

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.