

# LIVEWIRE

## **Holiday Greeting from CUPE 998 President**

### **Season's Greetings from CUPE 998!**

Time flies and now so does the snow as another year passes. It seems like fall was gone in the blink of an eye as November took an early, icy hold on Manitoba. Hopefully the rest of the season will finish better than it started!

It's been another active year for our Local as we strive to enforce our Collective Agreement and bring order to the sometimes chaotic world of labour relations. We continue to work on many issues; from representing members on a daily basis to keeping an eye on long term goals. There is always more to do and our committees continue to work hard on your behalf. Progress has been made in many areas and work continues on modernizing and ensuring accuracy of our Constitution, updating our web site, educating our Executives and Stewards, helping organize and deliver safety training, and protecting our pension. We are also half way through our current contract duration and so have begun to assemble and document concerns for future bargaining through the Wages and Agreements committee.

New construction being approved and the ever present need for renewal of the Corporation's aging assets bring a lot of work and opportunity but also bring challenges in the form of increased contracting out of our work. This is one issue we continue to address with management regularly and are monitoring closely.

With the New Year comes some consistency and change in our Executive. Congratulations are in order to Kelli Howell for securing another two year term as Chief Steward. We also say goodbye to our Recording Secretary Grant Konrad. We wish Grant well as he pursues a new opportunity within the company. He is leaving at the end of 2014 so the Recording Secretary position will become vacant at that time. Depending on Executive interest there will be an opening for either the Recording Secretary or an Executive-at-large position. Please keep an eye on the web site for updates and let us know if you are interested in joining our Executive team when the time comes.

On behalf of the entire CUPE 998 team I want to wish all our members and their families and friends a safe, warm and peaceful holiday season. We often are tempted to rush through life as we try to keep up with what seems to be a more hectic pace but it's important to slow down and enjoy the fruits of our labour. Finally, a big thank you to all of our members for their support, feedback and hard work throughout the year!

In Solidarity,  
Chris Mravinec, President, CUPE Local 998

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## Meet Denis Côté – 2<sup>nd</sup> Vice President

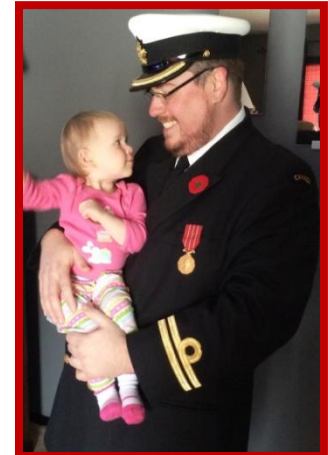
### Proud to Serve

This photo encapsulates my two biggest passions when not at work and/or on union business. My family (daughter Jennifer and wife Amy) gives me the drive and focus for everything I do.

Even though my work with the Canadian Forces, training cadets, has been put on the back-burner lately, I'm always proud to wear my uniform as I did recently for the Remembrance Day service in my hometown of Lorette.

In the past few months, I've had the chance to meet quite a few members of our Local during the Dues Restructuring info meetings.

I also chair the Wages and Agreement Committee and help with the Constitution Committee as their past chair. As with every aspect of my life, work, and service with Local 998, I'm happy and proud to serve.



**EXECUTIVES**

<b>President</b>	Chris Mravinec	415-5214 c 391-7939	cmravinec@hydro.mb.ca
<b>1st Vice-President</b>	Michelle Balina	360-4856 c 292-0191	mbalina@hydro.mb.ca
<b>2nd Vice-President</b>	Denis Côté	360-4150	dcote@hydro.mb.ca
<b>Recording Secretary</b>	Grant Konrad	360-7326	gkonrad@hydro.mb.ca
<b>Treasurer</b>	Michael Kubrakovich	360-4457	mkubrakovich@hydro.mb.ca
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<b>Brandon</b>	Kelly Spence	748-2534 c 761-2052	kspence@hydro.mb.ca
<b>Chief Steward</b>	Kelli Howell	360-5077 c 390-0278	khowell@hydro.mb.ca



## 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 three times this year. 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.

CUPE National has approved our previous submission (member approved last year) and have made further recommendations to our Constitution. We are in the process of responding to their recommendations. 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/or 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 this year. Happy holidays!

## 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 either the CUPE MB website [http://www.cupe998.mb.ca/news/Discounts\\_CUPE\\_Membership\\_2013.pdf](http://www.cupe998.mb.ca/news/Discounts_CUPE_Membership_2013.pdf)

OR visit CUPE Local 998 membership discounts <http://www.cupe.mb.ca/about/discounts.htm>.



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

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

Website

- Updates will be posted on each Committee Page, check pages regularly
- New Platform for CUPE Website coming in Spring 2015, we are now hosting our Website with CUPE National. The New Platform will bring some exciting changes, Updates to follow as our team gets closer to completion.

Communications to Members

- If our members are not receiving communications, have the individual contact someone from the Communications Committee to ensure the proper communications are reaching our members.

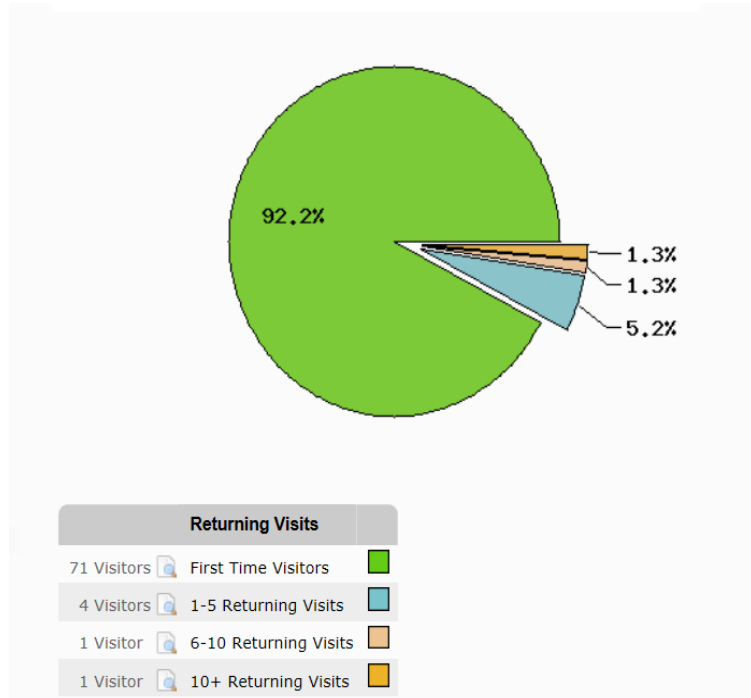
Stewards Call Out – Attracting more members to become involved

- Looking for Stewards in each area of the Corporation. If anyone you know is interested have them contact our Chief Steward Kelli Howell.

MFL Upcoming Events

- Fall Education Workshop is out
- CLC & MFL – Political Action Conference January 23<sup>rd</sup> – 24<sup>th</sup>, 2015

**Webstats -CUPE 998 Website, December 2014**



➤ **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 \$2,000.00 to \$4,300.00 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 20<sup>th</sup>, 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 – Provincial mediation scheduled for May 30<sup>th</sup> – Mediation complete, the Corporation denied our grievance. Will proceed to Step III, Wally to write letter.
- Fleet Service, members from IBEW and AMHSSE doing the work of CUPE, will proceed to Step II- proposed remedy and the corporation responded with a counter proposal approximately 1/3 of what was originally asked for. We have responded and this offer is not acceptable. We will be meeting with member from Fleet Services to verify dates/times of other jurisdictions employees doing CUPE work. We are waiting for the Corporation to confirm our calculations. Wally to write letter to proceed to Step III.
- Member grievance, given verbal warning and subsequent email, is disputing both and wants an apology as well. Grievance meeting held July 4<sup>th</sup>, corporation to provide more information. Asked Corp. to schedule Step II, their argument is that a verbal warning is not grievable. Michelle Balina and I met with the member and he is open to mediation with management. Follow up with HR.
- Policy Grievance for having contractors in the workplace and asking our members to train them. Corp asked if we can deal with all three Policy Grievances at once, we agreed to talk about it. No meeting date set.
- IT Dept. Having contractors in the workplace and not notifying the union when the contract or loan period exceeds 30 days. No meeting date set.
- Distribution Design Dept., having contractors in the workplace and not notifying the union when the contract or loan period exceeds 30 days. No meeting date set.
- Member assuming duties of a higher classification - directed to do so by management and then were denied the 5% for assuming those duties. Had Step I, mgmt. agreed to pay her until May 22<sup>nd</sup>, they want to level the higher class position before paying our member for additional duties as they believe the job will be leveled at a lower classification. The member whose work was being done has returned and we have asked HR to expedite the leveling process. Still waiting for a response from HR.
- Cross-Jurisdictional appointment – no notice given to CUPE, another IBEW appointment. We have reached a settlement with the Corporation, needs follow up with HR to see if the member is still in the position and ask the corporation to put out an expression of interest.
- 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 are CUPE work. Step II heard by Joel Wortley, grievance denied, waiting for HR to schedule Step III.
- Member not selected for Business Analyst II, the position was posted internally and externally at the same time. Our member did not get an interview; she was missing some qualifications. Proposed resolution, have the member complete a without prejudice interview and project to determine that she would be qualified for future positions.



## STEWARDS

<b>360 Portage</b>	Berard, Jean-Pierre	<a href="mailto:jpberard@hydro.mb.ca">jpberard@hydro.mb.ca</a>	17 <sup>th</sup> floor	
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	Boucher, Brigitte	<a href="mailto:bboucher@hydro.mb.ca">bboucher@hydro.mb.ca</a>	2 <sup>nd</sup> floor	
	Hiebert, Ray	<a href="mailto:RHiebert@hydro.mb.ca">RHiebert@hydro.mb.ca</a>	4 <sup>th</sup> floor	
	Bihun, Cindy	<a href="mailto:CBihun@hydro.mb.ca">CBihun@hydro.mb.ca</a>	4 <sup>th</sup> floor	
	Kuhlman, Colleen	<a href="mailto:ckuhlman@hydro.mb.ca">ckuhlman@hydro.mb.ca</a>	4 <sup>th</sup> floor	
	Dufrane, Lorenzo	<a href="mailto:ldufrane@hydro.mb.ca">ldufrane@hydro.mb.ca</a>	4 <sup>th</sup> floor	
	Horishney, Lisa	<a href="mailto:lorishney@hydro.mb.ca">lorishney@hydro.mb.ca</a>	5 <sup>th</sup> floor	
	Holgate, Helen	<a href="mailto:hfolgate@hydro.mb.ca">hfolgate@hydro.mb.ca</a>	16 <sup>th</sup> floor	
	Wright, Michael	<a href="mailto:mcwright@hydro.mb.ca">mcwright@hydro.mb.ca</a>	17 <sup>th</sup> floor	
	<b>Notre Dame 820 Taylor Gillam Selkirk</b>	Cole, Ray	<a href="mailto:RCole@hydro.mb.ca">RCole@hydro.mb.ca</a>	
		Hadder, Mark	<a href="mailto:mhadder@hydro.mb.ca">mhadder@hydro.mb.ca</a>	2 <sup>nd</sup> floor
		MacDearnid, Mark	<a href="mailto:mmacdearnid@hydro.mb.ca">mmacdearnid@hydro.mb.ca</a>	
		Sitar, Gerald	<a href="mailto:gsitar@hydro.mb.ca">gsitar@hydro.mb.ca</a>	
		Carriere, Darryl	<a href="mailto:jdcarriere@hydro.mb.ca">jdcarriere@hydro.mb.ca</a>	

## CUPE 998 Chief Steward Election

This year there was an election for Chief Steward. We are proud to announce that Kelli Howell will continue as Chief Steward for another term. Should you have any questions or concerns about work related issues or feel free to contact Kelli at any time at:

[www.cupe998.ca](http://www.cupe998.ca) [cupe998@shwbiz.ca](mailto:cupe998@shwbiz.ca) Chief Steward, Kelli Howell w: (204) 360-5077 c: (204) 390-0278

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

**Committee Members** – Michael Kubrakovich

After hearing what the membership has to say, the Committee and Executive has decided to postpone this matter until the new year. Restructuring in some form is still an important matter, but a pure percentage is not something our membership is interested in. With this feedback, we will reconsider our options and present more information in the next few months. Thank you, and have a happy new year!

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

**Committee Members** – Kelli Howell, Grant Konrad, Marlene Schlag

The W&A Committee has met several times this year to consider a few hot-button topics that seem to keep arising from the membership and our interactions with the Corporation. These are often in the areas of Jurisdiction, Contractors and Corporation Holidays. We work closely with the Chief Steward, who also sits on this committee, to ensure that our efforts are in harmony. The last meeting of 2014 occurred on November 26<sup>th</sup> and we expect to start 2015 with the same energy and drive as we ended 2014. I'd like to personally thank Kelli Howell, Grant Konrad, and Marlene Schlag for their efforts on the committee. I wish them and our entire membership a very Merry Christmas, Happy Holidays, and a Happy New Year.



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

October 4, 2014 marked the National Day of Remembrance for missing and murdered Indigenous women. CUPE took part in the Sisters in Spirit Vigil, which is organized in part by the Native Women's Association of Canada. These vigils and rallies are part of a nation-wide movement to raise awareness and to push the government for a national inquiry into the death of missing and murdered Aboriginal women.

Khristin Wagner (CUPE MB Aboriginal Member Representative), Paula Raposo (Equality Representative), and I, attended a vigil held at the Manitoba Legislature. Former EROC Chair for CUPE Local 998, Arlene Macklem, was also in attendance.

There are now more than 600 Indigenous women and girls in the country reported missing or murdered in the last 20 years. Manitoba families are greatly impacted and overrepresented in this tragedy, the worst in Canada, in fact – 81% vs 67% national average. Indigenous women account for 53% of all missing female cases in Manitoba, with more than 80 women gone. 64% of these murder cases occur in urban areas particularly Winnipeg – which is higher than the national average of 58%.<sup>1</sup>

CUPE MB Human Rights Committee provided a donation for a few bouquets of flowers. The bouquets were used to create a butterfly on the steps of the Manitoba Legislature during the vigil. Once the vigil was completed, the bouquets were given to the families of our missing and murdered sisters.

<http://www.nwac.ca/sisters-spirit>



The Manitoba Metis Federation held their Annual General Assembly at Assiniboia Downs from November 15<sup>th</sup> to 16<sup>th</sup>, 2014. The annual event, which brings about 3000 Metis together, is the largest Aboriginal General Assembly held in Canada. Brother Don Moran (CUPE National Senior Office of Aboriginal Issues), Sisters Shirley Langley (CUPE MB Aboriginal Council Chair), Khristin Wagner and I, were in attendance at the event.

<sup>1</sup> [http://amc.manitobachiefs.com/index.php?option=com\\_content&view=article&id=274:national-day-of-remembrance-oct4-amc-psas&catid=67:press-release&Itemid=178](http://amc.manitobachiefs.com/index.php?option=com_content&view=article&id=274:national-day-of-remembrance-oct4-amc-psas&catid=67:press-release&Itemid=178)



The Metis play an integral part in Manitoba's cultural life and economic prosperity. This was CUPE's opportunity to promote our council and speak on human rights issues affecting both the Aboriginal and Metis communities. CUPE Manitoba Aboriginal Council members attended both as delegates and as participants in the tradeshow. At the tradeshow, we distributed written material on our council, information on various human rights issues (60's scoop, water issues) and spoke on CUPE's "Enough is Enough" campaign. For further details on the campaign and to sign the petition that we had at the table, please find details on our website here: <http://cupe.ca/enoughisenough>

<http://cupe.ca/cupe-supports-indigenous-adoptee-gathering>

Saturday afternoon was marked by a special announcement by President Chartrand, Manitoba Hydro Minister and Deputy Premier Eric Robinson, and Manitoba Hydro President & CEO Scott Thomson. The MMF, the Government of Manitoba, and Manitoba Hydro announced they have agreed to work to collectively build a constructive and productive working relationship. A Term Sheet (see attachment) agreed to on November 6<sup>th</sup>, 2014 will guide the preparation of a legally binding agreement containing measures aimed at building and sustaining a productive relationship amongst the parties as well as address impacts related to past projects and concerns about how the parties will work together going forward.<sup>1</sup>

November 20<sup>th</sup>, 2014 marked Winnipeg's 10<sup>th</sup> Annual Transgender Day of Remembrance. At our last provincial convention, we passed a resolution entitled Transgender Health & Awareness. With direction from the resolution, we submitted the attached letter to the Province of Manitoba.

<sup>2</sup> <http://www.metisnation.ca/index.php/news/mmf-aga-returns-to-heart-of-metis-homeland-in-winnipeg>



## Upcoming Events 2015

- Safe Work Conference Winnipeg - January 21<sup>st</sup> – 22<sup>nd</sup>, 2015
- CUPE National Human Rights Conference – February 5<sup>th</sup> – 8<sup>th</sup>, 2015
- Trustee Nominations – March 2015
- Mel Myers Conference Winnipeg - March 19<sup>th</sup> – 20<sup>th</sup>, 2015
- National Day of Mourning – April 28<sup>th</sup>, 2015
- MB Federation of Labour Convention, Brandon - May 28<sup>th</sup> – 31<sup>st</sup>, 2015
- Pride Week – June 5<sup>th</sup> – 14<sup>th</sup>, 2015
- National Aboriginal Day – June 21<sup>st</sup>, 2015
- Canada Day – July 1<sup>st</sup>, 2015
- Executive Nominations 2015
- CUPE National Convention, Vancouver – October 20<sup>th</sup>, 2015
- Transgender Day of Remembrance – November 2015
- World AIDS Day – December 1<sup>st</sup>, 2015
- Day of Remembrance, Missing /Murdered Women – December 6<sup>th</sup>, 2015



## Benefits Corner



Did you know that your Benefits Include Travel Coverage For more information, see Manitoba Hydro Corporate Policies <http://coil.hydro.mb.ca/policies/500-549/p521/p521.htm#travelhealth>

### WINTER IS HERE

It's difficult to consider all the different safety needs when the temperature suddenly drops.

#### 8 COLD WEATHER SAFETY CHECKS

- ✓ CHECK YOUR TIRES
- ✓ REVIEW YOUR DRIVING SAFETY
- ✓ UPDATE YOUR EMERGENCY PREPAREDNESS PLAN
- ✓ TAKE A BREAK AND WARM UP
- ✓ IMPROVE YOUR INDOOR AIR QUALITY
- ✓ BE SMART ABOUT SPACE HEATERS
- ✓ PREVENT OCCUPATIONAL VIBRATION EXPOSURE
- ✓ WEAR THE RIGHT PERSONAL PROTECTIVE EQUIPMENT

For more information, please see the Safety Smart link:

[http://blog.safetysmart.com/2014/11/8-cold-weather-safety-checks/?utm\\_source=Newsletter&utm\\_medium=email&utm\\_campaign=blog](http://blog.safetysmart.com/2014/11/8-cold-weather-safety-checks/?utm_source=Newsletter&utm_medium=email&utm_campaign=blog)



After a lifetime of work, a pension that covers the basics.

Now that's fair!



Canadian Labour Congress

Congrès du travail du Canada

<http://www.canadianlabour.ca/issues/pensions-retirement>

**Dues Increase Reminder**

As presented at the November GMM, CUPE 998 dues will be increased to \$32.50 from \$31.00 per pay period, effective January 1, 2015.

**Dues & Wages Increased History**

Year	Effective date	998 Dues	% Dues change	GW I %
2003	27-Mar	\$ 24.18	-	3.00
2004	25-Mar	-	-	3.00
	8-Apr	\$ 25.67	6.16	-
	29-Jul	\$ 25.21	-1.79	-
2005	24-Mar	-	-	1.90
	7-Apr	\$ 25.00	-0.83	-
2006	23-Mar	-	-	2.50
2007	22-Mar	-	-	2.50
2008	10-Jan	\$ 26.00	4.00	-
	20-Mar	-	-	2.50
	25-Dec	\$ 27.00	3.85	-
2009	1-Jan	-	-	2.90
2010	1-Jan	-	-	0.00
	31-Dec	-	-	1.00
2011	1-Jan	-	-	2.50
	3-Mar	\$ 28.00	3.70	-
2012	1-Jan	-	-	2.50
	5-Jan	\$ 29.00	3.57	-
	12-Apr	\$ 30.18	4.07	-
2013	1-Jan	-	-	0.00
	28-Feb	\$ 31.00	2.72	-
2014	1-Jan	-	-	2.75
2015	1-Jan	\$ 32.50	4.84	2.75

## WINTER COMFORT FOOD

### CHILI

Prep time: 40 mins, Cook time: 6 - 8 hours, Serves: 8

#### Ingredients

2 lbs. extra lean ground beef  
 2 dried chipotle peppers  
 5 cloves garlic, minced  
 1 yellow pepper  
 1-28 oz. can San Marzano tomatoes \*  
 1 cup red wine  
 2 tsp. cumin  
 ½ tsp. cinnamon  
 1-28 oz. kidney beans, drained/rinsed  
 1½ cup frozen corn, thawed

3 chorizo sausages  
 2 sweet onions, diced  
 1 red pepper  
 1 green pepper, diced  
 2-14 oz. cans fire roasted diced tomatoes  
 3 Tbsp. chili powder  
 1 tsp. smoked paprika  
 Salt to taste  
 1-14 oz. can Aduki Beans, drained/rinsed

volcanic soil at the base of Mount Vesuvius, which gives them a sweet flavor and low acidity and they are coveted for their firm pulp, deep red color, easy to remove skin and low seed count. *Me, I use homemade spiced stewed tomatoes but canned spiced stewed tomatoes will do.*

**Optional add in** – Small can of diced pineapple drained, 1 can of mixed beans or chick peas drained/rinsed (to replace Aduki beans (used in Japanese cooking)), 1 ½ c velveta low salt cheese cubed and added 15 minutes before serving (bad but good),

**Optional toppers** – Red or green jalapeno peppers, shredded cheddar, dollop of sour cream.

#### Instructions

- Start browning the ground beef in a large skillet.
- Meanwhile soak the chipotle peppers in boiling water to rehydrate for 20 min.
- Place red and orange peppers under a broiler to char. Once charred place in a bowl and cover with a cloth to steam and cool.
- Once the beef is browned add to a large bowl of a slow cooker. In the same pan brown the chorizo sausage. Once cooked, dice into small pieces and add to the beef.
- Add the onions and garlic to the beef mixture. Stronger flavor if not sautéed (personal choice).
- Chop the chipotle peppers once rehydrated. Skin and seed the red and orange peppers and dice. Add all the peppers to the beef mixture.
- Add in the green peppers, both kinds of tomatoes, red wine, chili powder, cumin, cinnamon and salt. Cook on low 6-8 hours. Add the beans and corn in the last hour (not so mushy then).

