

CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 500

PRESIDENT'S REPORT

Central Council
December 22, 2025

CUPE / *Canadian Union*
of Public Employees
Local 500

BARGAINING UPDATE - CITY OF WINNIPEG

The CUPE Local 500 Bargaining Committee returned to the table with the employer on December 2nd, 3rd, and 11th. We continued to review and work through collective agreement language proposals that we made good progress on.

As a reminder, monetary discussions begin only after both parties have completed negotiations on collective agreement language, articles, and letters of understanding.

We meet again on January 6th, 14th, and 21st with additional bargaining dates currently being discussed.

ESSENTIAL SERVICES AGREEMENT

Discussions with the employer regarding the Essential Services Agreement are ongoing. While this work continues behind the scenes, CUPE 500 remains engaged in the process and focused on ensuring members' rights and the protection of public services are upheld.

As required under new legislation, an ESA must be negotiated before any job action can take place.

While the legislation states that parties must discuss essential services 180 days before a collective agreement expires and must finalize an ESA 90 days prior, due to the timing of when legislation passed, we weren't able to meet the timeline requirements. Therefore, negotiations will continue. However, no strike action or lockout can occur until an ESA has been either agreed to by the parties or imposed by the Manitoba Labour Board (MLB).

COMPOST PICK UP

On December 9th, I presented to the Executive Policy Committee in support of bringing compost pickup delivery in-house. I emphasized the importance of protecting public services that are performed by public workers and ensuring the City retains control over essential waste services.

Delivering compost pickup in-house helps maintain accountability, service quality, and long-term cost stability for residents, while also protecting good, unionized jobs. When municipalities rely solely on private delivery models, we often see costs increase and service standards decline — a concern many Winnipeggers already recognize when reviewing their water and waste bills.

GOOD OF THE UNION: DATES TO REMEMBER:

December 24- Christmas Eve

December 25- Christmas Day

December 26- Boxing Day

January 1- New Years Day

* The office will be closed from December 24th and reopen on January 2nd.

CONCLUSION:

In closing, I want to wish all members a safe and restful holiday season spent with family and friends. Please take care, stay warm, and continue to watch out for one another.

Please share this document with your co-workers.

In solidarity,

A handwritten signature in black ink, appearing to read "Gord Delbridge". The signature is fluid and cursive, with the first name "Gord" being more prominent.

Gord Delbridge, President

GD/ng
cope 342