

Manitoba

LAWS & ANNOUNCEMENTS

OHS Enforcement

Apr 27: Since April 1, 2025, Manitoba has carried out 470 WSH inspections, resulting in the issuance of 26 Stop Work Orders and 930 Individual Improvement Orders. There was also 1 reported OHS work refusal.

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

New Laws

Apr 23: [Bill 42](#), aka *The Buy Canadian Act*, requiring Manitoba to establish a policy affording preferential treatment to Canadian suppliers when procuring government goods and services under the *Government Purchases Act*, passed Third Reading but hasn't yet received Royal Assent.

New Laws

Apr 15: Manitoba announced a temporary public policy that will enable individuals currently employed in the province who are intending to establish themselves as permanent residents to extend their work permits. The 2-year extension applies to eligible Manitoba Provincial Nominee Program (MPNP) candidates whose work permits expired in 2024 or expire in 2025.

Workplace Harassment

Apr 16: Second Reading for legislation ([Bill 19](#)) requiring Manitoba school boards to establish a policy on appropriate and inappropriate interactions between students and staff on and off school sites that includes procedures for reporting and addressing violations; and provide information about the policy to students, parents, and the public. The school board must also ensure that school staff, coaches, and volunteers complete sexual abuse prevention and school sport abuse prevention programs once every 4 years.

Action Point: Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site.

New Laws

May 1: Manitoba's Budget 2025 provides approximately \$962 million in relief and support for businesses impacted by U.S. and Chinese tariffs, including \$122 million in workers' comp rebates and \$840 million in tax relief via a 3-month deferral of payments of the retail sales tax and health and post-secondary education tax levy covering February, March and April tax returns.

New Laws

Apr 23: Second Reading for [Bill 25](#), *The Public-Private Partnerships Transparency and Accountability Act*, requiring a public sector entity that uses a public-private partnership to effect procurement for a major capital project to: i. conduct a preliminary analysis of the viability and expected risks, costs and benefits of using a public-private partnership for the project; ii. make information about the project and preliminary analysis publicly available and allow the public to comment; iii. comply with applicable procurement laws, agreements, policies and procedures; iv. engage an independent fairness monitor to oversee the procurement process and prepare a final report and contract summary; and v. report to the Auditor General and to the public at various stages of the project.

Industry Challenges

Apr 1: New prompt payment regulations banning construction company clients from withholding payments to their contractors took effect today. The regulations also establish an adjudication process to ensure swift resolution of payment disputes.

Workers' Comp

Apr 17: [Bill 29](#) proposing amendments to the *WSH Act* passed Second Reading. Highlights: i. Act's purposes expanded to include enabling workers to work in psychologically safe workplaces; ii. Employer may be ordered to implement a medical surveillance program if the Chief Occupational Medical Officer has reason to believe that a worker has been over-exposed to a harmful substance; iii. Workers who lose wages due to reprisal may collect them as unpaid wages under *The Employment Standards Code*; and iv. Clarification that required hazard assessments must be carried out by a competent person.

Action Point: Find out how to create a legally sound and effective [Psychological Safety Policy](#) for your own workplace.

Workers' Comp

Apr 17: Second Reading for [Bill 24](#) amending *The Workers Compensation Act* to provide that if a worker who dies as a result of a workplace injury doesn't have a current or former spouse or common-law partner, the lump sum will instead be paid to the worker's estate or another person determined by the Manitoba WCB.

Workers' Comp

May 1: The Manitoba WCB began distributing \$122 million in surplus funds rebates to employers via a credit equivalent to 50% of their 2024 premiums. To qualify, employers must have fulfilled their 2024 payroll reporting responsibilities and owed a WCB premium. Employers who haven't yet reported 2024 payroll can still submit their information to receive the surplus distribution.