

# LIVEWIRE



## Greeting from CUPE 998 President

Welcome to the latest edition of the LIVEWIRE! This spring edition contains a lot of information so I encourage you to take the time to read through this newsletter and also to check our website often for new content. We continue to see great uptake on the new website and continue to make changes to enhance access to information. You may have noticed the recent Membership Database post asking for your personal email address; please consider sharing this with us in order to receive union communications outside of work channels.

With the Executive election and the Executive Member-At-Large re-election now behind us I would like to officially welcome new and returning executives to our team! It will be another busy year for our local as we continue to forward current issues and prepare for negotiations. Our Collective Agreement expires at the end of this year and we will soon be sending out a pre-bargaining survey to all members to assist with formulation of bargaining proposals.

Communication is key and knowledge is power so please browse this newsletter for more information on the recent elections, the selection of committee chairs, upcoming trustee election and much more. It will be worth your time and we welcome your feedback! An informed and engaged membership makes our union stronger and helps us defend your Collective Agreement and workplace rights.

Take care and enjoy the season.

Chris Mravinec, President  
CUPE Local 998

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## COMMITTEE REPORTS

### New Committee Chairs

Please join us in welcoming two new committee chairs; Lisa Horishney is the chairperson of the Workplace Safety & Health Committee and Michael Wright is the chairperson of the Job Evaluation Committee! With many thanks to the outgoing chairpersons we look forward to the experience and fresh perspective Michael and Lisa will bring to these committees. Please contact the committee chairs directly if you are interested in joining their team. More committee chairs will be announced in the coming months.

➤ **Education Committee – Committee Chair, Kelli Howell**



**Scholarship Selection Committee** - We are looking for volunteers to sit on the Award Selection Committee. The committee will consist of three CUPE 998 Members in good standing that will review applicant submissions and select recipients based on academic standing and a short essay. To ensure impartiality, selection committee members and their families are not eligible to apply. If interested contact Scholarship Chairperson Kelli Howell at 204 360-5077 or [khowell@hydro.mb.ca](mailto:khowell@hydro.mb.ca)

➤ **Communications Committee – Committee Chair, Lisa Horishney**

There have been many changes to the website to make it more user friendly and keep members updated on Committees, events, General Membership Meetings, upcoming Negotiations, and much more. We welcome you to visit the [website](#) to help keep yourself aware and informed.

Any suggestions you may have would be greatly appreciated. Contact [Lisa Horishney](#) or [cupe998@shawbiz.ca](mailto:cupe998@shawbiz.ca)

<a href="#">Feb 8</a>	<a href="#">Feb 9</a>	<a href="#">Feb 10</a>	<a href="#">Feb 11</a>	<a href="#">Feb 12</a>	<a href="#">Feb 13</a>	<a href="#">Feb 14</a>
59	37	84	80	991	30	7
<a href="#">Feb 15</a>	<a href="#">Feb 16</a>	<a href="#">Feb 17</a>	<a href="#">Feb 18</a>	<a href="#">Feb 19</a>	<a href="#">Feb 20</a>	<a href="#">Feb 21</a>
3	363	101	153	757	23	17
<a href="#">Feb 22</a>	<a href="#">Feb 23</a>	<a href="#">Feb 24</a>	<a href="#">Feb 25</a>	<a href="#">Feb 26</a>	<a href="#">Feb 27</a>	<a href="#">Feb 28</a>
187	117	53	71	1,152	20	20
<a href="#">Feb 29</a>	<a href="#">Mar 1</a>	<a href="#">Mar 2</a>	<a href="#">Mar 3</a>	<a href="#">Mar 4</a>		
44	141	78	62	67		

#### Top Posts for 30 days ending 2016-03-04 (Summarized)

[7 Days](#) | [30 Days](#) | [Quarter](#) | [Year](#) | [All time](#)

2016-02-03 to Today	
Title	Views
<a href="#">Home page / Archives</a>	1,820
<a href="#">Executive Elections - Special Election Committee</a>	707
<a href="#">What's New?</a>	673
<a href="#">Membership Database</a>	247
<a href="#">Members Area</a>	247
<a href="#">Re-Election Voting Package Mail Out</a>	125
<a href="#">Collective Agreement</a>	122
<a href="#">Employee Discounts</a>	88
<a href="#">Pension &amp; Superannuation</a>	82

➤ **Job Evaluation Committee** – Committee Chair, Michael Wright

**Re-class from BSAI to a BSAll (to be read in conjunction with re-class Grievance Committee Report**

After the last meeting with member an appeal was sent to their supervisor asking for input, before being forwarded on. No input was offered, and the appeal was forwarded to the manager by the supervisor. No support for the appeal was added to the appeal from either supervisor or manager. The appeal has been received by HR and we are awaiting a chair person to organize the hearing. Time frame for appeal hearing, barring complications, should be later in the spring.

➤ **Membership Committee** – Committee Chair, VACANT

CUPE President Chris Mravinec will be at 360 Portage on April 26<sup>th</sup>, and May 2<sup>th</sup>, 2016 for orientation to welcome new students and handing out membership packages. Those students at remote destinations will receive new member packages at their location via interoffice mail. If you did not receive a new membership package or have not completed an Application for Membership Card, please contact the CUPE office at (204) 415-5114 or [cupe998@shawbiz.ca](mailto:cupe998@shawbiz.ca).

By completing the application card you become a member in good standing and are eligible to vote at General Membership Meetings. Dates for membership meetings are posted on the [website](#) along with regularly updated information and new events.

We remind all students to keep safety in mind as they learn their new jobs. Young people are often more at risk for injury due to their inexperience.

Enjoy your summer work experience at Manitoba Hydro. Feel free to contact the union office if you have any questions or concerns.

## **STEWARD DRIVE - WE WANT YOU!**

Chief Steward Kelli Howell will be organizing a Steward Drive in late April 2016 where tables will be set up at specific MB Hydro locations and she and the existing Stewards will be giving out information and answering questions about becoming a Steward.

By becoming a Steward you will educate yourself about your Collective Agreement, educate yourself through courses provided by CUPE Regional office, learn about the Grievance process and be able to inform and guide fellow co-workers regarding their rights and equality in the workplace.

Should we miss you at the Steward Drive, please feel free to contact Chief Steward Kelli Howell, existing Stewards or the union office for more information.

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

**Committee Members** – JP Berard, Karen Sinclair, Francesca Lonigro, Melissa De Vriendt

Current Grievances

- 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. Step III heard by VP Lloyd Kuczek October 7<sup>th</sup> denied. Arbitration pending – Werrier will be the arbitrator, waiting for dates
- Member frustrated with communications with supervisor and manager, quality & quantity of work and refusing requests to meet about the issues, grievance filed, waiting for a meeting date from the corp.//Jeff F to schedule meeting
- Member terminated for writing their own DR notes. Step III grievance heard Feb. 4<sup>th</sup>, waiting for decision. Will engage the grievance committee for a recommendation on proceeding to arbitration, we are waiting for additional information.
- IT department – Contracting out for *a minimum of three months*. A 10.5 “*such employment shall not exceed a period of 3 months*” Policy Grievance, we will meet when ER mgr returns from vacation.
- Re-class grievance, two members were Staff Officer I’s but the Corporation felt they were a better fit in CUPE as a Business System Analyst I. The members felt they were doing the work of a BSA III and applied for a re-class but was denied for several reasons but the Div. Mgr; felt he didn’t know enough about what they did to support. Spoke to HR and they believe the members should appeal the original decision and bring additional/new information to the appeal to better the odds of being successful//they are working on job evaluation submissions. The members appeal packages are ready for the appeal.
- Customer Contact Centre 12 hour shift overtime grievance

Grievances resolved, close to resolve or potential grievances etc.

- Adoptive Leave – working on LOU with corp.
- MED – Engineers doing the work of CUPE TA’s – both sides working on a resolution
- Looking into Workplace Reviews for Purchasing, Property and Station Design.
- Grievance filed for member denied bereavement leave; member had to travel out of province to an Aunt’s funeral. F4.34.5 *Under special circumstances, the Corporation may approve additional leave with pay*. The member was given four hours for the funeral only. Resolved, the member was given 1.5 days each bereavement leave for two separate incidents.
- Policy and personal grievance as Corp. did not advise CUPE of reorganization and it affecting one of our members. Resolved.
- Member on LTD for better part of a decade, have had discussions with Corp and have not heard from the member despite several attempts to contact them. Resolution accepted by the member although still not finalized



## **TIME TO RAMP UP NEGOTIATIONS!**

Would you like to receive this Newsletter to your home email address? How about being part of our first stage of Negotiations? It's time for the Pre-Bargaining Survey. This survey will allow your Negotiation Team to get a feel for what our Local's membership is most interested in pursuing during this round of bargaining. In addition, registering your home email address will allow us to keep you up to date on the latest news, updates, and even make online voting possible!

Go online and visit [Member's Area/Membership Database](#) to register if you haven't already.

### **ELECTION UPDATES**

THE CUPE 998 Special Election has been completed! Welcome to Executive Members-At-Large Colleen Kuhlman, Darryl Forbes, Marlene Schlag, Ray Hiebert, Rick Bosiak and Tina Goddard who will join the existing Officers and Chief Steward on the Executive committee. We would like to thank all of the candidates and everyone who voted as well as the Special Election Committee for their hard work and diligence in conducting the re-election.

The voter turnout was lower than usual for both elections with the following numbers reported. The November 2015 election saw a total of 356 ballots cast with 68 ballots spoiled. The Special Election had a total of 255 ballots cast with 14 ballots spoiled. All members are reminded of the importance of voting in all elections whether at local, provincial or federal levels. We are hopeful for better voter turnout in the future.

In closing, as per Executive and CUPE National directives, an Election Review Committee will be formed to review the election process and make recommendations accordingly. The committee will consist of three members-at-large as well as Executive Liaison, Lisa Horishney. Please contact the union office if you are interested in participating in this important work to improve the process for future elections.



### **Easter Monday: Want it off ? Take it off !**

As the recent [Staff Bulletin](#) outlined, a day (7.92 hours) of vacation will be credited to you if you work the 9-day work cycle. While the corporation *does* mention that Easter Monday will be granted if you request it, remember that this is a contracted right. If you encounter any difficulties making this request, please contact your area Steward or the Local as soon as possible.

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

I attended the 2016 All Committees Meeting in Ottawa. I was appointed to a two-year term as the Manitoban Representative of the National Aboriginal Committee, represented Local 998 at CLC/MFL/WLC International Women's Day 2016 Breakfast, celebrating 100 years since Manitoban Women won the right to vote.

Indigenous women were allowed to vote in federal elections in 1960, when Ottawa finally extended the franchise to all Aboriginal people, men and women

Upcoming Events: Winnipeg Pride Parade on Sunday June 5<sup>th</sup>, 2016. CUPE MB regularly participates in pride festivities and has a registered walking group in the parade. If you would like to participate in the events and wish to march with the CUPE walking group, contact Lorenzo Dufrane at [ldufrane@hydro.mb.ca](mailto:ldufrane@hydro.mb.ca) for further details.

**TRUSTEE ELECTION**

An election for one three year term position for Trustee will be held at the General Membership Meeting on May 12<sup>th</sup>, 2016, in accordance with Article 18 of our Constitution. The election is scheduled for May 2016 because there is no General Membership Meeting in April 2016.

We are now accepting nominations for this position. Please submit your nominee's name to Trustee Election Chair, [Kelli Howell](mailto:Kelli.Howell@hydro.mb.ca) via email

Nominations close on March 24<sup>th</sup>, 2016. Campaigning by candidates shall cease on May 11<sup>th</sup>, 2016 and candidates will be announced the following week.

There are three Trustees in total and their main function is to act as an Auditing Committee. They audit the books and accounts of the Secretary-Treasurer and report their findings to the membership at the General Membership Meeting in the fall 2016. Members wanting to run for this Trustee position must be available for upcoming training on June 16<sup>th</sup> & 17<sup>th</sup>, 2016. This training is Mandatory.

[Nomination Form](#)

The Trustee Committee will consist of [Darryl Carriere](#) (Selkirk), [Shantelle Cnockaert](#), [Karen Sinclair](#), [Charlene Gislason](#), [Albert Viallet](#) and [Rick Bosiak](#) (Brandon).

**UPCOMING EVENTS**

- Earth Day – April 22<sup>nd</sup>, 2016 National Day of Mourning – April 28<sup>th</sup>, 2016
- Steps for Life Walk – May 1<sup>rd</sup>, 2016
- May 1<sup>rd</sup> – 7<sup>th</sup>, 2016 NAOSH (North American Occupational Safety & Health Week)
- Pride Week – May 27<sup>th</sup> - June 5<sup>th</sup>, 2016
- National Aboriginal Day – June 21<sup>st</sup>, 2016
- Canada Day – July 1<sup>st</sup>, 2016

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