

LIVEWIRE

Message from CUPE 998 President

Fall Brings Harvest, a New Website and Executive Elections!

Put up your jams and jellies; pickle, can and preserve... the fall harvest is happening! Farmer's fields are emptying and gardeners are on the lookout for frost. This season brings summer fun to a close but opens the door to the winter wonderland. It also brings a Canadian federal election as well as our own CUPE 998 elections. We have reaped the bounty of hard work here at 998 and have some news to announce.

There has been progress on the Demand Side Management (PowerSmart) issue! Although it is still too know exactly what the final product will look like it appears the provincial government has heard us loud and clear and will be keeping PowerSmart within Hydro and, more importantly, maintaining rights and benefits for affected CUPE members. We hope to have more news to share on this soon.

A new and improved CUPE 998 web site will be up and running soon. It's been in the works for a while and I'd like to thank Michelle Balina, the Communications Committee and our Executive Assistant Kristine Lasko for their efforts in getting this huge task done.

Finally, November 30th of this year marks the end of the current Executive term and gives 998 members the opportunity to vote on their Unions leadership for the next three years. A CUPE 998 Nominating Committee is being formed and Executive elections will take place through the month of October and November. See the item in this newsletter for more detail and keep an eye on the website for important information in the coming weeks. Although we can't control what happens with federal campaigning we can put ethics and good moral judgment to work within our own Local. We all want a clean and fair election process so keep your heads up and remember that campaigning doesn't start until after nominations close on October 15th.

In closing, I encourage you all to exercise your democratic right and responsibility: Get informed, then get out and VOTE!!

In Solidarity,
Chris Mravinec
CUPE 998 President

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Meet Kelli Howell – Chief Steward



Hello, I have been employed with Manitoba Hydro 17 years now and currently I work in the Customer Contact Centre located at 360 Portage Ave.

My first experience as a Steward began with CEP (Communication, Energy & Paperworkers Union) in 2000. I served as a steward from 2000 until 2007. During this time I completed both basic and advanced Steward Courses. I was also involved in contract negotiations and had experience dealing with members' concerns. In addition, I was called to testify at the jurisdictional hearings when Manitoba Hydro purchased Centra Gas in 1999.

In 2007, I became a CUPE member and continued on as a Steward. I became a member of the Executive Committee later that year. In mid 2010 I was given the opportunity to be an assistant to the Chief Steward and later in that year I became the Chief Steward for our local CUPE office.

As Chief Steward, I have also committed to increasing the knowledge base of our stewards by providing several learning events

Presently, I am the Committee Chair for both the Grievance and Education Committee and a member on the Wages & Agreements Committee. As a member on this committee I have been included in the negotiation preparations.

Thank you, Kelli Howell

Committee Reports

➤ **Wages & Agreements Committee – Committee Chair**
Denis Côté

Committee Members – Kelli Howell, Marlene Schlag, Darryl Carrier, Lisa Horishney

In the last few months, your Wages & Agreements Committee has been working hard in ensuring that the Corporation has been keeping up with our Collective Agreement. Additionally, we have been opening lines of communication with IBEW and AMHSEE to mutually strengthen our respective jurisdictions on various topics such as seniority.



➤ **Workplace Health & Safety Committee – Committee Chair Michelle Balina**

Safety Training - First Aid/CPR

360 Portage Ave HeartSaver & AED (CPR Recertification) – Oct 15/15
HeartSaver & AED (CPR Recertification) – Oct 28/15
FA1 First Aider (CPR C** & First Aid) – Oct 13/15
FA1 First Aider (CPR C** & First Aid) – Oct 29/15

820 Taylor Ave HeartSaver & AED (CPR Recertification) –Nov 26/15
FA1 First Aider (CPR C** & First Aid) – Nov 10/15
FA1 First Aider (CPR C** & First Aid) – Nov 19/15

Brown Bag Lunches - October 2015 – Increase Your Fitness ROI - The most effective fitness habits to maximize your health & wellness. Presented by Helene Massicotte - Chrysalis Cross Fit & Chrysalis Physiques

EXECUTIVE ELECTIONS ARE COMING UP
Are You a Member in “Good Standing”?

As per our Constitution, all CUPE 998 members are to have a signed Application for Membership card on file in order to be considered a member in good standing. Only members in good standing:

- Shall be entitled to hold elected office, to serve on committees, or to act as a delegate of our Union
- Shall be entitled to vote, except in the case of a strike vote, where all members shall be entitled to vote
- Are allowed to submit proposed constitutional changes
- Qualify for the Union retirement gift (By-Laws section)

Employees who do not wish to sign up for membership are asked to simply print their name on the Application for Membership card and state that they do not wish to participate—return card to our office. Note, only those with a signed membership card are considered ‘Members in Good Standing’ and are eligible to vote.

➤ **Communications Committee – Committee Chair Michelle Balina**

Committee Members - Lindsay Fellar, Tina Goddard, Charlene Gislason, Melissa Duncan and Denis Côté

Website

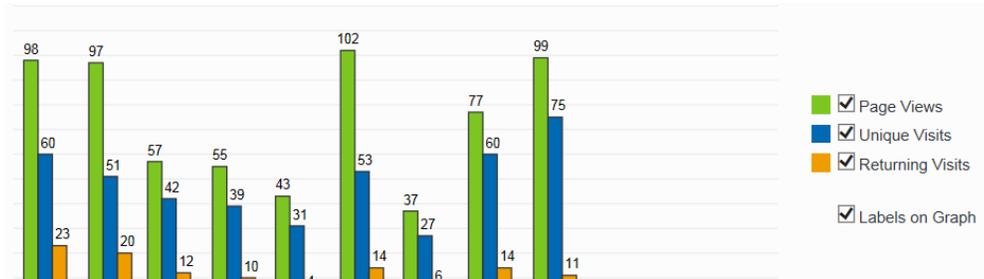
- New Website Launch Date Oct 1,2015
- New Improvements
- Calendar of Events
- Photo Gallery
- New Improved Members Area

As the Communications Chair I want to extend a heartfelt Thank you to Kristine Lasko (CUPE Executive Assistant) & Denis Cote (2nd VP) for all their hard work on the new website.

Please feel free to let us know what content you would like to see on the CUPE website, and hopefully we can implement all these new changes.

Livewire Publication – FALL Edition now released

The CURRENT - CUPE Executive Elections information will be released in The Current to be distributed soon also keep you eye on the website for any new updates on the upcoming Executive Elections



**THE
NOMINATING COMMITTEE
NEEDS YOU!**

The Nominating Committee would like to request membership participation for the upcoming CUPE998 Executive elections. We are hoping for participation from the Winnipeg, Brandon and Selkirk offices. Participation would include any number of tasks.

For more information on dates, process and/or tasks, please contact Nominating Committee Chair Helen Holgate at 204 360-3991 or hfolgate@hydro.mb.ca.

The election process runs between October 15th until November 6th, 2015.

➤ **Grievance Committee – Committee Chair Kelli Howell**

Committee Members – JP Berard, Michael Wright, Lisa Horishney, Colleen Kuhlman

Current Grievances

- Adoptive Leave Grievance – Provincial mediation scheduled for May 30th – Mediation complete, the Corporation denied our grievance. Step II scheduled for January 13, 2015, grievance denied. The grievance committee recommended that this grievance proceed to arbitration. HRC Adjudication Hearing October 19th & 20th.
- Mechanical Engineering Department – Engineers doing the work of TA’s. Grievance filed. Corp asked where this grievance was coming from, and response was they got rid of most of the TA’s in the dept. only to be filled with more Engineers; they are creating the drawings which is CUPE work. Step II heard by Joel Wortley, grievance denied. Step III scheduled for December 15, 2014, was heard by Lorne Midford and denied. The grievance committee met February 19th and recommendation was to proceed to arbitration. CUPE meeting with the corp. in October to discuss possible settlement.
- Core Competency – CUPE to provide ER with examples
- Member on LTD for approximately a decade was unsure of working at 360 & 820 due to illness but needs to get back to work due to financial stress. Discussions with the corporation are on-going, no resolution yet.
- Member over paid for several years, corp. wants to recoup overpayment. Step II hearing took place Aug. 12th, proposed resolution from the chair asking that the member re-pay 50% of overpayment. Discussions regarding a resolution are proceeding.
- Member terminated while on placement corp. feels they’ve reached the point of undue hardship, Step III complete; offer in resolution needs to be discussed with the member. Resolution presented to member, we are waiting for a response.
- Member was on LTD for the past few years off and on. Complained that he sat home for the past three years. Chief Steward met with Health Services Friday Sept. 4th. No Grievance here.
- Member previously given 5% “bump” for performing duties of a higher classification. Some duties taken away and the 5% as well, however, not the original duties the 5% was given for in the first place. Step II was heard by Paul Chard, grievance was denied. Will proceed to Step III.

STEWARDS

<u>360 Portage</u>	Berard, Jean-Pierre	jpberard@hydro.mb.ca	17 th floor		
	Burton, George	GBurton@hydro.mb.ca	1 st floor		
	Boucher, Brigitte	bboucher@hydro.mb.ca	2 nd floor		
	Hiebert, Ray	RHiebert@hydro.mb.ca	4 th floor		
	Bihun, Cindy	CBihun@hydro.mb.ca	4 th floor		
	Kuhlman, Colleen	ckuhlman@hydro.mb.ca	4 th floor		
	Dufrane, Lorenzo	ldufrane@hydro.mb.ca	4 th floor		
	Horishney, Lisa	lhishney@hydro.mb.ca	5 th floor		
	Holgate, Helen	hfolgate@hydro.mb.ca	16 th floor		
	Wright, Michael	mcwright@hydro.mb.ca	17 th floor		
	<u>Notre Dame</u>	Cole, Ray	RCole@hydro.mb.ca		
		<u>820 Taylor</u>	Hadder, Mark	mhadder@hydro.mb.ca	2 nd floor
			<u>Gillam</u>	MacDearmid, Mark	mmacdearmid@hydro.mb.ca
		<u>Selkirk</u>	Sitar, Gerald	gsitar@hydro.mb.ca	
Carriere, Darryl			jdcarriere@hydro.mb.ca		

➤ **EROC Committee – Committee Chair Lorenzo Dufrane**

Saturday June 20th, APTN hosted “Aboriginal Day Live” at The Forks, Winnipeg. The annual event is a day for all Canadians to learn about and celebrate First Nations, Inuit and Metis culture and the diversity of our traditions and heritage.

The event was broadcast live from both Winnipeg and Edmonton, with over 40, 000 people who took part in the Winnipeg festival.

CUPE Manitoba and CUPE Manitoba Aboriginal Council sponsored a table at the event where we provided information on human rights issues relating to Indigenous peoples (Shoal Lake #40, 60’s scoop, & CUPE’s Enough is Enough campaign).



We collected several pages of signatures for the Enough is Enough campaign. For further details on this campaign and to sign the petition please see: <http://cupe.ca/enough-enough-campaign>

While a lot of us fail to realize that over 115 First Nations still have problems accessing safe drinking water, I find that the issues surrounding Shoal Lake 40 are becoming more widely known. Thanks to Winnipeg’s recent 2-day long boil water advisory, it’s becoming more difficult to remain apathetic to the community that we rely on for our drinking water.

With support from CUPE Manitoba, a few members were invited to participate in ONE: The Mayor’s National Summit on Racial Inclusion (September 17th and 18th).

The event was held to inspire and encourage Canadians to take action against racism. The workshops and keynote speakers focused on the themes of recognizing racism, good practices in promoting healthy race relations, and moving toward inclusion and reconciliation.

A few local activists and grassroots organizations (including Aboriginal Youth Opportunities) held an alternate summit and rally, “Our Summit”, outside the museum. Our Summit was not held in protest or opposition to the ONE summit, as reported by some media, but it was held to provide a voice in the conversation to those who couldn’t afford the entrance fee. The alternate summit began at the Oodena Celebration Circle at The Forks and ended up at the Human Rights Museum.

While it was nice to be in the presence of likeminded individuals, a challenge to our community is still to reach those that won’t attend these types of events.

There is still a disproportionate amount of Indigenous people that are stuck in our systems (child welfare, incarcerated). It was said that we need to rewrite the truth into our history books. Once we build our cultural identity and can be proud of what we are, we’ll all see a different city.

Upcoming events include: Manitoba Metis Federation (MMF) Annual General Assembly, September 26th and 27th.

CUPE 998 Scholarship Awards

This year's Scholarship Selection Committee was composed of Committee Chair Kelli Howell and members Ray Cole, Karen Sinclair and Dennis Maxted. After reviewing an impressive remittance of essays and information, the committee made its decision to present scholarship awards to the following recipients:



Meagan Waatainen
CUPE 998 Entrance Award



Brett Andronak
CUPE 998 In-Course Award



Ashley Olson
Ross C. Martin In-Course Award

This year's applicants were again an impressive bunch, which made for stiff competition in the selection process. The Union is pleased to see so many intelligent, hard-working and contributing individuals working within the Hydro organization.

Sincere thanks to all scholarship applicants for taking the time to send in a submission. We appreciate your involvement in our awards program and invite you to apply again next year if you or someone in your family is a current CUPE 998 member.

We extend our best wishes to all scholarship applicants for a successful 2015/16 school year.

Upcoming Events 2015

- Executive Nominations 2015
- CUPE National Convention, Vancouver – October 20th, 2015
- Transgender Day of Remembrance – November 2015
- Manitoba Federation of Labour Health & Safety Conference, November 23rd & 24th Canad Inn Polo Park.
- World AIDS Day – December 1st, 2015
- Day of Remembrance, Missing /Murdered Women – December 6th, 2015

Benefits Corner

Do you know you have a Health Spending Account?

What is it you ask?

Established for all status employees, with the exception of full-time students. Employees will be able to apply for reimbursement of eligible health care and dental expenses for themselves and their dependents.

See Appendix C – Health Plans, pg. 115, item 1

AS THE AIR TURNS COOLER AND LEAVES DROP FROM THE TREES, IT'S IMPORTANT TO KEEP A FEW IMPORTANT FALL SAFETY TIPS IN MIND. WITH PROPER PRECAUTIONS AND SAFETY AWARENESS, YOUR FAMILY CAN ENJOY THAT CRISP AUTUMN WEATHER WHILE AVOIDING SOME OF THE DANGERS THAT COME WITH THE SEASON.

Fire Safety Tips for Fall - When the weather turns cold most people spend more time inside their homes using fireplaces, furnaces, and heaters to keep warm. There's nothing quite as cozy as a fire, but it presents some safety hazards. Keep these tips in mind.

Service Your Furnace - Before the cold autumn and winter weather sets in, be sure to call your heating and cooling company to service your furnace. A specialist should inspect the furnace to make sure everything is in working order and that there are no leaks.

Use Fireplaces Safely - Keep that fire in its proper place by using a fireplace screen to keep sparks from flying out of the fireplace. Never leave a burning fire unattended, and make sure a fire in a fireplace is completely out before going to bed.

Use Caution with Space Heaters - A space heater can be an effective way to warm up a chilly room, but it's essential that you read the instructions on the unit before you use it. If your space heater requires venting, make sure you have vented it to the outdoors. Never use your stove or oven to heat your home; only use space heaters that are approved for this purpose. Always allow at least three feet of empty area around space heaters.

Reconsider Leaf Burning - The Air Defenders reports that burning leaves produces dangerous and cancer-causing chemicals and urges homeowners to avoid disposing of leaves this way. If you decide to burn leaves, wear a protective mask. Burning leaves should only be attempted far away from a house or other structures on a homeowner's property. Always check the weather forecast before starting to burn leaves. This activity should not be attempted in windy conditions.

HARVEST RECIPE



HARVEST VEGETABLE SOUP

Total Time: 55 min (Prep: 15 min Cook: 40 min) 4 servings

1 tablespoon butter or olive oil
1 clove garlic, minced
1 medium zucchini, diced
1/2 cup orzo, rice shaped pasta
1 teaspoon dried thyme leaves
4 cups low-sodium chicken broth

1 medium yellow onion, diced
1 medium winter squash, peeled and diced
1 medium sweet potato, peeled and diced
1 (28-ounce) can crushed tomatoes
1 teaspoon dried rosemary
Salt and freshly ground

- ✓ In a large heavy-bottomed pot, heat the butter or oil over medium-high heat. Add the onion and sauté until fragrant and translucent. Add the garlic and sauté until golden brown.
 - ✓ Add the winter squash, zucchini, sweet potato, orzo, canned tomatoes, thyme, rosemary, and broth. Simmer until the vegetables are soft and cooked through, about 30 minutes.
 - ✓ Season the soup with salt, and black pepper, to taste. Serve with sliced crusty bread.
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