

## JULY 2023 MONTH IN REVIEW

# Manitoba

### LAWS & ANNOUNCEMENTS

#### Leaves of Absence

May 30: Unpaid bereavement leave under the *Employment Standards Code* for the death of a family member officially increased from 3 to 5 days, effective today. Employees now also get 5 days' unpaid leave if they or a spouse or common-law partner experiences a loss of pregnancy.

**Action Point:** Use the HRI [Bereavement Leave Policy template](#) to create your own policy

#### New Laws

May 30: [Bill 36](#), which makes it easier and faster for members of regulated professions in other Canadian provinces to get recognized and begin plying their trade in Manitoba, received Royal Assent and has taken effect.

#### Health & Safety

May 9: The 2022 time loss injury rate in Manitoba ticked up from 2.7 to 2.9 per 100 full time workers. Other key year-over-year findings of the WCB's [2022 Annual Report](#): Total injury claims increased from 24,003 while time loss claims grew from 12,974 to 14,391. There were an estimated 3,321 severe injuries, just 8 more than in 2021. On the positive side, fatalities fell 20% from 20 to 16 and average days lost to workplace injury or illness dipped from 1.64 to 1.59.

#### Health & Safety

May 30: Private Member [Bill 227](#) to amend the *Workplace Safety and Health Act* to require owners of a workplace to ensure delivery personnel access to washroom facilities, unless the site is a residence or the owner can show that granting access would constitute an undue hardship or pose a danger, has received Royal Assent and taken effect.

## **Workplace Violence**

May 30: Royal Assent for [Bill 16](#) amending the *Domestic Violence and Stalking Act* to require persons party applying for a prevention order or protection order to disclose any existing orders or agreements between the parties dealing with parenting arrangements, custody, contact, access or guardianship.

**Action Point:** Find out about the 10 things you must do to [prevent workplace violence](#)

## **Privacy**

May 30: Royal Assent for [Bill 27](#), which makes it easier for victims whose intimate images are published without consent to collect money damages by establishing the presumption that published images were nonconsensual. The accused will then have the burden of proving that they had reasonable grounds to believe that the accuser did consent to the publication.

**Action Point:** Protect your organization from [revenge porn and cyberbullying liability](#)

## **Workers Comp**

May 30: Legislation, [Bill 25](#), extending the presumption that specific heart injuries and cancers suffered by firefighters are work-related for purposes of workers comp to wildfire firefighters, has received Royal Assent and taken effect.