

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 500**

PRESIDENT'S REPORT

**Central Council
November 27, 2023**

TO: All Central Council Delegates

RE: PRESIDENT'S REPORT

SPECIAL WAGE ADJUSTMENT

On November 29th, the employer came to the Union with an offer, which was then presented to the Table Officers at a special meeting on December 15th.

With representation from each unit sitting at the table, the offer was rejected. They didn't feel that the employer was acting in a fair manner between the classifications named in the SWA #1.

The \$400,000 was a settlement through mediation based on a grievance the Union filed against the employer. The Union proposed that the settlement be returned to the members listed in the named classifications in the form of a wage increase, to be distributed fairly and equitably. There are no membership votes on grievance settlements.

All increases to regular rates of pay, whether by agreement between the union and employer, or as determined by the Arbitrator shall be effective retroactive to January 1, 2023 and shall be added to whatever regular rates of pay is applicable to those classifications as of that date.

In early 2024, the Union and employer will start discussions around the SWA #2 of \$1 000 000 for various classifications that came out of bargaining.

ELECTION RESULTS FOR TABLE OFFICERS

Elections of the Local 500 Table Officers took place last month on November 26th.

Please note that the Secretary- Treasurer position was not up for re-election. Here are the election results:

President: Gord Delbridge

1st Vice-President: Carmen Prefontaine

2nd Vice-President: Nicole Brezden
Recording Secretary: Christie Bachynski
Warden: Limson Mestito

One trustee was also elected as follows:

Three-Year Trustee: Andrea Sontag

Congratulations to the newly elected and re-elected officers and trustee. I wish you all the best in your elected positions.

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

International Day of Persons with Disabilities is annually held on December 3rd to focus on issues that affect people with disabilities worldwide.

Workers with disabilities continue to face barriers to achieving appropriate accommodation measures and face barriers to hiring and promotion.

CUPE has long advocated and continues to fight for full accessibility, inclusion, and equity – in our workplaces and in our communities.

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

Every year on December 6th, we commemorate the National Day of Remembrance and Action on Violence against Women in Canada.

Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal. They were singled out and murdered because of their gender.

In Manitoba, candlelight vigils, memorial services, and other events were held on December 6th throughout the province.

INTERNATIONAL HUMAN RIGHTS DAY

International Human Rights Day is observed every year on December 10th.

CUPE's long-standing commitment to human rights recognizes that the struggles for human rights and workers' rights are deeply connected, and that we share common goals with community movements for social justice.

GARBAGE COLLECTION

On December 14th, I presented at city council regarding bringing part of garbage collection back in house.

I Stressed the importance of having at least a portion of garbage collection being carried out by municipal staff and the many benefits of bringing it back in-house.

At the end of the day, Council had approved unanimously to bring a third of garbage collection back to municipal staff after almost two decades. This is a big win for Local 500 members and Winnipeg taxpayers!

PEACE OFFICERS

The city is in the process of hiring and training 24 peace officers. There members will be a part of CUPE Local 500. They will start with patrolling of transit busses and stops, and then also be used for places like Millennium library, events such as Jets Whiteout Parties, and rallies.

Successful applicants will work in coordination with police and social services agencies.

LIVING WAGE

On December 12th, the Canadian Centre for Policy Alternatives released their 2023 report for Manitoba's living wage.

In Winnipeg, the living wage has increased to \$19.21 per hour. A living wage is the hourly rate at which a household can meet its basic needs.

The full details of the calculation methodology are spelled out in CCPA MB's 2022 Living Wage calculation guide, available at www.policyalternatives.ca/manitoba.

On December 14th, a notice of motion was presented by councillors Gilroy and Allard which called for a staff report to determine the cost to implement a living wage for all employees delivering city services.

The motion will be presented at the January council meeting.

GOOD OF THE UNION:

- 2024 CUPE Winter School will take place on February 22-25 at Gimli Lakeview Resort & Conference Centre.

Sadly, we announce two members that have recently passed away.

- Bobby Steele, a retired member, passed away September 29th. Bobby worked for the City of Winnipeg for 29 years in the Parks and Rec department.
- Serge St.Vincent passed away suddenly on December 10th at the young age of 43. Serge worked in the Public Works department.

Our sincerest condolences go out the family, friends, and co-workers of these members.

CONCLUSION:

It is a pleasure and honour for me to be president of a well-respected Local at all levels in our city, province, and country!

I would like to thank all the members, staff, and executive for your hard work and dedication to the Local throughout the year, and to those who have to work over the holiday season to provide important city services,

thank you! I hope you're able to take some time to rest and share the joy of the season with your family and friends.

Best wishes for the holiday season and all the very best in the New Year!

Please share these current issues document with your co-workers

In solidarity,

Gord Delbridge
President

A handwritten signature in black ink, appearing to read "Gord Delbridge". The signature is written in a cursive, flowing style.