



# **PRESIDENT'S 2008 ANNUAL REPORT**

**Presented to:  
CUPE Local 500 Central Council**

**March 23, 2009**

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# INTRODUCTION

The purpose of this report is to review the events of the previous year and to anticipate and prepare for the challenges we will face in the upcoming year.

Local 500 had a busy year in 2008. Apart from the day to day servicing of our members, the Local dealt with a number of key priorities, including:

- ◆ The Economic Opportunity Commission (EOC) report which targeted a number of specific public services for contracting out, elimination, downsizing or privatization.
- ◆ 311 Contact Centre Campaign: This service was initially targeted to be contracted out by the City. The Local embarked on a successful nine-month campaign to have the new contact centre internally operated by its membership.
- ◆ A new governance model for Assiniboine Park.
- ◆ Proposal to contract out custodial services in the Building Services Division.
- ◆ A new By-law Enforcement team was created. This team is housed in one office and enforces the City's new neighbourhood livability by-law or parts of 27 existing municipal by-laws and two sections of the provincial health care acts.
- ◆ Proposed transfer of Park Police to a Park Patrol and Park Watch Ambassador model of operation.
- ◆ Local 500 continues to work with community groups and community coalitions.

Each of the above priorities required both time and resources from our members, activists and staff. In addition, the Local dealt with a number of grievances/arbitrations, WCB/LTD claims, bargaining and a number of other labour relation issues.

In 2008, Local 500 continued to be active in the following parent labour bodies:

- ◆ CUPE National
- ◆ CUPE Manitoba
- ◆ Manitoba Federation of Labour
- ◆ Winnipeg Labour Council

In 2008, Local 500 supported:

- ◆ The Winnipeg Folk Festival Children's Area
- ◆ The CLC Kids Summer Camp
- ◆ The Mayworks Picnic
- ◆ Safe Workers of Tomorrow
- ◆ The International Day for the Elimination of Racial Discrimination
- ◆ Women's Aboriginal Shelter Family
- ◆ Rossbrook House Christmas Party
- ◆ Global Connections Poster Tour
- ◆ Labour Christmas Tree
- ◆ Osborne House in memory of Shannon Scromeda

We also continued to work closely with the Council of Civic Unions made up of the Presidents of all eight (8) civic unions/associations. We firmly believe it's extremely important that all civic employees remain united and work together on all issues of mutual concern.



# REVIEW OF 2008 PRIORITIES

The 2007 Annual Report outlined a number of priorities for 2008. Listed below are a number of priorities and comments on action taken and results achieved.

- ◆ **Schedule the first meeting of the Joint City/CUPE Health and Safety Committee:**  
Results: A first meeting took place and more meetings are being planned for the future.
- ◆ **Actively Build Community Coalitions Regarding Issues of Common Interest:**  
Results: Meetings continued in 2008 with a local coalition of community activists concerned with the political direction being taken at City Hall.
- ◆ **Continued Focus on Improving Internal and External Communications:**  
Results: The Local has continued to improve and update the website. This form of communication highlights the many activities of our Local and our Union. It also profiles our members and the services they provide. As well, bulletin updates were published and faxed out on a regular basis. We also attended many workplace meetings and will continue to do this throughout 2009. In terms of external communications, the Local continues to speak out on a range of civic and other issues.
- ◆ **Participate in the City of Winnipeg Operating Budget Debate:**  
Results: The Local made presentations at various Standing Committees, Executive Policy Committee and City Council.
- ◆ **Continue workplace visits to promote the “Positively Public” Campaign in Connection to the Economic Opportunity Commission (EOC) Report:**  
Results: The Local scheduled and attended over 40 workplace meetings throughout the spring and summer months. In addition, the Local attended meetings with other union groups and other organizations.

◆ **Development and Implementation of a Member Contact Database (e-mail communication network):**

Results: The Local developed and implemented a member contact database that contains over 750 e-mail addresses. This system is used to communicate information and updates to our members via electronic e-mail.

◆ **Completion of the Water and Waste Supplementary Agreement:**

Results: There has been no agreement in place for many years and the agreement is now near completion.

◆ **Local 500's Commitment to Leadership Responsibilities to the Broader Labour Movement:**

Results: Local 500 activists continue to play key roles within all levels of CUPE, the Winnipeg Labour Council and the Manitoba Federation of Labour. Sister Sallie Caufield, President of Civic Services Unit, was newly elected to a table officer position at the Labour Council.



# LOCAL 500 COLLECTIVE AGREEMENTS—CURRENT STATUS

**City of Winnipeg (5,000 members)**

- December 31, 2007—December 31, 2010.

**Riverview Health Centre (463 members)**

- In the process of being ratified.

**St. Boniface Museum (8 members)**

- Concluded in 2008.

**Canlan (Highlander Sportsplex) (12 members)**

- Expires October 31, 2011

**Winnipeg Regional Health Authority (17 members)**

- In the process of being ratified.

**Winnipeg Convention Centre (114 members)**

- Entering into negotiations in 2009.

**Gateway Recreation Centre (7 members)**

- Concluded in 2008.

**Rural Municipality of East St. Paul (24 members)**

- Expires December 31, 2010

**Varsity View Arena (5 members)**

- In negotiations.

**Kirkfield- Westwood Arena (7 members)**

- In negotiations.

**Historical Museum of St. James Assiniboia (1 member)**

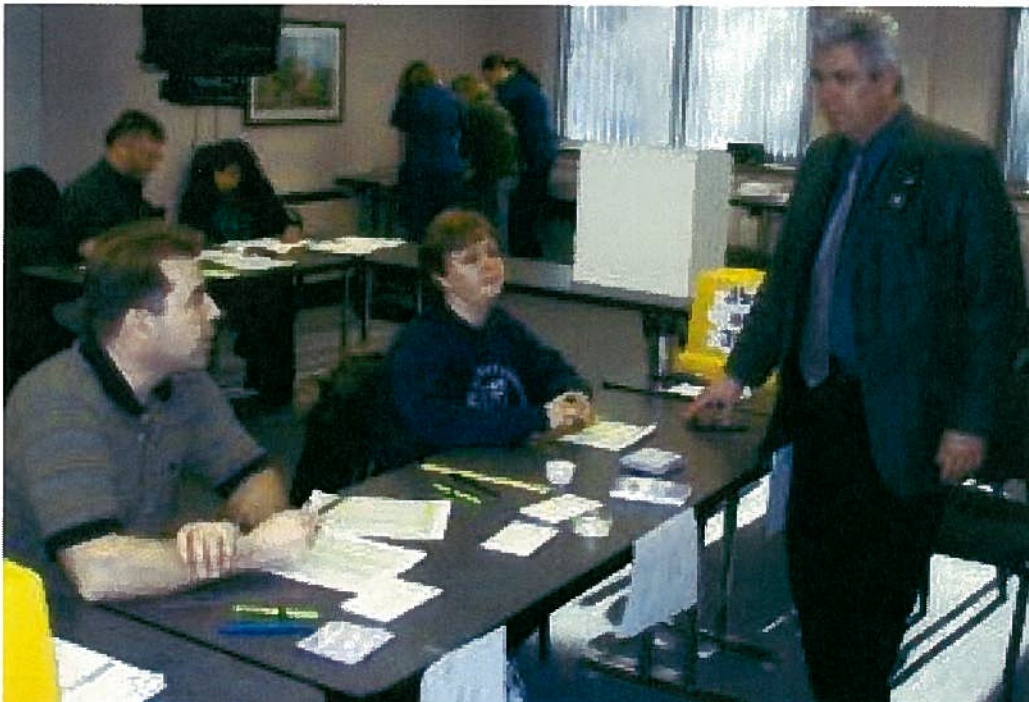
- In negotiations.

**Winnipeg Humane Society (96 members)**

- January 1, 2007—December 31, 2009.

**Commissionaires RCMP "D" Division (9 members)**

- February 10, 2008—March 31, 2011.





# HIGHLIGHTS OF LOCAL 500 ACTIVITIES IN 2008

In addition to collective bargaining and contract administration, the following highlights some of the key activities of Local 500 in 2008:

◆ **Improving Our Line of Communication to our Members:**

- Our member contact database continued to grow on a daily basis. This communication tool allows us to send out important information very quickly.

◆ **Office Review for Local 500:**

- An office review was conducted and completed by an outside consultant. There were a number of recommendations identified for the Local to consider implementing.

◆ **Cultural Research Survey Completed:**

- The results of the Cultural Research study were presented to the Local's Executive and staff. This information will be incorporated into the upcoming Executive Policy Conference for inclusion in our overall strategic plan.

◆ **Worked with Officials From Both the Municipal and Provincial Governments:**

- The Local continued to meet and work with elected officials from both the Municipal and Provincial Government.

◆ **Education:**

- CUPE Manitoba Winter School

◆ **Conferences/Conventions:**

- 44th CUPE Manitoba Convention.
- Federation of Canadian Municipalities Conference.
- Western Municipal Conference.
- Canadian Labour Congress Convention.

◆ **Campaigns:**

- Positively Public Campaign.
- 311 Contact Centre Campaign.
- Water & Wastewater Campaign.

◆ **Sponsorships:**

- Day of Mourning Ceremony.
- International Day for the Elimination of Racial Discrimination.
- 42nd Annual Civic Employees "Fun" Curling Bonspiel.
- Annual Police Charity Ball.
- Annual Fire Fighters Burn Fund Charity Ball.
- Riverview Tree of Lights.

◆ **Other Events:**

- Local 500's Les Butterworth Scholarship awards were handed out for the 28th consecutive year, this year's winners were:
  - Kaley Kawchuk—Scholarship Award
  - Larissa Kostyniuk—Bursary Award
  - Breanna Caye Perrelli—Bursary Award
  - Nicole Sarina DeMelo—Bursary Award



- The Annual Local 500 Honorary Life Dinner was held and the following individuals were inducted:
  - Barbara Verschoore
  - Denyse Lambert



◆ **Support to CUPE Locals and Other Unions:**

- CUPE Local 1975—University of Saskatchewan (Support Staff) and CUPE Local 1975-01—University of Regina (Support Staff).
- CUPE Quebec—Journal du Quebec.

# AFFILIATIONS

Local 500 remains active in various parent labour bodies, which we are affiliated to, including the following groups:

- CUPE National (560,000 members)
- CUPE Manitoba (24,000 members)
- Canadian Labour Congress (2.6 million members)
- Manitoba Federation of Labour (97,000 members)
- Winnipeg Labour Council (45,000 members)

# CUPE LOCAL 500 PRIORITIES—2009

- ◆ Participate in the 2009 City of Winnipeg Budget debate.
- ◆ Continue to make presentations and campaign in opposition of any recommendation that jeopardizes the public delivery of Winnipeg's Water.
- ◆ Continue to advance the "Positively Public" Campaign by mobilizing our members, working with coalition groups through workplace meetings and by increasing the number of members in our contact database.
- ◆ Continue the work of the Joint City/CUPE Health and Safety Committee.
- ◆ Form the first ever Local 500 Pension Committee.
- ◆ Complete a Local 500 Executive Policy Conference and strategic plan.
- ◆ Continued focus on improving internal membership communication as well as external communication.
- ◆ Local 500's commitment to fulfill our leadership responsibilities within CUPE, the broader labour movement and our community.

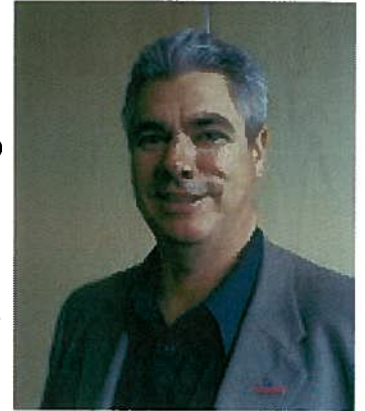


# CONCLUSION

Dear CUPE Local 500 Member:

Looking back over our experiences in 2008 offers us the opportunity to reflect on the many issues we faced and to better prepare us for the challenges ahead in 2009.

We should all be proud of our gains and successes over the past year. While we still have a lot of work and challenges ahead of us, I remain confident that our activists will continue to play a leading role both on the shop floor and in our communities.



By continuing to work together through cooperation and feedback, we can work through all challenges from a position of strength and unity.

I would like to take this opportunity to thank each and every member of Local 500 for both your membership and support. I would also like to thank our activists, executive members, elected officers and staff for their hard work and dedication to our local and our union.

Keep our union strong!

In solidarity,

A handwritten signature in black ink that reads "Mike Davidson". The signature is written in a cursive, flowing style.

Mike Davidson  
President

MD/ng  
cope 342

# **CUPE LOCAL 500**

## **LIST OF TABLE OFFICERS, STAFF, UNIT PRESIDENTS AND CHIEF STEWARDS**

### **TABLE OFFICERS:**

<b>Mike Davidson, President</b>	<a href="mailto:mdavidson@cupe500.mb.ca">mdavidson@cupe500.mb.ca</a>
<b>Brian Barron, 1st Vice President</b>	<a href="mailto:bbarron@winnipeg.ca">bbarron@winnipeg.ca</a>
<b>Gord Delbridge, 2nd Vice President</b>	<a href="mailto:gord_delbridge@msn.com">gord_delbridge@msn.com</a>
<b>Glenoria Molnar, Treasurer</b>	<a href="mailto:blackjak@mts.net">blackjak@mts.net</a>
<b>Sallie Caufield, Recording Secretary</b>	<a href="mailto:cupe500@hotmail.com">cupe500@hotmail.com</a>
<b>Cathy Williams-Stewart, Warden</b>	<a href="mailto:nstewar@mts.net">nstewar@mts.net</a>

### **STAFF:**

<b>Alex McClurg, SAO, Reclassifications</b>	<a href="mailto:amcclurg@cupe500.mb.ca">amcclurg@cupe500.mb.ca</a>
<b>Karen Byzuk, SAO, Communications</b>	<a href="mailto:kbyzuk@cupe500.mb.ca">kbyzuk@cupe500.mb.ca</a>
<b>Bob Ripley, SAO, Benefits &amp; Pension</b>	<a href="mailto:bripley@cupe500.mb.ca">bripley@cupe500.mb.ca</a>
<b>Shannon McAteer, CUPE Representative</b>	<a href="mailto:smcateer@cupe.ca">smcateer@cupe.ca</a>
<b>Allen Bleich, CUPE Representative</b>	<a href="mailto:ableich@cupe.ca">ableich@cupe.ca</a>
<b>Brian Ellis, CUPE Representative</b>	<a href="mailto:bellis@cupe.ca">bellis@cupe.ca</a>

**UNIT PRESIDENTS:**

<b>Sallie Caufield, Civic Services</b>	<b>cupe500@hotmail.com</b>
<b>Joan McMahon, Community Services</b>	<b>jmcmahon@winnipeg.ca</b>
<b>Brian Barron, Public Works</b>	<b>bbarron@winnipeg.ca</b>
<b>Shane Westover, Water &amp; Waste</b>	<b>swestover@winnipeg.ca</b>
<b>Valerie Sobiak, Riverview Health Centre</b>	<b>vsobiak@hotmail.com</b>

**CHIEF STEWARDS:**

**Donald Swanson, Canlan (Highlander Ice Sports)**

**Shane Bartelette, Gateway Recreation Centre**

**Gerrie Thornhill, Commissionaires (RCMP "D" Division)**

**Bonita Hunter-Eastwood, Historical Museum, Association of St. James Assiniboia**

**Jamie Jamieson, Kirkfield-Westwood Community Centre**

**Chris Pilat, Rural Municipality of East St. Paul**

**Pierrette Boily, St. Boniface Museum**

**Steve Kazubeka, Varsity View Community Centre**

**Gord Frost, Winnipeg Convention Centre**

**Lorraine Lindsay, Winnipeg Humane Society**

**Eileen Perillo, Winnipeg Regional Health Authority**