

## APRIL 2023 MONTH IN REVIEW

# Manitoba

### LAWS & ANNOUNCEMENTS

#### Minimum Wage

Apr 1: The general minimum wage is increasing 85 cents to \$14.15 per hour. A second increase of \$1.10 will take effect on Oct. 1 sending the minimum wage to \$15.30 per hour. By then, Manitoba's minimum wage will have gone up \$3.35 since Sept. 2022.

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

#### Minimum Wage

Mar 1: Small businesses impacted by the recent minimum wage increases can get [financial support](#) through Manitoba's new Small Business Minimum Wage Adjustment Program in the form a one-time lump sum payment of up to \$10,400 paid out in direct deposits of \$520 per eligible employee.

#### Minimum Wage

Mar 17: Manitoba completed an [online survey](#) initiative asking whether the province should establish minimum wage rates for apprentices.

#### Statutory Holidays

Mar 16: Although its ultimate passage remains doubtful, [Private Member Bill 203](#) to make the new Sept. 30 National Day for Truth and Reconciliation, aka, Orange Shirt Day, a stat holiday in Manitoba has made it to Second Reading, a status that Private Member bills don't frequently reach.

**Action Point:** Use the resources on the HRI [Statutory Holiday](#) Compliance Centre to avoid stat holiday violations at your workplace

## Pay Equity

Mar 13: Newly tabled [Private Member Bill 228](#) would add new pay transparency requirements to the *Employment Standards Code* and *Pay Equity Act* similar to those that BC just adopted. The law would ban employers from asking applicants about pay history while requiring them to include pay information in public job ads and publish an annual pay audit report, including information on gender and diversity, with the Pay Equity Commissioner.

**Action Point:** Find out more about [pay equity laws](#) and their practical impact on operations

## Immigration

Mar 10: New regulations eliminate the requirement that internationally educated physicians in specific membership classes pass the Medical Council of Canada Qualifying Exam Part 1 (MCCQE1) before registering and practicing in Manitoba.

**Result:** Foreign doctors will be able to start working in the province sooner.

## Immigration

Mar 9: Manitoba will be getting 9,500 Provincial Nominee Program allotments in 2023, 3,175 more than it got in 2022. That's a year-over-year increase of 50%.

## New Laws

Mar 14: Newly tabled [Bill 36](#) 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.

## Workplace Violence

Mar 6: Newly tabled [Bill 16](#) would amend 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**

Mar 13: First Reading for [Bill 27](#), which would 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 would then have the burden of proving that they had reasonable grounds to believe that the accuser did consent to the publication.

## **Health and Safety**

Mar 13: Newly tabled [Private Member Bill 227](#) would amend the WSH Act to require owners to give outside delivery personnel access to washrooms unless it would pose a risk to health and safety, impose undue hardship or where the washroom can be accessed only through a dwelling.

## **Workers Comp**

Mar 10: Newly tabled and soon to be passed [Bill 25](#) would extend the presumption that specific heart injuries and cancers suffered by firefighters are work-related for purposes of workers comp to wildfire firefighters.