

March 31, 2026

To the Members of the Legislative Review Committee,

As you may know, Canadian Manufacturers & Exporters (CME) is a nonprofit, membership-based organization dedicated to helping manufacturers grow. For over 150 years, CME has been the voice of manufacturing in Canada, shaping policies and programs that support the sector.

CME offers programs that address productivity, workforce challenges, trade and supply chain competitiveness, and health and safety.

Made Safe is an initiative of CME Manitoba, in partnership with the Workers Compensation Board of Manitoba (WCB) and serves as Manitoba's manufacturing safety association. We provide safety training, consulting, audits, certification support, and help manufacturers become SAFE Work Certified.

This submission reflects feedback from Manitoba manufacturers and the Made Safe program on the Workers Compensation Act Review.

Workers Fairness and Coverage

- Limit employer liability to hazards known at time of employment and prevent retroactive liability for risks discovered decades later.
- Align salary indexation with inflation quarterly and annually.
- Review safety standards (air quality, machine guarding) for practicality and compliance balance.
- Extend WCB coverage for workers abroad in globally connected industries.
- Increase investigation into long-term claims and strengthen fraud prevention measures.
- Expand return-to-work programs, physician training on early reintegration, and allow employer-requested second medical opinions.
- Enable online reporting for workers; standardize PCA/RTW forms and ensure consistent medical training.
- Examine overlaps between Workplace Safety and Health Division and WCB.

Individually Assessed Employers

- Introduce greater immediacy in risk-based assessments.
- Regular evaluations with performance scoring for companies. Higher-risk employers should carry greater cost responsibility.

Emerging Issues

- Address global operations, recurring and ergonomic injuries, and rising mental health claims.
- Recognize competitive pressures from jurisdictions with lower employer burdens as trade shifts



CANADIAN
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MADE SAFE

Manufacturing Safety for Manitoba

away from the USA.

- Manage risks from physician-issued excessive time off and reluctance by employees to report injuries.
- Support adaptation to artificial intelligence and new technologies through training; reduce stress-related claims.
- Use AI tools to improve system efficiency; conduct deeper audits on repeat claimants.

Mental Health

- Maintain current coverage model and increase clarity on overall WCB performance and premium use.
- Limited feedback from members suggests adequacy but ongoing monitoring is recommended.

Occupational Disease Claims

- Retain the dominant cause standard for both presumption-covered and non-covered claims.

Wage Loss Benefits

- Ensure dependent children receive benefits in the event of a worker's death.
- Clarify provisions to say "shall receive" rather than "may receive," especially when the worker had medical benefits through their employer.

Healthcare Advisors

- No changes recommended to the current role or policy.

Injury & Illness Prevention

- Expand injury and illness prevention programming delivered through Made Safe to support WCB's broader prevention mandate.

CME remains committed to working constructively to ensure Manitoba's workers compensation system remains fair, sustainable, competitive, and responsive to modern workplace realities.

We look forward to continued engagement as this review progresses and the opportunity to collaborate on policy design, implementation strategies, and engagement with industry to achieve outcomes that protect workers, promote employer fairness, and support the growth and competitiveness of manufacturing in Manitoba.

Sincerely,



Jillian Einarson
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Canadian Manufacturers & Exporters