

## OCTOBER 2023 MONTH IN REVIEW

# Manitoba

### LAWS & ANNOUNCEMENTS

#### Minimum Wage

Oct 1: After increasing the general minimum wage to \$14.15 per hour in April, Manitoba implemented another \$1.15 increase sending the rate to \$15.30 per hour. Further annual changes will be pegged to the CPI index.

**Action Point:** Find out more about the latest round of [minimum wage increases](#) taking effect across Canada

#### Health & Safety

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 HRI template to create your own infectious illness [exposure control plan](#)

#### New Laws

Sep 7: New Age Metals announced that it's teaming with Australian giant Mineral Resources Ltd. to launch the largest lithium exploration program ever undertaken in Manitoba, a \$7 million venture encompassing 15,000 metres of diamond drilling and geophysical surveys.

## 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 mental stress claims](#) in Canada