



# **President's 2006 Annual Report**

**Presented to:**

**CUPE Local 500 - Central Council**

May, 2007

## Introduction

CUPE Local 500 continues to do the most important work of daily representing our fellow members in our various workplaces.

- The Local dealt with a number of beyond Step 1 grievances/arbitrations (192 resolved from 2005), WCB/LTD claims (18 resolved from 2005), bargaining and a number of other labour relation issues.

As well, we continue to address and challenge our internal processes to improve how our Local does our work. In 2006:

- The Local also established two Ad hoc Committees; a women's committee looking at women's participation in the Local and a harassment committee assigned to develop a harassment policy for Local 500. Both will fulfill their mandates in 2007.

The membership of CUPE Local 500 continued to face numerous challenging proposals from our many employers. Listed below are a few of these major issues.

- The Assiniboine Park campaign.
- The sale of Glacial Sand and Gravel for \$11,000,000.00 and redeployment of 6 members.
- Redeployment of the Refuse Workers and completion of the transfer of refuse pick-up to the private sector.

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.

Beyond the labour movement, Local 500 developed closer links to “like-minded” community organizations such as the Canadian Centre for Policy Alternatives and the coalition who planned the Community Roundtable in September 2006.

In 2006, the Local 500 supported the Winnipeg Humane Society building fund, the Winnipeg Folk Festival Children’s Area, the CLC Kids Summer Camp, the International Mural Festival and Symposium, the Mayworks Picnic, the Wendy Yousif social, Manitoba Palliative Care, Safe Workers of Tomorrow, the International Day for the Elimination of Racial Discrimination, Women’s Aboriginal Shelter family, MFL Day of Remembrance, Rossbrook House Christmas Party, Manitoba Easter Seals, and Leaf Manitoba Breakfast.

Internally, Pauline D’Hoore retired from her secretary position after many years service with Local 500. Norina Grestoni was hired to replace Pauline and has quickly become part of the team on the 7<sup>th</sup> floor.

Local 500 also lost some present and past Union Activists, Brother’s Shaun Chapko and Sister’s Muriel Derham

The Local was also successful in extending both staff Collective Agreements.

This report will review the events of 2006 and help us to anticipate and prepare for the challenges we face in 2007.

## **1. Review of 2006 Priorities**

The 2005 Annual Report outlined a number of priorities for 2006 which are listed below:

- ❖ Formation of a Women’s AD Hoc Committee to study and determine women’s involvement in Local 500;

Results: The Women's Committee has been steadily working to fulfill their mandate. We should expect to see their report in 2007.

- ❖ Complete the Review of the Local 500 By-laws and policies:
  - propose a 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.

Results: All the items above have been addressed by the Committee. The review is not yet complete.

- ❖ Complete the Local 500 Strategic Plan from 2004 by providing direction to each Strategic Plan Committee (Communications, Contracting Out, Organizing);

Results: The Organizing committee has forwarded a report to the CUPE regional office. The whole strategic plan will be worked on at the May Executive Policy Conference in Gimli.

- ❖ Develop a CUPE Local 500 activist plan and structure to include training, education, recruitment, job descriptions, etc.;

Results: A framework document is being drafted for the Table Officers.

- ❖ Develop a political action strategy including mobilizing our membership, developing a database and communications network;

Results: The database has been completed. Mobilization of our membership will be evaluated by the Political Action Committee. A communications network will be acted upon later.

- ❖ Develop a social campaign to bring the Local to the membership (i.e. lunch barbeques, breakfast and coffee meetings, personal email, bulletin updates, Local 500 stickers, etc).

Results: Primarily this priority was given to the Local 500 standing Social and Sports Committee. This committee continues to refine the Local's approach to workplace meetings and bringing the Local to workplaces. Work continues on

updating our electronic communication and our communications framework overall.

## **2. Local 500 Membership – 2006**

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

Highlander	41
Civic Services Unit	716
Commissionaires	36
Community Services	1376
Rural Municipality of East St. Paul	29
Gateway CC	10
Kirkfield-Westwood CC	5
Public Works	1292
Riverview	619
St. Boniface Museum / St. James	31
Water & Waste	672
Wpg Humane Society	97
Wpg Regional Health Authority	20
Wpg Convention Centre	150
Varsity View CC	5
TOTAL	<hr/> 5099

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

### **1. City of Winnipeg**

Two-year agreement expires December 30, 2007. Members received a 1.75% increase Pay Period 1 for 2006 and 2.25% increase Pay Period 1 for 2007.

### **2. Commissionaires**

Three-year agreement expiring March 31, 2009. April 1, 2007 members receive a fifty cent per hour increase.

### **3. Gateway Recreation Centre**

Two-year agreement expiring June 30, 2008. June 1, 2007 members receive a fifty cent per hour increase.

**4. Highlander Sportsplex (Canlan Ice Sports)**

Three-year agreement expires October 31, 2007.

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

Current agreement expired in December 2005. Currently bargaining on hold pending St. Boniface Museum bargaining.

**6. Kirkfield-Westwood Arena**

Three-year agreement expired in February, 5, 2009. In February members received a 2.5% increase.

**7. Riverview Health Centre**

Forty-five month agreement expires March 31, 2008.

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

Three -year agreement expires on December 31, 2007. In January members received a 2.5% increase.

**9. St. Boniface Museum**

Three-year agreement expired December 30, 2005. Bargaining is still in progress.

**10. Varsity View Arena**

The current three-year agreement expired August 31, 2006. Bargaining is in progress.

**11. Winnipeg Convention Centre**

A 3 year agreement with a wage increase of 3% in each of the 3 years. The current agreement will expire in March, 2009.

**12. Winnipeg Humane Society**

Three-year agreement expires December 31, 2009. January 2007 members received a 3% increase.

**13. Winnipeg Regional Health Authority**

Current agreement expires March 31, 2008.

#### 4. Issues/Grievance/Arbitrations

##### *Issues and Grievances:*

Unit/Affiliate	Dec 2004	Dec 2005	Dec 2006
Civic Services Unit	26	27	22
Commissionaires	n/a	n/a	2
Community Services Unit	26	25	29
Highlander Sportsplex	1	0	0
Kirkfield-Westwood Community Centre	0	0	0
Public Works Unit	62	83	67
Riverview Health Centre Unit	5	13	10
RM of East St. Paul	0	2	1
St. Boniface Museum	3	0	3
St. James Historical Museum	0	0	1
Varsity View Community Centre	0	1	5
Water and Waste Unit	28	29	39
Winnipeg Convention Centre	9	15	2
Winnipeg Enterprises	1	0	n/a
Winnipeg Humane Society	4	1	7
Winnipeg Regional Health Authority	3	1	2
Pensions and Benefits	34	29	35
Reclassifications	16	49	20
<b>Total:</b>	<b>218</b>	<b>276</b>	<b>245</b>

##### *Arbitrations*

December 2005:	Civic Services	4
	Community Services	2
	Public Works	12
	Water and Waste	1

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Total = 19

December 2006:	Civic Services	1
	Community Services	0
	Public Works	4
	Water and Waste	0
	Commissionaires	1

East St. Paul	1
<u>Varsity View</u>	<u>2</u>
Total =	9

## 5. Overview of CUPE Local 500 - 2006 Activities

In addition to collective bargaining and contract administration, the following highlights some of the key activities of Local 500 in 2006:

### Education:

- ✓ CUPE Manitoba Winter School February 10 – 13, 2006, Gimli;
- ✓ CLC National Literacy Workshop, November 30 – December 3, 2006, Ottawa;
- ✓ CLC Political Action School, August 25 -28, 2006, Winnipeg;
- ✓ Prairie School for Union Women, June 11 – 15, 2006; Regina, Saskatchewan;

### Conferences/Conventions:

- Local 500 Executive Policy Conference April 5 - 7, 2006, Gimli;
- Occupational Health and Safety Conference January 24 & 25, 2006; Winnipeg;
- Mel Myers 4<sup>th</sup> Annual Labour Conference March 3 & 4 2006, Winnipeg;
- 42<sup>nd</sup> CUPE Manitoba Annual Convention April 26 – 28, 2006, Dauphin;
- MFL Health and Safety Conference, May 11 & 12, 2006, Thompson;
- Mayor's Summit, May 3 & 4, 2006, Winnipeg;
- Western Municipal Worker's Conference, June 14 - 17, 2006, Saskatoon;
- Winnipeg Community Roundtable, September 27, 2006, Winnipeg;
- CUPE National Aboriginal Conference, May 4 – 7, 2006, Saskatoon;
- Manitoba Federation Of Labour Convention, November 2 – 5, 2006, Winnipeg;
- CUPE National Human Rights Conference - November 23 – 27, 2006, Vancouver;
- Manitoba Municipal Employees Conference, September 14 – 17, 2006, Denare Beach;

### Campaigns

- Day of Mourning, April 28<sup>th</sup>, 2006, Winnipeg



- ⇒ Assiniboine Park, Keep our Park Public, Winnipeg;
- ⇒ 7th Annual P.S. We Care Campaign, Winnipeg;
- ⇒ CUPE Communities Day, October 5, 2006, Winnipeg.

### **Sponsorships**

- ⇒ 40<sup>th</sup> Annual Civic Employees "Fun" Curling Bonspiel
- ⇒ Annual Police Charity Ball
- ⇒ Annual Fire Fighters Burn Fund Charity Ball
- ⇒ Riverview Tree of Lights

### **Awards**

- ✓ CAMA Award of Excellence for Municipal Workplace Literacy Achievements, Joint Essential Skills Program (Marnie Turner) June 2-5, 2006, Montreal.
- ✓ Ambassador Plaque presented to CUPE National from the Convention Centre

### **Other Events**

- 4th Annual Local 500 Foundational Golf Tournament, June, 2006, Winnipeg;
- The Annual Local 500 Honourary Life Dinner was held October 20, 2006. The following individuals were inducted:
  - Brother David Bowles – Clerical Unit
  - Brother Michael MacKinnon – Hydro Unit
  - Brother Con Sanchez – Riverview Health Centre Unit
  - Sister Kathy Todd – Water & Waste Unit
- Local 500's Les Butterworth Scholarship awards were handed out for the 25th consecutive year on September 27, 2006 to the following individuals:

**Scholarship:** Selena Papetti

**Bursary:** Lindsay Irwin  
Elesio Lasuba  
Grace Sniezek

## 6. 2007 Local 500 Priorities

- The Local is expecting the Women's Ad Hoc Committee report and recommendations. The Local will be looking to implement as many recommendations as possible in 2007;
- The Review of the Local 500 By-laws and policies is very near completion and will be presented to the membership. Many of the issues highlighted last year have been dealt with by the committee such as:
  - 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 (EPC05); and
  - running for labour positions outside of Local 500.

Finish the Local 500 Strategic Plan from 2004 to each Strategic Plan Committee (Communications, Contracting Out, Organizing)

- Develop a CUPE Local 500 activist plan and structure to include training, education, recruitment, job descriptions, etc.
- Actively build community coalitions regarding issues of common interest
- Continued focus on improving internal membership communication as well as external communication.

## 7. 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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