

CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 500

PRESIDENT'S REPORT

Central Council
January 26, 2026

CUPE / *Canadian Union*
of Public Employees
Local 500

BARGAINING UPDATE - CITY OF WINNIPEG

The CUPE Local 500 Bargaining Committee met with the employer on December 2, 3, and 11, and again on January 6, 14, and 21. During these sessions, the parties continued working through collective agreement language proposals, making steady and meaningful progress on a number of items.

As a reminder, discussions related to monetary matters begin only after negotiations on collective agreement language, articles, and letters of understanding are complete. Additional bargaining dates are currently being discussed.

Our primary focus remains overseeing and securing the strongest collective agreement our members deserve. We recognize the importance of making meaningful additions and improvements to collective agreement language and are actively focused on this work. The next phase of negotiations will concentrate on achieving a wage increase that is both necessary and fair for everyone.

ESSENTIAL SERVICES AGREEMENT

Discussions with the employer regarding the Essential Services Agreement (ESA) are ongoing. While much of this work occurs outside of public view, CUPE Local 500 remains actively engaged and focused on protecting members' rights and safeguarding public services.

Under current legislation, an ESA must be negotiated before any job action can take place. The legislation also requires that discussions begin 180 days prior to the expiry of a collective agreement, with the ESA finalized 90 days before expiry. Due to the timing of when the legislation was enacted, these timelines could not be met, and negotiations are therefore continuing.

Until an ESA is either agreed to by the parties or imposed by the Manitoba Labour Board (MLB), no strike or lockout can occur.

PENSION PLAN UPDATE

On January 7, I met with the CEO of our pension plan. Our pension remains a top priority, and maintaining a strong, collaborative relationship with the plan's leadership is essential.

The plan continues to perform very well, which is positive news for our members and their long-term retirement security.

GOOD OF THE UNION: DATES TO REMEMBER:

January 27-International Holocaust Remembrance Day

January 29- National Day of Remembrance of the Quebec City Mosque Attack

February 1- Black History Month

CONCLUSION:

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
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