

## APRIL 2024 MONTH IN REVIEW

# Manitoba

### LAWS & ANNOUNCEMENTS

#### Labour Relations

Mar 6: Newly tabled [Bill 7](#) would repeal *The Public Sector Construction Projects (Tendering) Act* passed under the previous government banning public sector employers from being required to follow a pre-determined collective agreement as a condition of tender. **Result:** Unions will once more have the option of requiring work to be done by unionized workers as a condition of a tender or project labour agreement.

#### Leaves of Absence

Mar 7: The Manitoba Assembly tabled [Bill 9](#) proposing to increase unpaid long-term leave for serious injury or illness from 17 to 27 weeks, thereby bringing the province's *Employment Standards Code* into line with federal *Employment Insurance Act* and *Canada Labour Code* changes that were made in 2022.

**Action Point:** Find out about the [current paid sick leave rules across Canada](#)

#### Health & Safety

Mar 12: Manitoba's new NDP government tabled [Bill 17](#), aka, the *Workplace Safety and Health Amendment Act*, to re-establish the Advisory Council that its predecessor abolished in 2018. The council is a 13-member panel made up of worker and employer representatives and technical and professional bodies charged with providing the government advice on OHS issues.

**Action Point:** Find out [how to create a vibrant safety culture](#) at your organization

## New Laws

Feb 28: The Manitoba government is working with nursing regulatory colleges to create a new pathway allowing former licensed practical nurses, registered nurses and registered psychiatric nurses who worked in the province's healthcare system in the past 5 years and were in good standing with their regulatory colleges to return to their profession more quickly and easily. Changes reducing the number of practice hours required for return will take effect this Spring.

## New Laws

Mar 20: Second Reading for [Bill 8](#), *The Safe Access to Abortion Services Act*, which would create protective access zones around abortion clinics and other facilities in which it would be illegal to carry out activities attempting to dissuade people from or expressing disapproval against people for seeking abortion services.

## Privacy

Mar 14: The Manitoba Assembly tabled [Bill 24](#) proposing to broaden the *Intimate Image Protection Act* to include fake intimate images, including images or recordings created or altered by software, like the recent AI-generated pornographic postings purporting to show Taylor Swift engaged in sexual activity.

**Action Point:** Find out how to protect your organization from [revenge porn and cyberbullying liability](#) risks