

**MANITOBA REGIONAL OFFICE**

703 – 275 Broadway, Winnipeg, MB R3C 4M6

Tel.: (204) 942-0343 Fax: (204) 956-7071 / cupe.ca / scfp.ca

**SENT VIA EMAIL: [premier@leg.gov.mb.ca](mailto:premier@leg.gov.mb.ca), [minfin@leg.gov.mb.ca](mailto:minfin@leg.gov.mb.ca), [minhsal@leg.gov.mb.ca](mailto:minhsal@leg.gov.mb.ca), [minfs@leg.gov.mb.ca](mailto:minfs@leg.gov.mb.ca)**

March 23, 2020

The Honourable Brian Pallister  
Premier of Manitoba  
Room 204 Legislative Building  
450 Broadway  
Winnipeg, Manitoba R3C 0V8

Honourable Scott Fielding  
Minister of Finance  
Room 103 Legislative Building

Honourable Cameron Friesen  
Minister of Health, Seniors and Active Living  
Room 302 Legislative Building

Honourable Heather Stefanson  
Minister of Families  
Room 357 Legislative Building

Dear Premier and Ministers,

**RE: HAZARD PAY FOR FRONT-LINE PUBLIC AND NON-PROFIT WORKERS**

On behalf of CUPE's 37,000 members, we are writing to request the implementation of "Hazard Pay" for front-line public sector and not-for-profit sector workers who work in close contact with the public during COVID-19.

Provincial health officials recognize that those who are in close contact with members of the public are at higher risk of exposure to COVID-19. Officials have recommended that members of the public stay home if possible, to prevent the spread of COVID-19 and "flatten the curve".

Many CUPE members who work in health care, education, child care, and in our non-profit sector do not have the option of working from home, and are essential in providing the front-line support our community needs to fight COVID-19.

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**MARK HANCOCK**

National President/Président national

**CHARLES FLEURY**

National Secretary-Treasurer/Secrétaire-trésorier national

**DENIS BOLDUC, PAUL FAORO, FRED HAHN, JUDY HENLEY, SHERRY HILLIER**

General Vice-Presidents/Vice-présidences générales

These workers are being asked to work in environments that put them at higher risk of contact with COVID-19. They are answering the call to serve our community, and are truly Manitoba's heroes.

Whether a home care attendant who works with high-risk members of the community, a child care worker caring for the children of essential service staff, a family services worker protecting children at risk, or a housekeeper in a hospital keeping our health care facilities safe – all front-line workers are doing their part.

CUPE believes that these front-line workers deserve our Province's support by implementing "hazard pay" retroactive to March 11, 2020.

Loblaw Companies Ltd., which owns Superstore and other grocery chains across Canada, was the first major private sector employer to announce a hazard pay premium. Retroactive to March 8, 2020, Loblaws employees will receive a \$2/hour pay increase.

On March 22<sup>nd</sup>, Empire Company Ltd. launched the "Hero Pay Program" to recognize the value of the front-line grocery store workers at Sobeys, Safeway, and other private sector grocery stores. Sobeys "Hero Pay Program" offers an additional \$2 per hour on hours worked over 20 hours a week, and a \$50 per week bonus for all workers and is retroactive to March 8, 2020.

CUPE believes a Hazard Pay package can and should be developed for Manitoba's front-line public sector workers who are putting themselves at risk every single day for our community.

Additionally, we believe that should the government declare any workers in the private sector to be deemed "essential services" during the COVID-19 pandemic, those workers should automatically be eligible for hazard pay.

The Manitoba government should echo the leadership of the private sector's support for staff, in particular that of Loblaws and Sobeys.

We would be happy to discuss further.

Yours sincerely,



**LEE McLEOD**  
**CUPE REGIONAL DIRECTOR**



**ABE ARAYA**  
**CUPE MANITOBA PRESIDENT**