

# Month in Review – Manitoba



## LAWS & ANNOUNCEMENTS

### OHS Enforcement

Jan 15: Sep 24: Since April 1, 2023, Manitoba has carried out 4,652 WSH inspections, resulting in the issuance of 297 Stop Work Orders and 9,539 Improvement Orders. There were also 7 reported OHS work refusals and 42 alleged reprisals.

**Action Point:** Implement an OHS inspections policy in case inspectors show up at your door

### New Laws

Feb 16: That's the final day for organizations to apply for Newcomer Community Integration Support (NCIS) projects to provide settlement support services to immigrants who have recently arrived in Manitoba.

### Industry Challenges

Jan 16: Manitoba's AgriInsurance program expects to provide farmers in the province nearly \$5 billion in insurance covering an estimated 9.55 million acres in the upcoming crop year. Average premiums will also be lower for most crops than they were last year, at \$16.21 per acre in 2024, as compared to \$19.21 per acre in 2023.

### New Laws

Jan 24: The federal and provincial governments will invest over \$1.5 million over the next 5 years to promote farm safety in Manitoba. The money will come from the Sustainable Canadian Agricultural Partnership and go to the FarmSafe Manitoba program for Keystone Agricultural Producers.

### Workers Comp

Feb 29: That's the deadline for Manitoba employers to file their actual 2023 and estimated 2024 workers comp payroll figures to the WCB. Filing after the

deadline may result in interest and penalties.

## CASES

### **Workplace Violence: Worker Convicted of Threatening His Co-Workers**

June 2, 2023, was a bad day for a worker at Monarch Industries' hydraulic cylinder plant. After his shift, he learned he was being suspended one day for a safety violation. The news didn't go down well. After telling the HR director and supervisor to "f\*\*\*" themselves. Refusing to leave quietly, he wandered down the hallway threatening to take hostages. "F\*\*\* Monarch" and "I'm going to kill them," he shouted in a loud voice that many could hear. The tirade continued in the parking lot where some witnesses said they heard him talk about getting a gun. The police were called and criminal charges were filed. The worker denied threatening anyone but admitted to extensive use of the f\*\*\* bomb, contending that the verbal abuse was warranted because the folks at Monarch "are horrible people." After hearing all of the witnesses, the Manitoba court concluded that the worker did utter the threats and that they were serious and believable enough for a reasonable person to fear for their safety and bodily harm. As a result, it found the worker guilty under criminal law for making threats [*R v Zackarali*, 2024 MBPC 6 (CanLII), January 23, 2024].

**Action Point:** Find out how to implement an effective workplace violence and harassment compliance game plan at your site

### **Material Handling: Lack of Safety Training Costs Worker His Toes and Employer \$45,000**

Workers using a pallet jack and the assistance of a telehandler failed to secure the steel column they were trying to erect as part of the framing for a canola press. As a result, the column slipped and fell on a worker's foot resulting in the amputation of several toes. The employer was fined \$45,000 after pleading guilty to failing to ensure that the workers and supervisors were properly trained on the safety hazards of the work [*MacDougall Steel Erectors Inc.*].

**Action Point:** Use the resources on the OHS Insider Material Handling Compliance Center to avoid similar incidents at your workplace