

LIVEWIRE

Summer Greeting from CUPE 998 President

The summer season is finally upon us! The long, cold winter and very slow spring made it seem like summer would never get here but it definitely has arrived. The hot weather and high humidity are not a surprise but they bring summer storms (and too many mosquitoes!) and this year an exceptional amount of rainfall. Our thoughts and hopes are with all those affected by the high water in so many areas of the province. Let's hope the next half of the summer brings more stable weather and the ability to enjoy it.

Although this is usually a time to take vacation and enjoy the season, your union will remain hard at work through the summer months as can be seen from the various Committee Reports in this newsletter. On your behalf, we are pursuing a number of issues with the Corporation, including grievances on contracting out and protecting the work of our jurisdiction, as well as following up the Letter of Intent signed during bargaining, through the Adhoc Committee created for this purpose. There is continued work on dues restructuring, updating and ensuring the accuracy of our Constitution and have we provided training to Executives and Stewards to improve member representation. We are dedicated to delivering better communication to the membership by updating and modernizing our website and getting newsletters out on a regular basis. Your continuing support is welcomed as we strive to do our best to serve and improve.

I was pleased to hear the PUB recommendations with regard to approving construction of Keeyask Generating Station and the Manitoba-Minnesota Transmission Line but do have concerns about the recommendation that Manitoba Hydro divest itself of Demand Side Management (DSM) responsibilities. This has the potential to impact a large number of CUPE 998 members and we will be keeping a close eye on how this unfolds; engaging Hydro and the provincial government as required, making our points and protecting our work. It is my belief that the PUB recommendations for DSM program and monitoring improvements can be achieved with the program still residing within Manitoba Hydro and with that work continuing to be done by CUPE members.

I would like to thank all CUPE 998 members for their hard work and dedication. Have a great summer season, be safe as you travel, play and take time to enjoy family and friends!

In Solidarity,
Chris Mravinec, President, CUPE Local 998

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Meet Mike Kubrakovich – Secretary/Treasurer

Manitoba Hydro Employee since 2005, Customer Service Representative at the Customer Contact Centre, Admin Representative for Credit and Recovery and Power Smart Residential Loan Program since 2005.

He served CUPE 998 as an Executive (2010-current), Treasurer (2010-Current), Trustee (2009), Constitution Committee Chair (2011-2012, 2014), Wages & Agreements Member (2010- 2012), Pension-Committee Chair (2013), Negotiations Committee Member (2013).



His previous experience as Manitoba Hydro IBEW Pension-Benefits Representative (2 years), serving on the employee liaison committee for the Civil Service Superannuation Board, as well as prior learning/work experience includes over 15 years of Financial Services/Insurance Mitigation experience, dealing with governance and compliance of union and non-union pension plans.

Continued goals in accordance with CUPE National and CUPE 998 Constitutions:

- Ensure financial stability and accountability;
- Manage Union assets;
- Report frequently and accurately on how dues monies are being spent;
- Transparency through adherence to compliance and governance practices;
- Regularly review internal processes to make sure all spending falls within the budgetary lines our local has established.



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CUPE 998 EXECUTIVE'S NEWEST MEMBER – Welcome Grant Konrad, Recording Secretary

After a 11 year hiatus, I returned to the executive of 998 as Recording Secretary. In my past CUPE 998 life, I was an executive member, second vice president, chaired the Wages and Agreements and Strategic Planning Committees. In 2000, I chaired our Negotiations committee at a joint table with IBEW. I am currently chairing the Strategic Planning Committee and Wage Review Adhoc Committee (W.R.A.C.).

My partner is Margery, a Manitoba Nurses Union member and we have two daughters, Ingrid and Laura. Mojo is my three year old Shiatsu and he's my best bud...

Committee Reports

➤ Constitution Committee – Committee Chair Mike Kubrakovich

Committee Member – Darryl Carrier, Michael Wright

This year has been a steady year so far for the Constitution Committee. We have met twice this year, and plan to meet once more in the fall. My committee includes Darryl Carriere and Michael Wright as members, Union President Chris Mravinec as Ex-Officio, plus I've invited Denis Côté as the past Chair for reference items and continuity.

Because we're still waiting on CUPE National to bring back an approved copy of our previous submission (member approved last year), we haven't brought up new changes yet to the membership. We have, however, confirmed that CUPE National have received our submission and it's in the queue for approval. We have discussed several possible changes, such as modifying the term "constitution" to "by-laws" and a reformatting of our current Policies and Procedures document. These items are still in the discussion phase, and would still require Executive oversight and Membership approval.

We're also in the process of going back through several years' worth of General Membership Meeting minutes to ensure all motions are recorded properly and all amendments were properly recorded. This may not have been done properly in the past, and we want to make sure that our Membership's decisions are reflected accurately in our Constitution.

I'd like to thank my committee for their hard work so far this year. Have a great summer!

➤ Workplace Health & Safety Committee - Committee Chair Michelle Balina

Committee Members - Tina Goddard, Marty Bisson, Melissa Duncan

Training - First Aid Training 360 Portage Ave & 820 Taylor Ave - All classes will resume in the fall.

MFL Health Safety & Environment Committee Update - Manitoba Federation of Labour Workplace Health & Safety Conference November 17th & 18th at Canad Inns Polo Park

Workshops are:

- Dealing with Stress Harassment in the Workplace/Respectful Workplace Policies
- ABCs of Health and Safety
- Basics of Workers Compensation
- Making and Sustaining Effective Health and Safety Committees
- Health and Safety in Federally Regulated Workplaces
- Changes to Health and Safety Legislation in Manitoba and the Five Year Plan
- Current Environmental Issues in Manitoba

MFL WCB Presentation - Presented by WCB presentation on June 11, 2014. On the Agenda WCB Five Year Plan, Prevention, Claim Suppression & Rate Model Review

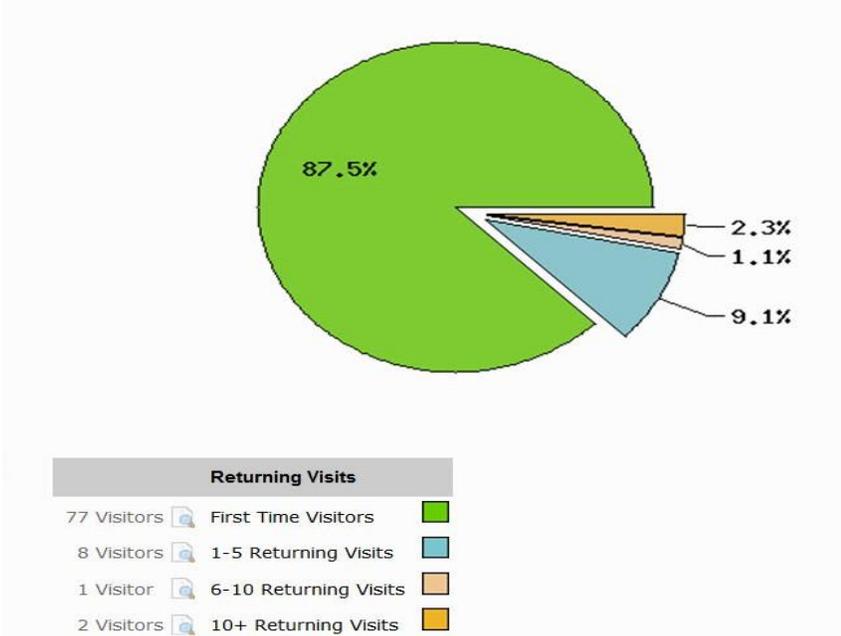


➤ **Communications Committee – Committee Chair Michelle Balina**

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

- Communications Committee Meeting was held in June 2014
- Brown Bag Lunches will resume in September
- Website Updates are posted regularly, please check out the member’s area. If you are having trouble logging in contact Michelle Balina

Webstats for CUPE 998 Website April - June 2014



I'd like to thank my committee for their hard work so far this year. Have a great summer!

➤ **Wage Review (W.R.A.C.) Adhoc Committee – Committee Chair Grant Konrad**

Committee Members – Michael Wright, Joe Waatainen, Rick Bosiak, Kelly Spence, Dean Hill

This Adhoc Committee was established earlier this year to complete the work started by the Negotiating Committee regarding the Letter of Intent on attraction and retention. It is comparing wages with other unions at Manitoba Hydro and working toward achieving wage parity with classifications performing similar work. The disparities are most common between the Engineering Technicians in IBEW and Technical Assistants in CUPE. Depending on which Job Family Profile levels are compared, the wage disparity is approximately \$2000 to \$4300 annually. And every year that this disparity continues, the gaps will grow larger. The committee is comprised of members from different departments, dedicated to our approach at fixing this problem in an expedient manner. We served Manitoba Hydro with our initial letter on June 20th,2014 and are planning to follow up with a presentation to management in September 2014.

➤ **Strategic Planning Committee – Committee Chair Grant Konrad**

One of the committee’s responsibilities is to develop strategic plans to maintain the stability and security of the local. The next committee meeting will be in Fall 2014 and highlights will be available in the next Livewire Newsletter.

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

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

Current Grievances

- Adoptive Leave Grievance – Policy Grievance filed because Adoptive Fathers don’t receive same rights as Adoptive Mothers. Provincial mediation completed May 30th; we received a favourable recommendation from mediator and will proceed to Arbitration if required. A personal grievance was also filed on this matter.
- Members from other jurisdictions doing CUPE work – Meetings held, there was a resolution proposed, and the corporation came back to offer 1/3 of what was asked for. CUPE responded that this is not acceptable and will proceed to Arbitration.
- Three Policy Grievances are active for having contractors in the workplace, not notifying CUPE when the contract or loan period exceeds 30 days and asking our members to train these contractors.
- Discipline too harsh – incident between two members but only one was disciplined, CUPE contends that the investigation was inappropriate, Step III grievance denied, CUPE suggested external mediation and modified letter of warning. Advised corporation we will proceed to Arbitration.
- Policy grievance – PEng. creating drawings normally done by CUPE TAs (members from other jurisdictions doing CUPE work)
- Cross Jurisdictional Appointments without proper notice are increasing and we are grieving them as we get notice. Two have been officially filed so far.
- Member on Attendance Management asked to bring in a doctor’s note for the child when the child is sick. Corporation not entitled to the child’s medical info.
- Members assuming duties of a higher classification without appropriate compensation, Step I grievance complete.
- Inappropriate job selection – Senior candidate not selected.

STEWARDS

360 Portage

Berard, Jean-Pierre
 Burton, George
 Boucher, Brigitte
 Hiebert, Ray
 Bihun, Cindy
 Kuhlman, Colleen
 Dufrane, Lorenzo
 Horishney, Lisa
 Holgate, Helen
 Wright, Michael
 Cole, Ray
 Hadder, Mark
 MacDearnid, Mark
 Sitar, Gerald
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17th floor
 1st floor
 2nd floor
 4th floor
 4th floor
 4th floor
 4th floor
 5th floor
 16th floor
 17th floor
 2nd floor

Notre Dame
820 Taylor
Gillam
Selkirk

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

“Without Borders” was the theme of the 2014 Pride Winnipeg festival (May 23 – June 1, 2014). The parade Grand Marshal was an Iranian refugee named Hamed. Hamed fled his home country in 2012 due to the risk of being persecuted for his sexuality, after it was found out that he was living with his partner.

In 1987, 250 people attended the first-ever pride parade in Winnipeg. Now with 54 floats and 1100 participants in the parade, this has been the largest pride the city has seen. The outdoor festival at the forks spanned two days this year. It is estimated that over 15,000 attended the events. CUPE MB Human Rights Committee sponsored a table at the festival where we handed out some items. The CUPE MB Young workers Committee also built a float to match the theme of “Without Borders”.



George Burton (Corporate Facilities) and Sandra Sigurdson (Credit & Recovery) marched in the parade and carried the CUPE local 998 banner.

National Aboriginal Day (In Solidarity with Idle No More) was held June 21, 2014. CUPE MB Aboriginal Council sponsored a table at the forks for APTN Aboriginal Day Live festival.

We ordered some items from National (water sachets) to supply with information that we had on keeping water public and getting “back to the tap”. CUPE MB also supplied us with some fun buttons on the importance of respecting our water and keeping our water systems public.

We also had a Council of Canadians petition that calls on Members of Parliament to place a ban on fracking. The petition highlighted Canada’s international obligation to protect the human right to water and sanitation. It warns that “Fracking is one of the biggest threats to water of our time.” It urges Members of Parliament to ban future fracking in order to protect communities’ drinking water content to your newsletter is to develop and write your own articles, or include a calendar of upcoming events or a special offer that promotes a new product.

As of 2012 there were 3600 oil wells in Manitoba and most of them use fracking. The Province is only now working on legislation that requires companies to disclose the chemicals that are being injected into the ground during this process. There are no current regulations in MB on sour gas flaring.

Our table was visited by Winnipeg Centre Member of Parliament Pat Martin as well as Judy Wasylycia-Leis. It was great to get to reach out to the community and speak to people face to face. Gina McKay and Trish Merritt (CUPE MB Aboriginal Council) were also on hand. Along with the water issues, we provided information and spoke to people on the Health Accord campaign.

During the week of June 25-29, 2014 I was lucky to be given the opportunity to attend the first-ever World Pride festival and Human Rights Conference in Toronto (report to follow). I got a chance to take part in a few interesting lectures and got to meet a lot of new CUPE members from across Canada.



<http://uniteforfairness.ca>

➤ **Dues Restructuring Committee** Adhoc Committee – **Committee Chair Denis Côté**

Committee Members – Michael Kubrakovich

What will a percentage dues structure *really* cost?

While many of you may have done the math, everyone knows this could be a big change. What exactly is that change? If you're a PG 25 like me, you'd probably see something like this: 1.35% on a gross biweekly income of \$3,319.27 is \$44.81 (pretty close to my hourly wage). A quick calculation is $\$44.81 - 31 = \13.81 increase in dues, right? Not quite...

Dues are a tax deduction, right off the top. I did some taxes last week (just for fun) and it came up with a surprising number. Using only CPP, EI, and Union Dues as my non-refundable income deductions (since we all have those here at Hydro),

I did my MB, Federal, and T1. The final number? A \$5.44 decrease in taxes owing. That means, for me, a PG25: a \$13.81 increase would *really* cost \$8.37. Changes across the pay-scales would affect this proportionately... a PG31 would have a bigger tax deduction. A PG14 would see a tax increase, since their dues would go down with this proposed change. While this isn't a primary argument as to why we should or shouldn't do this change within our Local, it's certainly food for thought.



CUPE 998 Bursary

Each year CUPE 998 sponsors a \$600.00 RRCC Bursary to eligible members in good standing, to promote the local's support of higher education for members and their families. The award is applicable to post secondary education at accredited educational facilities in Manitoba.

The criteria and outline for the Bursary is available on our website at

www.cupe998.ca cupe998@shwbiz.ca Education Chair Kelli Howell (204) 360-5077

Upcoming Events

- Winnipeg Labour Council Labour Day Picnic, September 1st, 2014
- Missing and Murdered Aboriginal Women Vigil, October 4th, 2014
- CUPE National Sector Council Conference Toronto, October 6th– 9th, 2014
- 4th National Child Care Policy Conference Wpg, November 13th–15th, 2014
- MFL Health & Safety Conference 2014, November 17th & 18th, 2014



Benefits Corner

Did you know that all Doctor letters and notes are covered as an eligible expense under your HSA (Health Spending Account) when provided by a licensed medical practitioner?



<http://hrccs.hydro.mb.ca/hr/pb/Pages/YourBenefits.aspx>

Seasonal Recipe

Braised Green & Summer Vegetables

1 Tbsp extra-virgin olive oil	1 sm onion, halved and sliced
1 Tbsp finely chopped oregano	½ c white wine or low sodium chicken broth
1 lb green beans, trimmed	1 med summer squash/zucchini, halved/cut into 1-inch pieces
¼ tsp salt and ground pepper	1 c halved cherry tomatoes
¼ c shredded Parmesan cheese	

Heat oil in a large skillet over medium heat. Add onion and oregano and cook, stirring, until softened and beginning to brown, about 2 minutes. Add wine (broth) and bring to a boil. Add green beans, reduce heat to a simmer, cover and cook for 10 minutes, stirring once or twice. Add summer squash (zucchini) and tomatoes and continue cooking until the vegetables are tender, 8 to 10 minutes more. Season with salt and pepper. Serve sprinkled with Parmesan.

Nutrition Per serving: 92 calories; 4 g fat (1 g sat, 2 g mono); 2 mg cholesterol; 10 g carbohydrates; 0 g added sugars; 3 g protein; 3 g fiber; 158 mg sodium; 290 mg potassium, Vitamin C (30% daily value), Vitamin A (15% dv).



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We're on the Web!

www.cupe998.mb.ca

Any suggestions or comments regarding the Livewire, please contact
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