



**MENTAL
HEALTH
INJURIES
NEED WCB
SUPPORT.**

MAKE IT THE LAW.



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**2026 MFL
Health and Safety
Conference**

**February 5-6, 2026
Canad Inns Polo Park**

Guide to workshops

Keeping workers safe and healthy on the job has always been a top priority for unions, and knowledge of health and safety laws, rights and responsibilities, and processes for recognizing and responding to workplace hazards is key to the ongoing fight for safe and healthy workplaces.

The MFL Health and Safety Conference provides worker-focused education and tools for union activists to help them be more effective health and safety committee members and advocates for health and safety in the workplace.

Conference participants will register for one of the workshops listed below (each workshop will span the two days of the conference, offering opportunities for in-depth learning in a small group environment).

WORKSHOP 1

The Foundations of Workplace Safety and Health Law in Manitoba

This course provides an overview of the key principles and provisions of the Workplace Safety and Health Act and Regulations, including the Internal Responsibility System; the duties of owners, employers and supervisors; the fundamental rights of workers; hazard recognition and control; the role of committees; and the regulatory requirements for specific hazards. There will be special emphasis on how to build effective Workplace Health and Safety Committees and be effective committee members and health and safety advocates for workers in provincially regulated workplaces.

WORKSHOP 2

Psychological Health and Safety in the Workplace

Workplaces present many different kinds of psychological hazards that can impact workers’ overall mental health, at work and at home. Being able to recognize these hazards, understand them, and address them is an important

part of a strong workplace health and safety program. In this workshop, joint health and safety committee members and health and safety activists will learn about common workplace psychological hazards, signs of mental distress, and will be introduced to the CSA National Standard for Psychological Health and Safety in the Workplace. The workshop’s goal is to help participants advocate to incorporate psychological injury and illness prevention measures into their workplace health and safety programs.

WORKSHOP 3

Supporting Injured Workers with WCB Claims

Many injured workers find navigating the WCB system to access needed supports and benefits after a workplace injury to be a difficult and stressful process. This is especially true for workers trying to appeal an unfavourable WCB decision. This workshop is designed for shop stewards, union reps and activists who are in the position to help guide and advocate for injured workers in their interactions with the WCB. Based on the MFL’s new Guide for WCB Worker

Advocates, this workshop will provide an overview of WCB law and policies, the claims and appeal processes, the role and responsibilities of injured workers in the system, and the more complex issues that arise when appealing a WCB decision. Participants will learn how to be an effective support and advocate for injured workers. (Note: this course is not a forum for injured workers to seek advice about their own claims.)

WORKSHOP 4

SAFE Work Certified

The SAFE Work Certified program was established about a decade ago to set a clear standard for high quality workplace health and safety programs. In this course, you will learn about all the different components of the standard and why they’re important for a high-quality workplace health & safety program. The course will also cover how workplace health and safety programs are audited under the program to ensure they meet the standard, and how workers participate in the process. Coming out of the course, participants will be able to better assess how their workplace health and safety programs stack up against the standard. Participants will be equipped with the knowledge to discuss the standard with Health & Safety Committees and to fight for workplace improvements to meet and exceed the standard.

WORKSHOP 5

Workplace Violence and Harassment: Strategies for Prevention and Response

Violence and harassment continue to be major concerns in our workplaces.

While employers have the ultimate responsibility to identify and address these hazards as they do others, they can also present unique challenges in terms of recognition and response. In this workshop, you will learn about the legislative framework governing these hazards, the obligations of employers, and the role of the workplace safety and health committee in identifying and addressing them. In particular, you will learn how you as a union activist can play a role in prevention and in supporting members who may be subjected to violence and harassment.

WORKSHOP 6

Health and Safety in Federally Regulated Workplaces

In some Manitoba workplaces, health and safety is federally governed through Part II of the Canada Labour Code and the Canada Occupational Health and Safety Regulations. This course provides an overview of this legislative and regulatory framework, including the Internal Responsibility System; the duties of owners, employers and supervisors; the fundamental rights of workers; hazard recognition and control; the role of committees; and the regulatory requirements for specific hazards. Participants will acquire the foundational knowledge to be effective committee members and workplace safety and health advocates in federally regulated workplaces.