

## Collective Agreement Highlight: Health and Benefit Coverage

One of the most important and valuable parts of the CUPE Efficiency Manitoba Collective Agreement is the health and benefit coverage outlined in Health Plans. While wages are often the most visible part of compensation, benefits play a major role in supporting members' overall financial security, health, and well-being.

Extended health, dental, vision, and prescription drug coverage available to CUPE members and their families. These benefits help cover everyday health needs as well as unexpected medical costs, reducing out-of-pocket expenses and providing peace of mind. Because these benefits are written directly into the collective agreement, they cannot be changed, reduced, or removed without negotiation.

It's important to remember that these benefits are not a gift from the employer. They exist because CUPE negotiations on behalf of members. Every coverage provision, reimbursement level, and plan detail was bargained for by your union. This is the power of collective bargaining, members standing together to secure protections that individuals would not have on their own.

Looking ahead to bargaining in 2026, CUPE will be placing a strong focus on protecting and strengthening benefits. W costs continue to rise, and members' needs evolve over time. Your union will be advocating for benefit improvements that reflect those realities and ensure coverage keeps pace with the cost of living.

This is also why member engagement matters. Strong benefit language starts with members sharing their experiences, identifying gaps in coverage, and raising priorities for the next round of bargaining. When members participate, CUPE can take those voices to the bargaining table and push for meaningful improvements.

Your benefits are a core part of your total compensation. They are improved because you have a union working for you, now and into the

