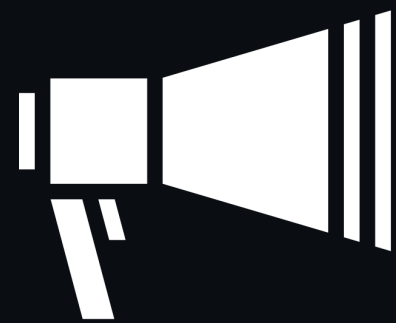




**MANITOBA
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Strong Unions, Strong Manitoba

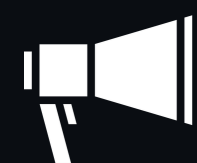
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2027 MFL Health and Safety Conference

February 4-5, 2027

Canad Inns Polo Park
Winnipeg



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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 Workers in a Safe Return to Work

Workers have the right to a safe return to work after they have been off because of an injury or illness. This may require accommodations such as modified duties or changes to working hours in keeping with the worker’s identified limitations and capacities. Unions are often called upon to ensure these rights are properly fulfilled and that the employer meets their obligations under the Workers Compensation Act and the Human Rights Code, as well as under the collective

agreement. This workshop provides an overview of these rights and obligations, the process that should be followed to facilitate a safe return to work, the factors that can assist or impede this process, and the role of the union in helping overcome the challenges that can arise. The workshop views return to work issues through the lens of both physical and psychological conditions, and shows how the latter raises special challenges and considerations in ensuring a safe return to work.

WORKSHOP 4

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 subject to violence and harassment.

WORKSHOP 5

Supporting Injured Workers with WCB Claims & Appeals

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 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 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.