

# THE CURRENT

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There will be an election for the office of President with three candidates running for the position. Presidential candidates may campaign until Nov. 5th and elections ballots will be sent to members via inter office mail shortly thereafter. Votes will be counted November 19<sup>th</sup>, 2015. New terms for all executive positions begin December 1<sup>st</sup>, 2015.

## Presidential Candidates:



**Chris Mravinec** - I was elected President in 2012 and am excited to be seeking re-election to continue this work. I've worked at Manitoba Hydro for 26 years with 19 as a CUPE member; most recently working in a Technical Assistant position.

The past three years have been busy and productive with many accomplishments delivered for our members. In 2013 I led the team that negotiated a good collective agreement with no concessions. Under my leadership we've fought against contracting out and stopped the Corporation from having our members train contractors; reasserted CUPE as the sole jurisdiction for administrative and technical work in Fleet Services; and are pursuing grievances to reverse years of erosion in Information Technology and Technical Assistant work. I've been instrumental in lobbying to keep PowerSmart at Manitoba Hydro; meeting in person with Premier Selinger to deliver the message. I also continue to defend our pension interests at Manitoba Hydro and the CSSB. I've worked cooperatively and productively with our Executive and all committees to improve governance and performance.

I have a comprehensive understanding of our collective agreement, constitution, labour law and other legislation. I believe you deserve a leader who possesses teamwork and leadership skills, is honest, doesn't make promises that can't be kept, can manage conflict and works as hard as you do. I am that leader. I'm asking for your vote in this election so I can continue this work and continue making progress for our local union. In Solidarity [www.chris4prez.ca](http://www.chris4prez.ca)

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**Mark Hadder** - I have 25+ years active in L998 and held positions of Communicator, Steward, Executive, Treasurer, Recording Secretary, 2<sup>nd</sup> VP, 1<sup>st</sup> VP, President and presently the Steward at 820.

Married for more than 26 years, I'm very proud of our 3 daughters. 29 years with MH in various roles as a REO, PA, EA and Tech Assistant.

Being President is about representing the Membership in a positive, successful way with dignity and fairness. There is no "I" in TEAM and we need to create a functioning, successful Team.

Reduce Union Dues, Motivate Membership - Fairness in the workplace, Get our house in order and Prepare for Negotiations"

UNION DUES - Our Dues have increased after 3 years of excess revenue. I will return these Dues to the Membership.

FINANCES - I will hire/recruit a Book Keeper to reduce Treasurer book-offs, penalties/late fees.

INCREASE MEMBERSHIP INVOLVMENT - Video Conference General Membership Meetings (GMMs) does not work. I propose GMMs start on time and run effectively.

COMMUNICATION – protect against false/inaccurate info being presented, regular newsletters, updates and a functioning up-to-date website. Share info from WLC, MFL, CLC that may affect Members. Ensure Members get a final vote on issues at multiple Information Meetings.

...*"Working with others through Compromise and Respect"* (Rick Mercer)

As President, together, we will work towards Negotiations *before* our CA expires. We will discuss Common issues with all parties. We will ensure Issues have timelines. We will work for the success of the Executive, Committees and Membership.

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**Michael Crowley** - Currently a respected colleague in Personal Computing Services at Manitoba Hydro, where he has proudly worked in many capacities for over 10 years. As a member of CUPE 998, Michael has many of the same concerns you do regarding our careers and how our union can affect our future.

In order to ensure a prosperous future for all, Michael would like to announce his candidacy for President of CUPE 998. Michael is concerned with more than just our immediate future and contract negotiations next year; he is also concerned with the growing number of job vacancies that hamper our abilities to advance in our careers. As well, he is alarmed by Manitoba Hydro's external contracting practices that have risen in the past years. As such, Michael intends to promote a strong partnership with our employer to address issues and advocate for all of the members of CUPE 998.

Advocacy, transparency, integrity and approachability are just some of the things you can expect if you choose to elect Michael as President of CUPE 998. Michael has experience with contract negotiations; he has sat on many boards and committees and he is well aware of the commitment needed to perform the duties and responsibilities of this position.

If you share the same concerns and want a fresh perspective for our union, I invite you to choose a strong, experienced leader who can tackle these issues and advocate for us all. [www.crowley4cupe998.com](http://www.crowley4cupe998.com)

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**Michelle Balina** - It has been an honor of serving you for the past 10 years. My experience has ranged from 1st Vice President, Recording Secretary, Executive, Steward, Committee Chair of WH&S & Communications for Local 998. My strong dedication as an active member within CUPE & MB Hydro enables me to be there for our members. I have worked hard over the past 10 yrs to now take this opportunity to be Elected as your President. My goals are to work hard for our membership. w/ no excuses & respond within 24hrs. I am pleased to be your candidate for President; my first Priority is to pledge to be accountable & accessible to our entire membership and to:

- Revitalize the Leadership, Building a Strong TEAM
- Progressive Change in the Workplace
- Power & Strength in Upcoming Negotiations
- Improvements in Workloads including Temp Assignments w/ Wage Compensation
- CUPE Positions incl, EFT's under Review or that not being filed under our CA
- Admin vacancy & increased workloads for Admin staff
- Salary Treatment Across jurisdictions
- I will NOT negotiate a personal agenda I will negotiate what our members deserve and should have

I am here to Work Hard for our Members  
Over the past 3 yrs, more could have been accomplished  
TIME FOR CHANGE IN LEADERSHIP

This Is not my Union, this is Our Union, Together We Stand Strong

READ FULL BIO AT:

Facebook: Michelle Balina for President

My Website: <http://www.michellebalinaforpresident.com>

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**Rick Scully** - Hello brothers and sisters. My name is Rick Scully and I'm running for the CUPE local 998 union president position. I currently work at 820 Taylor Ave. in the Transmission and Civil Design Dept. as a Technical Assistant. I've been with Manitoba Hydro for 27+ years mostly in Civil Design. I have done temporary work in Transmission Line Construction and the former Engineering Contract Management Dept. Prior to working for Manitoba Hydro I was an active member of the Steel Workers union and the United Food and Commercial Workers union. I'm married with 2 grown step daughters. I've been involved in organizing major sporting events which include the Pan Am Games and National Championships for a number sporting events.

I have great vision, being able to see the whole picture and a great attention for detail. I will work hard to make sure that you, the member, will have proper representation and protection from any issues that may affect you in the workplace. Some of the issues I'm looking at are the "Me too" clause which would give us the same monetary raises as the union with the best deal, pay grade harmonization and having prior learning assessments done for job evaluations. I believe that by working together we can make CUPE 998 a strong union. **Together** we can make a difference. For longer version of this bio click on this link <http://998.cupe.ca/>.

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## 1<sup>st</sup> Vice President Candidates:



**Charlene Gislason** - My name is Charlene Gislason and I am hoping to be your 1<sup>st</sup> Vice President. I am married with 2 boys 16 & 18 years of age. I have been with Hydro for 10 ½ years. Before Hydro I was with MHUS as a meter reader for 2 ½ years. Now that my boys are almost grown up and no longer demanding of my time I would like to take on a new challenge.

I feel very passionate about this union and the struggles we are having with Manitoba Hydro. One of my main goals if elected is to improve the communication between executive and its members as well as between all executive members. I feel this is the most important issue that plagues this union. Another thing I feel strongly about is that the members are the ones in charge. If I get elected I understand that I literally work for the members and that every opinion counts.

I hope when you cast your votes you consider me for 1<sup>st</sup> Vice President. I believe the executive needs a change in leadership and new fresh perspectives on our locals issues. I want to bring Change to CUPE Local 998 and make our members proud of our Union.

I will work hard for our membership and be accountable and available to all.

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**Dean Hill** – First Vice President Candidate

I was politely asked to change what I originally wrote. Please see what I originally wrote, uncensored, in its entirety here :

[http://www.deansplace.ca/CUPE998\\_DAH.php](http://www.deansplace.ca/CUPE998_DAH.php)

...Improvements need to be made with the collective agreement, grievances, wage harmonization and communication to the membership.

I could go on to say why this is this, why that is that, why it should be different... Let's just jump to the end result.

Some people do... Some people don't... I get it done!

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**Denis Cote** - With Manitoba Hydro's major changes of late and our contract expiring at the end of next year, we will need our strongest team possible in our Executive and at the negotiating table.

Since you will be deciding on a leadership role let me tell you about some positions and issues that have been important to me.

The Wages & Agreements Committee Chair position has been the most rewarding of all. I sat at the 2013 bargaining table and have been part of each W&A committee since. This has allowed me to see every contract issue of note and be ready for bargaining.

I've helped lead the charge against several contracting out issues; I am always ready to ensure that both we and the Corporation are aware of our rights & responsibilities outlined in our Collective Agreement.

No one in the Local has worked harder towards equal rights for all parents (Mother/Father/ Natural/Adopted) than I have. I believe all parents should have access to leave and top up pay. While this is an issue I have always been passionate about, I feel that equality, *true* equality, among everyone is something that we should be able to achieve.

This is just a short snapshot of my work with the Local. I hope you'll head down to [www.cupe998.mb.ca](http://www.cupe998.mb.ca) for my full Biography or email me at my personal email below to find out more!

In Solidarity,  
Denis Côté, CD, C.I.M.  
1st VP Candidate  
204-360-4150  
[deniscote@yahoo.com](mailto:deniscote@yahoo.com)

## **Treasurer Candidates:**



**Micheal Kubrakovich** – "Experience Counts". Michael has been with CUPE 998 since 2008 and currently with Power Smart Residential Loans. Before Manitoba Hydro, he was director with a Pension Advisory firm for organizations such as Government Employee Pension Funds.

He was also a Trustee, pension and benefits activist and contract negotiator. Appointed as Treasurer in 2010, Michael served on several committees, including the Pension Committee Chair, Constitution Committee Chair, Wages and Agreements Committee and the Negotiations Committee.

Michael was part of CUPE 998's Trustees who audited the local. He said, "*I recommend auditing as an essential route for anyone considering the position of Treasurer!*" Michael's vision is to improve transparency, accountability, improved accessibility and reporting standards.

His achievements as Treasurer:

- He initiated a process to access financial reports anytime.
- He worked with Auditors and CUPE 998 Trustees in complying with acceptable accounting practices per CUPE Financial Officer guidelines.
- Quote: "*for the three internal audits I have been a part of, Michael's knowledge and expertise were an invaluable asset in our completing each audit professionally and on time.*" 2015 CUPE Trustee chair.
- Led and facilitated a collective effort in budget planning with all executive, as per our Constitution and Bylaws.
- Developed a new spending policy for the local's assets and he set priorities such as wage parity, grievance/arbitration preparation processes for a stable financially strong union.
- He has managed a balanced budget in all of his 5 years as Treasurer.

<https://www.facebook.com/Michael-Kubrakovich-for-Treasurer-1647119862228102/>



**Sue MacDonald** - I've been employed with Hydro for 25 years.

- 12 years with Winnipeg Hydro and 13 years with Manitoba Hydro.
- Currently with Transmission Line & Civil Construction Department as a Senior Admin Rep.
- Member of CUPE for 25 years.

Education:

- Post Secondary classes , Red River College: Secretarial, Clerical Bookkeeping, Management Development Certificate, ISPA (Information Systems Programmer Analyst)

Experience:

- Over 20 years performing in a financial capacity with Hydro.
- Responsible for the annual department operating budget
- Assisting with the monthly operating variance explanations.
- Running the monthly financial reports, auditing, creating journal entries for corrections.
- Created purchase requisitions, service entries, goods receipts.
- Ensured materials received, invoices audited, payments processed.
- Responsible for employee time and expenses. Ensuring accuracy of time entry in accordance with the collective agreements for all jurisdictions and meeting deadlines.

Prior Learning:

- Have experience with Bedford Accounting, Accpac, One-Write-System, SAP with Hydro.
- 5 years as a Regional Zone Leader with Heart & Stroke including the responsibility of distributing kits, collecting monies from regional captains, canvassers, ensuring accuracy of all collected money & depositing in the bank.

As your CUPE Treasurer I would:

- Ensure accountability and accuracy in accordance with CUPE National and CUPE 998 constitution.
- Manage union assets and frequently report to members how monies are being spent.
- Frequently review the budget to ensure we are within the guidelines established.

I'm interested in joining CUPE 998 as your treasurer in order to make a positive contribution for the membership.

## Executive Member at Large Candidates:



**Colleen Kuhlman** - I am running for **Executive Member at Large** for CUPE 998. I have been an active Steward for approximately 3 years. I am a resident of Winnipeg, married and have two children and volunteer for various community organizations such as scouts and also for my children's sporting events.

I am an Administrative Representative at Manitoba Hydro, Residential Marketing Programs and have learned much about the Power Smart Programs that Manitoba Hydro offers. Working with marketing has given me an appreciation for all that Manitoba Hydro does for its customers. I have also worked as a customer service representative assisting customers with their various natural gas/billing needs. Prior to Manitoba Hydro I worked at Shaw Cable in various customer service/administrative roles. Combined, I have worked in customer service for 18 years, witnessing many things that were challenging; I am actively looking for new ways to make things easier for myself and others. Being a volunteer on Manitoba Hydro's Charitable Donations Committee (7 years) and on the committee for the last 2 years has been extremely rewarding. I like being involved and helping our community and I'm proud to have assisted in planning this year's successful "Amazing Race to Give".

I was originally drawn to learning more about the union when faced with the possibility of a strike when I started working for Manitoba Hydro. My belief is, as a union member we all deserve to be informed and to help each other out whenever possible.



**Darryl Forbes** - My career with MH started over 24 years ago, with the last 12.5 years being a CUPE 998 union member. Shortly after becoming a CUPE member, I took on the role of communicator and then steward at 1120 Waverley. I have been on the executive for the last 9 years. I was the Membership Chairperson for 8 years and most recently the Pension Chairperson. Prior to that, I was an IBEW steward for 2.5 years in Thompson and Melita. Currently I am a Technical Assistant in Overhead in Distribution Standards. My career started as a Powerlineman and received my Powerline Journeyman certificate in 1995. I held the position as an Assistant District Operator in Thompson and Melita, and was also an Engineering Technician for a year while residing in Thompson.

I believe that the ultimate strength of the Union is in its members. I believe in being proactive rather than reactive. I also believe in defending people's rights and ensuring that people are treated fairly. I believe in CUPE 998 Union and am very proud to be part of it.

We are heading into a time that we have not experienced before in CUPE 998. With contracting out work of our members and the reduction of positions, we need to be as strong as we ever have as a Union and need to stand together to protect our jobs that we do so well. I look forward to this challenge and working with our members to fight these fights!

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**Jean-Pierre Berard** – I am running for one of six CUPE 998 positions of the Executive Member Committee. He has been with Manitoba Hydro for 3 years, 2 of which have been spent as a Document Control Representative in the Project Services Department where he currently still resides. Recently, he has had the joy of becoming a family man, blessed with his beautiful baby boy Andre and his wonderful fiancée Jessica. He continues to look forward to all the new adventures associated with children and having more of them in the future.

He started off on the Scholarship Selection Committee as soon as he finished his probation, and became a steward shortly after that, taking many courses in Stewardship to further his knowledge in regards to the Union. Still currently a member of the Grievance Committee, Jean-Pierre enjoys being current on issues affecting our Brothers and Sisters within the corporation. He is also the Social & Recreation representative for the Manitoba Hydro Male Slow pitch organization and the team Vice-president of the Bulls.

Jean-Pierre is always willing to help others and looks forward in continuing an active role within the Union which would make him and excellent candidate for the Executive Membership Committee.

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**Marlene Schlag** - I'm running for election as an Executive member again because I remain deeply committed to helping members and improving the operations of CUPE Local 998. I've been a Steward since 2005 and have been an active member of the Executive for over six years. I've served on the CUPE 998 Negotiating Committee twice during this time. Local experiences also include being a member of the Wages and Agreements committee, Constitution Committee, and Ad Hoc committee to do with hiring and subsequent negotiations with the COPE Union for our Executive Assistant.

Over the past six years I have identified and helped resolve many complex issues to do with hours of work, wage payment and correction issues, vacation and sick leave accruals, internal financial practices and governance.

The qualities I bring to this team are strong determination, keen attention to detail in words and figures, and a thorough understanding of our Collective Agreement, Constitution and labour law. I always make time for members and have helped many with individual concerns while respecting privacy and maintaining protocols. Numerous members are familiar with my straightforward, no-nonsense style of communication.

Your vote will enable me to carry on this work.

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**Ray Hiebert** - I became active in the union about 14 years ago as a steward. I have completed 1 term as an Executive member with CUPE 998. Co-workers and committee members I have worked with can confirm I am a hard working honest person. I represent our members with conviction, without personal agenda and have no problem putting the needs of others ahead of my own.

I hold post secondary certificates in Utilities Management, and Computer Programming. I have completed a number courses and seminars in the fields of Project Management and Law. Prior to Manitoba Hydro most of the positions I have held where in management. I am former business owner. I owned and operated a collection agency with offices in Winnipeg and Calgary.

Today's Union requires a commitment to uphold our agreements and constitutions. It requires honest representation to its members. I equally believe we have the responsibility of, helping Manitoba Hydro achieve its goals. Working with Manitoba Hydro we need to build a healthy feasible work environment while creating a desirable workplace for all of us. I believe our union could do a better job of being transparent, and more accountable to our members. We need to develop better mediums of communication to and from our members. We need to do our best to minimizing roadblocks while being received by company and members as being part of the solution, not the obstacle. Your vote for me will help build a stronger Executive. Please, make your vote count...

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**Rick Bosiak** - I am currently located at Brandon in the Customer Service Engineering Section and have been with Manitoba Hydro for more than 40 years. For over 18 years I have represented the concerns of CUPE members from Brandon and the surrounding area as a CUPE 998 Executive member. Before joining the Executive, I was active as a steward in Brandon and presently Chair the Political Action Committee. I became involved with the local Union since I felt the Western area of the province needed representation and more effective communication with the CUPE Executive and members in the central Winnipeg area.

During the several years leading up to the 2008 financial crisis, it seemed that our compensation stayed relatively in step with housing and the cost of living in general. However, post crash, subsequent 'quantitative easing' has led to rampant inflation of some large ticket items such as housing, and in today's negotiating environment it will be a difficult challenge for the local union and its executive members to regain the purchasing power previously attained.

With the continuing significance and value of the energy our company produces, and increasing demand in North America for environmentally clean and sustainable energy, I believe CUPE 998 members should not only maintain, but be able to improve their standard of living to levels previously achieved in spite of inflation.

In conclusion, Membership participation is essential as well, since each and every member collectively is "THE Union"; the Executive Members act only as the membership's representatives.

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**Shantelle Cnockaert** - Hello, my name is Shantelle Cnockaert and I have been an employee at Manitoba Hydro for almost four years and an Executive at Large with the CUPE998 union for one 3 year term. During this time I took on the responsibility of the Membership Chair a year and a half into my term and have recently started working with the Health and Safety Committee. There is much to learn about the union and I would like to serve another term in order to become more integrated with my fellow executives and the processes that help care for our membership.

My husband and I have been together for nineteen years and I'm the proud mother of two sons, ages ten and sixteen. We are a family that loves our sports and both children play baseball, football and hockey. I have volunteered as a manager, trainer and safety during their sports careers.

Fifteen years of volunteer work with our local community centre as an active committee member and various events such as Bingo and fundraising has helped me transition into the CUPE 998 Executive. I am a responsible, honest, punctual individual and a team player. Because of these attributes, I believe that I am the right person to continue representing our local CUPE998.



**Tina Goddard** - I am running for the Executive Position for CUPE Local 998. I have been an employee of Manitoba Hydro for approximately 11 years and I am a CUPE member in good standing. I currently work in Station Design Department and I am classed as a Technical Assistant II.

In December of 2011, I became an Executive Member. I felt that I would be best suited for the position because I possess strong contract skills which include: interpreting contract language, negotiating, organizing, process improvement and oral and written communication skills. I quickly realized that I thoroughly enjoyed being a member of the Executive and I hope to be able to continue to do so.

My past experiences, working with internal and external subject matter experts as well as participating on various committees, has enhanced my ability to work effectively with people at all levels of management and other organizations to resolve issues and work together to achieve common goals/resolutions.

As a believer in unions and what they represent, I would welcome an opportunity as an executive member to explore and collaborate on projects that help raise understanding of what a union can do and how it helps society. Now more than ever we need to strengthen and build our membership. I hope you will consider voting for me as an Executive Member so I can continue to be a representative for all CUPE 988 members. Let's unite and make CUPE 998 better! In solidarity

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