

# Streets Foreman Apprenticeship Program honors graduates

Graduates of the Streets Foreman Apprenticeship Training Program celebrated their successes at a ceremony held on August 18 at 1155 Pacific. Each participant received a certificate for their accomplishments. Joining them in their celebration, were the program organizers, instructors and civic and union officials.

Brian Barron, 1<sup>st</sup> Vice-President of Local 500, congratulated and thanked the organizers and participants for taking part in the program.

The program, developed by the Streets Maintenance Division, involves completing six modules scheduled throughout the year. Each module is based on the seasonal work activities that are undertaken by the Streets Maintenance Division. Each of the six modules includes a classroom component and a job shadowing component. Both components are key success factors in preparing the trainees for their role as a new Foreman.



Streets Foreman Graduates: (L-R) Earl Korba, Doug Barron, Mitch Enns and Chris Jette. Missing: Paul Jackson

The five graduates have now completed one full cycle of the program and will be added to the Streets Spare Foreman list.

Congratulations to all five new graduates!

## SCHEDULE OF MEETINGS

The following is a schedule of when Local 500 Central Council and Units meet. All meetings are held at the Union Centre, 275 Broadway except for Riverview Health Centre Unit.

### Central Council

4<sup>th</sup> Monday of the month, 7:00 pm, Room 2C

### Civic Services Unit

4<sup>th</sup> Monday of the month, 5:30 pm, Room 103

### Community Services Unit

4<sup>th</sup> Monday of the month, 6:00 pm, Room 104

### Public Works Unit

4<sup>th</sup> Monday of the month, 5:30 pm, Room 2A

### Riverview Health Centre Unit

3<sup>rd</sup> Tuesday of the month, 4:00 pm, Day Hospital, Classroom "E"

### Water and Waste Unit

2<sup>nd</sup> Thursday of the month, 7:00 pm, Room 104

## In Memoriam

*It is with deep regret we report the passing of Honorary Life members Don Chesky and Mary Wallace.*

*Our sincere sympathies go out to their families and friends.*

## Moving? Change in beneficiary? Name Change? Please let us know!

In order to keep our membership database current, please keep us informed of any information changes including addresses, names and changes to your beneficiary.

## Stay Connected!



# Communicator

## From the President Mike Davidson



Welcome to the fall edition of the Communicator. I hope everyone had a safe and enjoyable summer, with some much deserved time off to spend with family and friends.

The spring and summer kept the Local busy, but also brought much sadness to the CUPE family. In July, I was deeply saddened by the loss of former Local 500 President, Brother Ed Blackman. Ed was a highly-respected and dedicated labour leader in Manitoba, who served our Local from 1976 to 1993. And like all Canadians, we mourned the passing of federal NDP leader Jack Layton, a great leader and friend to the labour movement, who lost his strong fight against cancer on August 22. The Local extends its deepest condolences to the families and friends of Ed and Jack.

As we head into fall, the Local will be very busy with a number of events and activities. The 25<sup>th</sup> CUPE National Convention will be held in Vancouver from October 31 to November 4, where former Local 500 President Paul Moist, will be seeking re-election as our National President. We wish Brother Moist the best of luck!

In addition to the day to day labour relations matters, we will continue to focus on the following key issues:

- Completion of the first collective agreement at the Assiniboine Park Conservancy;

- Negotiation of a transition agreement for the Public Health Inspectors who will be transferring to the province;
- Collective bargaining with the Historical Museum Association of St. James Assiniboia, Varsity View Community Centre, Kirkfield Westwood Community Centre, St. Boniface Museum and Canlan Ice Sports;
- Continued work on internal and external communications, including our advertising campaign to highlight the work of our members.

In other news, the Commissionaires (RCMP "D" Division) have ratified a new two-year agreement. Our members at the Winnipeg Convention Centre will soon hear more details regarding the new expansion project. As well, the City of Winnipeg is looking at restructuring more civic departments including the creation of a new Parks Department. It's been almost 20 years since the City had a Parks and Recreation Department.

In closing, this summer was an exceptionally hot one and many of our members had to work in some unbearable conditions. I would like to thank and congratulate you all on a job well done!

Keep our Union strong!

## Local 500 Table Officers

### President

Mike Davidson

### 1<sup>st</sup> Vice President

Brian Barron

### 2<sup>nd</sup> Vice President

Shane Westover

### Treasurer

Howard McCubbin

### Secretary

Joan McMahon

### Warden

Dave Gaudreau

## Trustees

### 1 year

Keith Bousquet

### 2 year

Phil Dembicki

### 3 year

Margaret Feliksiak

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# Grievance & arbitration news

## Demotion grievance places onus on employer to adequately define performance standards

In a recent arbitration where a grievor was demoted from a Foreman position, Arbitrator Blair Graham ruled that the City failed to conclusively prove that the grievor was incapable of performing the requirements of the Foreman position.

This arbitration arose from a grievance filed by Local 500, challenging the City's demotion of a Foreman to a Utility position due to the employee's alleged performance deficiencies.

### The arguments

At the arbitration hearing, the City argued that the demoted employee failed to perform the duties and responsibilities of the Foreman position. The Union argued that the City failed to provide adequate direction and support to the employee. In his ruling, the Arbitrator found that the City failed to adequately define the performance standards required of a Foreman and did not specify the deficiencies in the grievor's performance. He further ruled that the City failed to provide an opportunity for the grievor to rectify those deficiencies.

### The award

The employer was ordered to compensate the grievor for loss of wages and benefits as a result of the demotion. The Union was also successful in having all references of the grievor's demotion removed from the employee's personnel file.

### More arbitrations ahead

The Local has continued to refer a number of grievances to arbitration as a means to enforce violations of the Collective Agreement.

"We have seen an increase in the number of grievances being referred to arbitration over the past couple of years," said Local 500 President Mike Davidson. "While the Union is always open to resolving issues without the intervention of a third party, there are times when arbitration is the only mechanism to resolve these issues."

The Local will remain diligent in pursuing all matters that have merit to ensure the rights of our members are protected.

If you are in a similar situation or feel that you may have received inequitable treatment, you should contact your shop steward immediately. Do not delay; there are time limits we must follow when filing a grievance.

### Want to serve as a shop steward?

If you are interested in becoming a shop steward, you should contact a member of your unit executive or the Local 500 office at 942-1001. Once we've added your name to our steward list, we'll contact you about upcoming steward training dates.

# Workshop held to expand political action involvement

The Local 500 Political Action Committee held a mini political action workshop on August 18 at the Union Centre.

Among the topics discussed were:

- Why we need political action;
- The best time to implement a political action plan;
- Basic components of an election campaign;
- Asking our members to get involved in political action.



Overall, participants identified actions needed to increase member involvement and mobilization during political election campaigns. They also saw a need for continued advocacy and lobbying work.

# Remembering Ed Blackman

"He was a gentleman, a great trade unionist and a respected leader."  
- Paul Moist, CUPE National President



The Local is deeply saddened by the loss of Brother Ed Blackman on July 12.

Ed served as the President of Local 500 from 1976 until his retirement in 1993. He also served as a General Vice-President on CUPE's National Executive Board and Vice-President of CUPE Manitoba.

"Ed's passing is an enormous loss for the CUPE family and the entire labour movement," said Local 500 President, Mike Davidson.

Ed was a noted and respected labour leader and an active member of the community. He will be remembered for his dedication to working people and his commitment to CUPE and its members. Ed will be deeply missed.



Working Families Manitoba is a community campaign of the Manitoba Federation of Labour (MFL). It is designed to raise awareness on issues that matter to working families.

The MFL's primary goals are to make sure politicians of all stripes pay attention to issues working families care about; and, that voters learn where their candidates stand on these issues, and consider those positions when casting their vote.

The Working Families Manitoba Campaign website talks about how important it is to protect workplace safety and financial security for working families - now and in the future. It provides a wealth of constantly updated information designed to help you make an informed decision when you vote in the October 4th Manitoba Provincial Election.

The health and safety of workers, a fair minimum wage and public services available to everyone, are not things we can afford to take for granted.

For information about what you should know before voting this fall, please visit the campaign website at [workingfamiliesmanitoba.ca](http://workingfamiliesmanitoba.ca)

October 4  
VOTE  
for what matters to  
working families

## Political Action Profile



### Dave Gaudreau

Local 500 member and activist Dave Gaudreau is running as the NDP candidate for St. Norbert in the October 4th Provincial Election.

"I'm very proud of Dave and congratulate him on his nomination," said Local 500 President, Mike Davidson. "We wish him the best of luck in his election campaign."

A journeyman welder by trade, Dave works for the City of Winnipeg, Fleet Management Services. He presently serves as the Local's Warden, 1<sup>st</sup> Vice-President of the Public Works Unit and Chair of the Political Action Committee.

Dave is an active volunteer and has organized fundraising events for Osborne House and W.I.S.H., an organization in St. Norbert that provides housing and supports to women and children affected by domestic violence.

Dave, his partner Michelle and his son Cody, make their home in south Winnipeg.