



PRESIDENT REBECK AND CUPE MANITOBA PRESIDENT GINA MCKAY STAND WITH MEMBERS OF CUPE LOCAL 744 AT AN INFORMATION PICKET OUTSIDE THE ST. JAMES ASSINIBOIA SCHOOL DIVISION OFFICE.

Dear Sisters, Brothers and Friends,

Workers are rightly worried about the impacts of Donald Trump's boneheaded tariffs. This is the latest step backwards by America, following Trump's attacks on public servants, his elimination of employment equity, and his obsession with discriminating against trans people.

First and foremost, the Manitoba Federation of Labour will continue to push for government to protect Manitoba jobs in response to these tariffs. Manitoba needs to invest in hiring Manitoban workers to build our province. The trend of seeing out of province license plates on construction sites needs to come to an end.

The provincial government needs to provide stimulus spending on shovel-ready

infrastructure in order to offset economic impacts in the private sector. And we need to ensure that any taxpayer-funded business supports are tied to protecting and creating jobs, not just money grabs that boost corporate profits.

At the federal level, the EI system needs to be expanded to help workers in this moment - including job sharing and other targeted supports. The federal government should also create new income supports for impacted workers who are unable to qualify for EI.

We must continue to defend and enhance our public services, which people will be counting on even more now. This has to include strengthening our social safety net.

As we focus on buying local, let's ensure we are hiring local too and supporting good union jobs in our province. Manitobans are looking for ways to support their local economy more than ever right now, and the MFL maintains a Buy Local, Buy Union web page at mfl.ca.

I know that Manitobans will stand strong and help each other as we face these threats from the bully currently occupying the White House, just like when we stand together to fight a flood or give someone's car a boost in the winter. Working together is the Manitoba way.

Please keep us informed of how your members are being impacted by these tariffs so that we can target our asks and campaign work to meet your needs.

INSIDE

2 GENDER EXPRESSION TO BE PROTECTED UNDER MANITOBA HUMAN RIGHTS CODE

3 ORGANIZING CAMPAIGN PILOT PROJECT CONNECTS WORKERS WITH MFL AFFILIATE UNIONS

5 KINIEW GOVERNMENT TAKES STEPS TO PROTECT WORKERS

7 PROVINCIAL BUDGET FOCUSED ON BUILDING MANITOBA

4 2025 MFL HEALTH AND SAFETY CONFERENCE

6 MFL WOMEN'S COMMITTEE CELEBRATES INTERNATIONAL WOMEN'S DAY

AT.USW9074/EM.cope342

MANITOBA'S MINIMUM WAGE SET TO RISE BY MERE 20 CENTS THIS YEAR

Manitoba's minimum wage earners will only receive a twenty cent increase (from \$15.80 to \$16) this October due to Brian Pallister's minimum wage law that has been left in place so far by the current provincial government. No one should work full time and still live in poverty, but that is the harsh reality for many minimum wage earners in Manitoba. Working families have been hit with increases in gas prices and bus fares to start this year, as well as a 5.7 per cent increase to MPI rates.

While Manitoba's annual inflation rate for 2024 was 1.1 per cent, that number represents an average of all kinds of price changes. According to Statistics Canada, Manitoba food prices and rent and housing costs increased by 3.3 and 4.9 per cent respectively in 2024. That means two things that minimum wage earners spend most of their money on jumped by three and four times the overall inflation rate.

Low-wage workers are feeling the squeeze of rising gas prices, bus fares, and MPI rates right now, but Pallister's minimum wage law means that these increases will not be factored into the minimum wage until 22 months from now in October 2026. This long lag time is another major problem with the law.



PRESIDENT REBECK SPEAKS AT CLC POLITICAL ACTION CONFERENCE IN MARCH.

Manitoba needs a new approach to minimum wage, one that helps low-wage workers cover groceries, transportation and other essential costs. We are calling on the NDP government to get rid of the Pallister minimum wage law and create its own plan to lift low-wage workers out of poverty.

CANADIAN LABOUR CONGRESS POLITICAL ACTION CONFERENCE BRINGS WORKERS TOGETHER

As we approach the upcoming federal election, the urgency of our fight for workers and their families continues to grow. Rising costs, corporate greed, and anti-worker Conservative policies are making life harder for working people, and we must be ready to organize and mobilize like never before.

This March, the CLC hosted a political action conference at the Union Centre to help prepare labour activists to help elect labour friendly candidates.

I was proud to speak at the CLC Political Action Conference about the success we have had in Manitoba in engaging union members in the political process and helping to elect candidates who share our values.

It's time to come together to build a better future for all workers.

Kevin Rebeck
PRESIDENT OF THE MANITOBA FEDERATION OF LABOUR

NDP government takes action to protect gender expression

The Manitoba NDP government has introduced legislation to include gender expression as a protected characteristic under the Manitoba Human Rights Code. This builds on the work of the previous NDP government in protecting gender identity under the Code in 2012.

Once passed into law, this bill will protect Manitobans' gender

expression, such as preferred pronouns, outward appearances and clothing, as a human right.

This move will bring Manitoba's Human Rights Code in line with most other provinces in Canada in protecting gender expression.

Union organizing campaign pilot project helps connect workers with MFL affiliate unions

In recent weeks, the MFL tried something it had never done before - we ran a public awareness campaign aimed at helping workers form unions in their workplaces. The public awareness campaign included ads on billboards and in public transit buses, as well as online and on social media.

In partnership with MFL affiliate unions, the campaign ads connected workers who were interested in having a union in their workplace with the MFL's How to Join a Union webpage.

From there, workers were able to fill out a short intake questionnaire about the type of work that they do and the workplace issues that they think a union could help them with.

MFL staff then reviewed the answers provided by the workers and brought these organizing leads to a committee of MFL affiliate union organizers. Run as a pilot project, this campaign provided a lot of valuable information and fruitful organizing leads.

It has never been easier to get a union in Manitoba, thanks to the recent 50% + 1 single step union certification rule changes made by Wab Kinew's NDP government. These rule changes provide Manitoba's unions with an incredible opportunity to grow their membership and grow our labour movement.

Thank you to all the MFL affiliates who took part in this union organizing pilot project. We are stronger together.



PRESIDENT REBECK SHOWS OFF ONE OF THE BILLBOARD ADS FOR THE MFL'S UNION ORGANIZING CAMPAIGN.

MFL hosts annual Health and Safety Conference

The MFL held another successful Workplace Health and Safety Conference this February. Over 100 activists from about 30 different public and private sector locals attended.

They attended two-day workshops on a range of topics including:

- workplace psychological health and safety;
- workplace violence and harassment;
- foundations of WHS law in Manitoba;
- supporting injured workers with WCB claims;
- health and safety in federally-regulated workplaces; and
- participating in serious incident investigations.

Participants came away from these workshops with valuable knowledge and skills they can use in their work as union health and safety activists.

The 2025 conference also featured a plenary session at which I along with MFL Health and Safety/Education Director Rick Rennie gave a presentation on “The State of Workplace Health and Safety in Manitoba: Trends, Challenges and Goals.” This was an opportunity to highlight for participants the issues focused on in our Workplace Health and Safety Report Card issued in November 2024. This includes those areas in workplace health and safety and

workers compensation where we have made recent progress as well as the areas in which we continue to lobby for improvements.

Logan Oxenham, MLA for Kirkfield Park, brought greetings on behalf of the Government of Manitoba.

The social event at the end of Day One was very well attended, and once again provided an opportunity for activists from many different unions and sectors to better get to know each other.

As always, we had participants complete evaluations to provide feedback on the conference and suggestions for future improvements. The feedback was overwhelmingly positive and there were many suggestions for making the event even better going forward, which the MFL Health and Safety Committee will certainly take into consideration.

One key to the success of this conference is knowledgeable and committed workshop facilitators who volunteer their time and expertise. This year, in addition to those from MFL affiliates and partners, we were fortunate to have Deniqua Edwards, the National Representative for Human Rights at the Canadian Labour Congress, co-facilitate the workshop on Harassment and Violence.

Finally, I want to thank all the affiliates that supported members to attend the conference and the training, and to serve as workshop facilitators. Your support is key to the continuing success of this important event.



PRESIDENT REBECK AND THE 2025 MFL HEALTH AND SAFETY CONFERENCE COURSE FACILITATORS.

MFL encouraged by Kinew government's new bill to protect workers on the job

Recently, the Kinew government introduced Bill 29: The Workplace Safety and Health Amendment Act in the Manitoba Legislature. This bill is a first step to make workplaces safer across our province.

The Manitoba Federation of Labour is encouraged by this bill, as it addresses some of updates to the Workplace Safety and Health Act that the MFL has been campaigning for.

Once passed into law, this legislation will bring in new penalties for bad employers, including cracking down on employers that change their name to weasel their way out of consequences for putting worker safety at risk, new penalties for employers who fail to report serious workplace safety and health incidents, and new measures to ensure workers receive wages owed to them as a result of unfair employer reprisals.

We also support the measures in this bill to better support workers in exercising their right to refuse dangerous work as well as the bill's improved definition of psychological health. We need to ensure that employers are responsible for preventing injuries to workers' mental health on the job, just as they are responsible for preventing physical injuries. Changes included in this bill will help to do that.

The MFL will continue to push government to take additional steps to strengthen our workplace health and safety laws to better protect workers on the job, including:

Stopping the epidemic of workplace violence in this province;

Ending Manitoba's weak approach to asbestos by strengthening our woefully inadequate rules to protect workers when it comes to doing the hazardous work of asbestos removal and remediation;

Reducing the alarmingly high injury rates in health care and the broader public sector to protect workers and help address staff shortages;

Making sure that employers provide menstrual products in the workplace the same way they are required to provide other hygiene products like soap, toilet paper and paper towel; and

Adapting our health and safety laws to the realities of climate change by better protecting workers from extreme temperatures.

We hope that government will make rule changes soon to provide these additional workplace health and safety protections for Manitoba workers.



**Protect workers'
mental health.**

***Make today's
workplaces safer.***

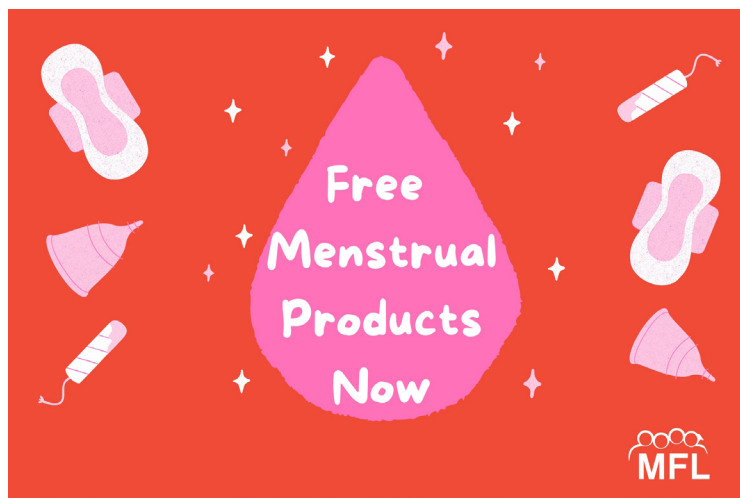


MFL Women's Committee celebrates International Women's Day

Recently, the MFL Women's Committee partnered with the Canadian Labour Congress and Winnipeg Labour Council to celebrate International Women's Day with a pancake breakfast at the Union Centre. It was great to see so many committed feminists come together, and it would not have been an MFL Women's Committee event without a call to action.

The MFL is running a postcard campaign calling on the Minister of Labour to require employers to provide workers with access to menstrual products - just like employers are required to provide other sanitary products like toilet paper, soap and paper towel. Right now, the law lets employers off the hook when it comes to menstrual products, forcing women and gender diverse workers to pay out of pocket. We have already sent hundreds of postcards to the Minister of Labour.

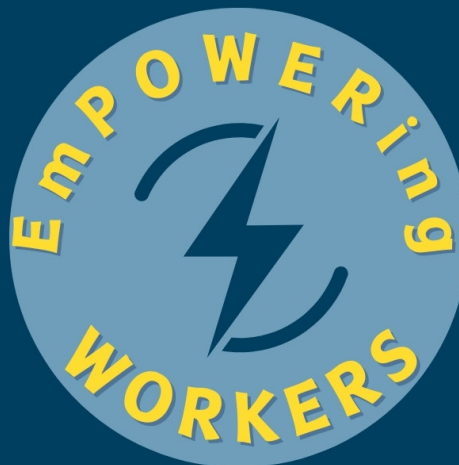
Thank you to the unions and activists who have made this postcard campaign such a success. We hope that government will listen and make our workplace health and safety laws fairer for women and gender diverse workers.



MFL WOMEN'S COMMITTEE CALLS FOR FREE MENSTRUAL PRODUCTS NOW AT IWD PANCAKE BREAKFAST.

SAVE *the* DATE

MFL Mid Term Conference



December 11-12
Winnipeg

Provincial budget focused on building Manitoba

The Kiewit government's 2025 provincial budget was released this March, and President Rebeck was on hand at the Manitoba Legislative Building to respond to it.

Given the looming threats and impacts of Donald Trump's tariff taxes, the Kiewit government is wisely focusing this budget on helping our economy by investing in building our province and creating good, family supporting jobs.

The MFL was encouraged to hear the budget's promise of a 'Manitoba Jobs Agreement' to ensure that when Manitoba taxpayers are paying for critical infrastructure projects, that money goes towards hiring Manitobans first. The Manitoba Jobs Agreement will help to end the scourge of out of province license plates at construction sites across our province, a trend that was allowed to grow under the Pallister and Stefanson governments.

A key part of 'Trump-proofing' our economy is helping young Manitobans build their futures right here at home. This budget's increased investments in the provincial apprenticeship system will help to prepare Manitobans for rewarding careers in their home province while helping to address Manitoba's skilled trades shortage.

The budget also commits more money towards the Workplace Safety and Health branch, including increasing workplace inspections. This is a good move that will help protect workers on the job.

And we need to strengthen our public services, like health care. This budget makes it clear that government knows it needs to continue to boost compensation for health care workers to recruit and retain them and address the health care staffing crisis. While the previous PC government attacked health care workers at every turn and legislated wage freezes, this government respects the right to collective bargaining.

There is a lot of work left to do to fix health care, but we do appreciate that this government values the hardworking Manitobans who provide the vital health care services that we all count on.

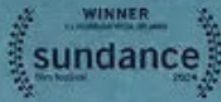


Manitoba
Federation
of Labour

Apply Now
for the \$1,000
Scholarship

MFL
Al and Alma Cerilli
Young Activist
Scholarship

Find out more at mfl.ca



UNION

A FILM BY **BRETT STORY** AND **STEPHEN MAING**

IMPACT PARTNERS PRESENTS IN ASSOCIATION WITH LEVEL GROUND PRODUCTIONS, FORD FOUNDATION, EXPERIENCE INDUSTRIES WRITTEN AND PRODUCED BY STEPHEN MAING & BRETT STORY PRODUCED BY SAMANTHA STUBLEY, NIKKI VERKHOE, MARTIN DICICCO
EXECUTIVE PRODUCERS JEFFRY RASCHKE, LAUREN HABER, BERACYN WHITE, DREWYOUS, THE WILD CARDRY, DAVID LEVINE, JESSICA SHROUSHAL, NICK SHROUSHAL, DANIEL BARNSTEIN, ADAM MAREK, TODD SCHIDMAN
CO-EXECUTIVE PRODUCERS KELSEY KEENE, GABRIELA & ERIC DIXON, PAULA FROSTLE & STEVE COHEN, NATASHA & LINDA DOLBY, WERTY, METAL, PIERRE BAUSER, PETER PALANCIAN, CHELSIE BALLEW, IVAN PARKER, ALEXANDER CARPENTER, ANDREW WELLS
EDITED BY BLAIR MCGILVERIN, MALINA KRIBALLI, ANDREW WELLS, STEPHEN MAING COSTUME DESIGNER MARTIN DICICCO, STEPHEN MAING MUSIC BY ROBERT AXI, HUGOY LONG

Winnipeg Screening April 24, 2025

Park Theatre 698 Osborne St.

7 pm

Free admission

Registration appreciated



Presented by



CCPA

CANADIAN CENTRE
for POLICY ALTERNATIVES
MANITOBA OFFICE

Manitoba 
**Federation
of Labour**

