



# **President's 2005 Annual Report**

**Presented to:**

**CUPE Local 500 - Central  
Council**

**May, 2006**

## 1. Introduction

Local 500 had an eventful year in 2005. While continuing to do the day to day servicing of our members, the Local also dealt with a number of key priorities, including:

- The Contracting out of Garbage Collection - “Don’t trash us” campaign;
- The CUPE National Convention in October 2005 held in Winnipeg;
- 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 beyond Step 1 grievances/arbitrations (106 resolved), WCB/LTD claims (21 resolved), bargaining and a number of other labour relation issues.

As always, 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 on common issues facing all City of Winnipeg employees.

Similarly our activists from Riverview Health Centre and Winnipeg Regional Health Authority (WRHA) Dental Unit have been working with the Provincial Health Care Council.

This report will review the events of 2005 and help us to anticipate and prepare for the challenges we face in 2006.

## 2. *Review of 2005 Priorities*

The 2004 Annual Report outlined a number of priorities for 2005 which are listed below:

### (a) **City of Winnipeg:**

- Participate in the 2005 budget debate;
  - A presentation was made to EPC in March 2005
- Monitor all developments at all City Special Operating Agencies;
- Clear the backlog of City arbitrations;
  - The number of arbitrations has remained constant
- Prepare for City of Winnipeg contract negotiations.
  - CUPE Local 500 Pre-Bargaining Survey – May/June, 2005
  - Bargaining committee meets in September 2005
  - Bargaining commenced December 2005

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

- Local 500 has been well connected with a number of dedicated activists who participate in many areas of the Union movement

## 3. *Local 500 Membership – 2005*

The following is the number of Local 500 members by Unit or Affiliate:

Highlander (Canlan) Ice Sports	14
Civic Services Unit	682
Community Services Unit	1,796
Rural Municipality of East St. Paul	28
Kirkfield-Westwood Arena	4
Public Works Unit	1,654
Riverview Health Centre Unit	445
St. Boniface Museum	14

St. James Historical Museum	1
Water and Waste Unit	654
Winnipeg Humane Society	71
Winnipeg Regional Health Authority	16
Winnipeg Convention Centre	88
Varsity View Arena	7
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Total =	5,478

#### 4. Local 500 Collective Agreements – Current Status

##### **City of Winnipeg**

Three-year agreement expired December 30, 2005. In April 2005, members received a 3% increase.

##### **Commissionaires**

Bargaining continues for a first agreement.

##### **Gateway Recreation Centre**

Bargaining continues for a first agreement.

##### **Highlander Sportsplex (Canlan Ice Sports)**

Three-year agreement expires in October 2007.

##### **Historical Museum of St. James Assiniboia**

Current agreement expired in December 2005.

##### **Kirkfield-Westwood Arena**

Three-year agreement expired in February, 2006 – bargaining is currently underway.

##### **Riverview Health Centre**

Forty-five month agreement expires in 2008.

##### **Rural Municipality of East St. Paul**

Two-year agreement expires on December 31, 2007.

##### **St. Boniface Museum**

Three-year agreement expired December 30, 2005.

### **Varsity View Arena**

The current three-year agreement expires August 31, 2006. Bargaining for the Caretaker position will commence shortly.

### **Winnipeg Convention Centre**

The current agreement expired in March, 2006.

### **Winnipeg Humane Society**

Current agreement is set to expire December 31, 2006. Bargaining will commence this fall.

### **Winnipeg Regional Health Authority**

Current agreement extended to 2008.

## **5. Grievance/Arbitrations**

### *i) Issues and Grievances:*

<b>Unit/Affiliate</b>	<b>December 2004</b>	<b>December 2005</b>
Civic Services Unit	26	27
Community Services Unit	26	25
Highlander Sportsplex	1	0
Kirkfield-Westwood Community Centre	0	0
Public Works Unit	62	83
Riverview Health Centre Unit	5	13
RM of East St. Paul	0	2
St. Boniface Museum	3	0
St. James Historical Museum	0	0
Varsity View Community Centre	0	1
Water and Waste Unit	28	29
Winnipeg Convention Centre	9	15
Winnipeg Enterprises	1	0
Winnipeg Humane Society	4	1
Winnipeg Regional Health Authority	3	1
Pensions and Benefits	34	29
Reclassifications	16	49
<b>Total:</b>	<b>218</b>	<b>276</b>

*ii) Arbitrations*

**Arbitration Statistics 2005**

January 2005:	Civic Services	5
	Community Services	1
	Public Works	11
	Water and Waste	1
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	Total =	18
December 2005:	Civic Services	4
	Community Services	2
	Public Works	12
	Water and Waste	1
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	Total =	19

**6. Overview of Local 500 2005 Activities**

In addition to collective bargaining and contract administration, the following highlights some of the key activities of Local 500 in 2005:

**Education:**

- ✓ CUPE Manitoba Winter School February 10 – 13, 2005, Gimli;
- ✓ City of Winnipeg Alternative Service Delivery Seminar February 17, 2005, Winnipeg;
- ✓ Safety, Health and Organizational Wellness Seminar March 9, 2005, Winnipeg;
- ✓ Canadian Pension & Benefits Institute Training Session, March 17, 2005, Winnipeg;
- ✓ CLC Labour College of Canada (Kathy Todd) May/June 2005, Ottawa;
- ✓ CUPE National Staff Representative Trainee Program (Wally Skomoroh) October/November, 2005, Ottawa.

**Conferences/Conventions:**

- Local 500 Executive Policy Conference January 18 - 21, 2005, Gull Harbour Resort;
- Ways of Winning Conference February, 2005, Brandon
- Mel Myers 4<sup>th</sup> Annual Labour Conference March 4 & 5 2005, Winnipeg;
- 42<sup>nd</sup> CUPE Manitoba Annual Convention April 21 – 23, 2005, Brandon;
- CUPE Municipal Locals Event, May 31<sup>st</sup>, 2005, Toronto;
- Federation Of Canadian Municipalities Conference, June, 2005, St. John's Newfoundland;
- Western Municipal Worker's Conference, September 9 - 10, 2005, Kelowna;
- Manitoba Living Wage Conference, September 9 – 10, 2005, Winnipeg;
- CUPE National Convention, October 3 – 7, 2005, Winnipeg;
- Manitoba Federation Of Labour Think Tank, October 27 – 28, 2005, Winnipeg;
- CUPE Manitoba Think Tank - November 5, 2005, Winnipeg;
- Manitoba Municipal Employees Conference, November 17 – 20, 2005, Elkhorn

### **Campaigns**

- Day of Mourning, April 28<sup>th</sup>, 2005, Winnipeg
- Wal-mart Day of Greeting, Winnipeg
- Don't Trash Us - Contracting Out of Garbage, Winnipeg
- 6<sup>th</sup> Annual P.S. We Care Campaign, Winnipeg
- Health Care Support Worker's Week, October, 2005, Winnipeg
- CUPE Communities Day, October 5, 2005, Winnipeg

### **Sponsorships**

- ⇒ 40<sup>th</sup> Annual Civic Employees "Fun" Curling Bonspiel
- ⇒ Annual Police Charity Ball

### **Awards**

- ✓ Gold Level Award from the Human Resource Management Association of Manitoba for the Joint City/CUPE Education, Training and Staff Development Fund
- ✓ CAMA Learner Achievement Award (Dayna Paltridge) June, 2005, Winnipeg.

## **Other Events**

- 3<sup>rd</sup> Annual Local 500 Funtational Golf Tournament, June 24, 2005, Winnipeg;
- The Annual Local 500 Honourary Life Dinner was held October 14, 2005. The following individuals were inducted:

Peter Tartsch  
Serge Hurtubise

- Local 500's Les Butterworth Scholarship awards were handed out for the 25<sup>th</sup> consecutive year on September 29, 2005 to the following individuals:

**Scholarship:** Megan Prydun

**Bursary:**       Jude Friesen  
                      Jillian Todd  
                      Marie-Francis Markmann

## **7. 2006 Local 500 Priorities**

- Formation of a Women's Ad Hoc Committee to study and determine women's involvement in Local 500;
- Complete the Review of the Local 500 By-laws and policies to include the following:
  - a more transparent Local 500 hiring process;
  - Unit President meetings with Local 500 President;
  - policy on members holding dual union roles of staff and holding political office;
  - organization of bargaining committees (Executive Policy Conference, 2005); and
  - running for labour positions outside of Local 500.
- Complete the Local 500 Strategic Plan from 2004 by providing direction to each Strategic Plan Committee (Communications, Contracting Out and Organizing);



- Develop a CUPE Local 500 activist plan and structure to include training, education, recruitment, job descriptions, etc.;
- Develop a political action strategy including mobilizing our membership, developing a database and communications network;
- Continued focus on improving internal membership communication as well as external communication;
- Successful completion of the following negotiations:
  - City of Winnipeg
  - Winnipeg Convention Centre
  - Kirkfield-Westwood Arena
  - Historical Museum of St. James Assiniboia
  - St. Boniface Museum
  - Varsity View Arena
  - Commissionaires – First Agreement
  - Gateway Recreation Centre – First Agreement

## **8. Conclusion**

In closing, I would like to thank all activists and staff for your hard work and dedication to our Local's membership.

It is an honor for me to serve as Local 500 President and I look forward to meeting the challenges we face over the next year.

In solidarity,

Gary Swanson  
President

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## LIST OF TABLE OFFICERS, STAFF, UNIT PRESIDENTS and CHIEF STEWARDS

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