

# Manitoba

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Mar 31: Manitoba announced that it will raise the minimum wage 1.1% for inflation from \$15.80 to \$16.00 per hour, effective October 1.

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

### Payroll

Apr 24: The Manitoba budget bill increases the exemption threshold for the provincial payroll tax from \$2.25 million to \$2.5 million and the threshold below which businesses pay a reduced effective rate from \$4.5 million to \$5 million. Both increases will take effect on January 1, 2026.

### Immigration

Apr 15: Manitoba's new temporary public policy enables individuals currently employed in the province who are intending to establish themselves as permanent residents to extend their work permits. The 2-year extension applies to eligible Manitoba Provincial Nominee Program candidates whose work permits expired in 2024 or expire in 2025.

**Action Point:** Find out what companies need to know to [navigate the immigration law maze](#).

### Employment Contracts

Apr 10: The Manitoba Assembly tabled but is unlikely to pass [Private Member Bill 213](#) proposing to amend the *Employment Standards Code* to ban non-compete agreements that prohibit an employee from competing with their employer after the employment relationship ends. Exception: The ban doesn't apply to an employee who's a senior executive or to a person who, after selling a business, becomes an employee of the purchaser of the business.

**Action Point:** Find out why you should use [non-solicitation instead of non-compete clauses](#) to protect your company.

### New Laws

Apr 8: Manitoba will provide over \$2.5 million in funding to 12 projects through the Manitoba Mineral Development Fund (MMDF) to help drive sustainable economic growth and create good jobs in the mining sector. Thirty of 34 minerals on Canada's 2024 critical minerals list are mined in Manitoba.

### New Laws

Apr 23: [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*, passed Third Reading but hasn't yet received Royal Assent.

## Discrimination

Apr 17: Second Reading for [Bill 43](#) proposing to add gender expression to the list of characteristics protected from employment and other forms of discrimination under Manitoba's *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

Apr 23: Second 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

Apr 16: Second Reading for legislation ([Bill 19](#)) requiring all school boards to establish a policy on 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.

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

## Health & Safety

Apr 17: [Bill 29](#) proposing amendments to the *WSH Act* passed Second Reading. 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

Apr 17: Second Reading for [Bill 24](#) amending *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.

