

For immediate release

**February 20, 2026****CUPE Optimistic That Improved Benefits Plan Will Increase  
Retention and Recruitment Initiatives**

**WINNIPEG, TREATY 1** – Manitoba’s largest health care union says a newly improved benefits plan for healthcare workers—funded equally by employers and employees—will help make Manitoba a more competitive option for healthcare workers across Canada.

“This will make a big difference in the lives of healthcare workers,” said Holly Chaperon, President of CUPE 4270, representing healthcare support workers in the Southern Health-Santé Sud Region. “This is a really significant improvement.”

The updated plan increases prescription drug coverage from \$650 to \$20,000, optical coverage from \$150 to \$500, and orthodontic coverage from \$1,250 to \$2,000.

The plan also adds new flexibility to help healthcare workers make better use of their benefits. Coverage for paramedical services such as massage and chiropractic care is increasing from \$450 per practitioner to a global \$1,350.

Extended health and dental benefits are provided to eligible Manitoba health care workers through HEB Manitoba. HEB Manitoba is an independent organization governed by a board of Trustees that have an equal number of employer and health care union appointments.

“Healthcare workers have been advocating for benefit improvements for a long time, if we are going to recruit healthcare workers, we need a good, competitive benefits plan. Now we have that,” said Chaperon. “I want to thank government, the other healthcare unions, the health authorities, and HEB Manitoba for helping get the job done.”

The Canadian Union of Public Employees is Canada’s largest union representing more than 800,000 members. In Manitoba, CUPE represents approximately 40,000 members working in health care facilities, personal care homes, home care, school divisions, municipal services, social services, disability support services, childcare centres, public utilities, libraries, and family emergency services.

- 30 -

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