

# Departmental Briefing

October 2023

**LABOUR AND  
IMMIGRATION**



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# Labour and Immigration

## Vision

*A diverse, skilled and thriving Manitoba*

## Mission

To create diverse and vibrant communities and provide safe, thriving workplaces that contribute to our economy and the well-being of all Manitobans

## Values

- ✓ Act with integrity, skill and dedication to deliver impartial, reliable and open services
- ✓ Value diversity and act in an ethical, professional and inclusive manner
- ✓ Foster innovation, creative problem solving and are agile and adaptable to change
- ✓ Support health and wellness within workplaces in Manitoba
- ✓ Embrace transparency and accountability

## Responsibilities

- Workplace safety and health, and employment standards programs
- Public safety standards
- Compliance and enforcement of provincial labour laws
- Create immigration pathways to attract skilled workers and business investors to the province.
- Reduce employment barriers for newcomers to Manitoba
- Manitoba Labour Board

## The minister is responsible for

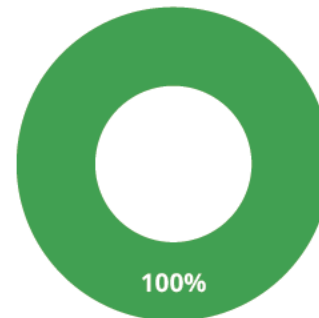
69	ABC appointments
2,081	Statutes
68,967	Regulatory Requirements

## 2023/24 Quick Facts

<b>BUDGET</b>	<b>\$32</b> million	<b>STAFF</b>	<b>269</b> Full Time Equivalents (FTEs)
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## Summary Budget

thousands



	Budget	FTEs
■ Core	\$31,824	269
OREs	-	-
	\$31,824	269

# Labour and Immigration

## Federal, Provincial and Territorial Involvement

- Forum of Ministers Responsible for Immigration
- Federal, Provincial and Territorial (FPT) Ministers responsible for Labour

## Other Reporting Entities

N/A

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## Operating Budget by Main Appropriation

Part A (thousands)



2023/24 Budget

 Administration	\$785
 Labour	\$21,628
 Immigration	\$9,411

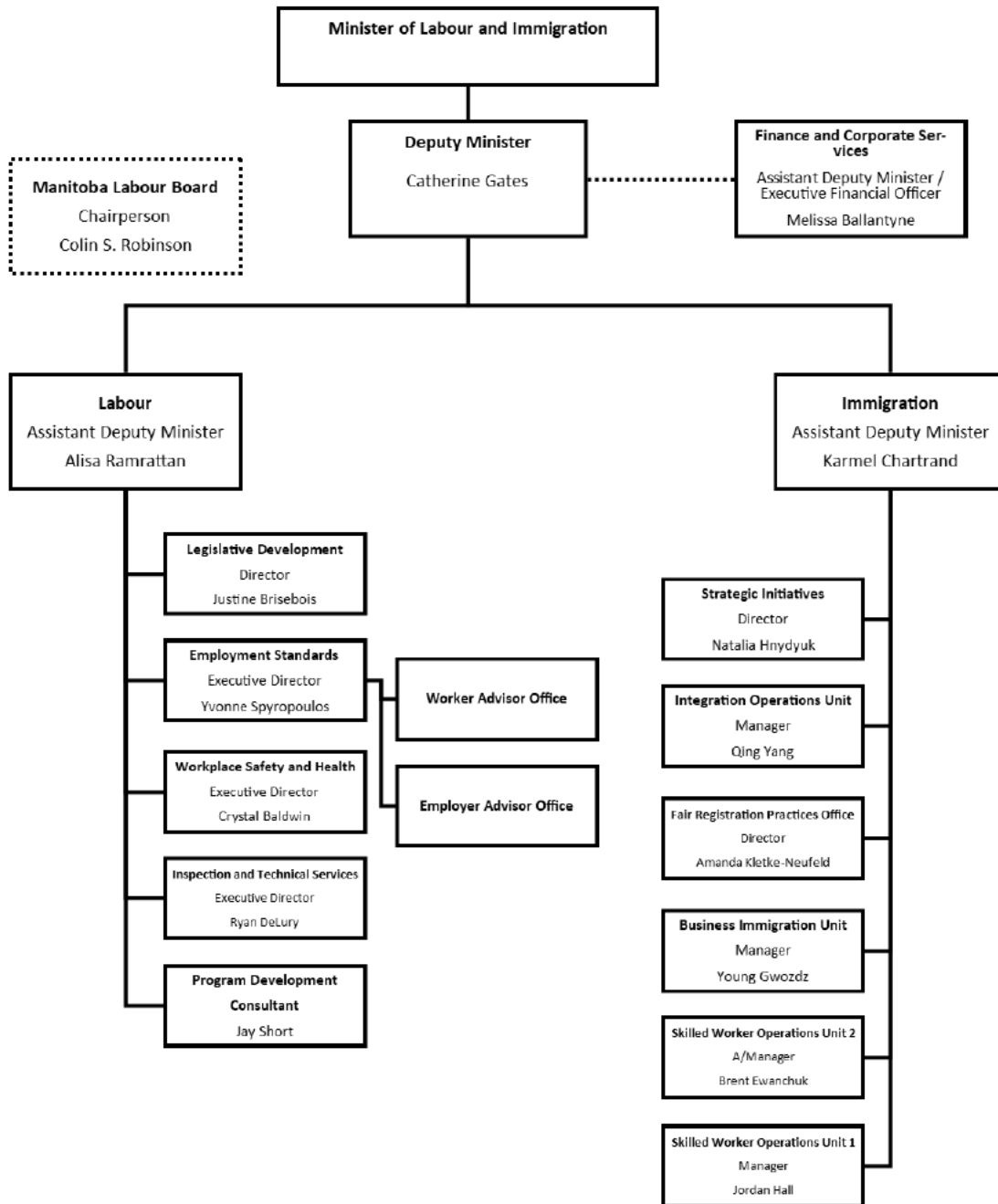
## Capital, Loans and Guarantees

Part B, C, and D (thousands)

N/A

## 2. Department Organization

### Organizational Chart



## Deputy Minister

### Catherine Gates

Catherine Gates was appointed Deputy Minister of Labour and Immigration for the Province of Manitoba on March 20, 2023.

Catherine has built her career in Manitoba's public service over the course of the last 22 years, progressing through administrative, policy to leadership roles.



During her initial months as Deputy Minister, Catherine has shepherded legislative and regulatory amendments to improve supports and credential recognition for workers, as well as safety in the built environment. Her team continues to enhance the Manitoba Provincial Nominee Program and increase supports for settlement services to help ensure newcomers are contributing effectively to addressing Manitoba's labour market needs and successfully integrating into communities across the province.

Prior to being appointed Deputy Minister, she served as the Assistant Deputy Minister of Community Service Delivery in the Department of Families. During her time in this role, Catherine's team delivered on historic transformation projects and enhancements to Manitoba's income security and disability programs, while ensuring the ongoing provision of social services across sectors throughout the COVID-19 pandemic.

Catherine has a Master's degree in Public Administration from the Universities of Manitoba and Winnipeg, and a Bachelor of Arts (Honours) in Political Science from the University of Alberta.

# Department Strategy Map

The department strategy map lists the four Government priority areas: Quality of Life, Working Smarter, Public Service and Value for Money, with the department's objectives listed under each priority. Objectives, initiatives and performance measures are described in further detail following the strategy map.

## Vision

A diverse, skilled and thriving Manitoba.

## Mission

To create diverse and vibrant communities and provide safe, thriving workplaces that contribute to our economy and the well-being of all Manitobans.

## Values

At Labour and Immigration we:

- Act with integrity, skill and education to deliver impartial, reliable and open service.
- Value diversity and act in an ethical, professional and inclusive manner.
- Foster innovation, creative problem solving and are agile and adaptable to change.
- Support health and wellness within workplaces in Manitoba.
- Embrace transparency and accountability.

## Priorities and Objectives

### **Quality of Life – Improving Outcomes for Manitobans**

- Growing Manitoba's Labour Market
- Advance Truth and Reconciliation
- Protect the Public

### **Working Smarter – Delivering Client-Centred Services**

- Transform the Way We Work
- Reduce Red Tape

### **Public Service – Delivering Client-Service Excellence**

- Invest in Our People
- Advance Inclusion
- Strengthen Respect in Our Workplaces

### **Value For Money – Protecting Manitoba's Bottom Line**

- Provide Value for Money
- Balance the Budget
- Strengthen Our Financial Comptrollership and Accountability

## Department Responsibilities

The overall responsibilities of the Minister and Labour and Immigration include:

- Ensuring the effective delivery of programs and services pertaining to workplace safety and health, employment standards and technical safety standards for municipalities and industry.
- Providing advice, compliance and enforcement on matters relating to Manitoba's labour laws.
- Creating immigration pathways to attract skilled workers and business investors.
- Working with stakeholders, and administering funded programming, to reduce barriers to employment and ensure the successful settlement and integration of newcomers to Manitoba.
- Leading the design, management, evaluation and implementation of the Manitoba Provincial Nominee Program.
- Overseeing legislation under the responsibility of the Minister (see Appendix d).

The minister is also responsible for:

- The Manitoba Labour Board is an independent and autonomous specialist tribunal responsible for fair and efficient administration and adjudication of responsibilities assigned to it under various statutes from which it derives its jurisdiction. The Board resolves applications and appeals, assists parties in resolving disputes and provides information to parties and the public on the Board's operations.

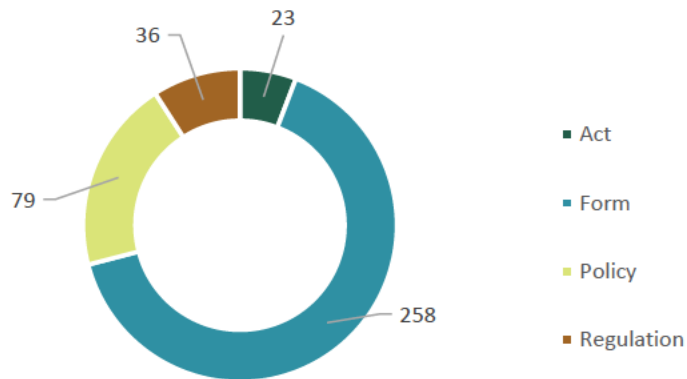
## Policy Instruments

*As of March 31, 2023*

A regulatory requirement is an action that must be taken by a Manitoba resident, local government, non-profit or business in order to access a program or service of the government or government agency, carry on business, or participate in a regulated activity. Regulatory requirements are found in statutes, regulations, policies, or forms made by government departments or government agencies.

The department currently administers **71,048** regulatory requirements through **396** policy instruments. A chart of the policy instruments by type is included next.

## Count of Department's Regulatory Instruments by Type



\* Note that a list of statutory responsibilities of the minister is included the appendix.

## Program Descriptions

### **Immigration:**

The Immigration division coordinates with other levels of government and local stakeholders to administer economic immigration programs focused on the skills and talent needs of Manitoba's employers, businesses and communities. The division is responsible for Manitoba's Provincial Nominee Program and works with partners to promote the province as a destination of choice for international talent. The division is responsible for the administration of funding to organizations that support successful settlement and integration outcomes of newcomers and also works with regulators through the Fair Registration Practices Office to reduce barriers to employment.

### **Labour:**

The Labour division protects citizens by providing programs and services in areas such as workplace safety and health, employment standards, and inspection and technical services. The division enforces statutes governing occupational safety and health employment standards, worker recruitment, labour relations, and building safety. It also provides oversight of safety standards for technical equipment such as elevators, gas burning equipment, and steam and pressure equipment.

### **Administration:**

Administration provides corporate leadership and strategic planning to support the department achieve its mandate.

**Finance and Corporate Services Shared Division:**

Labour and Immigration receives shared services through the Finance and Corporate Services Division under Economic Development, Investment and Trade. The division is responsible for ensuring appropriate management, coordination and alignment of client departments' finance and information technology services as well as support for strategic and corporate initiatives.

# Human Resources

## Staffing Overview

Main Appropriations	2023/24*		2022/23	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration	8.00	685	8.00	7
Labour	200.70	17,630	200.70	16,752
Immigration	55.00	4,648	55.00	4,376
<b>TOTAL</b>	<b>263.70</b>	<b>22,963</b>	<b>263.70</b>	<b>21,135</b>

\*As of April 1, 2023

## Minister's and Deputy Minister's Staff <sup>\*a</sup>

List of Non-Political Staff		
Branch	Title	Name of Employee
Minister's Office	Administrative Assistant To The Minister	Molina, Vicky
Minister's Office	Admin Correspondence Secretary	Ribas, Daniella
Minister's Office	Admin Correspondence Secretary	Horsfall, Favour
Deputy Minister's Office	Senior Advisor Deputy Minister Office	Desrosiers, Crystal
Deputy Minister's Office	Deputy Minister	Gates, Catherine
Deputy Minister's Office	Executive Assistant To The Deputy Minister	Pamutan, Wendy
<b>Total</b>	<b>6</b>	

List of Political Staff	
Branch	Title
Minister's Office	Executive Assistant To The Minister
Minister's Office	Special Assistant To The Minister
<b>Total</b>	<b>2</b>

### Notes

\* As of August 31, 2023

<sup>a</sup> List of Minister's and Deputy Minister's staff is based on employee's position title, cost center and fund center.

Vacancies \*

Type	Count
Total FTEs	268.7
Total Value of Vacant FTEs	41.1

<b>15.3%</b>
<b>Vacancy Rate</b>

Appointments \*\*

Competitive Appointments	Count
Competition - Internal	1
Competition - Open	29
<b>Total</b>	<b>30</b>

Direct Appointments	Count
Only Available Individual	1
Reassignment	1
<b>Total</b>	<b>2</b>

Event Type	Count
Acting Status	3
In-Service Appointment	15
New Appointment	19
<b>Total</b>	<b>37</b>

Terminations \*\*

Type	Count
Retirements	3
Other Terminations	9
<b>Total</b>	<b>12</b>

Employment Equity \*

Employment Equity Group	Percent
Woman	51.9%
Indigenous Peoples	7.9%
Person with Disabilities	7.1%
Visible Minority	30.1%

**Notes**

\* As of August 31, 2023

\*\* From April 1, 2023 to August 31, 2023

## Glossary of Human Resources Terms

<b>Term / Acronym</b>	<b>Definition</b>
Acting Status	Temporary assignment of an employee to another position with a higher maximum rate of pay.
Acting Status to Regular	Appointment of an individual previously in acting status to a position on a regular (permanent) basis.
Competition – Closed	Competition in which only current employees are eligible to apply.
Competition – Internal	Competitions in which only current employees within a specific department or work area are eligible to apply.
Competition – Open	Competition for which anyone eligible to work in Canada may apply.
Competitive Appointments	Appointments resulting from a competition (Open, Closed, Internal) ; excluding secondments.
Difficult to Recruit Position	Appointment of an individual to a position that is determined to be difficult to recruit (including difficult to recruit location).
Direct Appointments	Appointment made outside of a competitive process.
Employment Equity Group	Inclusive of four groups recognized by the Manitoba government for employment equity initiatives: women, Indigenous peoples, persons with disabilities and visible minorities.
Employment Equity Initiative	Appointment of an individual who is a member of a designated group for the purposes of advancing public service employment equity goals and objectives.
Former Employee Returning	Appointment of an individual previously terminated, generally to a similar position.
Full-Time Equivalent (FTE)	A measurement for number of positions. Every full-time regular position represents one full-time equivalent position.
Indigenous People	Employee who identifies as a person of North American Aboriginal ancestry including First Nation, (status and non-status Indians), Inuit and Metis
In-Service Appointments	Appointment of existing employees in a new/different position.
New Appointment	Appointments of individuals who are not pre-existing employees (ie. member of the public).
Other Direct Appointments	Appointment of an individual where other reason codes do not apply.

Persons with Disabilities	Employee who identifies as a persons whose functional limitations owing to their impairment have been accommodated or may require accommodation in their job or workplace, and/or persons who have a long-term or recurring impairment and believe an employer or potential employer is likely to consider them to be disadvantaged in employment by reasons of that impairment, or persons who have a long-term or recurring impairment and consider themselves to be disadvantaged in employment by reasons of that impairment.
Retirement	Employees who end their employment, and who typically begin to collect entitlements from the Civil Service Superannuation Board.
SAPEX	Sapex is a database hosted on a Oracle Server where major employee information were appended monthly. Data from this database are never changed once uploaded and are used for reports that requires consistency.
Political Employee	A political staff member appointed by the Lieutenant Governor in Council under section 59(1) of The Public Service Act.
Termination	Employees whose employment has ended with the Manitoba government, with or without cause.
Total FTEs	Total value of all FTEs, including full time and part-time positions.
Total Value of Vacant FTEs	Sum of vacant FTEs excluding Minister's position and Career Opportunity for Student FTEs.
Vacancy Rate	Percentage of vacant FTEs.
Visible Minorities	Employee who identifies, because of their race or colour, as a visible minority
Women	Employee who identifies as a woman

### **3. Strategic Overview**

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#### **Urgent Matters**

The following items require action or attention by the end of the calendar year:

1. National Building Code Harmonization Agreements
2. Minimum Wage adjustment provisions in The Employment Standards Code
3. Recruitment Missions
4. Immigration Advisory Council Recommendations
5. Regulations under the Fair Registration Practices and Professions Act

Issue notes follow on the next pages.

**1. Issue Title:** National Building Code Harmonization Agreements

**High Level Summary:**

- Manitoba adopted the 2020 national model building codes on July 7, 2023. The codes become effective on January 1, 2024.
- Manitoba implemented Tier 1 (of five tiers) requiring minimum energy efficiency in new building construction. Some stakeholders criticized this as not being aggressive enough, others believe Manitoba has regional differences requiring a lower baseline Tier.
- Manitoba has applied for federal funding through the Canadian Acceleration Fund to help develop a roadmap and assistance for Manitoba to move above and beyond the minimum Tier 1.

**Current Status:**

- The adoption of the 2020 national model codes effective January 1, 2024, follows extensive consultation with industry. This fulfills Manitoba's obligations under the Canada Free Trade Agreement (CFTA) and the Regulatory Reconciliation and Cooperation Table (RCT) Agreements.

**Confidential Advice to Minister:**

23(1)(a)

[Redacted text block]

[Redacted text block]

**Options and Recommendations:**

That the Minister provide direction on next steps for the application to the Canadian Acceleration Fund.

**Contact Person:**

Ryan DeLury, Director, Inspection and Technical Services, 204-945-3373

## 2. Issue Title: Minimum Wage adjustment provisions in The Employment Standards Code

### High Level Summary:


- The Employment Standards Code regulates Manitoba's minimum wage rate. Since 2017, annual increases in Manitoba's minimum wage are tied to inflation. Minimum wage increased from \$14.15 to \$15.30 on October 1, 2023.
- In 2022, the Employment Standards Code was amended to allow the Minister to recommend an additional increase if there is extraordinary inflation (over 5%). An adjustment is permitted between October to December and requires at least 30 days' notice before coming into force. Government typically consults with the Labour Management Review Committee which includes representation from industry and labour. This year inflation raised by 6%, meaning a decision is required on whether this provision for an additional increase will be used.

### Current Status:

- Manitoba's minimum wage increased to \$15.30 on October 1, 2023, contributing to a total \$3.35 increase in one year, and resulting in Manitoba ranking third provincially for minimum wage.
- In September 2022, the provision to address extraordinary inflation was used to increase the minimum wage in a series of increases starting with a \$1.55 increase to \$13.50 on Oct. 1, 2022, followed by a 65 cent increase to \$14.15 on April 1, 2023 and now a further \$1.15 annual increase on October 1, 2023 to \$15.30.


### Confidential Advice to Minister:

23(1)(a)



### Options and Recommendations:

23(1)(a)



### Contact Person:

Yvonne Spyropoulos, Executive Director, Employment Standards, 204-330-1802

**3. Issue Title:** Recruitment Missions**High Level Summary:**

- Immigration Division engages in promotional and recruitment activities year-round to attract skilled workers and investors to Manitoba.

**Current Status:**

- To support Manitoba Francophone community goals of maintaining and growing the French language in Manitoba, and to support employers' recruitment needs, Immigration Division regularly conducts in-person and virtual overseas recruitment missions to raise awareness of Manitoba as an immigration destination of choice for French-speakers. The flagship of these missions is the annual Destination Canada Mobility Fair organized by the Canadian Embassy in France. This year's events take place November 18 and 19 in Paris in person and November 22-24 in Rabat, Morocco virtually.
- Economic Development Council for Manitoba Bilingual Municipalities (CDEM) completed its own stand-alone "Destination Manitoba" promotional event in Cote d'Ivoire supported virtually by Immigration Division from August 17-19, 2023. CDEM may be planning to run a similar event in Cameroon after Destination Canada, which Immigration Division may consider supporting as an event partner.
- 23(1)(a) [REDACTED]
- In the current competitive international talent recruitment context, these events are optimal opportunities to address specific labour needs in a number of sectors and communities, and will allow to continue to build on previous successful engagements.

**Confidential Advice to Minister:**

23(1)(a)

**Options and Recommendations:**

That the Minister provide direction on the division's participation and planning for upcoming recruitment events/missions.

**Contact Person:**

Karmel Chartrand, Assistant Deputy Minister, Immigration Division, 204-227-4892

#### 4. Issue Title: Immigration Advisory Council (IAC) Recommendations

##### High Level Summary:


- The Manitoba government announced the creation of the IAC on February 14, 2022. The Council was co-chaired by Honourable Minister Jon Reyes and Honourable Dr. Lloyd Axworthy and consisted of 20 members of diverse professional backgrounds with experience in different aspects of the immigration field.
- The IAC's mandate was to provide recommendations to attract more immigrants and business investors to Manitoba, streamline the Manitoba Provincial Nominee Program, and enhance Manitoba's settlement, integration and foreign credential recognition programs and services to bolster newcomer retention. The IAC published its final report in February 2023, which included 70 recommendations aimed at fulfilling the IAC's mandate.
- A new Advisory Council on Economic Immigration and Settlement (ACEIS) was created in July 2023, reporting to the Minister and informing implementation of IAC recommendations. It will provide advice on a comprehensive, multi-sector strategy for economic immigration and settlement, and will give particular consideration to addressing labour shortages and unique labour needs in the capital region and other regions throughout the province; fostering economic development in areas outside Winnipeg; and maintaining and growing Manitoba's francophone population.

##### Current Status:

- The Manitoba government announced ACEIS' chair, vice-chair, and fourteen members on July 13, 2023, serving a 12-month term, ending July 2024. The chair and vice-chair of ACEIS were IAC members, which ensures continuity and builds on IAC recommendations. ACEIS was created through Ministerial directive and not the formal Agency, Board and Commissions process.
- Five recommendations have already been achieved, and another 39 are underway. As of August 31, 2023, ACEIS has met twice to advance its work, and is expected to submit a progress report later this year.
- An interdepartmental working group has been established, chaired by the Deputy Minister of Labour and Immigration, to ensure a whole-of-government approach to moving Manitoba's immigration agenda forward.

##### Confidential Advice to Minister:

23(1)(a)



**Options and Recommendations:**

That the Minister provide direction on the mandate for ACEIS and next steps for implementation of IAC recommendations.

**Contact Person:**

Karmel Chartrand, Assistant Deputy Minister, Immigration Division, 204-227-4892

**5. Issue Title:** Regulations under the Fair Registration Practices and Regulated Professions Act

**High Level Summary:**

- Language proficiency testing and labour mobility timeline extension regulations are being developed to ensure Manitoba regulators have reasonable and fair requirements. Authority for the regulations was granted through May 2023 amendments to *The Fair Registration Practices in Regulated Professions Act* (the Act).

**Current Status:**

- The Fair Registration Practices Office (FRPO) is working with Legislative Counsel to draft the regulation.

**Confidential Advice to Minister:**

23(1)(a)  
[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

**Options and Recommendation(s):**

That the Minister provide direction on next steps for regulatory development.

**Contact Person:**

Karmel Chartrand, Assistant Deputy Minister, Immigration Division, 204-227-4892

## **Strategic Priorities and Opportunities**

The following items are matters for consideration in the longer term that may pertain to organizational changes, strategic plans, multi-year projects, emerging issues and other topics:

1. Canada-Manitoba Immigration Agreement Renewal
2. Reviews: Workplace Health and Safety Act and Chemical Exposure Limits
3. Employment Standards: proactive investigations and sick leave
4. Regulatory amendments under the Technical Services Act
5. Demolition Rubble and Disposal – WSH Compliance Challenges

Issue notes follow on the next pages.

**1. Issue Title:** Canada-Manitoba Immigration Agreement (CMIA) Renewal

**Timeline for Action:** End of fiscal year 2023/24

**High Level Summary:**

- The CMIA is the framework agreement that defines the respective roles and responsibilities of Canada and Manitoba pursuant to the Immigration and Refugee Protection Act.
- The current CMIA was signed in June 2003 and does not have an expiry date. It is the only Canada-provincial/territorial immigration agreement without an expiry date and is the oldest agreement in Canada.
- Engagement with Immigration, Refugees and Citizenship Canada (IRCC) is required to negotiate and develop next steps towards a new CMIA.

**Current Status:**

- Work on a proposed engagement approach for advancing broad federal commitment for working cooperatively in support of strategic priorities, has been ongoing.

**Confidential Advice to Minister:**

23(1)(a)

[Redacted content]

**Options and Recommendations:**

That the Minister provide direction on the priorities and next steps for renewal of the CMIA.

**Contact Person:**


Karmel Chartrand, Assistant Deputy Minister, Immigration Division, 204-227-4892

**2. Issue Title:** Reviews: Workplace Health and Safety Act and Chemical Exposure Limits**Timeline for Action:** Summer 2024 (Chemical Limits), 2024-2025 (Act Review)**High Level Summary:**

- The Workplace Safety and Health Act and its administration must be reviewed every five years. The review is ongoing with an industry review committee expected to forward a report of recommendations to the Minister during 2024-2025. This will include a review of proposals to provide menstrual products in the workplace, free of charge.
- The Workplace Safety and Health Regulation on chemical exposure limits must receive input at least every three years. The Branch is preparing an options paper to update approximately 18 substances.

**Current Status:**

- The WSH Act launched a review in August of 2022 with three months of consultation resulting in 62 submissions containing 192 recommendations. In early August, WSH informed the Manitoba Federation of Labour that the provision of menstrual products would be reviewed by the Review Committee.
- The WSH Regulation sets the current Occupational Exposure Limits (OEL) by referencing the 2019 recommendations of the American Conference of Governmental Industrial Hygienists (ACGIH), a private, not-for-profit, non-governmental corporation consisting of industrial hygienists and other occupational health and safety professionals dedicated to injury and illness prevention in workplaces.
- The WSH Occupational Hygiene team also conducted a thorough review of the recommendations made by the ACGIH between 2020 and 2022 and identified potential updates for 18 substances.

**Confidential Advice to Minister:**23(1)(a)  
**Options and Recommendations:**

That the department keep the Minister informed on the progress of the WSH Act review and options paper on Chemical Limits.

**Contact Person:**

Crystal Baldwin, Executive Director, Workplace Safety and Health Branch  
204-945-5637

**3. Issue Title:** Employment Standards (ES): proactive investigations and sick leave

**Timeline for Action:** April 1, 2024 (start of fiscal year); during the next legislative session

**High Level Summary:**

- The core legislative function of ES is to investigate formal complaints made by workers. An opportunity exists to increase the capacity of Employment Standards to enhance the focus on proactive investigations to ensure that workplaces employing vulnerable workers are complying with The Employment Standards Code.
- In February 2023, the Labour Management Review Committee (LMRC) requested that Manitoba align The Employment Standards Code with federal changes made to Employment Insurance (EI) sickness benefits. This would increase current job protection to 27 weeks.
- During COVID-19 the Code was amended to prohibit the right of an employer to ask for sick notes. In July 2022, the LMRC provided a joint recommendation to remove this restriction.

**Current Status:**


- Manitoba currently provides 17 weeks of unpaid job protected leave for seriously injured or ill employees under the Code [Section 59.10(1)].
- Manitoba’s legislation does not allow sick notes for any of the protected leaves under the Code [Section 60(3.1)].

**Confidential Advice to Minister:**

23(1)(a) [Redacted text block]

**Options and Recommendations:**

23(1)(a)



**Contact Person:**

Yvonne Spyropoulos, Executive Director, Employment Standards, 204-330-1802

**4. Issue Title:** Regulatory amendments under the Technical Services Act

**Timeline for Action:** Next six months

**High Level Summary:**


- In 2015, The Technical Safety Act was passed. It has yet to be proclaimed waiting on regulations. Once implemented, this will modernize safety requirements and consolidate six separate technical safety acts that deal with elevator safety, amusements rides, electrical work, gas and oil burning, steam and pressure, and power engineers.

**Current Status:**

- In early 2023, a draft Technical Safety Regulation for elevating devices went forward for public consultation.
- The department is currently working on revising the regulation for elevating devices based on feedback from the public, and drafting a new regulation regarding amusement rides.

**Confidential Advice to Minister:**

23(1)(a)



**Options and Recommendations:**

That the department provide options on next steps to the Minister.

**Contact Person:**

Ryan DeLury, Director, Inspection and Technical Services, 204-945-3373

**5. Issue Title:** Demolition Rubble and Disposal – WSH Compliance Challenges**Timeline for Action:** 2024-2025**High Level Summary:**


- Asbestos was used in many building materials before 1990 and is a well-known carcinogen. Buildings built prior to 1990 are deemed asbestos containing unless proven otherwise.
- When asbestos is disturbed, it can be inhaled, which may lead to serious illness and death. The Workplace Safety and Health Regulation sets out requirements for employers, property owners and workers with respect asbestos, consistent with other jurisdictions.
- The cost of appropriate asbestos management, including hazardous waste disposal fees, presents a barrier to compliance, particularly for vacant, derelict and fire-destroyed buildings. As such, property owners and employers are financially motivated to manage asbestos-contaminated waste as conventional debris, which delays clean-up of sites.
- The City of Winnipeg (COW) conducts emergency demolitions after building fires, and does so when the buildings are wet to reduce dust. However, the debris removal is generally left to the owner.
- Rubble may remain for extended periods due to disputes about the presence of asbestos, insurance assessments and/or funding. Delays cause public concern and have generated considerable media attention.

**Current Status:**

- Employers/property owners must prevent workers or others from asbestos exposure as a result of work. If asbestos is suspected or known, the material must be handled as asbestos.
- The Department is in regular communication with COW on this issue.
- The COW Community Services Committee (CSC) referred a report on cleaning up sites and back-charging property owners to the property and development committee.
- The CSC also approved a motion calling on the COW to create a task force to demolish and remediate fire-cased demolition sites immediately.

**Confidential Advice to Minister:**

23(1)(a)



**Options and Recommendations:**

The department continue to work with COW and other stakeholders respecting this issue.

**Contact Person:**

Crystal Baldwin, Executive Director, Workplace Safety and Health Branch  
204-945-5637

## **Renewing Relationships and Advancing Indigenous Reconciliation**

Acting in the spirit of Truth and Reconciliation Commission (TRC) of Canada: Call to Action (CTA) 57, the department is ensuring that staff are increasing their knowledge and understanding of the history of Indigenous peoples across Canada, in order to enhance relationships and partnerships with the Indigenous community. The department is committed to fulfilling this Call to Action and is measuring this on its Balanced Score Card. It is expected that public servants will implement the learnings of the training through their work, thereby advancing reconciliation in their workplace.

The department has identified this as a priority area and will be exploring ways to further advance truth and reconciliation and build relationships with Indigenous peoples. Most recently, a volunteer committee of staff planned a series of events and activities to increase awareness in the week leading up to the National Day of Truth and Reconciliation on September 30, 2023.

## **Federal, Provincial and Territorial Overview**

### Representation at FPTs

#### **Forum of Ministers Responsible for Immigration (FMRI)**

Description: The FMRI is the FPT joint decision-making body consisting of Canada's immigration ministers that works on immigration and integration matters, including defining and implementing common goals for inter-jurisdictional cooperation for immigration in Canada based on the FPT Strategic Plan for Immigration 2020-2023 (SPI). The federal and provincial/territorial governments have concurrent jurisdiction in the area of immigration.

Other information: FPT governments continue to collaborate on the fundamental pillars of the immigration system: levels planning, economic immigration, and settlement and integration. With guidance and support from Deputy Ministers, Assistant Deputy Minister, Directors, and Working Groups, FMRI shapes and manages multilateral immigration priorities. The FMRI meets at least once a year to discuss the strategic priorities affecting Canada's immigration system.

## **Federal, Provincial and Territorial (FPT) Ministers Responsible for Labour**

Description: These meetings provide a forum for the exchange of ideas on labour-related issues. The most recent meeting was in April of 2023.

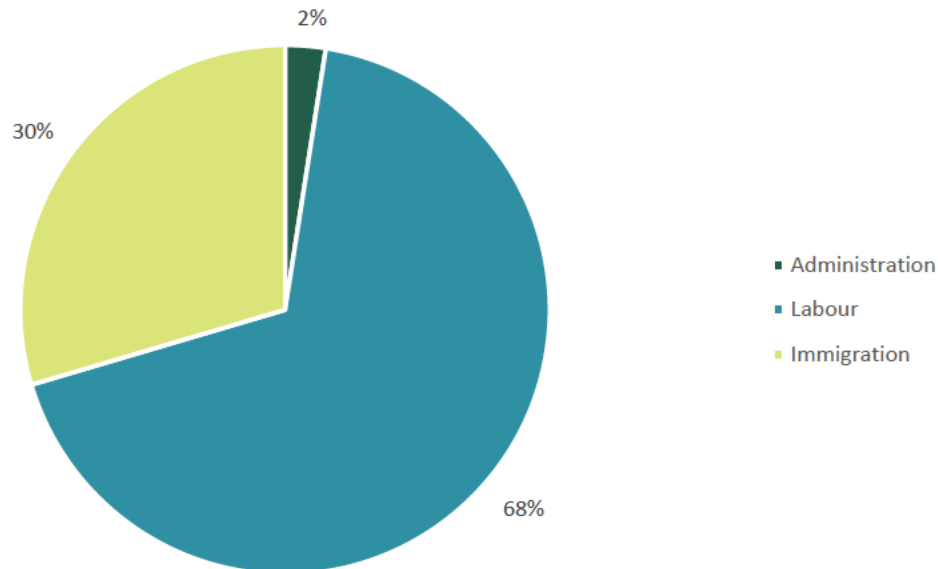
Other information: This meeting is supported by the Canadian Association of Administrators of Labour Legislation (CAALL), a group established in 1938 for Deputy Ministers and other senior officials.

Ministers commonly use this table to receive assistance on how other jurisdictions have approached issues, provide feedback on how Manitoba approaches issues and where appropriate to help with a yearly work plan where CAALL is doing research to support common solutions.

## 4. Fiscal Overview

The following information reflects spending appropriations approved for the department in fiscal year 2023/24 by the Legislature. The annual Estimates process to determine the budget for the next fiscal year (2024/25) is currently underway.

### Percentage Distribution of Departmental Operating Budget (2023/24)



### Summary Budget Overview

Main Appropriations	Part A-Operating	Other Reporting Entities	Consolidation and Other Adjustments	2023/24 Summary	2022/23 Summary (actual)
	\$(000s)				
Administration	785			785	7
Labour	21,628			21,628	20,745
Immigration	9,411			9,411	7,139
<b>TOTAL</b>	<b>31,824</b>			<b>31,824</b>	<b>27,891</b>

Pressures, Risks and Other Considerations

23(1)(a)



List of Major Grants/Grant Programs

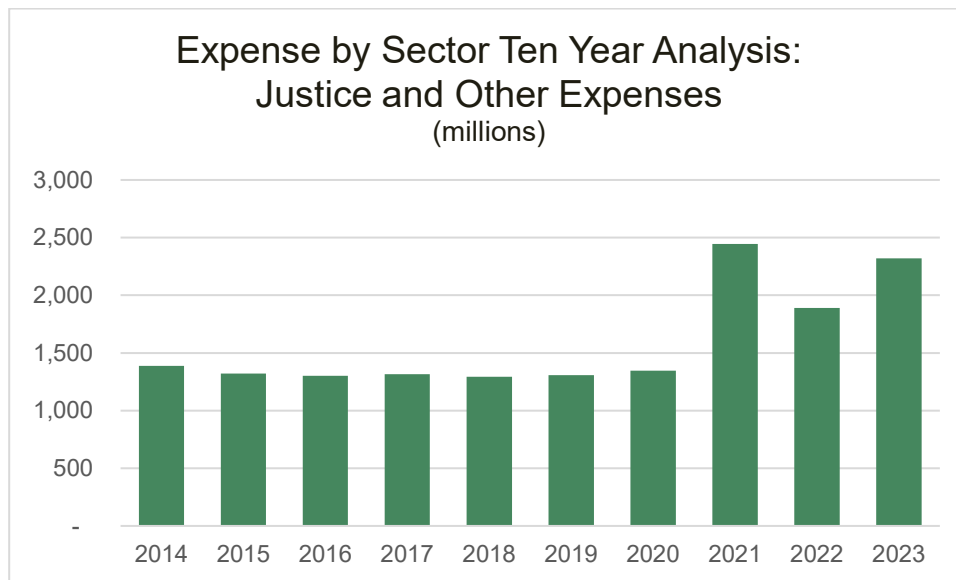
<b>Recipient</b>	<b>Grant/Title</b>	<b>2023/24 approved budget amount (000's)</b>
Newcomer Integration Support Program	Newcomer Integration Support	7,080

List of Major Contracts

Not applicable

## Historical Expenditures in Sector (\$000s)

The chart below shows expenditures by area rather than by department to capture expenditures in a sector unaffected by departmental reorganizations over time. This 10-year analysis includes expenditures for the Public Service Commission, Employee Pensions and Other Costs, Executive Council, Legislative Assembly, Tax Credits, Consumer Protection and Government Services, Finance, Justice, Labour and Immigration, and Sport, Culture and Heritage.



## 5. Impending Legislative and Regulatory Changes

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The following items have been passed by the Assembly and will come into force on the date specified:

### **The Manitoba Building Code regulation M.R. 78/2023**

In force date: January 1, 2024

This regulation repeals and replaces a previous regulation to adopt the latest edition of the National Building Code of Canada (2020 edition), published by the National Research Council, with Manitoba specific amendments.

### **The Manitoba Plumbing Code regulation M.R. 80/2023**

In force date: January 1, 2024

This regulation repeals and replaces a previous regulation to adopt the latest edition of the National Plumbing Code of Canada (2020 edition), published by the National Research Council, with Manitoba specific amendments.

### **The Manitoba Energy Code for Buildings regulation M.R. 79/2023**

In force Date January 1, 2024

This regulation repeals and replaces a previous regulation to adopt the latest edition of the National Energy Code of Canada for Buildings (2020 edition), published by the National Research Council, with Manitoba specific amendments.

## **The Building and Electrical Permitting Improvement Act S.M. 2021, c. 37 (formerly Bill 38)**

In force date: March 1, 2024

This Act enacts a new Act and amends two other Acts.

### Schedule A — Permit Dispute Resolution Act

Schedule A enacts a new Act to resolve disputes related to building and electrical permits. Expert adjudicators are appointed to conduct hearings and make binding orders respecting

- decisions made by provincial or municipal officials about the technical requirements of building and electrical standards; and
- complaints that inspections and decisions on permit applications were not conducted or made in a timely manner.

### Schedule B — Buildings and Mobile Homes Amendment Act

This Schedule makes a number of changes to The Buildings and Mobile Homes Act.

Performance standards are established by regulation. Provincial and municipal officials must conduct inspections and make decisions on applications for building permits and occupancy permits within specified time periods.

## 6. Scheduled Events

Event Name	Date/Location	Description	Expectation of Minister
Forum of Ministers Responsible for Immigration – Ministerial Meeting	Date - TBC: tentatively scheduled November 16-17 Location: Toronto, Ontario	Multilateral meeting: Meeting with the federal Minister of Immigration, Refugees and Citizenship and Provincial/Territorial Ministers responsible for Immigration	23(1)(a)

## 7. Appendices

### Acronyms

Acronym	Full Terms
ACEIS	Advisory Council on Economic Immigration and Settlement
CAALL	Canadian Association of Administrators of Labour Legislation
EAO/WAO	Employer Advisor Office / Worker Advisor Office
FMRI	Forum of Ministers Responsible for Immigration
FPT	Federal, Provincial/Territorial
IAC	Immigration Advisory Council
ITS	Inspection and Technical Services
LMRC	Manitoba Labour Management Review Committee
MLB	Manitoba Labour Board
MPNP	Manitoba Provincial Nominee Program
NCCS	Newcomer Community Connections Stream
NCIS	Newcomer Community Integration Support Program
WCB	Workers Compensation Board of Manitoba
WSH	Workplace Safety and Health (Act)

### Stakeholder Contact List

Organization	Contact Name	Title
Agrologists Manitoba	23(1)(a)	Executive Director
Association of Manitoba Land Surveyors	23(1)(a)	Registrar
Association of Manitoba Municipalities (AMM)	23(1)(a)	Executive Director
Business Council of Manitoba	23(1)(a)	President and CEO
Canadian Federation of Independent Business (MB)	23(1)(a)	Director
Certified Technicians and Technologists Association of Manitoba (CTTAM)	23(1)(a)	Executive Director (CEO) and Registrar
Chartered Professional Accountants Manitoba	23(1)(a)	Director, Ethics and Regulatory Affairs and Registrar
College of Audiologists and Speech-Language Pathologists of Manitoba	23(1)(a)	Executive Director/Registrar
College of Dental Hygienists of Manitoba	23(1)(a)	Registrar/Executive Director

<b>Organization</b>	<b>Contact Name</b>	<b>Title</b>
College of Dieticians of Manitoba	23(1)(a)	Executive Director/Registrar
Collee of Licensed Practical Nurses of Manitoba	23(1)(a)	Executive Director/Registrar
College of Medical Laboratory Technologists of Manitoba	23(1)(a)	Executive Director/Registrar
College of Midwives	23(1)(a)	Registrar
College of Occupational Therapists of Manitoba	23(1)(a)	Executive Director
College of Paramedics of Manitoba	23(1)(a)	Executive Director/Registrar
College of Pharmacists of Manitoba	23(1)(a)	Registrar/CEO
College of Physicians and Surgeons of Manitoba	23(1)(a)	Executive Director
College of Physiotherapists of Manitoba	23(1)(a)	Executive Director/Registrar
College of Podiatrists of Manitoba	23(1)(a)	Registrar
College of Registered Nurses of Manitoba	23(1)(a)	CEO/Registrar
College of Registered Psychiatric Nurses of Manitoba	23(1)(a)	Executive Director
Construction Safety Association of Manitoba	23(1)(a)	Executive Director
Denturist Association of Manitoba	23(1)(a)	Executive Director
Economic Development Council for Manitoba Bilingual Municipalities (CDEM)	23(1)(a)	Director of employability and immigration
Economic Development Winnipeg (EDW)	23(1)(a)	President and CEO
Employment Solutions for Immigrants Inc. (Manitoba Start)	23(1)(a)	Executive Director
Engineers Geoscientists Manitoba (EGM)	23(1)(a)	Acting CEO, Registrar, and Secretary
Family Dynamics Inc.	23(1)(a)	Program Manager
Immigrant Centre Manitoba Inc.	23(1)(a)	Chief Executive Director

<b>Organization</b>	<b>Contact Name</b>	<b>Title</b>
Immigrant & Refugee Community Organization of Manitoba Inc.	23(1)(a)	Director of Programming
Keystone Agricultural Producers	23(1)(a)	President
Labour Management Review Committee	23(1)(a)	Chair
Law Society of Manitoba	23(1)(a)	Registrar/Director of Admissions and Membership
Made Safe	23(1)(a)	Executive Director
Manitoba Association of Optometrists	23(1)(a)	Executive Director
Manitoba Association of Registered Respiratory Therapists	23(1)(a)	Executive Director/Registrar
Manitoba Association of Safety in Healthcare	23(1)(a)	Executive Director
Manitoba Architects Association (MAA)	23(1)(a)	Executive Director
Manitoba Chamber of Commerce	23(1)(a)	President and CEO
Manitoba Chiropractors Association	23(1)(a)	Registrar
Manitoba College of Social Workers	23(1)(a)	Executive Director/Registrar
Manitoba Council for International Education	23(1)(a)	Executive Director
Manitoba Dental Association	23(1)(a)	CEO
Manitoba Employers Council	23(1)(a)	Chair
Manitoba Federation of Labour	23(1)(a)	President
Manitoba Federation of Labour Occupational Health Centre	23(1)(a)	Executive Director
Manitoba Heavy Construction Association	23(1)(a)	President, Director, Work Safety Program
Manitoba Home Building Association (MHBA)	23(1)(a)	President & CEO
Manitoba Interfaith Immigration Council Inc. (Welcome Place)	23(1)(a)	Executive Director
Manitoba Naturopathic Association	23(1)(a)	Registrar

<b>Organization</b>	<b>Contact Name</b>	<b>Title</b>
Mosaic Newcomer Family Resource Network Incorporated	23(1)(a)	Executive Director
Manitoba Veterinary Medical Association	23(1)(a)	Executive Director/Registrar
Mining Association of Manitoba Inc.	23(1)(a)	President
Morden Economic Development	23(1)(a)	Economic Development Officer
Newcomers Employment & Education Development Services (N.E.E.D.S.) Inc.	23(1)(a)	Executive Director
Northwest Regional Immigrant Services Inc.	23(1)(a)	Executive Director
Opticians of Manitoba	23(1)(a)	Executive Director/Registrar
Portage Learning and Literacy Centre Inc.	23(1)(a)	Executive Director
Psychological Association of Manitoba	23(1)(a)	Registrar
Regional Connections Inc.	23(1)(a)	Executive Director
RPM Trucking Industry Safety	23(1)(a)	Operations Manager
Rural Manitoba Economic Development Corporation	23(1)(a)	CEO
Safe Work Manitoba	23(1)(a)	Vice-President Executive Assistant
Sales and Service Safety Association (S2 Safety)	23(1)(a)	Safety Program Director
SEED Winnipeg Inc.	23(1)(a)	Co-Director
Société de la francophonie manitobaine (SFM)	23(1)(a)	Directrice Accueil francophone
Steinbach Chamber of Commerce	23(1)(a)	Program Director
Westman Immigrant Services	23(1)(a)	Executive Director
Winkler Stanley Economic Development Corporation	23(1)(a)	Business Development and Immigration Officer
Winnipeg Construction Association (WCA)	23(1)(a)	MCP, President Liasion with Board of Directors, Liaison with Division Chairs, Advocacy, Government Affairs
Workers Compensation Board of Manitoba	23(1)(a)	President and CEO, Office Manager

## Agencies, Boards and Commissions Appointments

Lieutenant Governor in Council and Lieutenant Governor in Council and Ministerial boards where all members are appointees of the Government of Manitoba:

- Workers Compensation Board – Board of Directors
- Manitoba Labour Board

Boards that the Government of Manitoba has a legislative responsibility, in whole or in part, to appoint one or more members:

- Workers Compensation Board – Appeal Commission

## Statutory Responsibilities of the Minister

*Any statutes that are not assigned to a particular Minister are the responsibility of the Minister of Justice, as are any amendments to those statutes.*

- The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act..... A 6.4
- The Amusements Act [Part II] ..... A 70
- The Buildings and Mobile Homes Act ..... B 93
- The Construction Industry Wages Act ..... C 190
- The Electricians' Licence Act ..... E 50
- The Elevator Act ..... E 60
- The Employment Standards Code ..... E 110
- The Fair Registration Practices in Regulated Professions Act ..... F 12
- The Firefighters and Paramedics Arbitration Act..... F 60
- The Gas and Oil Burner Act ..... G 30
- The International Labour Cooperation Agreements Implementation Act ..... I 65
- The Labour Mobility Act.....L 5
- The Labour Relations Act ..... L 10
- The Labour Administration Act .....L 20
- The Pay Equity Act ..... P 13
- The Permit Dispute Resolution Act .....P 32.5
- The Power Engineers Act..... P 95
- The Public Sector Construction Projects (Tendering) Act ..... P 267
- The Remembrance Day Act ..... R 80
- The Steam and Pressure Plants Act .....S 210
- The Technical Safety Act ..... T 35
- The Worker Recruitment and Protection Act ..... W 197
- The Workplace Safety and Health Act ..... W 210
- The Workers Compensation Act ..... W 200

Please be advised that section 76.2(2)(a) of *The Freedom of Information and Protection of Privacy Act* (FIPPA) states the government must make available “within 60 days after a minister assumes office, the table of contents and index for the package of briefing materials that is prepared for a minister for the purpose of enabling the minister to assume the powers, duties and functions of their office”.

Therefore, the table of contents and index of this transition binder will be fully disclosed on InfoMB within 60 days of the minister assuming office.

Additionally, the remaining contents of the binder may be requested through an access to information request under FIPPA. In response to such a request, the binder will be disclosed subject to limited and specific exceptions to disclosure under FIPPA.