

## Table of Contents

Strategic Directions .....	2
Minister of Health .....	4
Minister of Seniors and Long-Term Health .....	6
Minister of Education.....	8
Minister of Early Childhood Learning.....	10
Minister of Labour and Immigration .....	12
Minister of Families, Minister responsible for Accessibility, and Minister responsible for Gender Equality .....	14
Minister of Housing, Addictions and Homelessness, and Minister responsible for Mental Health	16
Minister of Justice and Attorney General.....	18
Minister of Advanced Education and Training .....	19
Minister of Environment and Climate Change .....	21
Minister Responsible for Manitoba Hydro.....	23
Minister of Finance.....	24
Minister of Transportation and Infrastructure .....	27
Minister of Business, Mining, Trade and Job Creation.....	29
Minister of Natural Resources and Indigenous Futures .....	31
Minister of Municipal and Northern Relations .....	33
Minister of Sport, Culture, Heritage, and Tourism.....	35
Minister of Innovation and New Technology .....	37
Minister of Public Service Delivery .....	39
Minister of Agriculture.....	41
Minister of Intergovernmental Affairs and International Relations .....	43

## Strategic Directions

Periodically CUPE Manitoba adopts a Strategic Directions paper to identify and prioritize our short and long-term goals. These goals are informed by previous resolutions adopted by CUPE Manitoba convention, synchronization with CUPE's National Strategic Directions, and response to pressing issues facing CUPE Manitoba members today.

The Strategic Directions paper is not to be confused with a strategic plan. Our Strategic Directions paper, as passed by CUPE Manitoba convention, establishes the “what,” while it is the responsibility of the CUPE Manitoba Executive - working with CUPE Locals and CUPE National staff - to implement the “how.” The “how” comes in many forms - public issues campaigns, electoral organizing, lobbying elected officials, and collective bargaining, just to name a few.

### Why are we adopting new Strategic Directions in 2026?

#### There are a few reasons:

First, Manitoba is scheduled to hold elections in the fall of 2027 - though there remains the possibility that an early election could be called. In advance of the election, CUPE Manitoba will be working hard to get CUPE's political priorities in the Manitoba NDP's

re-election platform, so that a re-elected Kinew NDP government will have a mandate to implement our priorities, and a commitment to which we can hold them responsible.

In addition to the practical reasons for adopting new Strategic Directions, there is also the practical need to update as we accomplish our goals. We are happy to report that many of the goals we outlined in our 2023 Strategic Directions have been accomplished.

This includes:

1. 50%+1 card-check union certification
2. Anti-scab legislation
3. Established September 30<sup>th</sup> as statutory holiday in recognition of Canada's

## National Day for Truth and Reconciliation

4. Re-established Public-Private Partnership transparency legislation
5. Health care support workers' wages and benefits brought up to national standards.
6. Defined benefit pension plan for homecare workers
7. Extended health benefits for homecare workers
8. End of unpaid availability time for homecare workers
9. CRA maximum mileage rates for homecare workers
10. Free contraceptives through Manitoba pharmacare
11. Expansion of publicly owned and operated primary health care.
12. Restored emergency rooms closed by the previous government.
13. Significantly increased funding to school divisions and restored the right of school divisions to set their own tax rates.
14. Invested in provincially delivered social services at the Millenium Library
15. Establishment of a partnership between Louis Riel School Divisions and the City of Winnipeg to provide swimming instruction to students.
16. Manitoba reached an agreement with the Federal government that increased the number of public childcare spots, reduced fees to \$10/day, and significantly raised wages of Early Childhood Educators and other childcare workers.

Over time, the nature of our Strategic Directions paper has evolved to meet the needs of the time. In the given moment - with a popular NDP government that is likely to receive another mandate to govern by Manitobans - our Strategic Directions paper is being written to establish three major priorities we would like each government minister to address - if not prior to the election, but then in their next term of office. As you will see, in some cases individual Ministers have multiple areas of responsibility, in which cases we have provided priorities for each separate area.

The CUPE MB 2026 Strategic Directions is an ambitious, but tangible, outline of priorities that we believe can be accomplished by a re-elected Manitoba NDP government.

As always we will need to put in the work to ensure our issues are prioritized in a world of competing interests and limited resources, but we believe that big things are possible when we have an ambitious political program and a government that is prepared to work with us to concretely improve the lives of working families.

## Minister of Health

### Which locals are directly impacted:

CUPE 204 - Winnipeg Regional Health Authority	CUPE 3753 - River East PCH operated by Extencicare
CUPE 204 - Shared Health	CUPE 4270 - Southern Health - Santé Sud
CUPE 500 - Riverview Health Centre	CUPE 4281 - Extencicare Charleswood
CUPE 1475 - Extencicare Oakview Place	CUPE 4860 - Extencicare Kildonan
CUPE 2136 - Extencicare Valleyview Care Centre	CUPE 5546 - Salem Home
CUPE 2180 - Extencicare Tuxedo Villa	CUPE 5556 - Rest Haven Care Home
CUPE 2421 - Extencicare Heritage Lodge	CUPE 5559 - Calvary Place PCH
CUPE 2526 - Extencicare Hillcrest	CUPE 8600 - Northern Health Region
CUPE 2719 - Extencicare Maples PCH	

### CUPE Manitoba Priorities:

1. Establish minimum staffing levels across the health care system to improve patient/client/resident care and standardize workloads.
2. Eliminate private sector delivery of public health care - end our reliance on private agencies in our hospitals, care homes, and in homecare.
3. Invest in health and safety of staff and patients by replacing contracted-out security services with in-house security, including expanded use of the Institutional Safety Officers.
4. Revise the Health Sector Bargaining Unit Review Act to include all community and facility positions and workplaces that were excluded by the previous government.

## Why it matters:

CUPE pulled together to elect a government that is committed to expanding public health care, and fighting the types of American two-tier health care the previous PC government favored. But there is no time to take our foot off the gas. While much of the damage of the previous government has been reversed, there is a lot left to accomplish.

The previous government took an ideological approach to our health care bargaining units, setting up roadblocks that separated thousands of hard-working health care staff from unionization. That must be reversed, to protect every health care worker in Manitoba with a union.

The previous government fired thousands of health care support workers, and while this government has been hiring them back, we need legislation to help protect us from these harmful cuts in the future, with nation-leading legislation on minimum staffing levels.

In addition, the cuts and chaos the previous PC government brought into our health care system resulted in systemic reliance of private for-profit staffing agencies. And while we have seen the tide begin to turn, and reliance on staffing agencies is declining, there is a lot more to do to get those private agencies out of our workplaces, and out of Manitoba, permanently.

Finally, while the employer claims to care about protecting staff and patients, far too many of them still use private companies to provide security services. We need to invest in in-house security, to ensure that the people providing security services are professionally trained and know the staff, the facilities, the clients, and our communities.

## Minister of Seniors and Long-Term Health

### Which locals are directly impacted:

CUPE 204 - Winnipeg Regional Health Authority	CUPE 2719 - Extencicare Maples PCH
CUPE 204 - Shared Health	CUPE 3753 - River East PCH operated by Extencicare
CUPE 500 - Riverview Health Centre	CUPE 4270 - Southern Health - Santé Sud
CUPE 1475 - Extencicare Oakview Place	CUPE 4281 - Extencicare Charleswood
CUPE 2136 - Extencicare Valleyview Care Centre	CUPE 4860 - Extencicare Kildonan
CUPE 2180 - Extencicare Tuxedo Villa	CUPE 5546 - Salem Home
CUPE 2421 - Extencicare Heritage Lodge	CUPE 5556 - Rest Haven Care Home
CUPE 2526 - Extencicare Hillcrest	CUPE 5559 - Calvary Place PCH
	CUPE 8600 - Northern Health Region

### CUPE Manitoba Priorities:

1. Legislate minimum staffing ratios of at least 4.1 hours of care per resident per day, with higher ratios for residents with greater acuity.
2. Transition of private-for-profit long-term care homes to publicly owned and operated care homes.
3. So long as private-for-profit homes exist, these employers should be required to provide the same wages, pensions, benefits, and other working conditions as publicly operated long-term care.

## Why it matters:

The previous PC government left our PCH system understaffed and precarious when Covid hit, leading to more distress and risk than would have otherwise existed. This NDP government has budgeted new money in every budget to improve PCH staffing ratios, but the work is not done.

In 2023 the Health Standards Organization released new comprehensive standards for long-term care which set standard of 4.1 hours of care per resident, per day. Even the Conservative Doug Ford government has moved to 4 hours of care, making Manitoba's existing target of 3.8 hours an embarrassment.

Covid also showed us the inherent weakness of the private system, as across Canada the most dangerous place for a senior to live was a private PCH. The Manitoba government needs to step up and take over private PCHs in an aggressive nationalization effort to limit this risk and improve the lives of seniors.

Finally, health care aides and other health care support workers deserve the same pay and benefits, regardless of where they work in Manitoba. This has been a guiding principle in Manitoba health care for decades - ensuring that an HCA in Winnipeg earns the same as an HCA in Swan River. However, this same principle has been ignored in long-term care, where workers in publicly funded, privately owned/managed, have worked under significantly inferior working conditions.

It is time to end the two-tier structure of health care remuneration in Manitoba and ensure that workers in private long-term care receive the same pay, benefits, and pension benefits as those who work in public and non-profit facilities.

## Minister of Education

### Which locals are directly impacted:

CUPE 110 - Winnipeg School Division	CUPE 3206 - Lakeshore School Division
CUPE 731 - Seven Oaks School Division	CUPE 3254 - Hanover School Division
CUPE 737 - Brandon School Division	CUPE 3305 - Mountain View School Division
CUPE 744 - St. James-Assiniboia School Division	CUPE 3344 - Pine Creek School Division
CUPE 796 - River East Transcona School Division	CUPE 3473 - Louis Riel School Division
CUPE 949 - Seven Oaks School Division	CUPE 3754 - Division Scolaire Franco-Manitobaine
CUPE 1522 - Lord Selkirk School Division	CUPE 3873 - River East Transcona School Division
CUPE 1596 - Kelsey School Division	CUPE 4434 - Holy Cross School Inc.
CUPE 1618 - Sunrise School Division	CUPE 4434 - St. Boniface Diocesan High School
CUPE 1630 - Rolling River School Division	CUPE 4434 - St. Emile School Inc.
CUPE 1719 - Turtle Mountain School Division	CUPE 4456 - Sunrise School Division
CUPE 1897 - Turtle River School Division	CUPE 4587 - River East Transcona School Division
CUPE 1947 - Swan Valley School Division	CUPE 4588 - Pembina Trails School Division
CUPE 2085 - Portage La Prairie School Division	CUPE 4635 - River East Transcona School Division
CUPE 2348 - Winnipeg School Division	CUPE 4642 - Louis Riel School Division
CUPE 2348 - Seven Oaks School Division/Wayfinders Manitoba	CUPE 4701 - Prairie Rose School Division
CUPE 2938 - Seven Oaks School Division	CUPE 5097 - Sunrise School Division
CUPE 2972 - Interlake School Division	CUPE 5121 - Pembina Trails School Division
CUPE 3037 - Park West School Division	CUPE 5238 - Western School Division
CUPE 3164 - Evergreen School Division	CUPE 5566 - St. John Brebeuf School
	CUPE 5607 - River East-Transcona School Division

## CUPE Manitoba Priorities:

1. Defined Benefit Pension Plan for all education support workers.
2. End the urban-rural pay gap.
3. Improve health and safety for Education Assistants, through investments in staffing levels and training.

## Why it matters:

Manitoba is the only province in Canada that does not have a defined benefit pension plan for school support workers, and with homecare moving into HEPP, it is the largest group of CUPE members in Manitoba without a DB plan as well. It is time to get the job done and ensure retirement security for school support workers.

In their last round of bargaining, MTS achieved urban rural pay equity. The NDP government will be seeking to expand their mandate in rural seats, opening a real and generational opportunity to address the urban rural pay gap. It is imperative that we achieve parity in this round of bargaining and address this historic injustice finally.

Health and safety have become a province-wide priority for education support staff, with education assistants routinely the victim of violence in the workplace. We need the province and school divisions to work with CUPE to find real solutions, recognizing that we will need a holistic and aggressive approach to get results.

## Minister of Early Childhood Learning

### Which locals are directly impacted:

CUPE 204 - Mount Carmel Clinic Daycare	CUPE 796 - River East Transcona School Division
CUPE 2348 - Nor'west Early Learning and Child Care Centre	CUPE 949 - Seven Oaks School Division
CUPE 2348 - Fort Rouge Co-Operative Day Nursery	CUPE 1522 - Lord Selkirk School Division
CUPE 2348 - Knox Day Nursery	CUPE 1596 - Kelsey School Division
CUPE 2348 - Children at The Centre	CUPE 1618 - Sunrise School Division
CUPE 2348 - Transcona Jaycees Day Care Centre	CUPE 1630 - Rolling River School Division
CUPE 2348 - Garderie Les Petits Amis Day Care	CUPE 1719 - Turtle Mountain School Division
CUPE 3060 - Bu Early Learning Centre Inc.	CUPE 1897 - Turtle River School Division
CUPE 3060 - Children's Den Inc.	CUPE 1947 - Swan Valley School Division
CUPE 3060 - Fuzzy Bears Inc.	CUPE 2085 - Portage La Prairie School Division
CUPE 110 - Winnipeg School Division	CUPE 2348 - Winnipeg School Division
CUPE 731 - Seven Oaks School Division	CUPE 2348 - Seven Oaks School Division/Wayfinders Manitoba
CUPE 737 - Brandon School Division	CUPE 796 - River East Transcona School Division
CUPE 744 - St. James-Assiniboia School Division	CUPE 949 - Seven Oaks School Division

### CUPE Manitoba Priorities:

1. Mandate School Divisions to deliver universally available before and after school programs.
2. Establish sectoral bargaining in childcare for provincially funded, non-profit childcare workers.
3. Defined benefit pension plan for provincially funded non-profit childcare workers.

## Why it matters:

While the PC plan to privatize childcare by designating the chamber of commerce as the agency in charge of childcare funding failed spectacularly, and last we heard the Auditor General was still looking into how the PC's 2023 re-election campaign manager's company received millions of dollars of a \$100m project to expand childcare, the challenge of creating spaces has not been solved.

Manitoba currently has only 3.4 licensed spots per 10 children - the lowest in Canada, and far below the federal target of 5.9 spaces. While the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement targeted developing 23,000 new full-time childcare spots by 2026, as of November 2025, Manitoba has created 5,400 new spaces for children aged 0 to 6. The not for profit and private sector clearly cannot keep up with demand and the only tangible solution available to us is to utilize our public school system to provide before and after care.

The not-for-profit childcare facilities are exceptionally difficult to organize, due to their small number of employees per site, and high number of single-site operations that are run by parent volunteer boards. Single-site bargaining is extremely cost-prohibitive, both for unions and employers. It only makes sense to address this with centralized and sectoral bargaining.

The Doer NDP government instituted the first pension plans for childcare workers in 2010. These plans were, and remain today, very modest defined-contribution plans with a matching 4% contribution rate. However, these plans fail to provide the security that childcare workers need in retirement. It is time for the province to step up and ensure childcare workers have a defined benefit pension plan so that childcare is a viable career option.

## Minister of Labour and Immigration

### Which locals are directly impacted:

All Locals in Manitoba and their 40,000+ members and their families.

### CUPE Manitoba Priorities:

1. The minimum wage should be a living wage.
2. Amend the Labour Relations Act to narrow the definition of an essential service and ensure that employers cannot use the essential service process to force employees to work during a strike in the service of a non-essential activity.
3. Update the labour code to address the challenges of artificial intelligence, to protect union recognition during contracting out and contract flipping, to establish joint-employer recognition for collective bargaining purposes, and to establish a framework for sectoral bargaining.

### Why it matters:

Far too many Manitobans live in poverty, despite working full-time. Our minimum wage - currently \$16.00/hour. CCPA Manitoba calculates that in Winnipeg a living wage - that is a wage that is sufficient to meet basic household needs - is \$19.77/hour.

Manitoba is still working under PC Brian Pallister's minimum wage legislation which tied minimum wage increases to inflation, which ensures the minimum wage will never catch up to becoming a living wage. Our NDP government must reject this framework and ensure that our minimum wage is a living wage.

While CUPE is supportive of anti-scab legislation, it is becoming increasingly clear that the new essential service provisions are too broad and unjustly restrict our right to strike.

In particular, the lack of definition of “welfare,” and the lack of clarification that threats to the health, safety and welfare of Manitobans must be both immediate and serious to require essential service to be provided. Further, legislation must be amended to ensure that workers cannot be required to do essential tasks to allow for the continuation of a non-essential service.

Finally, there are a series of changes to the labour relations code that we would like to see made to improve job security and union density - such as union recognition during contracting out and contract flipping, establishing joint-employer recognition for collective bargaining purposes, and establishing a framework for sectoral bargaining in Manitoba.

Further, we believe that artificial intelligence has the potential to be very disruptive in the workplace and pose a threat to workers’ autonomy and privacy. We need to modernize our employment standards in recognition of these challenges.

## Minister of Families, Minister responsible for Accessibility, and Minister responsible for Gender Equality

### Which locals are directly impacted:

All Locals in Manitoba and their 40,000 members and their families.  
In our last national survey, 68% of CUPE members identified as women.

### CUPE represents disability support workers at the following organizations:

CUPE 2348 - Special People in Kildonan East	CUPE 4132 - Touchwood Park Association Inc.
CUPE 3085 - Association for Community Living Selkirk and District Branch	CUPE 4662 - Parkland Regional Community Linc Inc.
CUPE 3085 - Community Bridges Gimli Inc.	CUPE 5176 - Com-Span Inc
CUPE 3085 - Arc Industries Occupational Training Centre	CUPE 5176 - Epic Opportunities Inc.
CUPE 3085 - Riverdale Place Homes Inc.	CUPE 5599 - Simaril Inc.

### CUPE Manitoba Priorities:

1. Pay Equity legislation.
2. Benefit plan, defined benefit pension plan, and sectoral bargaining for disability support workers.
3. Address the ongoing staffing crisis in the CFS emergency placement system.

## Why it matters:

In Manitoba, women earn 71% of what men earn. The situation is more dire for women who face additional forms of discrimination - Indigenous women and black women earn less than 60 cents for every dollar a man earns.

While broad pay-equity legislation would benefit all women and gender-diverse folks in gendered professions, we expect that for CUPE it would have the largest impact on social services, childcare, and education which include many low-paid female-dominated professions that were excluded from Manitoba's 1985 Pay Equity Act.

Disability support workers, their union, and even their employers through Abilities Manitoba, have been fighting for years to improve the working conditions of disability support workers, and turn what is all too often temporary employment into fulfilling careers. Unfortunately, low pay, poor benefits, and the lack of a good pension in the sector make it exceedingly difficult to recruit and retain staff.

We believe the most effective way to address these shortcomings would be through the establishment of a multi-union sectoral bargaining table that would set standards for the entire sector.

Finally, Manitoba's CFS emergency placement system is operating under serious challenges that need to be addressed. Low pay and unsafe working conditions have created a chronic understaffing situation, resulting in ever rising use of private agency staff in emergency placement. The result is even more chaos and uncertainty for kids - who have a revolving door of caregivers in the home - in a period of already extreme distress and disruption.

## Minister of Housing, Addictions and Homelessness, and Minister responsible for Mental Health

### Which locals are directly impacted:

CUPE 500 - The City of Winnipeg	CUPE 500 - Rural Municipality of East St. Paul
CUPE 204 - Winnipeg Regional Health Authority	CUPE 745 - Rural Municipality of Kelsey
CUPE 204 - Shared Health	CUPE 745 - The Pas Regional Library
CUPE 4270 - Southern Health - Santé Sud	CUPE 851 - Town of Swan River
CUPE 8600 - Northern Health Region	CUPE 857 - City of Dauphin
CUPE 69 - City of Brandon	CUPE 1002 - City of Portage La Prairie
CUPE 228 - City of Flin Flon	CUPE 1719 - Municipality of Killarney - Turtle Mountain
CUPE 336 - City of Selkirk	CUPE 1735 - Town of Neepawa
	CUPE 3240 - City of Dauphin

### CUPE Manitoba Priorities:

1. Support the establishment of the Winnipeg Community Crisis Response Service (WCCRS) - a fourth emergency response service in Winnipeg to focus on mental-health crises.
2. Expansion of publicly funded and delivered safe consumption and addictions support.
3. Support municipalities connect at-risk communities to vulnerable populations by funding programs such as the former Community Connections space in the Millenium Library.

### <sup>4</sup>Why it matters:

As front-line workers, CUPE members are on the frontlines of Manitoba's addiction/housing/poverty crisis. More than anyone, CUPE members are acutely that

this human crisis - which sometimes leads to serious workplace health and safety challenges - cannot be addressed as a crime and punishment issue.

A humane approach that puts in place the tools to deal with addiction, housing and poverty is the only solution that will see lasting improvements in our province.

We need not only the tools to help alleviate these issues, but we need to give local communities and local governments the tools and support to help connect vulnerable communities with provincial services, such as Employment and Income Assistance, housing, addictions treatment, education, health care, and other services.

## Minister of Justice and Attorney General

### Which locals are directly impacted:

CUPE 500 - City of Winnipeg

All Locals in Manitoba and their 40,000 members and their families.

### CUPE Manitoba Priorities:

1. Support the expansion of the Community Safety Officer program in Winnipeg, and potentially use of the model in other communities, as an alternative to traditional policing.
2. Support the establishment of the Winnipeg Community Crisis Response Service (WCCRS) - a fourth emergency response service in Winnipeg to focus on mental-health crises.
3. Expand *The Human Rights Code* beyond advancements made in other Canadian jurisdictions.

### Why it matters:

The Mayor of Winnipeg wants to take big swings to make our city safer, and he needs partners at every level of government to get the job done. Whether that is reducing our reliance on policing through a fourth branch of 911, or expanding the Community Safety Officer program, getting more safety personnel without a firearm into the streets is key to a de-escalated and safer city.

This NDP government has expanded the Human Rights Code to include gender identity and gender expression. The Manitoba human rights code is the best in Canada, but that does not mean it is time to rest.

We should lead the nation in protected grounds for things like Indigenous heritage, language, linguistic background, class, union membership, and other protected classes that have been recognized in other provinces.

## Minister of Advanced Education and Training

### Which locals are directly impacted:

CUPE 204 - Fred Douglas Supportive Housing	CUPE 3753 - River East Personal Care Home
CUPE 204 - Shared Health	CUPE 3909 - University of Manitoba
CUPE 204 - Winnipeg Regional Health Authority	CUPE 4270 - Southern Health - Santé Sud
CUPE 500 - Riverview Health Centre	CUPE 4281 - Extendicare - Charleswood Care Centre
CUPE 1475 - Extendicare - Oakview Place	CUPE 4860 - Extendicare - Kildonan PCH
CUPE 2096 - Brandon Clinic Medical Corporation	CUPE 5546 - Salem Home Inc.
CUPE 2136 - Extendicare - Valleyview	CUPE 5556 - Rest Haven Care Home Inc.
CUPE 2180 - Extendicare - Tuxedo Villa	CUPE 5559 - Calvary Place Personal Care Home
CUPE 2421 - Extendicare - Heritage Lodge	CUPE 5586 - Brightwater Senior Living of Tuxedo
CUPE 2526 - Extendicare - Hillcrest	CUPE 8600 - Northern Health Region
CUPE 2719 - Extendicare - Maples PCH	
CUPE 3753 - Irene Baron Eden Centre	

### CUPE Manitoba Priorities:

1. Provide public health care coverage for international students.
2. Make health care aide training programs available in every school division.
3. Establish programs to assist health care support workers retrain for in-demand positions, such as health care aides, LPNs, and RNs.

### Why it matters:

Every person living in Manitoba should have equal access to health care. CUPE stands

with advocates calling for this government to fill in the gaps left by the previous government that put our single payer status at risk; especially international students who pay expensive premiums.

This government is focused on adding new health care staff, but our post-secondary institutions are limited in their capacity. Health Care Aide training is available in some school divisions; the province should expand this training to bring in the support staff our health care system needs faster.

Workers who already work in health care should be given targeted training for the work needed now, with upgrade courses to allow workers to expand their skillset and take on new challenges.

## Minister of Environment and Climate Change

### Which locals are directly impacted:

CUPE 69 - City of Brandon	CUPE 857 - City of Dauphin
CUPE 228 - City of Flin Flon	CUPE 998 - Manitoba Hydro
CUPE 336 - City of Selkirk	CUPE 998 - Efficiency Manitoba
CUPE 500 - City Of Winnipeg	CUPE 1002 - City of Portage La Prairie
CUPE 500 - Emterra Environmental	CUPE 1719 - Municipality of Killarney - Turtle Mountain
CUPE 500 - Rural Municipality of East St. Paul	CUPE 1735 - Town of Neepawa
CUPE 745 - Rural Municipality of Kelsey	CUPE 3240 - City of Dauphin
CUPE 745 - The Town of The Pas	CUPE 4861 - City of Morden
CUPE 851 - Town of Swan River	CUPE 5603 - City of Winkler

### CUPE Manitoba Priorities:

1. Establish a Made-In-Manitoba model for recycling that ensures producers are responsible for the cost of recycling, maintains public oversight of recycling, and guarantees that those performing the work in the sector collecting and sorting materials have good, secure, unionized jobs.
2. Expand geothermal heating and cooling under a public utility model.
3. Expand the new Manitoba Hydro EV charging station network across Manitoba.

## Why it matters:

The previous PC plan for recycling was nothing more than an ideological libertarian fantasy dressed up as environmental policy. Inexplicably, this government has refused to distance themselves from this attack on public services. Workers will need to stand up for good union jobs and fair working conditions against any attack, even if it comes from those we believed would be allies.

This government has outlined a plan to expand geothermal heating and EV charging in a public sector framework, but we know Manitoba Hydro will not prioritize these initiatives without pressure. We support this government's plan and need to keep their feet to the fire to get the job done on this expansion of Manitoba Hydro's core mission.

Finally, we would encourage the government to build on the already announced plan to build EV charging stations through the Interlake and develop Manitoba Hydro owned and operated charging stations throughout Manitoba.

## Minister Responsible for Manitoba Hydro

### Which locals are directly impacted:

CUPE 998 - Manitoba Hydro

### CUPE Manitoba Priorities:

1. Reverse the contracting out of IT at Manitoba Hydro and other crown corporations.
2. Recognize CUPE's bargaining rights in all Manitoba Hydro subsidiaries.
3. As Manitoba Hydro develops partnerships with Indigenous majority-owned wind projects, ensure that the Indigenous energy workers enjoy the full protection and benefit of union membership currently enjoyed by Manitoba Hydro workers.

### Why it matters:

With Canada under attack from an irrational American leadership and threatening free trade and the post-WW2 international system, we need to become more self-reliant. For government this should mean mandating our Crown Corporations to bring back-in-house services we can do ourselves, such as IT at Manitoba Hydro.

Manitoba Hydro continues the practice of setting up separate corporations, such as Manitoba Telecom and Hydro International, to do work on behalf of Manitoba Hydro. And now, Hydro is entering into long term-contracts with Indigenous majority-owned corporations to develop and operate wind projects on behalf of Hydro.

CUPE will no longer tolerate these corporate shell games to be used to undermine our bargaining rights, and to strip workers of hard-fought gains at Manitoba Hydro. This government must mandate Manitoba Hydro to recognize the jurisdiction of CUPE inside these organizations.

## Minister of Finance

### Which locals are directly impacted:

Austerity Budgeting and flat dollar wage mandates potentially impact all CUPE Locals, their 40,000+ members and their families.

### DB Pension expansion to the broader public sector would impact the following locals:

CUPE 731 - Seven Oaks School Division	CUPE 3085 - Community Bridges Gimli Inc.
CUPE 737 - Brandon School Division	CUPE 3085 - Arc Industries Occupational Training Centre
CUPE 744 - St. James-Assiniboia School Division	CUPE 3085 - Riverdale Place Homes Inc.
CUPE 796 - River East Transcona School Division	CUPE 3164 - Evergreen School Division
CUPE 949 - Seven Oaks School Division	CUPE 3206 - Lakeshore School Division
CUPE 1522 - Lord Selkirk School Division	CUPE 3254 - Hanover School Division
CUPE 1596 - Kelsey School Division	CUPE 3305 - Mountain View School Division
CUPE 1618 - Sunrise School Division	CUPE 3344 - Pine Creek School Division
CUPE 1630 - Rolling River School Division	CUPE 3473 - Louis Riel School Division
CUPE 1684 - Southwest Community Options Inc.	CUPE 3754 - Division Scolaire Franco-Manitobaine
CUPE 1719 - Turtle Mountain School Division	CUPE 3828 - Association for Community Living - Swan River
CUPE 1897 - Turtle River School Division	CUPE 3873 - River East Transcona School Division
CUPE 1947 - Swan Valley School Division	CUPE 4132 - Touchwood Park Association Inc.
CUPE 2085 - Portage La Prairie School Division	CUPE 4376 - Ten Ten Sinclair Housing Inc.
CUPE 2348 - Special People in Kildonan East	CUPE 4456 - Sunrise School Division
CUPE 2348 - Nor'west Early Learning and Child Care Centre	CUPE 4587 - River East Transcona School Division
CUPE 2348 - Ten Ten Sinclair Housing	CUPE 4588 - Pembina Trails School Division

CUPE 2348 - Seven Oaks School Division/Wayfinders Manitoba	CUPE 4635 - River East Transcona School Division
CUPE 2348 - Fort Rouge Co-Operative Day Nursery	CUPE 4642 - Louis Riel School Division
CUPE 2348 - Knox Day Nursery	CUPE 4662 - Parkland Regional Community Linc Inc.
CUPE 2348 - Children at The Centre	CUPE 4701 - Prairie Rose School Division
CUPE 2348 - Transcona Jaycees Day Care Centre	CUPE 5097 - Sunrise School Division
CUPE 2348 - Garderie Les Petits Amis Day Care	CUPE 5121 - Pembina Trails School Division
CUPE 2938 - Seven Oaks School Division	CUPE 5176 - Com-Span Inc
CUPE 2972 - Interlake School Division	CUPE 5176 - Epic Opportunities Inc.
CUPE 3037 - Park West School Division	CUPE 5238 - Western School Division
CUPE 3060 - Bu Early Learning Centre Inc.	CUPE 5599 - Simaril Inc.
CUPE 3060 - Children's Den Inc.	CUPE 5607 - River East-Transcona School Division
CUPE 3060 - Fuzzy Bears Inc.	
CUPE 3085 - Association for Community Living Selkirk and District Branch	

## CUPE Manitoba Priorities:

1. No austerity budgets
2. Adopt flat dollar wage mandates in bargaining.
3. Expand DB benefit coverage throughout the broader public service.

## Why it matters:

We know that our government here in Manitoba is going to be under increasing pressure from the Canadian Taxpayer Federation and other right-wing organizations to cut public services in response to slow economic growth and global uncertainty created by the United States.

However, if we have learned anything from our history, it is that at these times it is so critically important for government to be a steady hand at the tiller.

We reject all calls for the Manitoba government to adopt austerity budgets.

Soon, Manitoba is going to begin negotiating major public sector collective agreements in health care, education, civil service, and in the crowns. We also know that government is maintaining its public commitment to return to a balanced budget.

But CUPE members - to whom are often the lowest paid workers in their workplaces - are struggling.

Bargaining mandates that include percentage (%) based general wage increases result in larger raises for higher paid workers, and greater wage disparity in the workplace. A flat dollar wage mandate would produce a fairer outcome for the lowest paid public employees, who have particularly struggled during recent periods of high inflation.

We call on the government to be an agent of positive change and prioritize the adoption of defined benefit pension plans across the public sector. Manitoba remains the only province in Canada without a DB pension plan for education support workers, and others in the broader public service - such as disability support workers, childcare workers, and many social service agency workers - are also denied the safety and security of a defined benefit pension plan.

## Minister of Transportation and Infrastructure

### Which locals are directly impacted:

CUPE 69 - City of Brandon	CUPE 2180 - Extendicare - Tuxedo Villa
CUPE 204 - Shared Health	CUPE 2421 - Extendicare - Heritage Lodge
CUPE 204 - Fred Douglas Supportive Housing	CUPE 2526 - Extendicare - Hillcrest
CUPE 204 - Winnipeg Regional Health Authority	CUPE 2719 - Extendicare - Maples PCH
CUPE 228 - City of Flin Flon	CUPE 3240 - City of Dauphin
CUPE 336 - City of Selkirk	CUPE 3240 - Dauphin Recreation Services
CUPE 336 - Selkirk and District Planning Area Board	CUPE 3753 - Irene Baron Eden Centre
CUPE 500 - City Of Winnipeg	CUPE 3753 - River East Personal Care Home
CUPE 500 - Rural Municipality of East St. Paul	CUPE 4270 - Southern Health - Santé Sud
CUPE 500 - Riverview Health Centre	CUPE 4281 - Extendicare - Charleswood Care Centre
CUPE 745 - Rural Municipality of Kelsey	CUPE 4860 - Extendicare - Kildonan PCH
CUPE 745 - The Town of The Pas	CUPE 4861 - City of Morden
CUPE 851 - Town of Swan River	CUPE 5546 - Salem Home Inc.
CUPE 857 - City of Dauphin	CUPE 5556 - Rest Haven Care Home Inc.
CUPE 857 - Dauphin Recreation Services	CUPE 5559 - Calvary Place Personal Care Home
CUPE 998 - Manitoba Hydro	CUPE 5586 - Brightwater Senior Living of Tuxedo
CUPE 1002 - City of Portage La Prairie	CUPE 5603 - City of Winkler
CUPE 1719 - Municipality of Killarney - Turtle Mountain	CUPE 8600 - Northern Health Region
CUPE 1735 - Town of Neepawa	
CUPE 2096 - Brandon Clinic Medical Corporation	
CUPE 2136 - Extendicare - Valleyview	

## CUPE Manitoba Priorities:

1. Expand the slow down/move over principle to all workers doing work on the road, such as municipal workers and hydro crews.
2. Develop a license plate for health care workers
3. Expansion of the Port of Churchill.

## Why it matters:

The slowdown/mover over principle - which legally requires drivers to slow down and move over when passing emergency vehicles and tow-trucks - is important for worker safety, and CUPE supports that 100%.

However, the decision to include only emergency vehicles and tow trucks was an oversight that must be corrected. All roadside workers - whether emergency workers, utility workers, or municipal workers - have the right to safe work. We call on government to address this through legislation and a public campaign.

Currently MPI offers special license plates to a variety of different workers - including paramedics and firefighters. We believe that it is well past time that health care workers were provided with the same recognition.

Finally, all Manitobans will benefit from the economic growth that would result from the further expansion of the Port of Churchill and the infrastructure which connects Churchill to the rest of Canada. We support and encourage the government of Manitoba as it seeks to build up this critical project for Manitoba's future.

## Minister of Business, Mining, Trade and Job Creation

### Which locals are directly impacted:

CUPE 8600 - Northern Health Region	CUPE 2972 - Interlake School Division
CUPE 204 - Winnipeg Regional Health Authority (Churchill)	CUPE 3037 - Park West School Division
CUPE 228 - City of Flin Flon	CUPE 3164 - Evergreen School Division
CUPE 745 - Town of the Pas	CUPE 3206 - Lakeshore School Division
CUPE 110 - Winnipeg School Division	CUPE 3254 - Hanover School Division
CUPE 731 - Seven Oaks School Division	CUPE 3305 - Mountain View School Division
CUPE 737 - Brandon School Division	CUPE 3344 - Pine Creek School Division
CUPE 744 - St. James-Assiniboia School Division	CUPE 3473 - Louis Riel School Division
CUPE 796 - River East Transcona School Division	CUPE 3754 - Division Scolaire Franco-Manitobaine
CUPE 949 - Seven Oaks School Division	CUPE 3873 - River East Transcona School Division
CUPE 1522 - Lord Selkirk School Division	CUPE 4456 - Sunrise School Division
CUPE 1596 - Kelsey School Division	CUPE 4587 - River East Transcona School Division
CUPE 1618 - Sunrise School Division	CUPE 4588 - Pembina Trails School Division
CUPE 1630 - Rolling River School Division	CUPE 4635 - River East Transcona School Division
CUPE 1719 - Turtle Mountain School Division	CUPE 4642 - Louis Riel School Division
CUPE 1897 - Turtle River School Division	CUPE 4701 - Prairie Rose School Division
CUPE 1947 - Swan Valley School Division	CUPE 5097 - Sunrise School Division
CUPE 2085 - Portage La Prairie School Division	CUPE 5121 - Pembina Trails School Division
CUPE 2348 - Winnipeg School Division	CUPE 5238 - Western School Division
CUPE 2348 - Seven Oaks School Division/Wayfinders Manitoba	CUPE 5607 - River East-Transcona School Division
CUPE 2938 - Seven Oaks School Division	CUPE 2153 - Child and Family Services

## CUPE Manitoba Priorities:

1. Ensure that as the Manitoba government works with private industry to develop natural resources in northern Manitoba, that we remember the lessons of the past and heed recommendation 13.5 of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Ensure that industry and government anticipate and recognize increased demand on social infrastructure that results from development projects and resource extraction, and that mitigation measures are identified as part of the planning and approval process.

2. Work with public sector employers to expand the training and employment of apprentices.
3. Collaborate with the school divisions, the department of Education, and industry to electrify Manitoba's school bus fleet.

## Why it matters:

CUPE Manitoba recognizes that as a resource rich province, mining and other resource development has always been, and always will be, a critical part of our economic strength in Manitoba.

We support our government's vision for responsible resource development and encourage it to do so in a way that supports reconciliation and economic development in northern Manitoba. However, while we do so we must not repeat some of the mistakes of the past and ensure that government anticipates and recognizes that resource extraction and development projects lead to increased demand on social infrastructure, and that mitigation measures are identified as part of the planning and approval process.

Manitoba has made it a priority to educate and train the next generation of tradespeople and has reduced the number of apprentices who can work with each journeyperson to improve on-the-job training. However, very few public employers - such as school divisions or health authorities - employ apprentices despite having journeypersons on staff. We call on the government to work with union and public employers to find opportunities to expand apprenticeships in the larger public service.

Every day over 1,000 school bus drivers transport students to school in Manitoba - and they do it on a fleet that is entirely run on gas and diesel. To put that in perspective, the City of Winnipeg transit system runs a fleet of 640 buses. And while the City and Province are rolling out programs to electrify the City of Winnipeg fleet, there has to date been no progress made on electrifying the school bus fleet, even though by their nature school bus schedules are more conducive to the charging patterns required of electric vehicles.

## Minister of Natural Resources and Indigenous Futures

### Which locals are directly impacted:

CUPE 998 - Manitoba Hydro	CUPE 228 - City of Flin Flon
CUPE 8600 - Northern Health Region	CUPE 745 - Town of the Pas
CUPE 204 - Winnipeg Regional Health Authority (Churchill)	CUPE 2153 - Child and Family Services

### CUPE Manitoba Priorities:

1. Ensure that as the Manitoba government works with private industry to develop natural resources in northern Manitoba, that we remember the lessons of the past and heed recommendation 13.5 of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Ensure that industry and government anticipate and recognize increased demand on social infrastructure that results from development projects and resource extraction, and that mitigation measures are identified as part of the planning and approval process.

2. As Manitoba Hydro develops partnerships with Indigenous majority-owned wind projects, ensure that the Indigenous energy workers enjoy the full protection and benefit of union membership currently enjoyed by Manitoba Hydro workers.
3. Support increasing unionization rate of Indigenous workers as a workplace equalizer and method of economic reconciliation.

### Why it matters:

CUPE recognizes that as a resource rich province, mining and other resource development has always been, and always will be, a critical part of our economic strength in Manitoba.

We support our government's vision for responsible resource development and encourage it to do so in a way that supports reconciliation and economic development in northern Manitoba.

However, while we do so we must not repeat some of the mistakes of the past and ensure that government anticipates and recognizes that resource extraction and development projects lead to increased demand on social infrastructure, and that mitigation measures are identified as part of the planning and approval process.

As Manitoba Hydro develops partnerships with Indigenous-majority owned business to develop wind projects, it is critical that we ensure that Indigenous energy workers enjoy the full benefit of union membership at Manitoba Hydro - both during construction, and during its operation.

Indigenous energy workers should not be treated as second-class workers, and should earn a union wage, a union pension, and union collective agreement.

## Minister of Municipal and Northern Relations

### Which locals are directly impacted:

CUPE 500 - City of Winnipeg	CUPE 857 - Dauphin Recreation Services
CUPE 69 - City of Brandon	CUPE 1002 - City of Portage La Prairie
CUPE 228 - City of Flin Flon	CUPE 1719 - Municipality of Killarney - Turtle Mountain
CUPE 336 - City of Selkirk	CUPE 1735 - Town of Neepawa
CUPE 500 - Rural Municipality of East St. Paul	CUPE 3240 - City of Dauphin
CUPE 745 - Rural Municipality of Kelsey	CUPE 3240 - Dauphin Recreation Services
CUPE 745 - The Town of The Pas	CUPE 4861 - City of Morden
CUPE 851 - Town of Swan River	CUPE 5603 - City of Winkler
CUPE 857 - City of Dauphin	

### CUPE Manitoba Priorities:

1. Come to an agreement with the Federal Government and City of Winnipeg on capital funding for a publicly owned and operated North End Water Treatment Plant.
2. Invest in municipally owned and operated recreation facilities, including but not limited to the Winnipeg South-End complex, Winnipeg East of the Red complex, swimming and aquatic facilities in Brandon, and other communities.
3. Support the City of Winnipeg's proposed organic compost pickup service, which should start in 2030, using an in-house delivery model.
4. Develop a sustainable framework for equitable municipal compensation and cost recovery for delivering provincial services.

### Why it matters:

The new North End Water Treatment Plant has been a political football for decades -

with constant disagreements between governments about who will pay and on what timelines.

The fact of the matter is that the province mandated the City of Winnipeg to develop the plant to protect Lake Winnipeg, and without this plant Winnipeg will soon need to cease development - meaning no more housing projects or industry. The province has no choice but to come to an agreement with the Federal Government and the City of Winnipeg on capital funding for a publicly owned and operated water treatment plant - it cannot wait.

Our existing recreational facilities - much of it built to service baby boomers - is aging and in need of repair or replacement. We need the provincial government to invest in municipal recreational facilities and ensure these are publicly owned and operated facilities.

Finally, all too often Provincial governments download responsibilities onto municipalities to provide services that are provincial responsibility. And while we would be the first to argue that there are times that municipal governments are better situated to address a local need rather than the province.

The reality is that municipalities have the least financial capacity of the three levels of government, given their taxation limitations placed on them. We need a sustainable framework to ensure equitable municipal compensation and cost recovery when delivering provincial services.

## Minister of Sport, Culture, Heritage, and Tourism

### Which locals are directly impacted:

CUPE 500 - City of Winnipeg	CUPE 857 - City of Dauphin
CUPE 500 - St. Boniface Museum	CUPE 857 - Dauphin Recreation Services
CUPE 69 - City of Brandon	CUPE 1002 - City of Portage La Prairie
CUPE 228 - City of Flin Flon	CUPE 1719 - Municipality of Killarney - Turtle Mountain
CUPE 336 - City of Selkirk	CUPE 1735 - Town of Neepawa
CUPE 500 - Rural Municipality of East St. Paul	CUPE 3240 - City of Dauphin
CUPE 745 - Rural Municipality of Kelsey	CUPE 3240 - Dauphin Recreation Services
CUPE 745 - The Town of The Pas	CUPE 4861 - City of Morden
CUPE 851 - Town of Swan River	CUPE 5603 - City of Winkler

### CUPE Manitoba Priorities:

1. Increase funding for the City of Winnipeg Libraries, recognizing the critical role they now play in terms of addressing the addictions, mental health, and homelessness crisis in Winnipeg.
2. Invest in municipally owned and operated recreation facilities, including but not limited to the Winnipeg South-End complex, Winnipeg East of the Red complex, swimming and aquatic facilities in Brandon, and other communities.
3. Working with other levels of government, ensure that the renovations to the St. Boniface Museum are fully funded.

### Why it matters:

Municipal public services are on the frontlines of the addictions, mental health, and homelessness crisis. Meanwhile, municipalities are the level of government with the

least fiscal capacity to deal with these issues. We need the province to step up and further fund City of Winnipeg Libraries.

Our existing recreational facilities - many of them built to service baby boomers - is aging and in need of repair or replacement. We need the provincial government to invest in municipal recreational facilities and ensure these are publicly owned and operated facilities.

Finally, the St. Boniface Museum is under tremendous pressure to find funding to repair their roof. This is a historic building that tells a critical story of Manitoba's history. We need to make sure they have the resources they need to be there for generations to come.

## Minister of Innovation and New Technology

### Which locals are directly impacted:

Artificial intelligence has the potential to impact all Locals and their 40,000+ members in Manitoba.

### A Digital Bill of Rights in health care would impact:

CUPE 204 - Shared Health	CUPE 3753 - River East Personal Care Home
CUPE 204 - Fred Douglas Supportive Housing	CUPE 4270 - Southern Health - Santé Sud
CUPE 204 - Winnipeg Regional Health Authority	CUPE 4281 - Extencicare - Charleswood Care Centre
CUPE 500 - Riverview Health Centre	CUPE 4860 - Extencicare - Kildonan PCH
CUPE 1475 - Extencicare - Oakview Place	CUPE 5546 - Salem Home Inc.
CUPE 2096 - Brandon Clinic Medical Corporation	CUPE 5556 - Rest Haven Care Home Inc.
CUPE 2136 - Extencicare - Valleyview	CUPE 5559 - Calvary Place Personal Care Home
CUPE 2180 - Extencicare - Tuxedo Villa	CUPE 5586 - Brightwater Senior Living of Tuxedo
CUPE 2421 - Extencicare - Heritage Lodge	CUPE 8600 - Northern Health Region
CUPE 2526 - Extencicare - Hillcrest	CUPE 2348 - Ten Ten Sinclair Housing Inc.
CUPE 2719 - Extencicare - Maples PCH	CUPE 4376 - Ten Ten Sinclair Housing Inc.
CUPE 3753 - Irene Baron Eden Centre	

### CUPE Manitoba Priorities:

1. Establish a Digital Bill of Rights in health care.
2. Develop robust standards for AI impact on the broader public service.
3. Develop AI transparency requirements in the public sector.

## Why it matters:

Artificial intelligence has the potential to significantly change and challenge the way we work and deliver services in the public sector. If not introduced in a thoughtful way, AI has the potential to be very disruptive in the workplace and is a threat to workers' autonomy, privacy, and our livelihoods.

We need to develop standards for AI impacts on the broader public service - both on our members as workers, as well as impacts on Manitobans who rely on our services.

The need for regulation is particularly important in health care, where experts all over the world are debating about how to safely integrate artificial intelligence into health care delivery, while protecting patients' rights - including privacy - the rights of workers, and ensuring that AI is not replacing human decision making.

## Minister of Public Service Delivery

Artificial intelligence has the potential to impact all Locals and their 40,000+ members in Manitoba.

### Which locals are directly impacted:

CUPE 69 - City of Brandon	CUPE 857 - City of Dauphin
CUPE 228 - City of Flin Flon	CUPE 1002 - City of Portage La Prairie
CUPE 336 - City of Selkirk	CUPE 1719 - Municipality of Killarney - Turtle Mountain
CUPE 500 - City of Winnipeg	CUPE 1735 - Town of Neepawa
CUPE 500 - Emterra Environmental	CUPE 3240 - City of Dauphin
CUPE 500 - Rural Municipality of East St. Paul	CUPE 4861 - City of Morden
CUPE 745 - Rural Municipality of Kelsey	CUPE 5603 - City of Winkler
CUPE 745 - The Town of The Pas	
CUPE 851 - Town of Swan River	

### CUPE Manitoba Priorities:

1. Collaborating with the Minister of the Environment, establish a Made-In-Manitoba model for recycling that ensures producers are responsible for the cost of recycling, maintains public oversight of recycling, and guarantees that those performing the work in the sector collecting and sorting materials have good, secure, unionized jobs.
2. Develop robust standards for AI impact on the broader public service.
3. Make green renovation investments in existing public spaces, such as schools and recreation facilities.

### Why it matters:

The previous PC plan for recycling was nothing more than an ideological libertarian

fantasy dressed up as environmental policy. Inexplicably, this government has refused to distance themselves from this attack on public services.

Workers will need to stand up for good union jobs and fair working conditions against any attack, even if it comes from those we believed would be allies.

Artificial intelligence has the potential to significantly change and challenge the way we work. If not introduced in a thoughtful way, it has the potential to be very disruptive in the workplace and is a threat to workers' autonomy, privacy, and our livelihoods. We need to develop standards for AI impacts on the broader public service - both on our members as workers, as well as impacts on Manitobans who rely on our services.

Finally, while we are looking to reduce our ecological footprint by doing things such as building EV charging stations, investing in wind farms, and geothermal heating, it is important to remember that there are a lot of older buildings with significant deferred maintenance. We would encourage government to further develop and invest in green renovations to address this deferred maintenance in existing public spaces.

## Minister of Agriculture

### Which locals are directly impacted:

CUPE 110 - Winnipeg School Division	CUPE 1630 - Rolling River School Division
CUPE 731 - Seven Oaks School Division	CUPE 1719 - Turtle Mountain School Division
CUPE 737 - Brandon School Division	CUPE 1897 - Turtle River School Division
CUPE 744 - St. James-Assiniboia School Division	CUPE 1947 - Swan Valley School Division
CUPE 796 - River East Transcona School Division	CUPE 2085 - Portage La Prairie School Division
CUPE 949 - Seven Oaks School Division	CUPE 2348 - Winnipeg School Division
CUPE 1522 - Lord Selkirk School Division	CUPE 2348 - Seven Oaks School Division/Wayfinders Manitoba
CUPE 1596 - Kelsey School Division	CUPE 2938 - Seven Oaks School Division
CUPE 1618 - Sunrise School Division	CUPE 2972 - Interlake School Division
CUPE 110 - Winnipeg School Division	CUPE 3037 - Park West School Division
CUPE 731 - Seven Oaks School Division	CUPE 3164 - Evergreen School Division
CUPE 737 - Brandon School Division	CUPE 3206 - Lakeshore School Division
CUPE 744 - St. James-Assiniboia School Division	CUPE 3254 - Hanover School Division
CUPE 796 - River East Transcona School Division	CUPE 3305 - Mountain View School Division
CUPE 949 - Seven Oaks School Division	CUPE 3344 - Pine Creek School Division
CUPE 1522 - Lord Selkirk School Division	CUPE 3473 - Louis Riel School Division
CUPE 1596 - Kelsey School Division	CUPE 3754 - Division Scolaire Franco-Manitobaine
CUPE 1618 - Sunrise School Division	CUPE 3873 - River East Transcona School Division
	CUPE 4456 - Sunrise School Division

### CUPE Manitoba Priorities:

1. Support farm families, many of whom rely on employment in our school divisions, by working with the Minister of Education and school divisions, to end the

Urban-Rural pay gap and create a defined benefit pension plan to ensure farm families have reliable income during retirement.

2. Collaborate with the Minister of Education to expand agricultural education opportunities and experiences for students.
3. Collaborate with Minister of Education and Minister of Public Service Delivery to build partnerships with local producers to help supply school breakfast programs.

## Why it matters:

In rural communities there is often a lack of good jobs. One of the ways governments can combat this problem is to ensure that public sector jobs in rural communities are good jobs that pay good wages, with good pensions and benefits. We know that in rural Manitoba, many of our members come from farming families, and they rely on school division wages to maintain and sustain farming families, especially in the lean years. An education job can provide families with retirement security and benefits that family farms often do not provide.

For a long time, governments with “perimeteritis” have failed to ensure that rural school divisions are providing good jobs, with good pensions and benefits. As a result, we are now at a crisis point, with rural education support workers earning \$5.00 or more an hour less than their urban counterparts.

In 2024, the province reached an agreement with the Manitoba Teachers Society which standardized teacher salaries - providing significant raises to rural teachers to bring them up to Winnipeg rates. We demand that the NDP do the same for education support workers and end the two-tier system of wages. In addition, we need a defined benefit pension plan for all education support workers, so that education workers can retire with security and dignity.

We would like to see more agricultural educational opportunities and experiences for students, so that students are more aware of where their food comes from and to expose them to various agriculture and food related careers that are available in Manitoba.

Finally, we are supportive of the government’s breakfast program initiative and are proud that CUPE members are on the front lines providing healthy food to students so that they can grow and learn. We would support an initiative to help connect school divisions with local producers to better integrate locally grown food into the program.

## Minister of Intergovernmental Affairs and International Relations

### Which locals are directly impacted:

All Locals in Manitoba and their 40,000+ members and their families.

### CUPE Manitoba Priorities:

1. Reduce reliance on American contractors throughout the broader public service through a service delivery contracting-in mandate.
2. Lobby federal government funding for infrastructure projects in Manitoba is not tied to P3 delivery or other forms of privatization.
3. Oppose Federal austerity measures.

### Why it matters:

As the United States under President Donald Trump's leadership abandons any pretense of free trade and respect for the post-WW2 international order, it has become even more important to concentrate on investing at home here in Manitoba.

One critical way government can do that is by choosing the public option whenever possible, rather than contracting to private companies - especially American-owned

private companies. For example, many school divisions in Manitoba contract part, and in some cases all, of their school transportation operations to an American company, First Student. With the assistance of the province, school divisions would be more than capable of taking their entire fleets back in-house.

While the Province should absolutely be working with the Federal government to fund

infrastructure projects in Manitoba, we should be vigilant to ensure that public infrastructure remains publicly owned and operated. This means rejecting Federal demands to use private-public-partnerships and other forms of privatization as a condition for funding of roads/highways, water treatment plants, and other infrastructure projects.

Finally, Manitoba needs to be a voice in Confederation to promote and protect the positive role of the Federal government in improving the lives of Canadians, and to absolutely avoid drastic cuts to the provinces that occurred the last time the Federal Liberals faced a challenge with the deficit in the 1990s.