

# Manitoba

## LAWS & ANNOUNCEMENTS

### New Laws

Mar 19: In response to the Trump tariffs, Manitoba is getting ready to pass [Bill 42](#), aka *The Buy Canadian Act*, requiring the province to establish a policy affording preferential treatment to Canadian suppliers when procuring government goods and services under the *Government Purchases Act*. The Bill is through Second Reading.

### Training

Mar 21: Manitoba is partnering with the Manitoba Chambers of Commerce and Winnipeg Chamber of Commerce on a new \$2 million program offering small- and medium-sized businesses in the province training on how to use artificial intelligence to enhance productivity and grow their business.

### Discrimination

Mar 18: The Manitoba Assembly tabled [Bill 43](#) proposing to add gender expression to the list of characteristics protected from employment and other forms of discrimination under *The Human Rights Code*.

**Action Point:** Find out how to implement a legally sound and effective [sexual orientation and transgender discrimination policy](#) at your workplace.

### New Laws

Mar 6: First Reading for [Bill 25](#), *The Public-Private Partnerships Transparency and Accountability Act*, requiring a public sector entity that uses a public-private partnership to effect procurement for a major capital project to: i. conduct a preliminary analysis of the viability and expected risks, costs and benefits of using a public-private partnership for the project; ii. make information about the project and preliminary analysis publicly available and allow the public to comment; iii. comply with applicable procurement laws, agreements, policies and procedures; iv. engage an independent fairness monitor to oversee the procurement process and prepare a final report and contract summary; and v. report to the Auditor General and to the public at various stages of the project.

### Workplace Harassment

Mar 6: Newly proposed [Bill 19](#) would amend *The Public Schools Act* to require every school board to establish a policy about appropriate and inappropriate interactions between students and staff on and off school sites that includes procedures for reporting and addressing violations; and provide information about the policy to students, parents and the public. The school board must also ensure that school staff, coaches and volunteers complete sexual abuse prevention and school sport abuse prevention programs once every 4 years. as follows.

**Action Point:** Find out how to implement a legally sound and effective [Workplace Harassment Prevention and Compliance Game Plan](#) at your workplace.

## Health & Safety

Mar 6: Newly tabled [Bill 29](#) proposes amendments to the *WSH Act*. Highlights: i. Act's purposes expanded to include enabling workers to work in psychologically safe workplaces; ii. Employer may be ordered to implement a medical surveillance program if the Chief Occupational Medical Officer has reason to believe that a worker has been over-exposed to a harmful substance; iii. Workers who lose wages due to reprisal may collect them as unpaid wages under *The Employment Standards Code*; and iv. Clarification that required hazard assessments must be carried out by a competent person.

**Action Point:** Find out how to create a legally sound and effective [Psychological Safety Policy](#) for your own workplace.

## Workers' Comp

Mar 6: If and when it passes, newly tabled [Bill 24](#) will amend *The Workers' Compensation Act* to provide that if a worker who dies as a result of a workplace injury doesn't have a current or former spouse or common-law partner, the lump sum will instead be paid to the worker's estate or another person determined by the Manitoba WCB.

## CASES

### Termination: Court Rejects Employee's Constructive Dismissal Claim

A union employee claimed that Winnipeg Police Service (WPS) denied her a lateral transfer on the basis of ancestry, but the Manitoba Human Rights Commission dismissed her discrimination complaint. The employee then filed a complaint against the union for not fairly representing her, but the Labour Board struck down the claim. Undiscouraged, the employee then brought a claim against the WPS for constructively dismissing her. But, alas, the third time didn't prove the charm as the court nixed the claim as nothing more than an attempt to relitigate the issues that went against her in the other 2 cases, while leaving open the possibility of ordering her to pay the defendants' legal costs [[Duncan v. The City of Winnipeg](#), 2025 MBKB 33 (CanLII), March 7, 2025].

**Action Point:** Find out about the [13 most common constructive dismissal liability pitfalls](#) and what to do to manage each one.

### Workplace Violence: Robbers Shoot Late-Night Hotel Worker Leading to \$25K Fine

A young worker working alone in a Winnipeg hotel at 2:00 a.m. was shot to death by 1 of the 3 robbers that entered the hotel through the main vendor door designated for walk-up purchases. The victim's employer was fined \$25,000 after pleading guilty to failing to develop and implement a workplace violence prevention policy [[Travelodge by Wyndham](#)].

**Action Point:** Implement a [legally sound OHS policy](#) to protect workers who work alone or in isolation.