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**MINISTER OF  
FINANCE**

Legislative Building  
Winnipeg, Manitoba, CANADA  
R3C 0V8

JAN 12 2021

Paul Shearon  
IFPTE President

Matthew Biggs  
IFPTE Secretary-Treasurer/Legislative Director

Richard Mahe  
WAPSO/IFPTE Local 162 President  
c/o dsauer@ifpte.org

Dear Paul Shearon, Matthew Biggs and Richard Mahe:

Thank you for your letter dated November 9, 2020 to the Honourable Brian Pallister, Premier of Manitoba, regarding your concerns about Bill 16, The Labour Relations Amendment Act. As I am the sponsor for Bill 16 and the minister responsible for labour in Manitoba, Premier Pallister has asked that I respond on his behalf.

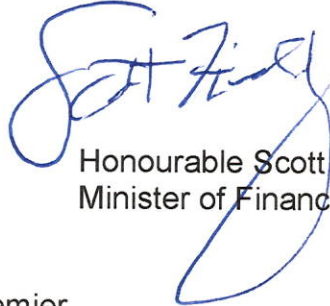
In our view, none of the changes proposed in Bill 16 are radical changes or an attack on workers. Rather, we believe these are reasonable and balanced changes that will better align Manitoba with the mainstream in Canada and carry out a commitment by our government to enhance union financial transparency by ensuring members have information about how their dues are being used. While I recognize there may be costs associated with improved financial transparency, I believe the merits of disclosure for members will outweigh these costs.

With respect to The Labour Relations Act's subsequent agreement arbitration provisions, Manitoba is the only jurisdiction in Canada which has such legislation allowing unilateral applications for arbitration of a second or subsequent agreement, something that has frequently drawn criticism from the International Labour Organization as a serious limitation on the means available to trade unions to defend the interests of their members.

Similarly, the proposed changes to the decertification process would also align Manitoba with the vast majority of Canadian jurisdictions, as our province is one of only two jurisdictions that currently has different support thresholds needed to trigger a vote for certification and decertification applications.

Thank you for sharing your concerns respecting Bill 16 and the opportunity to address them.

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott Fielding", written in a cursive style.

Honourable Scott Fielding  
Minister of Finance

c: The Honourable Brian Pallister, Premier