

# Manitoba

## LAWS & ANNOUNCEMENTS

### Leaves of Absence

Mar 5: [Bill 11](#) bans employers from making employees furnish a “sick note” verifying absences due to injury or illness unless either the absence lasts more than a week or the employee’s been absent more than 10 scheduled workdays in the calendar year. Employers must reimburse employees for the cost of getting a sick note.

**Action Point:** Manitoba is the most recent province to impose restrictions on sick notes. Find out [how to verify sick days and other short medical absences without a doctor’s note](#), including via use of [self-certification](#).

### Leaves of Absence

Mar 11: Second Reading for [Bill 10](#) amending *The Employment Standards Code* to provide employees who’ve been employed by the same employer for at least seven consecutive months up to 16 weeks of unpaid leave if a child is placed or arrives into their care through adoption or surrogacy. Employees must provide employers written notice at least four weeks before the day the leave is to begin, unless circumstances necessitate a shorter period of notice. Employers may require employees to provide, as soon as practicable “reasonable” evidence of entitlement to leave.

**Action Point:** Find out how to implement a legally sound [Parental Leave Compliance Game Plan](#) at your workplace.

### Overtime

Mar 11: Newly introduced [Bill 26](#) authorizes the government to take action to ban mandatory overtime for nurses. Exception: Health care systems could still require mandatory overtime: (a) in a present or imminent situation or condition that requires prompt action to avoid or limit loss of life or harm to an individual's health; or (b) when required by or under an enactment in relation to an existing or threatened disaster or emergency.

**Action Point:** Find out about the [10 most common overtime mistakes](#) Canadian companies make and what you must do to avoid them.

### New Laws

Mar 11: First Reading for [Bill 28](#) amending *The Health System Governance and Accountability Act* to enable the government to establish nurse-to-patient ratios by regulation. Health authorities, healthcare organizations, or health corporations or other person receiving funding from a health authority that’s subject to a ratio must implement the ratio and prepare a plan to ensure compliance.

### New Laws

Mar 12: Newly tabled [Bill 47](#) requires Manitoba to establish an online public registry that provides information about journeypersons and other specified persons who are subject to *The Apprenticeship and Certification Act*. The Bill authorizes the

government to share information with educational institutions and other persons providing technical training or other services under the Act.

### **Retaliation**

Mar 4: The Manitoba Assembly tabled legislation ([Bill 14](#)) to beef up protections for public sector whistleblowers. Highlights: i. The chief executive of a public body must act as the designated officer when a disclosure of alleged wrongdoing involves the designated officer or another senior official; ii. A disclosure involving the chief executive must be referred to the Ombudsman or, if the chief executive is a deputy minister, to the Clerk of the Executive Council; iii. An employee may make a disclosure despite any agreement to the contrary; iv. The circumstances in which reprisals are prohibited expanded to include when the employee is suspected of making a disclosure, declines to participate in a wrongdoing, or otherwise complies with the Act; and v. The person alleged to have taken reprisal action has the burden of proving that it didn't take reprisal action.

**Action Point:** Find out [how to avoid inadvertent reprisals or retaliation](#).

### **Privacy**

Mar 17: The Manitoba Assembly tabled [Bill 51](#) requiring the government, government agencies, health authorities, universities, school divisions, municipalities, and other public sector entities to comply with regulations governing the use of AI systems and cybersecurity. Such regulations may include provisions requiring disclosure of information about AI use, development of accountability frameworks, and reporting of cybersecurity incidents.

**Action Point:** Find out how to guard against AI privacy and other liability risks by implementing a legally sound [workplace artificial intelligence use policy](#).

### **Health & Safety**

Mar 9: Manitoba [revised](#) its *Workplace Safety and Health Regulations* to require employers to provide free menstrual products in workplace washrooms or another accessible location at no cost to employees. Employers must also provide at least one choice of tampon and one choice of pad along with a covered container for disposal of menstrual products near each toilet in a washroom. Effective date: September 1, 2026.

### **Workplace Violence**

Mar 1: Manitoba proclaimed Clare's Law, the *Disclosure to Protect Against Intimate Partner Violence Act*, effective. Named after Clare Wood, who was murdered by her former partner in England in 2009, the law enables residents to access otherwise privacy-protected information about their intimate partner's history of violence. While such laws have also been adopted in Alberta, Newfoundland, and Saskatchewan, Manitoba is the first province to broaden disclosure to include family and sexual violence.

**Action Point:** Intimate partner and domestic violence becomes an OHS issue and liability risk for employers when it happens at the victim's workplace. Find out [how to protect your employees](#) from the risk of workplace domestic violence.