

## Jurisdiction and Job Protection

Protecting our work and defending our jurisdiction remains one of the union's most important priorities. Over the past several months, we have heard growing concerns from members about job loss, work being shifted to other bargaining units, and uncertainty around jurisdictional boundaries within Manitoba Hydro.

To address these issues directly, CUPE has established a formal ADHOC committee **Workplace Jurisdictional Alignment Committee (WJAC)** focused specifically on jurisdictional alignment and job protection.

The Committee: Gord Meneer (Chair), Fran Hayes, Trevor Laurie, Natalie Sinclair, Mike Kubrakovich, Fred Carpenter, Michelle Bergen (CUPE 998 President)

This group brings both union leadership and workplace experience to ensure member concerns are heard and addressed at the table.

This committee was created to provide a dedicated space to:

- Discuss jurisdictional concerns as they arise
- Review labor board jurisdictional certificates
- Address workplace issues impacting CUPE positions
- Identify risks related to job erosion and role transfers
- Bring forward employee feedback and emerging concerns
- Respond to new and developing jurisdictional challenges

### Key Issues Being Discussed

- Job loss to other jurisdictions and bargaining units
- Role realignments that may impact CUPE work
- Ensuring jurisdictional decisions follow established certificates and agreements
- Protecting institutional knowledge and preventing the gradual loss of CUPE positions
- Responding to workplace changes that affect classification, duties, and job security

### Your Voice Matters

Member input is critical to this work. If you have concerns about:

- Work being reassigned outside of CUPE
- Changes to job duties or reporting structures
- Roles being posted under another jurisdiction
- Workload increases tied to job loss

Please reach out to the committee so your concerns can be raised through the WJAC process.