

VIEWS ON IMPLEMENTATION OF A LIVING WAGE IN WINNIPEG

JUNE 2018

CUPE

PROBE RESEARCH INC.

ABOUT THE PROBE RESEARCH OMNIBUS

For more than two decades, Probe Research Inc. has undertaken quarterly omnibus surveys of random and representative samples of Manitoba adults. These scientific surveys have provided strategic and proprietary insights to hundreds of public, private and not-for-profit clients on a range of social, cultural and public policy topics. The Probe Research Omnibus Survey of 1,000 Manitoba adults is the province's largest and most trusted general population survey.

SURVEY INSTRUMENT

The survey instrument was designed by Probe Research in close consultation with CUPE.

FOR MORE INFORMATION:

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METHODOLOGY

Between June 5 and 19, 2018, Probe Research surveyed a random and representative sampling of 600 adults residing in Winnipeg.

- With a sample of 600, one can say with 95 percent certainty that the results are within ± 4.0 percentage points of what they would have been if the entire adult population of Winnipeg had been surveyed. The margin of error is higher within each of the survey's population sub-groups.

- Modified random digit dialing, including both landline and wireless numbers, ensured all Winnipeg adults had an equal opportunity to participate in this Probe Research survey. A CATI-to-web approach was employed whereby a live-voice operator or interactive system randomly recruited respondents by telephone, inviting them to complete the survey via a secure online questionnaire. In addition, 115 randomly recruited Probe Research panel members were included in this general population adult sampling.

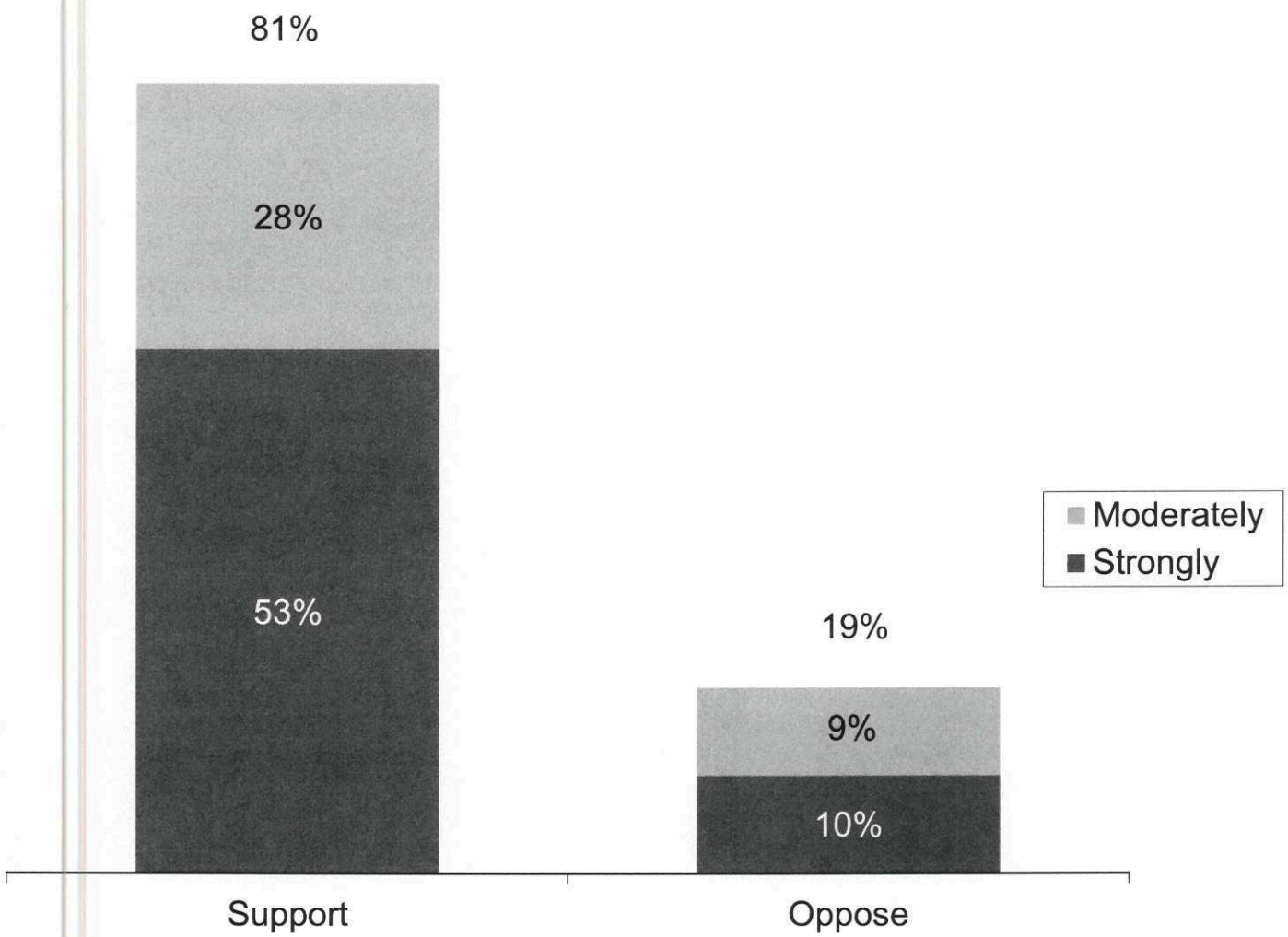
- Minor statistical weighting has been applied to this sample to ensure that age and gender characteristics properly reflect known attributes of the city's population. All data analysis was performed using SPSS statistical analysis software.

UPPORT FOR LIVING WAGE

2. "A living wage is a wage hat allows a family with two orking parents to meet the asic needs of their family. ome cities require ontractors doing work for the ity to pay workers a living age, even if that means ome costs increase. In Vinnipeg, a living wage would ean all workers would earn t least $14.50 an hour. Would you support or oppose e adoption of a living wage olicy for Winnipeg?" (N=600)

ase: Winnipeg adults

PROBE



LETTER OF UNDERSTANDING
BETWEEN THE CITY OF WINNIPEG AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500

RE: SPECIAL WAGE ADJUSTMENTS #2

1. The City shall allocate the sum of one million dollars ($1,000,000.00), which shall be utilized to increase regular rates of pay of the following job classifications, effective January 1, 2024:

   a) 311 Customer Service Representatives
   b) Instructor Guards
   c) Recreation Technicians B/C
   d) Library workers
   e) and any other classification mutually agreed to between the parties.

2. A Working Group, consisting of two representatives from each of the parties, shall commence meeting after ratification of the new Collective Agreement and shall endeavour to reach agreement on how the one million dollars ($1,000,000.00) shall be distributed among the above noted classifications to effect increases in their rates of pay.

3. If the Working Group is unable to agree on how the one million dollars ($1,000,000.00) will be distributed within six months of commencing its work, they agree to appoint a sole arbitrator who shall be responsible for resolving the matter. The parties may, by mutual agreement, extend the time for the Working Group to complete its work.

4. At the arbitration, each party shall be entitled to make such presentations to the Arbitrator as it deems appropriate as to what job classification(s) ought to receive a special wage adjustment from the one million dollars ($1,000,000.00) remaining, once any agreed to distributions have been taken into account. After hearing such submissions, the Arbitrator shall render their decision on a special wage adjustment to such classification(s) as the Arbitrator deems appropriate. The decision of the Arbitrator shall be final and binding on the parties.

5. Each party shall be responsible for its own expenses. Expenses and fees of the Arbitrator shall be shared equally by the parties.

6. All increases to regular rates of pay, whether by agreement between the parties or as determined by the Arbitrator shall be effective retroactive to January 1, 2024 and shall be added to whatever regular rates of pay is applicable to those classifications as of that date.

AGREED THIS DATE: December 15, 2022

Allan Beach, for the Negotiating Committee of The City of Winnipeg

Alex McClurg, for the Negotiating Committee of The Canadian Union of Public Employees, Local 500