

# Manitoba

## LAWS & ANNOUNCEMENTS

### Discrimination

Jun 3: [Bill 43](#) adding gender expression to the list of characteristics protected from employment and other forms of discrimination under Manitoba's *Human Rights Code* received Royal Assent and officially took effect. Gender expression refers to how a person publicly presents and communicates their gender via behaviour and outward appearance such as dress, hair, makeup, body language, voice, names, and pronouns.

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

### New Laws

Jun 12: Manitoba announced that it will defer provincial tax payments for businesses affected by the recent wildfires. Businesses may request a penalty and interest waiver when they're reasonably able to file and pay their retail sales tax, health and post-secondary education tax levy, and other provincially administered tax returns after the impacts of the wildfires subside.

### New Laws

Jun 3: The Manitoba Assembly passed [Bill 25](#), *The Public-Private Partnerships Transparency and Accountability Act*, requiring public sector entities that use 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.

### New Laws

Jun 3: Newly passed [Bill 47](#), *The Fair Trade in Canada (Internal Trade Mutual Recognition) Act*, authorizes Manitoba to enter into reciprocal trade agreements with other provinces and territories that allow for a free flow of goods and services. The mutual recognition rules don't apply to goods and services provided by Crown corporations, regulated professions or specific sectors listed as exempt under the regulations.

### New Laws

Jun 3: In response to the U.S. tariffs, the Assembly passed [Bill 42](#), aka *The Buy Canadian Act*, requiring Manitoba to establish a policy affording preferential treatment to Canadian suppliers when procuring government goods and services under the *Government Purchases Act*.

**Action Point:** Find out about the [8 ways the U.S. tariffs will affect](#) Canadian workplaces and HR activities.

### **Workplace Harassment**

Jun 3: Royal Assent for legislation ([Bill 19](#)) that requires 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**

Jun 3: [Bill 29](#) amending the *WSH Act* received Royal Assent and took effect. 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**

Jun 3: [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, received Royal Assent and took effect.