

Manitoba

LAWS & ANNOUNCEMENTS

Incident Reporting

May 15: Under newly proposed [regulations](#), failure to report a serious incident to Manitoba Workplace Safety and Health (WSH) could result in an Administrative Monetary Penalty (AMP) of \$1,000 for a first offence, \$3,000 for a second offence, and \$5,000 for a third or subsequent violation. As with AMPs for other WSH offences, issuance would be discretionary.

Action Point: Find out how to avoid AMPs and other penalties by implementing a legally sound [Incident Reporting Compliance Game Plan](#) at your site.

OHS Enforcement

Apr 26: Since the new enforcement year began on April 1, 2026, Manitoba has carried out 915 WSH inspections and issued 37 Stop Work Orders and 1,075 Individual Improvement Orders. There were also two reported OHS work refusals and eight alleged reprisals.

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

Infectious Illness

May 7: Manitoba declared a Public Health Emergency to combat the spread of human immunodeficiency virus (HIV). Manitoba continues to experience some of the highest HIV rates in Canada, especially in the Winnipeg, Prairie Mountain Health and Northern Health regions. Risk factors for acquiring HIV in Manitoba are different from national trends, with over 50% of cases being female, compared to a Canadian average of 32% female.

Infectious Illness

Jun 1: [Bill 11](#) banning 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 has received Royal Assent. Employers must reimburse employees for the cost of getting a sick note. Effective date: January 1, 2027.

Transportation Safety

May 13: 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, has been reported out of Committee. [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.

Workplace Fatigue

Jun 1: Manitoba passed [Bill 26](#) authorizing the government to take action to ban mandatory overtime for nurses. Exception: Healthcare systems could still require mandatory overtime: (a) in a present or imminent situation or condition that requires prompt action to avoid or limit loss of life or harm to an individual's health; or (b) when required by or under an enactment in relation to an existing or threatened disaster or emergency.

Action Point: Find out how to implement a [Workplace Fatigue Risk Management System](#) for your workers.

Seasonal Safety

May 20: Manitoba launched [public consultations](#) on whether the province should end seasonal time changes and, if so, whether the switch should be to permanent daylight savings time or permanent standard time.

Action Point: Studies show that workplace injuries increase during the first three working days after daylight saving time begins each spring due to lingering fatigue and disruption to circadian rhythm. Find out [how to help your workers adjust to daylight saving time changes](#).

New Laws

May 19: Applications opened for Innovation Growth Program (IGP) grants to commercialize innovative products and processes. Eligible applicants include: i. for-profit, taxable Canadian-controlled private corporations with a permanent establishment in Manitoba that pay at least 50% of total salaries and wages to Manitoba resident employees; ii. companies with annual revenue of \$15 million or less, or fewer than 100 full-time equivalent employees; and iii. companies with a cash equity position of at least \$25,000. Deadline [to apply](#): June 30.

New Laws

May 28: Manitoba's newly passed 2026 Budget Bill ([Bill 53](#)) removes the provincial sales tax (PST) from all food items and non-alcoholic beverages sold at grocery stores, effective July 1.

Retaliation

Jun 1: Newly passed [Bill 14](#) enhances 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.

Action Point: Find out how to [avoid reprisals liability](#) when disciplining workers for safety violations.

New Laws

Jun 1: Manitoba passed [Bill 10](#) amending *The Employment Standards Code* to provide employees who've been employed by the same employer for at least seven consecutive months up to 16 weeks of unpaid leave if a child is placed or arrives into their care through adoption or surrogacy. Employees must provide employers written notice at least four weeks before leave begins, unless circumstances necessitate shorter notice. Employers may require employees to provide, as soon as practicable "reasonable" evidence of entitlement to leave.

Privacy

Jun 1: [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 received Royal Assent but hasn't yet been proclaimed effective. 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

Jun 1: Royal Assent for [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: Cyberprivacy 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.

Drugs & Alcohol

May 26: Newly tabled [Bill 54](#) would amend *The Smoking and Vapour Products Control Act* to ban the sale of most flavoured e-substances in businesses that children are allowed to enter which are located in major urban areas.

Workers' Compensation

May 11: The Workers' Compensation Board of Manitoba (WCB) will use its surplus to distribute \$90 million worth of rebates to eligible employers. The money will be in the form of a credit towards the employer's 2026 WCB premiums.

Environmental

Jun 1: [Bill 18](#) authorizing Manitoba environment officers to issue compliance orders for *Waste Reduction and Prevention Act* violations received Royal Assent and took effect. Companies that don't take the measures listed in the order will be subject to administrative monetary penalties. The Bill also includes new restrictions on knowingly providing false or misleading information to environmental officers or in

reports required by the Act.