

JUNE 2023 MONTH IN REVIEW

Manitoba

LAWS & ANNOUNCEMENTS

Leaves of Absence

May 24: [Private Member Bill 235](#) which would increase unpaid leave for the death of a family member under the *Employment Standards Code* from 3 to 5 days, was reported out of committee and is just one step away from passage. Employees would also get 5 days' unpaid leave if they or a spouse or common-law partner experiences a loss of pregnancy.

New Laws

May 17: [Bill 36](#), which would make it easier and faster for members of regulated professions in other Canadian provinces to get recognized and begin plying their trade in Manitoba, passed Third Reading but hasn't yet received Royal Assent.

Accessibility

May 26: [Public comments](#) as part of the province's comprehensive 5-year review of the *Accessibility for Manitobans Act* officially ended. Two days earlier, Accessibility Standards Canada and the Manitoba Department of Families signed a Memorandum of Understanding agreeing to work together and coordinate their efforts toward achieving accessibility.

Action Point: Find out more about [accessibility laws across Canada](#)

Employment Benefits

May 11: Manitoba officially signed onto the Canadian Association of Pension

Supervisory Authority's [2020 Agreement](#) designed to coordinate regulation of multi-jurisdictional pension plans across the country. The new coordinated rules will go into effect on July 1. BC, Alberta, Saskatchewan, Ontario, Quebec, New Brunswick, Nova Scotia, Newfoundland and the federal government have also signed the Agreement.

Health and Safety

May 24: 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, made it through Second Reading.

Workplace Violence

May 16: The Manitoba Assembly passed [Bill 16](#) amending the *Domestic Violence and Stalking Act* to require persons 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 16: Third Reading for [Bill 27](#), which will make 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 17: 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, made it through Third Reading but hasn't yet been proclaimed effective.