



PRESIDENTS MESSAGE

Have you ever needed help but couldn't find a volunteer? Ever had too much work but no one to help? Welcome to the club. Recent organizational change and staff reductions within our company put pressure on our members in their workplaces and yet union work still needs to happen. We must continue to defend our members and our work and can always use more help. Finding dedicated volunteers is an age old challenge for unions and many other organizations. This is why we're reaching out to members and dedicating this issue of the Livewire to describing our committees and what they do.

Unions were built by workers to protect workers. After all, who better to identify and resolve workplace challenges than the workers themselves? We've seen what happens when management is left to figure things out for themselves... it's usually not good for the workers. By joining forces and sticking up for each other, just like the union members that came before us, we can affect positive change and improve our work lives. Unions are definitely still relevant!

Union work is by and large carried out by union members. Some work happens during regular work hours on paid leaves of absence and other work happens after hours. Either way there are many ways to help out. Sometimes it is as simple as having conversations with co-workers about current events or sharing your own work experiences. Other times it is signing up for a committee to tackle issues. In any case, volunteering is a great way to get involved, see how things work and gain a sense of satisfaction. Sometimes we need more than our work for that. Sharing our experiences, skills and wisdom continues to be the solution that will help us survive and thrive in this new climate. Times are changing in our workplace and across the province and union members need to pull together across all jurisdictions and sectors. Our future and the futures of others depend on the work we do today! We hope you will consider getting involved with your union. Every little bit helps.

In Solidarity
Chris Mravinec
CUPE 998 President



CUPE998 has 12 committees comprised of Executives and Members at Large. They work in harmony for the betterment of the membership to ensure that the Collective Agreement is followed, members are treated respectfully and to ensure open communication with the employer and all members. We would like more membership participation on these committees in order to become a part of the process and understand who their union is, what they can do for the members and what is available to all members. Below is a brief description of each Committee.

Constitution / Policies & Procedures Committee - Draft changes, addition, or deletions to the Constitution and Policies & Procedures of the Union.

Education Committee - Keeps the Executive informed on the various courses, seminars, etc. that is or will be available throughout the year.

Equal Rights and Opportunities Committee (EROC) - To ensure equal pay for work of equal value; to ensure equal opportunity of internal and external training so that there is equal opportunity of advancement of all employees; to promote women's rights; to eliminate the stereotype image of the target groups in the workforce as outlined in the Human Rights Code; to educate and organize their fellow sisters and brothers so that the above goals can be satisfied.

Membership Committee - Prepare kits & complete orientation for members arriving into Local 998, monitor retirement gift process, report membership statistics monthly.

Pension and Superannuation Committee – Represents Local 998 in all matters pertaining to pensions and insurance, ensure that Local 998 has a member in good standing as a representative on the Superannuation and Insurance Liaison Committee, through this Committee lobby for changes to the Superannuation Act as dictated by local policies, monitor the Manitoba Hydro pre-retirement program and seek involvement in these programs and their implementation.

I am [Darryl Forbes](#) and I am the Pension & Superannuation Committee Chair. I am responsible to represent CUPE 998 for pensions, insurance and benefits. I am to lobby for changes to the Superannuation act as dictated by the local. I am also to inform the local of any activities in these committees. Currently on this committee is myself, Mike Kubrakovich and Chris Mravinec. Mike Wright was on the committee however he has retired. If you are interested in joining the Pension Superannuation Committee, please contact me.

Trustees Committee - Acts as an auditing committee. They audit the books and accounts of the Secretary-Treasurer and report their findings at a General Membership Meeting annually, by the end of the following fiscal year. It shall be the duty of the Trustees to audit the record of attendance. Any stock, bonds, securities, office furniture and equipment, title or deeds to property that may at any time be owned by the Union, shall be inspected at least once annually by the Trustees and a report of the findings shall be submitted. Audit forms, as supplied by the National Office, shall be used for all auditing reports, and a copy of such annual audits shall be sent to the National Secretary-Treasurer in accordance with the provisions of the Canadian Union of Public Employees Constitution.

Workplace Safety and Health Committee – Represents the membership of Local 998 on the Corporate Workplace Health & Safety Committee, represent the membership of Local 998 on the related Committees of Affiliates, inform membership of their rights under the Collective Agreement and Federal and Provincial legislation, Follow up on Workplace Safety & Health complaints and with the approval of the Executive seek improved working conditions through available channels.

Political Action Committee – Communicate with municipal/provincial/federal authorities or officials, the general public and the media to represent the interests of our Local to the community at large, lobby government officials, the business community, private and public organizations and the general public to represent the interests of our Local. They will form coalitions with other organizations on common issues in order to give added credibility to our position on an issue, work to create political awareness amongst our members on various issues, prepare briefs for public presentation and distribution and shall present all briefs to the Executive for prior approval before release to the public.

Communications Committee – Oversees the publishing of the Locals bulletins and media releases, create and publish the Local's newspaper, on request, provide writers, editors and publishing resources to assist all committees, create standards and guidelines for the Local's publications, establish and maintain a Web Site to provide current information to the membership.

Job Evaluation Committee - Represents the membership of CUPE 998 in all aspects of the job evaluation process; provide members to the joint evaluation appeal board; apprise and inform the membership on all aspects of the job evaluation process including their rights therein; counsel the individual members involved in the job evaluation process; work with the Executive to develop Strategic Action plans to ensure that the Job Evaluation System is working to the benefit of our members.

Do you ever wonder why a co-worker does a similar job to you, but are in a different pay grade? Do you ever question the re-class process, or wonder why a certain job has a specific classification? This just may be the right committee for you to consider joining!

We are looking for members to join the Job Evaluation Committee, which represents and counsels CUPE 998 members in all aspects of the job evaluation process. This includes job level reviews and appeals conducted as part of the job evaluation (reclassification) process outlined in our collective agreement. A committee member, usually the Chair, is assigned to represent CUPE 998 on the jointly-formed corporate Appeal Committee, which considers employee appeals for denied reclassifications. The Job Evaluation Committee also works with the Executive to develop strategic action plans to ensure that the job evaluation system is working to the benefit of our members and will be directly involved in the coming review of the Job Family Profiling program.

If this work sounds interesting to you, please apply to join this committee! I look forward to continue working with our membership on these important issues. [Lennon Stevens](#), Job Evaluation Committee Chair

Wages and Agreement Committee – In consultation with the representatives of the Canadian Union of Public Employees shall prepare proposed Agreement changes, initiate surveys into wages and salaries, in order to prepare wage briefs, to keep the Executive advised of local conditions regarding wages and salaries as they may affect members of the Union, formulate negotiating proposals prior to the expiring date of the Collective Agreement, make recommendations to the Executive on the composition of the Negotiating Committee. The Committee shall be responsible for the maintenance and revision, through Letters of Understanding, Letters of Intent and Letters of Concurrence, of the agreement between negotiations. All revisions to the agreement shall be approved by a majority of the Executive, and noted at the next General Membership Meetings as information. The membership shall be informed of the revisions to the agreement no later than the next General Membership Meeting

Grievance Committee - Chaired by the Chief Steward who represents members and processes all grievances, obtaining legal counsel as required. The committee submits its reports to the CUPE 998 Executive monthly.

DID YOU KNOW???

ARTICLE 5 - LEAVE FOR UNION BUSINESS

F 5.1 Requests by the Union that an employee be granted leave of absence for the purpose of transacting Union business shall be given priority consideration and where such leave is granted, it shall be without pay and for such period of time as may, in the opinion of the Corporation, be considered reasonable and permissible under system operations.

F 5.1.1 For the purpose of this article, Union business will include full or part time work as a representative or officer of the Union or a labour organization with which the Union is affiliated, including attendance at schools, conferences, and conventions.

EXECUTIVE

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CUPE SCHOLARSHIP AWARD WINNERS 2017/18

The Scholarship Selection Committee was composed of Committee Chair Kelli How334-9228ell and members Ashley Gitter, Darryl Forbes and Robert Temmerman. After reviewing many impressive essays and information, the committee made its decision to present scholarship awards to the following recipients:



Céline Marie Lise Rivard – Ross C. Martin In-Course Award
 Tess Hallgrimson – CUPE 998 In-Course Award
 Bailey Morlock-Tellier – Entrance Award

Please see the following [link](#) for a Bio on this year's Scholarship Award winners.

All of this year's applicants were again an impressive bunch, which made for stiff competition in the selection process. CUPE 998 is pleased to see so many intelligent, hard-working and contributing individuals working within the Hydro organization.

Sincere thanks to all scholarship applicants for taking the time to send in a submission. We appreciate your involvement in our awards program and invite you to apply again next year if you or someone in your family is a current CUPE 998 member then.

We extend our best wishes to all scholarship applicants for a successful 2017/18 school year.

**GENERAL
MEMBERSHIP
MEETING**



NOVEMBER 15th, 2017

Information will be posted on the [website](#) as it becomes available

UPCOMING EVENTS

- CUPE National Convention – October 2nd – 6th, 2017 in Toronto
- Generation Energy Event – October 11th & 12th, 2017, Winnipeg
- No Shortcuts – Jane McAlevey Manitoba Tour, November 2nd, 2017, Winnipeg