

## 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.