



WORKPLACE ISSUE RESOURCE GUIDE

For Employees in Manitoba Seeking Support

This guide provides information to help you understand your rights, and the steps you can take if you experience an issue in the workplace.



IMPORTANT NOTE
This guide is for informational purposes only and does not constitute legal advice. We encourage you to contact the appropriate organization or a qualified legal professional for advice specific to your situation.

FIRST STEPS

Before Filing Anything



1. DOCUMENT EVERYTHING

Dates, times, incidents, emails, messages, witnesses, contracts, termination letters.



2. REVIEW YOUR WORKPLACE POLICIES

Employee handbook, harassment or complaint procedures.



3. RAISE THE ISSUE INTERNALLY (IF SAFE)

Supervisor, HR department, or union (if applicable).



4. SEEK EXTERNAL SUPPORT

If the issue is not resolved, contact the appropriate agency or professional.

WHERE TO GET HELP



UNPAID WAGES, TERMINATION PAY, VACATION PAY, OVERTIME, ETC.

EMPLOYMENT STANDARDS BRANCH

Phone (Winnipeg): 204-945-3352
Toll-Free: 1-800-821-4307
Email: employmentstandards@gov.mb.ca
Website: www.gov.mb.ca/labour/standards
Handles issues related to wages, overtime, vacation pay, termination notice/pay and more.



WRONGFUL TERMINATION / DISMISSAL

EMPLOYMENT STANDARDS BRANCH

Phone (Winnipeg): 204-945-3352
Toll-Free: 1-800-821-4307
Email: employmentstandards@gov.mb.ca
Website: www.gov.mb.ca/labour/standards
For minimum entitlements. You may be entitled to more through a legal claim.



HARASSMENT, DISCRIMINATION, HUMAN RIGHTS

MANITOBA HUMAN RIGHTS COMMISSION

Phone: 204-945-3007 | Toll-Free: 1-888-884-8681
Email: hrc@gov.mb.ca
Website: www.manitobahumanrights.ca
Handles discrimination and harassment based on race, gender, disability, religion, age, and more.



WORKPLACE INJURY OR ILLNESS

WORKERS COMPENSATION BOARD (WCB)

Phone: 204-954-4321 | Toll-Free: 1-855-954-4321
Email: askwcb@wcb.mb.ca
Website: www.wcb.mb.ca
For work-related injuries, illnesses, and claims.



WORKPLACE SAFETY OR UNSAFE CONDITIONS

WORKPLACE SAFETY AND HEALTH

Phone: 204-945-3446 | Toll-Free: 1-855-957-7233
Email: wsh@gov.mb.ca
Website: www.manitoba.ca/labour/safety
Report unsafe working conditions or safety violations.



UNIONIZED EMPLOYEES

YOUR UNION REPRESENTATIVE

If you are part of a union, contact your union representative first. They will guide you through the grievance process if needed.



DISPUTES BETWEEN EMPLOYER & UNION

MANITOBA LABOUR BOARD

Phone: 204-945-2089 | Toll-Free: 1-800-782-8067
Email: mlb@gov.mb.ca
Website: www.manitoba.ca/labour/labbrd
Handles disputes between unions and employers, certification, and other labour matters.

DECISION FLOWCHART – WHERE DO I GO?

WHAT IS YOUR MAIN CONCERN?



Unpaid wages, overtime, vacation pay, termination pay?

EMPLOYMENT STANDARDS BRANCH
204-945-3352
1-800-821-4307



Terminated without notice or pay?

EMPLOYMENT STANDARDS BRANCH
or speak with an EMPLOYMENT LAWYER



Harassment, discrimination, human rights issue?

MANITOBA HUMAN RIGHTS COMMISSION
204-945-3007
1-888-884-8681



Workplace injury or illness?

WORKERS COMPENSATION BOARD (WCB)
204-954-4321
1-855-954-4321



Unsafe working conditions or safety concerns?

WORKPLACE SAFETY & HEALTH
204-945-3446
1-855-957-7233



You are part of a union?

CONTACT YOUR UNION REPRESENTATIVE



Dispute between employer and union?

MANITOBA LABOUR BOARD
204-945-2089
1-800-782-8067

HOW TO FILE A CLAIM OR COMPLAINT

- 1 Identify the correct organization (see above).
- 2 Gather and organize your documentation.
- 3 Complete the required form (online, in person, or by mail).
- 4 Submit your claim or complaint.
- 5 Participate in the investigation or process.
- 6 Await the decision or resolution.



IMPORTANT: Most claims have time limits. Act as soon as possible.

RED FLAG ESCALATION – GET IMMEDIATE HELP

If you are experiencing or facing any of the following, seek immediate help:

- Threats of violence
- Physical violence
- Stalking or harassment that makes you feel unsafe
- Weapons at the workplace
- Immediate risk to your safety or others



CALL 911 – POLICE / EMERGENCY

For non-emergency situations, contact your local police department.

WHEN TO CONTACT A LAWYER

- ✓ You were terminated from a long-term position
- ✓ You believe you are owed significant compensation
- ✓ Harassment, discrimination or constructive dismissal
- ✓ Your case is complex or involves large amounts
- ✓ You are unsure of your rights or the best next steps



A lawyer can review your situation, explain your options, and help you take the right legal action.

