

Manitoba Jobs for Manitobans

A Guide to Manitoba Jobs Agreements

Introducing Manitoba Jobs Agreements (MJAs)

Manitoba Jobs Agreements (MJAs) are a government policy that **puts Manitoba workers first** on large infrastructure projects. Announced in Budget 2025, Manitoba's new MJA policy will support workforce development, **create good family-supporting jobs** and ensure that public investments in capital projects support Manitoba jobs and our economy.

A Manitoba Jobs Agreement is an agreement that helps projects get built with the most benefit for Manitobans. It sets standardized terms of employment on large government infrastructure projects, so that all workers get the **same wages, benefits and protections** – whether they are unionized or non-unionized. MJAs promote labour stability by preventing labour disruptions, which helps make sure projects are **completed on time and on budget**. Most importantly, MJAs prioritize **hiring Manitoba workers first**, because Manitobans should benefit from the jobs we create by building new infrastructure.

Local workforce development is a key pillar of Manitoba's economic development strategy. MJAs will build on the work the construction industry is already doing to support apprenticeships and will help **create new opportunities for apprentices** to become qualified tradespeople. MJAs boost skills development, local hiring and Indigenous participation in construction projects. As MJAs are implemented on more projects, they will **strengthen our local workforce** with the skills and people we need to keep building together in Manitoba.

This guide explains the goals of Manitoba Jobs Agreements, how they will be used and the benefits of these agreements for workers and the construction industry. Additional MJA guiding resources will be made available as the initiative progresses.

MJA Considerations

All Manitoba government capital projects with a total project cost of **\$50 million or higher** will be considered for an MJA. This includes capital projects by other reporting entities, like schools and hospitals, and investments by crown corporations such as Manitoba Hydro. The MJA framework will also include municipal capital projects that have a provincial funding commitment of \$50 million or higher. In addition to the financial threshold, the framework will take into consideration project features such as the **type of project, geography and project timelines**.

Measuring Outcomes

The MJA framework requires projects to set targets and measure outcomes. Some examples of measured outcomes in MJAs are:

- Hours worked by apprentices
- Apprentice advancement achieved during a given project
- Hours worked by an equity group
- Time loss injury rate
- Days lost during construction to work stoppages or labour disruptions
- Hours worked by Manitoba workers
- Contracts awarded to Manitoban and Indigenous-based businesses

Building on Best Practices in Manitoba and Canada

MJAs are about getting the best outcomes for Manitobans from provincial capital investments. They are informed by best practices from other Canadian jurisdictions as well as legacy Manitoban projects. Manitoba has successfully used similar project labour strategies in the past, including for the **Red River Floodway Expansion** and various **Manitoba Hydro** capital investments.

Similar strategies are widely used across Canada to support a range of capital projects – including in transportation, energy, mining, healthcare and education. These strategies have been leveraged to support the construction of highway infrastructure and transit projects, hydroelectric and transmission infrastructure, mining and potash projects, hospitals and schools.

Development and Delivery

The MJA is a legal document that outlines the terms and conditions for the project in order to support the project's goals. The agreement is negotiated between the asset owner (i.e. the Manitoba government, another reporting entity or municipality) and the trade council(s) representing the skilled trades required to deliver the project. MJAs will include **achievable, targeted outcomes** based on project specifics and will be tailored to the unique conditions of each project. Contractors are not a party to the negotiation of MJAs and bear no costs associated with the negotiation process, however contractors may be engaged for consultation where deemed appropriate.

When a project is subject to an MJA, the asset owner will include notice in the project procurement documentation to inform potential bidders and industry at large that an MJA will be applied. The MJA will help inform the tendering of subtrades and facilitate construction. **All tenders are public and are open to all contractors, both union and non-union workers will contribute working dues and will be covered by the trade-specific terms and conditions applicable to work performed under the agreement.**

Through construction, the project team will work directly with the construction delivery partner. Additionally, provincial MJA representatives and the Building Trades Bargaining Council will support the project team and the construction delivery partner on the implementation of the MJA.

MJAs apply to contractors, subcontractors and both union and non-union employees engaged in contracted onsite construction work. Other work that is not subject to the MJA includes engineering, surveying and other technical services, onsite heavy equipment maintenance work, as well as component and material suppliers.

In the interest of transparency and accountability for Manitobans, and in accordance with The Labour Relations Act, MJAs will be filed with the Manitoba Labour Board and will be publicly accessible upon request by emailing mlb@gov.mb.ca.

Supporting Workers and Industry

Manitoba is working to deliver some of the biggest public infrastructure projects in our province's history with the help of MJAs. The agreements will promote workforce development with apprenticeships, support local and equity hiring, and create good jobs for Manitobans.

Contractors

All contractors, both unionized and non-unionized, are encouraged to bid on opportunities to build the major public infrastructure that will build our province. MJA requirements apply to both contractors and subcontractors.

MJAs will outline information on target outcomes, reporting requirements, regular points of collaboration, hiring processes (where applicable) and provide all the necessary terms and conditions to successfully implement the agreement. Contractors are not involved in the negotiation of MJAs and incur no costs associated with the negotiations.

Throughout project delivery, contractors will be supported by the asset owner's project team. Additional support for the implantation of the MJA will be provided by the Building Trades Bargaining Council and provincial MJA representatives. The contractor will receive the project specific MJA as part of the construction contract at the appropriate juncture in the procurement process.

Benefits for Contractors

- Enhanced workforce development to meet future industry labour demands.
- Enables contractor access to a broader pool of qualified workers.
- Increasing Manitoban employment opportunities through apprenticeships and promoting a diverse workforce.

Workers

MJAs are about making sure that when we build infrastructure in Manitoba, it is workers and their families who see the benefit. MJAs ensure that all workers on a project get the same wages, benefits, and protections, whether they are unionized or not. Non-union workers are not required to join a union.

These agreements protect both unionized and non-unionized workers by standardizing employment terms around hiring, safe working conditions, and dispute resolution procedures. Both union and non-union workers will contribute working dues and will be covered by the trade-specific terms and conditions applicable to work performed under the agreement.

MJAs will create more opportunities for apprentices, women in the trades, and Indigenous workers. Using government infrastructure projects to facilitate workforce development is how we will train up the next generation of workers to keep building up our province.

Benefits for Workers

- All workers will have equal representation, with health and retirement contributions for the duration of the project.
- Site conditions will be standardized and consistent.
- New workers will benefit from apprenticeship opportunities.
- Indigenous workers as well as women in trades will benefit from target opportunities.

Building One Manitoba

Manitoba announced \$3.7 billion in capital funding in Budget 2025 – the biggest investment in capital projects in Manitoba’s history. This ambitious capital plan includes schools, hospitals, highways and more.

We know that when we want to do big things in Manitoba, the best approach is to work together. Collaboration and dialogue through engagement with industry will help build and further develop the MJA initiative. Manitoba will continue to work collaboratively with the sector as MJA-applicable projects are identified. Manitoba will also keep building partnerships with public sector partners at federal, municipal and Indigenous governments to invest in the capital projects that support Manitoba’s economy and create good, family-supporting jobs.

Manitoba Jobs Agreements are just one part of our government’s plans to grow our economy, create good jobs, and make sure workers get the best wages, benefits and opportunities. Additional MJA guiding resources will be made available as the initiative progresses. For more information on how we’re making Manitoba a place where everyone can build a good life, read the Manitoba government’s full Economic Development Strategy [here](#).

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