

## MARCH 2024 MONTH IN REVIEW

# Manitoba

## **LAWS & ANNOUNCEMENTS**

### **Immigration**

Feb 16: That's the final day for organizations to [apply](#) for Newcomer Community Integration Support (NCIS) projects to provide settlement support services to immigrants who have recently arrived in Manitoba.

### **Employment Benefits**

Jan 2: The Manitoba Superintendent of Pensions issued new guidance on Locked-In Retirement Accounts ([Policy Bulletin #1](#)), Life Income Funds ([Policy Bulletin #2](#)), and Withdrawal or Unlocking of LIRAs and LIFs ([Policy Bulletin #4](#)).

### **New Laws**

Jan 1: New regulations took effect requiring private vocational institutions in Manitoba to publicly disclose program dates, fees, policies and other key information so that students can make better informed decisions, while also simplifying registration and reporting processes.

### **New Laws**

Jan 16: Manitoba's AgrilInsurance program expects to provide farmers in the province nearly \$5 billion in insurance covering an estimated 9.55 million acres in the upcoming crop year. Average premiums will also be lower for most crops than they were last year, at \$16.21 per acre in 2024, as compared to \$19.21 per acre in 2023.

## **Health & Safety**

Jan 24: The federal and provincial governments will invest over \$1.5 million over the next 5 years to promote farm safety in Manitoba. The money will come from the Sustainable Canadian Agricultural Partnership and go to the FarmSafe Manitoba program for Keystone Agricultural Producers.

## **Workers Comp**

Feb 29: That's the last day for Manitoba employers to submit their actual 2023 and estimated 2024 workers comp payroll figures to the WCB. Missing the deadline may result in interest and penalties.

**Action Point:** Look up the [2024 workers comp rates](#) in each part of Canada

## **CASES**

### **Labour Standards: Gig Workers Can Bring Class Action Against SkipTheDishes**

Taking a page from their Uber brethren, couriers working for SkipTheDishes Restaurant Services filed a class action lawsuit against their employer. The company asked the court to dismiss the case, citing the provision of individual courier contracts banning class actions and providing that all disputes would be resolved via arbitration. The lower court ruled the arbitration clause was unconscionable unenforceable because it was forced on couriers without any negotiation, noting that Skip forced them to click YES to accept the terms to keep getting gigs from the company. Manitoba's highest court, the Court of Appeal, upheld the ruling and ordered Skip to pay the costs of the appeal [[Pokornik v SkipTheDishes Restaurant Services Inc](#), 2024 MBCA 3 (CanLII), January 12, 2024].

**Action Point:** Find out about current [employment law protections for gig workers](#)