

Your Union Wants to Hear About Your Workload

One of the most common concerns CUPE Local 998 continues to hear from members is the growing workload in many departments. Across Manitoba Hydro and Efficiency Manitoba, employees are being asked to do more with fewer resources as vacancies remain unfilled and staffing levels struggle to keep pace with operational demands.

Retirements, resignations, leaves of absence, and delays in filling vacant positions are often resulting in remaining employees absorbing additional responsibilities. In some cases, members are taking on work outside their job descriptions, training new employees, or performing duties that would normally be assigned to higher classifications or management.

While occasional staffing shortages can happen, ongoing vacancies should not become the standard. Excessive workloads can lead to stress, burnout, reduced morale, increased errors, and difficulty maintaining a healthy work-life balance. They can also affect the quality of service provided to customers and the overall efficiency of the workplace.

CUPE Local 998 is asking members to let us know what is happening in your department. We want to understand where workload pressures exist and how staffing shortages are impacting your daily work.

We want to hear if:

- Vacant positions are increasing your workload.
- You are regularly performing work outside your job description.
- Your team is unable to keep up with the workload because of staffing shortages.
- You are working additional hours or constantly juggling competing priorities.
- Workload is affecting your health, well-being, or ability to perform your job safely and effectively.

The information you provide helps us identify trends across the organization, raise concerns with management, and advocate for appropriate staffing levels and fair workloads.

If your department is experiencing workload challenges, please contact your Union Representative or reach out directly to CUPE Local 998. Your feedback is essential as we continue working to ensure members have the support, resources, and staffing needed to perform their jobs successfully.

Together, we can bring these issues forward and work toward meaningful solutions.