's authorized under a pilot project or by a technology testing permit. It also requires all motor vehicles and trailers to be registered and plated even if a permit exempts it from weight and dimensions requirements.

New Laws

Mar 12: Newly tabled [Bill 47](#) requires the government to establish an online public registry that provides information about journeypersons and other specified persons who are subject to *The Apprenticeship and Certification Act*. The Bill authorizes the executive director to share information with educational institutions and other persons providing technical training or other services under the Act.

Retaliation

Mar 4: The Manitoba Assembly tabled legislation ([Bill 14](#)) to beef up protections for public sector whistleblowers. Highlights: i. The chief executive of a public body must act as the designated officer when a disclosure of alleged wrongdoing involves the designated officer or another senior official; ii. A disclosure involving the chief executive must be referred to the Ombudsman or, if the chief executive is a deputy minister, to the Clerk of the Executive Council; iii. An employee may make a disclosure despite any agreement to the contrary; iv. The circumstances in which reprisals are prohibited expanded to include when the employee is suspected of making a disclosure, declines to participate in a wrongdoing, or otherwise complies with the Act; and v. The person alleged to have taken reprisal action has the burden of proving that it didn't take reprisal action.

Privacy

Mar 17: The Manitoba Assembly tabled [Bill 51](#) requiring the government, government agencies, health authorities, universities, school divisions, municipalities, and other public sector entities to comply with regulations governing the use of AI systems and cybersecurity. Such regulations may include provisions requiring disclosure of information about AI use, development of accountability frameworks, and reporting of cybersecurity incidents.

Action Point: Find out about [the 11 ways you can use](#) Artificial Intelligence to improve workplace safety and OHS compliance without trampling on workers' privacy rights.

Privacy

Mar 19: [Bill 2](#) expanding privacy protections under existing legislation banning the sharing of intimate images without consent has been reported out of Committee. Highlights: i. expanded definition of intimate image to include 'nearly nude'; ii. new ban on threatening to distribute an intimate image; iii. ban on taking or sharing nude or nearly-nude images of a person after their death; and iv. potential liability for

websites that fail to act reasonably to remove nude or nearly-nude images.

Action Point: Cyber privacy and nonconsensual publication of images on PornHub and other sites can become a workplace harassment issue when it involves workers. That's why it's important to create and implement an effective [Cyberbullying Prevention Policy](#) at your workplace.

Environmental

Mar 11: Newly tabled [Bill 21](#) would amend *The Drinking Water Safety Act* to expand the government authority to classify water systems in accordance with the regulations and subject to approval by a medical officer. It also authorizes the director to order the person who owns or controls the land on which the water system is located to take responsibility for it if the owner of a water system can't be identified.