

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.