

LIVEWIRE



MESSAGE FROM CUPE 998 PRESIDENT

CUPE 998 - 50 years and going strong!

Greetings and welcome to the Summer 2016 Livewire newsletter! I hope you find it informative, useful and a welcome break from the hectic pace of the work/life balance we all strive to achieve. The summer season is upon us and with it comes the pleasures of the warmer side of life in Manitoba and, for our Local, a celebration of fifty years of being chartered with CUPE National!

As you may have seen by now, we are planning to celebrate our 50th anniversary at special event held later in the year. Fifty years is a milestone by any measure and I hope you will consider attending to celebrate with us in October. It will be a fun, informal evening with prizes, a little nostalgia and plenty of opportunity to share good times with your local leadership and union sisters and brothers.

Although summer is typically a slower time I'm happy to report this year has already proven to be busier than ever as we continued with day to day representation, advancing key grievances, planning for the future via the recent strategic planning session, and preparing for upcoming negotiations. Look for the results of the pre-bargaining survey and the strategic planning session to be announced soon and don't forget to check our website regularly. No one knows what the future holds for our bargaining table but we will be prepared.

Member participation, activism and support are crucial to our success so thank you to all who have taken the time to work with us, provide information or just tell us how we are doing. I believe membership involvement and awareness is on the rise; keep up the good work!

In closing, please remember to protect yourself and your family from the elements at home, work and play while immersing yourself in the many treasures our province has to offer. Take care, be safe and stay strong.

In solidarity,
Chris Mravinec, President
CUPE Local 998

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COMMITTEE REPORTS

➤ Education Committee – Committee Chair, Kelli Howell

- Two members attended “I’m Here for the Member: Defending Your Members” – Investigation to Arbitration - Michael C. Wright & Lisa Horishney. Wally Skomoroh to deliver this presentation to our Stewards & Executive.
- CUPE Summer School - May 29th – June 3rd, 2016, Russell, Manitoba – attended by Lennon Stevens & Shantelle Cnockaert (Steward Learning Series - Facilitated by Paula Raposo, Gina McKay & Steven Terrachow Parrot). Kelli Howell attended the privatization workshop - Taking on Privatization - Facilitated by Wally Skomoroh & Scott Clark
- Kelli Howell and Lisa Horishney attended the workshop “Green Action for Stewards” on June 7th, 2016 in the evening.
- J.P. Berard attended the Financial Officers workshop, June 16th & 17th, 2016.



Scholarship & Bursary Applications

It's that time again to make available the chance for qualified students to receive one of three Scholarships or the Red River Bursary for the upcoming 2016/2017 school year. Applications for the 2016/2017 Scholarships and Bursary are now being accepted. See the attached Poster, Outlines and Applications for all details and requirements to qualify. Please note that these Scholarships are available to those students that have not already received a Scholarship.

If you have any questions or concerns, please feel free to contact the Education Chair, [Kelli Howell](#) or [Kristine Lasko](#) at the Union office or email cupe998@shawbiz.ca

[Scholarship Poster](#)
[Scholarship Award Outline](#)
[Scholarship Application Form](#)
[Bursary Award Outline 2016](#)

Scholarship Selection Committee



We are looking for volunteers to sit on the Scholarship Selection Committee. The committee will consist of three CUPE998 members in good standing that will review student applicants' submissions and select a recipient based on academic standing and their short essay. To ensure impartiality, Scholarship Selection Committee members and their families are not eligible to apply. If interested, contact Scholarship Chair [Kelli Howell](#) Deadline is August 5th, 2016.

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

COMMUNICATORS

In the Unions continued efforts to keep the membership informed and aware of current and anticipated issues, events and information, we are reviewing the list of Communicators. We would like to recognize the ongoing support of our current Communicators and to extend an invitation to any member who would like to become our part of our Communicators. There is a need for updating, additions and revisions. The goal is to spread the information, as soon as it comes to our attention. **The Union is the Membership!**

The membership can only be active and stay informed if they are aware of upcoming situations and changes within their Union. Current and new Communicators will receive valued updates and information, through the use of emails, to keep their designated areas aware of the information they receive. In some areas, Shop Stewards or Executive Members may fill this role.

In the near future these are some of the issues that are to be addressed:

- ✓ Collective agreement expires December 31st, 2016
- ✓ Upcoming Negotiations; to include members surveys and exchange of letters
- ✓ Regularly posted events and information on the CUPE 998 website

If you would like to become a new Communicator we can provide a short orientation session were you will receive an information kit that explains your role. Contact [Committee Chair](#).

We will be contacting Communicators to receive feedback on issues the membership may have and to ensure the communications structure is working well. Communicators are asked to distribute information as it becomes available. As well as written materials, Communicators may also be responsible for passing along information verbally or be asked to coordinate the collection of any Local 998 materials that may be developed.



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

Committee Members – Karen Sinclair, Francesca Lonigro, Melissa De Vriendt

- Grievance filed, HR request to recover overpayment of benefits, member filed paperwork but was not followed up on by payroll staff, we feel member not responsible. Step I complete, the corp. believes the member is fully responsible. We will meet with the member to discuss the next steps.
- Senior not selected, 30 year employee bypassed, mgmt story changed as to why first it was no project expediting experience and then education. Step II complete, grievance denied.
- Senior not selected, grievance filed. HR came back with a resolution, to interview the member and if they do well, offer term employment. We would prefer that the member be given a term without an interview
- Policy grievance filed as management appointed two non CUPE members through the same position, six month terms. Met with HR discussions on going
- Policy grievance for wording on letters of offer, “admin I in an admin III position”, that classification does not exist in our Collective Agreement
- 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 7th denied. Arbitration pending – Werrier will be the arbitrator, dates are in Jan. 2017
- Member terminated for writing their own DR notes. Step III grievance heard Feb. 4th, grievance denied. Grievance committee recommended arbitration, Wally let corp know.
- IT department – Contracting out for *a minimum of three months*. A 10.5 “*such employment shall not exceed a period of 3 months*” will seek arbitration. Met with our lawyer, further meetings to follow.
- Adoptive Leave – this is with the lawyers now.
- MED – Engineers doing the work of CUPE TA’s – both sides working on a resolution
- Request for Workplace Reviews in Purchasing and Station Design has been sent to HR
- Member frustrated with communications with supervisor and manager, quality & quantity of work and refusing requests to meet about the issues, grievance filed. Met with mgmt/HR/member-nothing happening, the member wants resolution, Wally to discuss with Jeff F.
- 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. Appeal pending.

Benefits Corner

SLEEP APNEA - Coverage & Resources?

See your General Practitioner for a referral to a specialist. Coverage available through Manitoba Health

Contacts for more information

[Facts Sheet](#)

[Information - Misericordia, Sleep Disorders](#)

ARE YOU A MEMBER IN GOOD STANDING?

We encourage members to complete and sign the Application for Membership that is delivered regularly to employees, available through the union office by calling 204 415-5114 or available at each General Membership meeting held three times each year.

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.

CUPE members are able to take advantage of discounts at a number of companies in and around Manitoba.

Visit CUPE Local 998 membership [Discounts](#)



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

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

- ✓ Two posted Engineering Tech positions in IBEW (at Keeyask) have been questioned with Human Resources. The duties outlined seemed to be Tech Assistant in nature, and we would like them removed and/or the job reposted as a CUPE Tech Assistant.
- ✓ Wages & Agreements will be working with the Communications Committee to reach members not emailed in the last round of personal emails. Once that has been done, a new survey will be sent to anyone who has not yet received one.

WAGES & AGREEMENTS

Collective Agreement vs Corporate Policy

In cases where the Collective Agreement (CA) has different information than the policy as listed on the corporate website, your CA takes precedence. It is important to be current and familiar with both documents, since they convey information on a variety of topics. There are times, however, where they might intersect. If there is a conflict on the same topic, there is often a statement on the policy referring back to the CA.

There are occasions where this statement is missing such as on Policy P536, for example, which deals with term employment and holding a base position. Please see Appendix G in our CA for the rules that apply to CUPE 998 members. When differences like this occur, please know that the CA takes priority. If you see a policy missing a reference to our CA but you think there should be one, please bring this to our attention for investigation.

Please check with your Steward, the Local office, or a Wages & Agreements committee member if you are ever in a situation where you're unsure about a specific situation. [We're here to help!](#)

BULLETIN



STEWARD DRIVE

Chief Steward Kelli Howell will be organizing a Steward Drive in late October 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 204 415-5114 for more information.

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



➤ Steinbach Pride – July 9th, 2016

➤ Pride Week: May 27th - June 5th, 2016

- June 1st, 2016 - Panel member for Pride at Work Canada event at Red River College, alongside Judge Kael McKenzie. Panel members discussed being out in the workplace with focus on helping students successfully transition from school to work.
- PrideMart booth at The Forks, Saturday June 4th, 2016.
- Pride Parade Sunday June 5th, 2016.
- Since becoming active with CUPE, one of my main goals was to see Manitoba Hydro's full sponsorship and support of Pride Winnipeg festivities. There were a lot of people that were working to make this happen and this year, I am proud to say that I marched alongside other MH Employees in the Parade. CUPE local 998 members were also in marching with the CUPE walking group.



- Solidarity Vigil for Orlando – June 12th, 2016.
 - Steinbach Pride – July 9th, 2016. About 200 were expected, but an estimated 4000 people were in attendance to show solidarity with Steinbach. There as a large CUPE presence, alongside other labour organizations.
- Aboriginal Day: June 21st, 2016
- National Aboriginal Day LIVE. The Forks - June 25th, 2016. CUPE Manitoba Aboriginal Council spent the day handing out information and taking signatures for CUPE's "Enough is Enough" campaign.
 - Attended Manitoba Hydro Aboriginal Week events May 24th – 27th, 2016.
 - Manitoba Hydro Employees Aboriginal Sharing Circle - April and July.



➤ Upcoming Events:

- Aboriginal Youth Opportunities (ayomovement.com) - Water Wednesdays
- Manitoba Metis Federation Annual General Meeting - September 23rd – 25th, 2016.
- 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 for further details.

IN ACCORDANCE WITH ARTICLE 18.5.1 OF OUR CONSTITUTION

AN EXTENDED ONE YEAR TERM TRUSTEE POSITION TO BE FILLED

Due to a midterm vacancy of the Trustee Committee, nominations will open on August 18th, 2016 and close September 8th, 2016 in order to fill this position. Stewards will appoint a new Trustee on September 15th, 2016. Please submit Nomination Form and a short Biography to the Trustee Election Chair [Kelli Howell](#) during the appropriate time frame.

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 training, as it is Mandatory.

UPCOMING EVENTS

- Special General Membership Meeting – July 27th, 2016
- International Youth Day – August 12th, 2016
- World Humanitarian Day – August 19th, 2016
- WLC - March and BBQ, September 5th, 2016
- Aboriginal Youth Opportunities (ayomovement.com) - Water Wednesdays
- Manitoba Metis Federation Annual General Meeting - September 23rd – 25th, 2016
- CUPE MB 50th Anniversary Celebration – October 21st, 2016

CUPE 998 50th ANNIVERSARY

July 6, 2016 marks the 50th Anniversary of CUPE 998 as a chartered labour union in Manitoba. We are proud to have represented the more than 1100 clerical and technical staff positions at Manitoba Hydro these past five decades. It is satisfying to be part of the history of labour in Manitoba and to have played a role in the many positive workforce changes that have occurred in these years. We look forward to “protecting good jobs in Manitoba” for many years to come.

The Local has planned an appreciation event to commemorate this 50th milestone and to thank active members of the Local for their participation. We cordially invite you to join us in celebration: [Complete details](#)

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