

Workplace Safety and Health

New Workplace Safety and Health Requirements: Menstrual Products in the Workplace

Effective September 1, 2026

Purpose

To inform employers and workers about upcoming requirements under Manitoba's Workplace Safety and Health Regulation respecting the provision of menstrual products in provincially regulated workplaces.

Background

On March 9, 2026, amendments to the Workplace Safety and Health Regulation were approved requiring employers to provide menstrual products in workplaces. The new requirements come into effect on September 1, 2026. A six-month transition period was provided to allow employers time to prepare for implementation.

The amendments are intended to support workplace health, safety, dignity and accessibility by helping ensure workers have access to menstrual products when needed.

New Requirements

Beginning September 1, 2026, employers must ensure that:

- Clean and hygienic menstrual products, specifically one type of pad and one type of tampon, are available at no cost to workers who require them.
- Menstrual products are accessible to workers in all workplace washrooms (female, male and gender neutral) or, where this is not reasonably practicable, in another location that provides reasonable privacy and is accessible to workers at all times.
- Covered disposal containers are provided near each toilet in a washroom.
- A sufficient supply of products is maintained and replenished as required.

The regulation does not prescribe specific brands, suppliers, dispensers, storage methods, or disposal systems. Employers may determine the approach that best suits their workplace, provided regulatory requirements are met.

What Employers Need to Know

Employers should review the new requirements and assess any changes needed before September 1, 2026. This may include:

- Identifying where menstrual products will be made available.
- Selecting products and supplies.
- Establishing processes to maintain an adequate supply.
- Ensuring disposal containers are available where required.
- Communicating the new requirements to supervisors and workers.

What Workers Need to Know

Workers in provincially regulated workplaces will be entitled to access menstrual products at no cost beginning September 1, 2026.

Workers who believe the requirements are not being met should raise the concern with their employer, workplace safety and health committee, or workplace safety and health representative. Concerns may also be reported to the Workplace Safety and Health Branch.

Additional Information

Additional information is available in the accompanying Frequently Asked Questions (FAQ) document.

This information is also available on the Manitoba Workplace Safety and Health website: [**www.gov.mb.ca/labour/safety**](http://www.gov.mb.ca/labour/safety)

Workplace Safety and Health Branch

Phone: 204-957-SAFE (7233)

Toll Free: 1-855-957-SAFE (7233)

This bulletin provides a general overview of legislative changes. For complete details, refer to The Workplace Safety and Health Act.