



## LAWS & ANNOUNCEMENTS

### New Laws

Dec 11: Manitoba launched a new \$10 million Business Security Rebate Program offering rebates to businesses with 75 or fewer employees of up to \$2,500 per location to offset the cost of purchasing security equipment or repairing property damage on or after Aug. 23, 2024. Rebates [will be awarded](#) on a first-come, first-served basis until the money runs out.

### New Laws

Dec 16: The federal PrairiesCan program will invest \$3.3 million to support Manitoba's heavy equipment and vehicles (HEV) sector via creation of the Innovation Garage at RRC Polytech. The money will be used to establish space for industrial-scale collaborative applied HEV research and development, a microgrid lab focused on energy innovation and EV infrastructure and a hydrogen and fuel cell lab to advance clean propulsion systems and other new technologies.

### Privacy

Dec 4: Second Reading for [Bill 2](#) targeting nonconsensual sharing of intimate images: i. expanded definition of intimate image to include 'nearly nude'; ii. ban on threatening to distribute intimate images; iii. ban on sharing nude or nearly-nude images of a deceased person; and iv. potential liability for websites that don't act reasonably to remove nude or nearly-nude images.

**Action Point:** Digital privacy is also a potential liability risk for employers, especially when the victim and victimizer work for the same company. Find out how to protect your organization from [revenge porn and cyberbullying liability](#).

### New Laws

Dec 1: St. John Ambulance Manitoba will receive \$400,000 from Prairies Economic Development Canada to expand its Winnipeg facility by 3,000 square feet. The space will be used to add a fifth classroom, new boardroom and multipurpose training space, additional workspaces, and improved storage enabling SJA to offer more courses, reduce waitlists, and train more first aiders for Manitoba workplaces.

### Health & Safety

Dec 4: Manitoba proposed [new WSH regulations](#) to bolster the province's vanilla asbestos protections by requiring employers who do asbestos work to register and ensure that workers have the proper training and certification to do the work, effective June 1, 2027. The regulations also clarify the responsibilities of building owners and expand WSH inspectors' asbestos enforcement powers.

### Workplace Violence

Nov 26: The governments of Canada and Manitoba announced that they will provide \$12.5 million to support 32 Manitoba-based initiatives focused on gender-based

violence prevention and education and furnish support for its victims.

### **Workers' Compensation**

Dec 3: The Manitoba Assembly tabled but will unlikely pass [Private Member Bill 228](#) requiring the WCB to distribute surplus funds to employers if the ratio of the Board's assets to liabilities exceeds 1.25. The distribution would have to reduce the ratio to 1.15 or lower. The Board would also have the discretion to make distributions when the ratio exceeds 1.15. In either case, the amount distributed may not reduce the ratio below 1.0.

**Action Point:** Look up the [2026 workers' compensation premium rates](#) in each part of Canada.