

AUGUST 2023 MONTH IN REVIEW

Manitoba

LAWS & ANNOUNCEMENTS

New Laws

Jul 27: Manitoba signed off on the registration processes for 31 self-regulated professions in the province after verifying their transparency, objectivity, impartiality and fairness in accordance with *Fair Registration Practices in Regulated Professions Act* review requirements. The processes also include new provisions to ensure mobility and recognition of credentials of applicants from other parts of Canada.

New Laws

Jul 10: Manitoba leads the country in reducing internal trade and labour mobility barriers. At least that's the finding of a new [report card](#) issued by the Canadian Federation of Independent Business (CFIB).

Labour Relations

Jul 20: With doctors in short supply, Manitoba and Doctors Manitoba reached tentative agreement on a landmark new physician services deal providing for total funding increases of \$268 million over 4 years, including an innovative new blended funding model for family medicine. If it's ratified, the new deal will replace the current agreement that expired on March 31.

Workplace Violence

Jul 25: Manitoba and the federal government signed a bilateral agreement aimed at eliminating gender-based violence under which the province will receive \$22.3 million from Ottawa over 4 years to implement the National Action Plan to End

Gender-based Violence in Manitoba.

Action Point: Find out [how to protect your employees](#) from the risk of workplace domestic violence

CASES

Labour Relations: Province Owes Union \$19.4 Million for Unconstitutional Law

In 2017, Manitoba passed a law called the *Public Services Sustainability Act* (PSSA) banning wage increases for new provincial public sector employees in the first 2 years of employment and capping raises in years 3 and 4 at 0.75% and 1.00%, respectively. A year later, a court found the law to be an unconstitutional infringement on collective bargaining rights and awarded the University of Manitoba Faculty Association \$19.4 million in damages because of the harm it suffered during collective bargaining with the University. Had it not been for the PSSA, the sides would have concluded a 4-year agreement and the union wouldn't have had to go on strike. The government appealed but Manitoba's top court, the Court of Appeal, has upheld the ruling and damage award [[Manitoba Federation of Labour et al v The Government of Manitoba](#), 2023 MBCA 65 (CanLII), July 13, 2023].