

## **1. Introduction**

Local 500 had a busy year in 2004. Apart from the day to day servicing of our members, the Local dealt with a number of key priorities, including:

- \* Spring 2004 civic by-election for Mayor and two City Councillors;
- \* Memorandum of Agreement with Manitoba Hydro re: former Winnipeg Hydro members;
- \* Memorandum of Agreement with the Assessment Department.

Each of the above priorities required both time and resources from our members 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 addition, Local 500 continued to be active in the following parent labour bodies:

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

We also continue 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.

The purpose of this report is to review the events of the past 12 months and to anticipate and prepare for the challenges we'll face in the upcoming year.

## **2. Review of 2004 Priorities**

The 2004 Annual Report outlines a number of priorities. Listed below are a number of priorities and comments on action taken and results achieved.

**(a) Negotiations**

- \* *RM of East St. Paul*  
Bargaining continues for a first agreement.
- \* *St. Boniface Museum*  
On May 4 and October 19, 2004 members received a 1.5% increase.
- \* *Highlander Sportsplex*  
Bargaining for a new agreement will start in January 2005.
- \* *Riverview Health Centre*  
Local issues bargaining has been completed, and central bargaining continues.

**(b) Winnipeg Labour Council and CUPE Manitoba**

CUPE Local 500 worked with the Winnipeg Labour Council and CUPE Manitoba in the 2004 civic by-election. The Winnipeg Labour Council has about 47,000 members and is made up of about 30 different unions including some of the civic unions.

**(c) Continued Focus on Improving Internal and External Communications**

In 2004 one issue of the Local 500 Communicator was published, along with numerous workplace bulletins. The Communicator highlights various activities in the Local and also profiles members and their families. Internal membership bulletins were published and faxed out on a regular basis.

In terms of external communications the Local continued to speak out in the media on a range of civic and other issues.

**(d) Local 500's Commitment to Leadership Responsibilities in the Broader Labour Movement**

Local 500 activists continue to play key roles within all levels of CUPE, the Winnipeg Labour Council and the Manitoba Federation of Labour.

The Local continues to speak out on important public policy issues such as minimum wage in our province. I continue to serve as 2<sup>nd</sup> Vice-President on the Winnipeg Labour Council Executive and other labour committees.

### ***3. Local 500 Collective Agreements - Current Status***

#### **City of Winnipeg (4882 members)**

Three-year agreement expires December 2005. On May 4 and October 19, 2004 members received a 1.5% increase.

#### **Riverview Health Centre (442 members)**

Twenty-six month agreement expired in June 2004. Negotiations still ongoing.

#### **St. Boniface Museum (13 members)**

On May 4 and October 19, 2004 members received a 1.5% increase.

#### **Highlander Sportsplex (15 members)**

Three-year agreement expired October 2004. Negotiations about to commence.

#### **Winnipeg Humane Society (68 members)**

Two-year agreement expires December 31, 2006.

#### **Winnipeg Regional Health Authority (14 members)**

Four-year agreement expires in May 2006. Members will receive a 3.75% increase in May 2005.

#### **Winnipeg Convention Centre (106 members)**

Three-year agreement expires on February 4, 2006. Members received a 3% increase in February 2004.

#### **Varsity View Arena (5 members)**

Agreement expires August 31, 2006. Members will receive a .50¢ increase in September 2005.

**Kirkfield- Westwood Arena (4 members)**

Three-year agreement expires February 5, 2006.

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

Three-year agreement expires December 31, 2005. Members received a 2.5% increase on January 1, 2005.

**4. Grievance / Arbitrations**

(i) The December 2004 Central Council minutes list the following number of grievances at Step 2 or beyond:

- \* Civic Services (6)
  - \* Community Services (1)
  - \* Public Works (11)
- Total 18**

(ii) Current Arbitrations:

As of December 31, 2004 Central Council minutes list a total of 21 grievances at the arbitration stage.

(iii) Arbitration Awards:

The Local received 4 arbitration awards in 2004.

**Policy Grievance – Contractors for Assessment Appeals – Civic Services**

In February 2004 the City's Assessment Department engaged contractors for assessment appeals. This was done without proper consultation or appropriate notice to the Union.

The Union filed a policy grievance contending Article 27 – "Technological Change" had been violated. The City denied there was any violation. The matter was referred to arbitration.

The arbitrator allowed the grievance in part and declared that the Department had breached its obligation to openly share information with the Union by advising the of its decision to contract out work. The arbitrator

directed the City, upon request from the Union, to provide information and particulars.

### **Policy Grievance – Public Works Department – Seasonal Employees Called Back to Work**

The Union filed a policy grievance alleging senior staff was not recalled to work. The City agreed it would not be necessary to argue the Union's motion but the arbitrator was asked to issue an Order of Consent.

The City conceded the grievance and agreed to pay compensation and benefits to each of the aggrieved employees.

### **Policy Grievance – Parks & Open Spaces – Seasonal Employee Layoffs**

The Union grieved the layoff of 82 seasonal employees in Parks & Open Space.

The employer asserted that the Supplementary Agreement of the former Parks & Recreation Department (merged into Public Works in 1998) was operational. The Union contended that the Supplementary Agreement was not operational and that the Collective Agreement's layoff and recall provisions must govern. The Union sought a declaration that Parks & Open Space Division employees have the right to bump junior Street Maintenance Division employees.

The arbitrator allowed the Union's grievance and the parties returned to the arbitrator three times before a total of three supplementary awards were given. The arbitrator agreed with the City's scenario in this award and a discount factor was applied to individual compensation payouts.

### **Training Position – Improper Layoff**

In February 2003 the City's Transportation Division enacted early layoffs for some six (6) staff.

The Union filed a policy grievance alleging that the laid off staff were senior to the staff who continued to work in the Division. The arbitrator granted a Consent Order.

The City agreed to pay damages to the employees in the Division.

**Note:** Copies of each of these awards are available by contacting the Local 500 Office.

### **5. *Overview of Local 500 Activities in 2004***

In addition to collective bargaining and contract administration, the Local has been busy on a number of issues, including:

- > The Local 500 Executive and staff met for two days in April in order to discuss and formulate a strategic direction for our Union over the next couple of years.

As a result, the Local has adopted a strategic plan that will focus its resources on three important areas of our operations during the next two years:

- internal and external communications;
  - organizing efficiently and effectively;
  - meeting the challenges of contracting-out, privatization, cutbacks and downsizing.
- > April 28<sup>th</sup> Day of Mourning ceremonies were held at City Hall, the Assiniboine Park Zoo, Pointe du Bois, 1155 Pacific Ave., the Waterworks Yard on Plinquet and the Waverley Yard for Solid Waste and Streets staff.
- > The Annual “P.S. We Care” campaign was held in September/October 2004 which saw the collection of used hockey and sporting equipment donated by Local 500 members and the community at large. This year we received lots of warm coats in very good condition and over 100 pairs of skates. These items were donated to the inner city.
- > Local 500’s Les Butterworth Scholarship awards were handed out for the 23<sup>rd</sup> consecutive year, this year’s winners were:

Kevin Head  
 Katrina Cvitko  
 Nathalie Dupont  
 Dan Huychebaert  
 Madison Rosas  
 Amy Tokarchuk

- > The Annual Local 500 Honourary Life Dinner was held on October 15<sup>th</sup> the following individuals were inducted:

Terry Furmaniuk  
 Elphie Curtis  
 Pat English

Congratulations to Bro. Ray Burr (Civic Services Unit), chair of the committee who worked hard to make this a fun and successful event.

- > For the third year in a row Local 500 hosted a staff appreciation barbecue at the Winnipeg Humane Society in June. The Society's Board is well underway with a fundraising campaign which will be used for a newly constructed facility to shelter animals.
- > We celebrated Health Care Support Workers Week at Riverview Health Centre and the WRHA in early October with many members participating in the festivities.
- > CUPE Local 500 held its 2<sup>nd</sup> Annual "Funtational" Golf Tournament on June 11<sup>th</sup>. About 70 people participated in the event with proceeds benefiting the Local 500 Les Butterworth Scholarship Fund.
- > Local 500 welcomes both inside and outside workers of the Municipality of East St. Paul who have decided to join Local 500. The Local looks forward to working with our new members on issues of mutual concern.
- > Local 500 held an Executive Leadership and Policy Conference on January 18 – 21, 2005, in Hecla. The Local's Executive and staff discussed and participated in a variety of team building workshops.
- > Local 500 continued to speak out through various Local 500 briefs / presentations (see attached list).

## **6. *Affiliations***

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

- \* CUPE National (539,000 members)
- \* CUPE Manitoba (24,000 members)
- \* Canadian Labour Congress (2.5 million members)
- \* Manitoba Federation of Labour (96,000 members)
- \* Winnipeg Labour Council (45,000 members)

## **7. *2005 Local 500 Priorities***

(a) City of Winnipeg:

- Participate in the 2005 budget debate;
- Monitor all developments at all City Special Operating Agencies;
- Clear the backlog of City arbitrations;
- Prepare for contract negotiations.

(b) Local 500's commitment to fulfill our leadership responsibilities within CUPE, the broader labour movement and our community in general.

## **8. *Staffing Changes***

In addition to the ongoing support that CUPE National gives Local 500 there is also the assignment of three National Representatives to the Local. Over the years these Representatives and their assignments have changed.

Bro. Rick Weind retired on January 7, 2005. Rick served the Local and its members very well and will be missed. The servicing assignments will be reviewed by the CUPE Manitoba Regional Director.

Bro. Alex McClurg, President of the Public Works Unit is the new temporary Special Assignments Officer, Reclassification. Alex brings with him much welcomed energy and experience.



## ***Conclusion***

The year 2004 has been busy and Local 500 has enjoyed many accomplishments as a strong united labour organization. This year also promises to be eventful and with many challenges and opportunities for Local 500 and our members and activists to play key roles in our workplaces and community.

I would like to thank all the members, executive, shop stewards, staff and the many activists for your hard work and support over the past year. It is an honor and a privilege to work full-time for CUPE and I look forward to our meeting whatever challenges we may face over the next year.

In solidarity,

Mike Davidson  
President

MD/pd  
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**LIST OF TABLE OFFICERS, STAFF,  
UNIT PRESIDENTS and CHIEF STEWARDS**

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