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**CONNECTING CUPE MEMBERS ACROSS
MANITOBA HYDRO AND
EFFICIENCY MANITOBA**

Welcome to The Power Line

We're excited to introduce **The Power Line**, your newly revamped CUPE Local 998 newsletter! This quarterly publication is dedicated to keeping you informed, connected, and empowered.

Published four times a year, **The Power Line** will spotlight the work of our local, highlight member achievements, and keep you up to date on key activities, campaigns, and union news across Manitoba Hydro and Efficiency Manitoba.

While the name has changed, our commitment remains the same: delivering clear, relevant, and timely communication that reflects the strength, unity, and voice of CUPE 998.

Thank you for staying plugged in—together, we're powering a stronger future.

In solidarity,
CUPE Local 998 Communications Committee

Becoming a CUPE Member

Upon completion of the Membership Application card enclosed within your welcome kit, it undergoes a review by the Membership Committee Chairperson. Subsequently, you will be issued a Membership Identification Card. This card serves as confirmation of your membership in good standing within CUPE Local 998, affording you full entitlement to the rights granted by the union. Primarily, these rights encompass voting privileges, empowering members to actively shape the trajectory of Local 998

The History of Local 998

Manitoba Hydro

Since June 28, 1966, CUPE Local 998 has been the certified bargaining agent for the clerical and technical staff of Manitoba Hydro. It is the successor to the Manitoba Hydro Employees Association (MHEA) which had formerly represented this group.

Efficiency Manitoba

In 2022, CUPE Local 998, which historically represents the technical and clerical employees of Manitoba Hydro, acquired the employees of Efficiency Manitoba through successor rights. This transition was a significant milestone, formally bringing the technical and clerical staff of this growing Crown corporation under the protection and advocacy of CUPE 998.

This development reinforced CUPE 998's commitment to representing workers in the energy sector and advocating for fair wages, safe working conditions, and job security—now extending those values to the employees of Efficiency Manitoba.

The Canadian Union of Public Employees (CUPE)

Along with approximately 2,410 other locals, Local 998 comprises the Canadian Union of Public Employees (CUPE) which represents more than 740,000 public sector employees across Canada. In Manitoba alone, there are approximately 37,000 employees represented by 86 locals. These locals support and are serviced by a coordinating body known as CUPE

Voting Privileges

Members in good are bestowed with voting privileges on various matters including but not limited to:

- election of executive members.
- amendments to the due's framework
- Endorsement of contract negotiations.
- ratification of contract offers from the employer.
- proposed modifications to the existing bylaws of CUPE Local 998
- Resolutions voted upon during either regularly scheduled or special general membership meetings.

Membership Meetings

Attendance at General Membership Meetings is restricted to individuals who are deemed to be members in good standing. Your participation is strongly encouraged as these gatherings provide a platform for the expression of opinions regarding any union-related matters, as well as the exercise of voting privileges on pertinent issues.

Regularly scheduled General Membership Meetings occur three times per year, supplemented by Special General Membership Meetings convened as necessitated. It is during these assemblies that the bulk of union affairs are concluded. Regardless of position, whether executive member, steward, or general member, all individuals possess equal rights in shaping the Local. Information regarding the time, date, location, and agenda for these meetings is disseminated through various channels, including the CUPE 998 website. All GMM are held via the zoom platform.

Local News

Bargaining Update - Hydro

Your Bargaining Committee went into conciliation with the employer on July 22 – 24, 2025. The conciliator paused the process until August 8 so both parties can research new concepts with the goal to reach a fair and reasonable contract for our membership.

Bargaining with Efficiency Manitoba

Negotiations for a new contract with Efficiency Manitoba will start in early 2026. The bargaining committee is now starting to prepare the proposals. A pre-bargaining survey will be sent out in early fall to determine what's important to all the members at Efficiency Manitoba.

Find more details on our website at www.998.cupe.ca

What is a Union

This is my first time belonging to a union - Here is what you need to know

A union is more than just representation—it's a community of co-workers standing together in respect and solidarity to protect each other's rights in the workplace.

When workers unite, their collective voice becomes powerful. This strength in numbers has helped shape fairer workplaces, improve safety, and protect wages and benefits across industries. What one person alone may not achieve, we can accomplish together.

Unions have a long and proud history in Canada, dating back to the early 1800s. From the push for safer working conditions to influencing policies like pensions, health care, and paid leave, organized labour has helped build a more just and equitable society for all.

At its core, the union's role today remains clear: to negotiate fair wages, reasonable hours, safe workplaces, and respect on the job. Through collective bargaining and grievance procedures, unions help ensure members are treated fairly and have a voice when it matters most.

What Does CUPE Local 998 Does for our Members

CUPE Local 998 negotiates the contract of work with Manitoba Hydro (i.e. wages, vacations, hours of work, layoff procedures, overtime rates, health benefits, etc.) The 9-day work cycle is just one of the many benefits that Local 998 has negotiated for you. A copy of your contract is included in your welcome kit.

Executive members and stewards of CUPE Local 998 act as advisors to members of the Union about interpretation of the contract and the rights of the employee. Local 998 represents the employee in grievance procedures when the employee is contesting action taken by the Corporation which affects that employee unfairly.

CUPE Local 998 also works in cooperation with Manitoba Hydro & Efficiency Manitoba to ensure that employees, within the CUPE bargaining unit, are treated fairly and consistently throughout the Corporation.

PRESIDENT'S MESSAGE



Welcome to the first issue of The Powerline (formerly the Livewire) which will be produced four times a year. We will cover a variety of topics that are important to our members

As we move through a challenging year, our focus remains clear: securing a fair and reasonable collective agreement for all CUPE 998 members. Our bargaining team continues to work diligently and remains optimistic that we will soon reach a deal we can proudly bring forward to the membership. We deeply appreciate the strong support and encouragement you've shown throughout this process—it has not gone unnoticed.

CUPE has launched a **Strike Averting Campaign**. Watch for our digital billboards appearing across the city as part of our public outreach efforts. These ads aim to build community awareness and support for our members while reinforcing our commitment to reaching an agreement without strike action.

This year, CUPE 998 members have also shown a strong presence in our communities. From the **Day of Mourning** and the **United Way Labor Awards to Pride events** and the **Pride Flag Raising at the Union Centre**, our solidarity has been visible across Manitoba. Your executive team continues to represent you at both the CUPE Manitoba and CUPE National Committee tables, including the **Pink Triangle, Privatization and Contracting Out**, and **Global Justice** committees.

Looking ahead, CUPE 998 will be celebrating a major milestone—our **60th Anniversary in 2026**. To mark the occasion, we're inviting members to submit a logo design for our anniversary celebrations. The selected logo will be featured throughout the anniversary year. **Submit your design by September 30, 2025!**

We hope you enjoy this edition of the newsletter, and we welcome your feedback. Together in solidarity, we will continue to move forward, grow stronger, and face whatever challenges come our way.

In Solidarity,
Michelle Bergen President Local 998

Executives & Stewards

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Upcoming Events

General Membership Meeting
September 24, 2025, via Zoom

CUPE National Convention
Oct 5 -10 | Toronto, Ontario

Check out 998.cupe.ca for more details

CUPE National Office

What does CUPE National do for Local 998?

The Local's executive is elected volunteers who are faced with the task of negotiating/meeting with Manitoba Hydro's labour relations staff. CUPE National provides your local with a representative who assists the local in all aspects of union activities. This representative is a professional negotiator who lends stability and expertise to the local's negotiating committee as well as legal consultations.

CUPE National provides the local with research material that helps to negotiate with management's negotiating team. CUPE National/Manitoba offices monitor and speak on existing or proposed legislation which may be detrimental to the welfare of workers. Their clerical, publications, legal, education, public relations, and job evaluation staff are available for use by Local 998.

Students & Scholarships

Continuing Education

CUPE Local 998 has four scholarships and one joint bursary through RRC Polytech. Each scholarship is \$1000 except for the Bursary which is \$600.00

CUPE Local 998 Entrance Award To assist a high school graduate entering first year studies.

Ross-C.-Martin-In-Course-Award To assist a student continuing beyond the first year of study. This scholarship is named for Ross C. Martin in appreciation of his years of dedicated service as an executive of our local. It also honors his 30-year commitment as an active trade unionist.

CUPE Local 998 In-Course Award To assist a student continuing beyond the first year of study

Reconcile Action Award to assist First Nations, Inuit, and Metis Post-Secondary Education Award

Deadline is August 8, 2025

Winners will be notified, and the scholarships will be awarded by Sept 1, 2025