

January 5, 2026

To: MFL Affiliates



Re. Labour Input Needed for Review of the Workers Compensation Act

Dear Sisters, Brothers and Friends,

Fighting for stronger workplace health and safety protections and for fair workers compensation to support workers when they are hurt on the job is core to the work we do as unions. That's why we're encouraging affiliates to participate in the recently launched review of the *Manitoba Workers Compensation Act*.

This review is our chance as a labour movement to influence WCB legislation so it provides better outcomes for our members and for all workers.

A Review Committee has been struck by the Minister of Labour to consult with stakeholders and the public and to make recommendations for changes to the *Workers Compensation Act*. The Review Committee has now officially opened their consultation process and unions can write-in with their suggestions for improving the WCB system any time before **March 31, 2026** – written recommendations can be uploaded to wcbactreview.com/submit-your-feedback-to-the-legislative-review-committee/#feedback-form.

Sharing our views as unions shows our support for taking care of workers who are hurt on the job and helping them get back to work safely. It allows us to have our say and advocate for better care and benefits for our members.

Unions can send the Review Committee a short letter with a suggestion or two, or a longer position paper with a number of recommendations – it's up to you. We suggest you start by providing some background about your union (how many workers you represent, the sectors they work in, and some of the most common workplace hazards and injuries/illnesses they face on the job). Then, you can get right into the issues and recommendations your union wants to make

Unions should be aware that the Review Committee will be mainly focused on potential changes to the *Workers Compensation Act* (the legislation governing the WCB system), more than on WCB policies or procedures. However, unions should feel free to raise any areas related to WCB which are of importance to their members.

Attached to this letter is the MFL's full submission to the Review Committee, including 23 recommendations for improvements for workers. These have been developed with input from the MFL's Executive Council and our Workplace Health and Safety Committee. Some of the key recommendations we're advancing include:

- Extending WCB coverage to all workplace psychological injuries (not just certain ones) – whether a worker suffers an injury to their body or their mind, they should be covered.

- Restricting the role of internal WCB healthcare advisors so they can't override advice from the doctors that workers choose for themselves.
- Ramping-up injury and illness prevention activities; tackling emerging needs like violence on the job and runaway injuries in health care and the public sector; reforming WCB's *Safe Work Certified* program to ensure meaningful worker participation and independent auditing of employer health and safety programs.
- Establishing stronger deterrents to employer claim suppression, including large fines that escalate dramatically for repeat offenders.
- Making it easier for workers suffering from occupational diseases that emerge overtime to have their claims adjudicated fairly.
- Significantly increasing 'fatality benefits' for families of workers who are tragically killed on the job.
- Adjusting the wage loss benefits paid to workers who have to be off work due to injury to keep pace with improvements to their collective agreement.
- Eliminating arbitrary caps on worker benefits, making workers whole for lost pension benefits, and improving the way WCB accounts for EI and CPP deduction so wage loss benefits reflect true lost earnings.
- Extending WCB coverage to professional athletes and initiating a regular process for consulting with workers and unions about extending WCB to other excluded occupations.
- Enshrining WCB as the 'first payor' (ahead of EI and other collateral benefits).
- Confirming workers' right to choose their own health care providers.

We encourage affiliates to participate in the Act review process and would appreciate your support for the recommendations being advanced by the MFL.

In Solidarity,



Kevin Rebeck
President of the Manitoba Federation of Labour

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