CUPE | Canadian Union of Public Employees
Local 500

**CUPE LOCAL 500**
**203—275 Broadway**
**Winnipeg, Manitoba**
**R3C 4M6**
**204-942-1001**
***email: union@cupe500.mb.ca***
***website: cupe500.mb.ca***

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*Sept. 2026*

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# MEMBER HANDBOOK



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# EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

MARK HANCOCK, CUPE National President

# AFFILIATES

| | WORK | CELL |
|---|---|---|
| **Assiniboine Park Conservancy**<br>**Lead Steward:** Betty Ann Blair | | 333-5253 |
| **Canlan (Highlander Ice Sports)**<br>**Lead Steward:** Donald Swanson | 784-8888 | |
| **Downtown Community Safety Partnership (DCSP)**<br>**Lead Steward:** Vacant | | |
| **Emterra Enviromental**<br>**Lead Steward:** Vacant | | |
| **Gateway Recreation Centre**<br>**Lead Steward:** Glenn Tuckett | | 667-6666 |
| **Historical Museum Association of St. James Assiniboia**<br>**Lead Steward:** Vacant | | |
| **Kirkfield-Westwood Community Centre**<br>**Lead Steward:** Jamie Jamieson | 832-0038 | |
| **Rural Municipality of East St. Paul**<br>**Lead Steward:** Chris Pilat | 661-5844 | |
| **St. Boniface Museum**<br>**Lead Steward:** Erin Bockstael | | 951-1947 |
| **Southdale Community Club**<br>**Lead Steward:** Vacant | | |
| **Varsity View Community Centre**<br>**Lead Steward:** Steve Kazubeka | 837-9952 | |
| **Winnipeg Convention Centre**<br>**Lead Steward:** Joanne Bjornson | 957-4509 | |
| **Winnipeg Humane Society**<br>**Lead Steward:** Vacant | | |

# SCHEDULE OF UNIT MEETINGS

**Civic Services Unit**
Meets the third Monday of the month at 5:30 pm.
Room 2A—Union Centre, 275 Broadway

**Community Services Unit**
Meets the third Monday of the month at 5:30 pm.
(Executive) & 6:00 pm (Members)
Room 104—Union Centre, 275 Broadway

**Public Works Unit**
Meets the third Monday of the month at 6:00 pm.
Room 2B—Union Centre, 275 Broadway

**Water and Waste Unit**
Meets the third Wednesday of the month at 6:30 pm.
Room 103—Union Centre, 275 Broadway

**Riverview Health Centre Unit**
Meets the third Tuesday of every month (except July & August) - Day Hospital Classroom E at 4:00 pm. Executive—2nd Tuesday of every month at 4:00 pm in Classroom D

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**CUPE Local 500 Executive**
Meets the second Monday of the month at 6:00 pm.
Room 103—Union Centre

**CUPE Local 500 Central Council**
Meets the fourth Monday of the month at 7:00 pm.
Room 2C–Union Centre

# PRESIDENT'S MESSAGE




Welcome to the Canadian Union of Public Employees (CUPE) Local 500. I hope this booklet is helpful to you in understanding our Union and the rights you enjoy as a member.

As a new employee in the bargaining unit, you are represented by the Canadian Union of Public Employees, Local 500.

Like many employees, this may be the first time you have been represented by a Union and might have some questions about what this means to you.

Union representation means that Local 500, with your active participation, negotiates and administers a legally binding contract known as a Collective Agreement on your behalf.

A Collective Agreement sets forth your wages, benefits, hours, and nearly all of your working conditions. Because all employees negotiate together through the Union, workers receive higher wages and better benefits than non-Union workers in similar jobs.

Our Union is only as strong as its members, so I would encourage you to participate and have a voice regarding your workplace.

If you have any questions about our Union, please see the shop steward representing your work area or contact the Local 500 office at 204-942-1001.

In closing, I wish you well in your new job and look forward to your active support.

In solidarity,
Patrick Troughton, CUPE Local 500 President

# ABOUT OUR UNION

With more than half a million members across Canada, CUPE represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines.

A strong and democratic Union, CUPE is committed to improving the quality of life for workers in Canada. Women and men working together to form local Unions built CUPE. They did so to have a stronger voice – a collective voice – in their workplace and in society as a whole.

Together they have won the right to negotiate their wages and working conditions; to stop arbitrary action by employers; and to speak out without fear of reprisal.

CUPE members are service-providers, white-collar workers, technicians, labourers, skilled trades people and professionals. More than half of CUPE members are women. About one-third are part-time workers.

CUPE is a modern, dynamic and sophisticated Union with more than 70 offices across the country. Workers, united through CUPE, have the clout and expertise to deal with the growing complexities of our global economy.



# CUPE NATIONAL STAFF

CUPE National Staff Representatives are assigned to the Local to work with the leadership and members to carry out the day-to-day labour relations work.

Each staff representative is assigned to a specific Unit/Affiliate:

**Please call the CUPE Regional office at 204-942-0343 for a list of CUPE National Staff Representatives who are currently assigned to CUPE Local 500.**

# UNITS

| | CELL |
|---|---|
| **Civic Services Unit** | |
| President: Andrea Sontag | 204-226-0882 |
| Recording Secretary: Cheryl Evans | 431-998-2717 |
| **Community Services Unit** | |
| President: Phil Dembicki | 204-799-3456 |
| Recording Secretary : Kim Tuesday | 204-999-5251 |
| **Public Works Unit** | |
| President: Jonathan Shalapata | 204-619-1673 |
| Recording Secretary: Christie Bachynski | 204-986-7511 |
| **Riverview Health Centre Unit** | |
| President: Carlos Carillo | 204-330-0345 |
| Recording Secretary: Cheryl Lindsay | 204-891-9578 |
| **Water & Waste Unit** | |
| President: Rachel Hildebrandt | 204-430-6209 |
| Recording Secretary: Kristy Halliday | 204-470-0434 |

# LOCAL 500 STAFF

**Local 500 Staff—Phone: 204-942-1001**

The President works full-time on behalf of the members and has overall responsibility for the operations of the Local as directed by the Constitution and Governing By-Laws.

**President:** Patrick Troughton

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Local 500 staff members carry out much of the day-to-day work of the union office. They are:

**Rebecca Scott**
Special Assignments Officer– Communication/Education
Email: rscott@cupe500.mb.ca

**Nicholas McClurg**
Special Assignments Officer— Benefits/Reclass
Email: nmcclurg@cupe500.mb.ca

**Anna Manicotto**
Administrative Support
Email: amanicotto@cupe500.mb.ca

**Norina Grestoni**
Administrative Support
Email: ngrestoni@cupe500.mb.ca

**Gerry Gaudreau**
Bookkeeper
Email: ggaudreau@cupe500.mb.ca

# ABOUT LOCAL 500

Local 500 has approximately 5,000 members. We represent all City of Winnipeg employees except fire, paramedics, police, transit workers and management. We also represent employees at Riverview Health Centre and other workplaces such as the Winnipeg Convention Centre and the Winnipeg Humane Society. Because of our size and diversity, Local 500 is divided into units and affiliates. Units are made up of a large number of members with common job concerns and similar working conditions. Affiliates are small groups of employees with the same employer.

**Units/Affiliates**

**Every member of Local 500 belongs to a unit or an affiliate. The Local 500 Units are: Civic Services Unit, Community Services Unit, Public Works Unit , Riverview Health Centre Unit and Water and Waste Unit.**

The Local 500 **Affiliates** are: **Assiniboine Park Conservancy, Canlan Ice Sports (Highlander), Downtown Community Safety Partnership (DCSP), Emterra Environmental, Historical Museum of St. James-Assiniboia, Gateway Recreation Centre, Kirkfield-Westwood Community Centre, Southdale Community Centre, Rural Municipality of East St. Paul, St. Boniface Museum, Varsity View Community Centre, RBC Winnipeg Convention Centre, and Winnipeg Humane Society.**

Four units are covered by the collective agreement between Local 500 and the City of Winnipeg. All other groups have their own separate agreements. Each unit and affiliate deal with the business that affects them directly and also have a CUPE National Staff Representative assigned to them to assist with members' concerns.

**Union Stewards**:
Union Stewards are the Union's representatives on the job. They help co-workers with problems they might have at the workplace. They keep members informed of the Union's activities and take the concerns of the members to the Union.

# CENTRAL COUNCIL

A central governing body runs the affairs of the Local as a whole and each unit and affiliate is responsible to the governing body called Central Council. Central Council consists of the executives and stewards of the units and affiliates plus the elected officers of the Local - **President, 1st Vice-President, 2nd Vice-President, Recording Secretary, Treasurer and Warden.** In addition, **three Trustees are elected.**

The President works full-time for our Local and directs the day-to-day operations of the Union office. In addition, two staff members cover communications, steward training, pensions, benefits, job classification issues and job placement. Three office staff handle clerical functions. Our Local also has three full-time National Staff Representatives who handle grievances, hearings and other labour/management problems in addition to helping the Local negotiate collective agreements. However, the majority of the Union's work is done by CUPE members on a volunteer basis. They deal with problems in the workplace, serve on committees, hold office in the Union and participate on negotiating committees.

## Table Officers 2026

Cameron Patrick
Andrea Sontag
Phil Dembicki
Christie Bachynski
Joanne Bjornson

It is your responsibility as a member to determine if the service and discount meets your individual needs. Please note that some offers may not apply to sale items as some businesses.

For a list of member discounts, please visit the Local 500 website at www.cupe500.mb.ca

## *Scholarship and Bursary Program*

The Les Butterworth Scholarship and Bursary Program, sponsored by CUPE Local 500, is an annual event open to CUPE Local 500 members and their families.

The Les Butterworth Scholarship program helps union members and their families defray the cost of higher education. Family is defined as: spouse, children, grandchildren, brother, sister, son-in-law and daughter-in-law. Also eligible are families of disabled, retired or deceased members who were members in good standing at the time of their disability, retirement or death.

To be eligible for an award, applicants must elect a full year's study and/or applicants who have completed one semester or more at a post-secondary school, college or university may also apply.

NOTE: Previous award winners are not eligible to apply, however previous unsuccessful applicants are eligible to apply.

Applications to apply for a scholarship or bursary are available in May each year. The deadline to apply is the end of June. For more information, you can call the Local 500 office at 204-942-1001 or visit our website at www.cupe500.mb.ca

The Scholarship fund was established in memory of Les Butterworth, a past education representative for CUPE. Les dedicated his life to making this a better world for working people.

# MEMBERSHIP BENEFITS & DISCOUNT PROGRAM

As a CUPE Local 500 member, you are entitled to some additional benefits and discounts through various programs and services.

## *Legal Care Plan—Myers Weinberg LLP*

The Legal Care Plan is a program by Myers Weinberg LLP, which enables members and their immediate families to obtain legal services at preferred rates, including a **free** 30 minute legal consultation. All legal services are provided on a confidential basis between the lawyer and the client.

For further information, please call Myers Weinberg LLP at 204-942-0501 and identify yourself as a member of CUPE Local 500. You can also check out their legal services by visiting their website at myersfirm.com

## *Member Discounts*

Member discounts are special prices offered to CUPE members by businesses and organizations for goods and services. These discounts are provided as special services to CUPE members.

Please visit the CUPE Manitoba website to view special member discounts.

In all purchase transactions with these companies, please advise them that you are a CUPE member and present your membership card if requested.

# LOCAL 500 STRUCTURE

**General Membership**

**Central Council:**
- Governing body of the Local
- Executive and Stewards of Units and Affiliates

**Table Officers:**
- Elected Leadership of the Local

**Trustees:**
- Elected but are not members of the Executive or Table Officers

**Executive:**
- Table Officers, Unit Delegates

**Committees**
—Aboriginal Council—Constitution—Education, Shop Stewards & Rapid Communications-Equality & Human Rights-Health & Safety-Honorary Life Membership-Negotiations-Political Action-Protective Clothing-

## *LOCAL 500 BY-LAWS/POLICIES*

The CUPE Local 500 By-Laws and Policy outline the way the Local is organized and operated. It covers all the rules that ensure our Local is run in a responsible and democratic manner. You can access a copy of the By-Laws and Policy on the Local 500 website at www.cupe500.mb.ca.

# FAQ'S

**What does it mean to be a CUPE member?**

**Everyday, everywhere, you'll find CUPE members and CUPE at work. Across the country CUPE members are doing important work, providing vital public services around the clock. And where you find CUPE members, you'll also see the big impact their Union has on their wages, benefits and working conditions – and the quality of life in the communities where they live.**

## What are union dues?

Union dues are set by the members of Local 500 in accordance with the Local's by-laws and the CUPE constitution. Everyone has Union dues deducted in accordance with the Manitoba Labour Relations Act but Union membership is not compulsory. This is called the Rand Formula which is based on the philosophy that all employees who benefit from the activities of the Union should contribute to its maintenance.

## How much does it cost?

Your union dues are broken down as follows:

- **$36.82 bi-weekly** flat rate or
- For those earning under $1,273.84 bi-weekly, dues are **2% of earnings**

Our dues bring large rewards in pay raises, benefits, job security, representation and working conditions. Members pay dues to cover the costs of running a Union office as well as for professional services provided by our specialized staff such as benefits, compensation, reclassifications, job evaluations, education, communication programs, public relations, research, writing and contracting out campaigns. Our Local also pays per capita to the Canadian Labour Congress, Winnipeg Labour Council and CUPE Manitoba who all provide support to us.

# RIGHTS & RESPONSIBILITY

***Your Rights and Responsibilities as a Union Member***

## You have the right:

- To have your opinions heard and respected and to be informed of Union activities.
- To have representation at the workplace and at the bargaining table.
- To have your concerns resolved in a fair and expeditious manner.

## Responsibilities:

- Read your contract.
- Know who your stewards and Union officers are.
- Attend Union meetings.
- Contribute to the support of our Union.
- Treat all workers and members fairly.




## Grievances:

If something happens that goes against anything in your collective agreement, you have the right to do something about it. This is called filing a grievance. You should first talk to your steward if you have a workplace concern. If your steward determines that a contract violation has occurred, together you will file a grievance. An important thing to remember is that not all workplace complaints are grievances. The key is to make sure you have all the facts and information available for the steward. Working closely and cooperatively with your steward improves your chances of success.

**NEW MEMBER INFORMATION**

**Information for new members is now available online at www.cupe500.mb.ca in the Member Centre section of our website. This online feature replaces the print version, previously mailed or distributed in membership kits. Members may now view, download, and print information at their convenience. For those who prefer the traditional printed version, please contact the Local 500 office at 204-942-1001.**