

**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL 500**

**PRESIDENT'S REPORT**

**Central Council  
February 23, 2026**

***CUPE*** / *Canadian Union  
of Public Employees*  
***Local 500***

## **BARGAINING UPDATE - CITY OF WINNIPEG**

Your Bargaining Committee continues to work diligently on your behalf to secure a fair and strong collective agreement.

To date, the Committee has met with the employer on December 2, 3, and 11, as well as January 6, 14, and 21. During these sessions, both parties focused on reviewing and negotiating collective agreement language, articles, and letters of understanding. We are pleased to report that steady and meaningful progress has been made on a number of items.

As a reminder, negotiations on monetary issues, including wages will begin only after agreement is reached on collective agreement language. This is standard practice in bargaining and ensures that all non-monetary provisions are properly addressed first.

While there have been no bargaining sessions in February, this is due to scheduling conflicts, including arbitrations and other necessary matters that require attention from both parties. Although bargaining is a top priority, these obligations must also be addressed.

We have now confirmed upcoming bargaining dates on March 3, 11, and 19, when discussions will continue. As we move forward, the next phase of negotiations will focus on achieving a wage increase that is both necessary and fair for all members.

Your Bargaining Committee remains committed to advocating for meaningful improvements and securing the strongest possible collective agreement.

We will continue to keep you informed as negotiations progress.

## **ESSENTIAL SERVICES AGREEMENT**

We want to provide members with an update on the ongoing discussions regarding the Essential Services Agreement (ESA) and address some questions that have been raised.

Negotiations with the employer on the ESA are continuing. While much of this work takes place outside of public view, please be assured that we remain fully engaged and focused on protecting members' rights while also ensuring that critical public services are maintained.

We understand that some members may be concerned about the time this process is taking. It is important to be clear: **the ESA is not a stall tactic**. This is a required and significant part of the bargaining process under current legislation.

The law requires that an ESA be in place before any job action—strike or lockout—can legally occur. It also sets out timelines that require ESA discussions to begin 180 days prior to the expiry of a collective agreement, with the agreement finalized 90 days before expiry. Due to the timing of when this legislation was enacted, those timelines could not be met, and as a result, discussions are continuing.

Until an ESA is either agreed to by the parties or imposed by the Manitoba Labour Board, **no job action can take place**.

It is also important to understand that the ESA is not simply a procedural step - it will set a precedent for this and all future

rounds of bargaining. The decisions made now will have long-term impacts on our members' rights, our ability to take job action, and how essential services are defined moving forward.

For that reason, we are taking a diligent and careful approach. We must ensure that any agreement reached is precise, fair, and does not unnecessarily restrict our collective strength in future negotiations.

We appreciate your patience and continued support as we work through this critical stage. Our goal remains clear: to protect your rights and secure the strongest possible agreement - both now and in the future.

## **WORPLACE ORIENTATIONS**

Although there is still snow on the ground, the City has begun posting summer seasonal positions.

If you become aware of any workplace orientations being scheduled for new seasonal employees, please notify the CUPE Local 500 office as soon as possible. This allows us to coordinate with the employer to arrange a union presentation.

These presentations are an important opportunity to connect with new members, provide information about their rights, and ensure they understand the role of their union.

## **RELAUNCH OF STATION DOGGIE DATES**

The Winnipeg Fire Paramedic Service (WFPS), in partnership with the Winnipeg Animal Services Agency, is relaunching the **Station Doggie Dates** program. The program will place adoptable, well-socialized dogs at three designated fire stations to support member wellness while helping increase dog adoptions.

The relaunch of the Station Doggie Dates program offers meaningful benefits for both members and the community. By introducing well-socialized, adoptable dogs into designated stations, the program supports member wellness, helps reduce stress, and contributes to a positive and supportive workplace environment.

## **LIBRARIES WORKPLACE SURVEY**

We presented the results of the Libraries Health and Safety Survey on February 2<sup>nd</sup>. Members can view the full survey results on the Community Services Unit page of our website.

The Local will continue to monitor workplace concerns and track progress, advocating for ongoing improvements to ensure a safe and healthy work environment for all members.

## **GOOD OF THE UNION: DATES TO REMEMBER:**

**March 8-** International Women's Day

**March 21-** International Day for Elimination of Racial  
Discrimination

**March 22-** World Water Day

**CONCLUSION:**

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, written in a professional style.

Gord Delbridge, President

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