

OUR STRUCTURE

The Canadian Union of Public Employees, Local 500 has about 5,500 members. We represent all Winnipeg city employees except firefighters, police, transit workers, ambulance attendants, diploma nurses and management. In addition, we represent employees of the Riverview Health Centre, Winnipeg Convention Centre, St. Boniface Museum & Historical Museum Association of St. James-Assiniboia, Canlan Ice Sports (Highlander), Commissionaires (Manitoba Division), Gateway Recreation Centre, Kirkfield-Westwood Community Centre, Varsity View Community Centre, Winnipeg Humane Society, Winnipeg Regional Health Authority and Rural Municipality of East St. Paul. Because of our size and diversity, Local 500 is divided into units and affiliates. Units are made up of a large number of members with common job concerns and similar working conditions. Affiliates are small groups of employees with the same employer.

Every member of Local 500 belongs to a unit or an affiliate:

Here are the Local 500 **Units**:

- Civic Services Unit -** covers city employees in the following departments: Assessment, Corporate Finance, Audit, Corporate Services, Property and Development, Fire and Ambulance, Transit and City Clerks.
- Community Services Unit -** covers city employees in the Community Services Department
- Public Works Unit -** covers city employees in the Public Works Department
- Riverview Health Centre Unit -** covers employees at Riverview Health Centre
- Water & Waste Unit -** covers city employees in the Water and Waste Department

Here are the Local 500 **Affiliates**:

Canlan Ice Sports (Highlander)
Commissionaires (Manitoba Division)
Gateway Recreation Centre
Historical Museum Assoc. of St. James-Assiniboia
Kirkfield-Westwood Community Centre
Rural Municipality of East St. Paul
St. Boniface Museum
Varsity View Community Centre
Winnipeg Convention Centre
Winnipeg Humane Society
Winnipeg Regional Health Authority

Four units are covered by the general agreement between Local 500 and the City of Winnipeg. All other groups have their own separate agreements.

Each unit within Local 500 has a degree of autonomy. Unit members elect their own executive to deal with the business which affects them directly. The unit's main concern is with matters directly affecting their members. The affiliates each have a chief steward who looks after the concerns of their members. Each unit and affiliate has a staff representative assigned to them to assist with members' concerns.

A central governing body runs the affairs of the Local as a whole and each unit and affiliate is responsible to the governing body called Central Council. Central Council consists of the executives and stewards of the units and affiliates plus the elected officers of the Local -- President, Vice President, Secretary, Treasurer and so on.

Local 500's president, Mike Davidson, works full-time for our Union. The president is the administrative head of the Local and is responsible for carrying out the programs of the Local. In addition, three staff members cover communications, steward training, health and safety, contracting-out and benefits. Four office staff handle clerical functions. Our Local also has full-time staff representatives who handle grievances, hearings and other labour-management problems in addition to helping the Local negotiate collective agreements. However, the majority of the Union's work is done by CUPE members on a volunteer basis. They deal with problems in the workplace, serve on committees, hold office in the Union and negotiate collective agreements.

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The Union stewards are the Union's representative on the job. They help co-workers with problems they might have at the workplace. They keep members informed of the Union's activities and take the concerns of the members to the Union. Stewards are elected or appointed by the members they represent.

There is really no set limit as to the number of stewards one department may have. If your area is not represented, you may elect or appoint a Union steward. Please contact the Local 500 office to submit the name and address of the elected or appointed steward.

Union stewards may be contacted for any information you want about the Union.

All employees working for the City of Winnipeg, Riverview Health Centre, Winnipeg Convention Centre, St. Boniface Museum, the Highlander Ice Sports, the Historical Museum Association of St. James-Assiniboia, the Kirkfield-Westwood Community Centre, the Rural Municipality of East St. Paul, the Varsity View Community Centre, Winnipeg Enterprises, the Winnipeg Humane Society and Winnipeg Regional Health Authority who are covered by Local 500's Collective Agreements have union dues deducted. Dues are **\$26.57 bi-weekly**. For those earning **less than \$910.83 bi-weekly**, dues are **2% of earnings**.

Union dues pay for the following:

1. Local Union administration covers the cost of running a Union office including the president and support staff salaries; meetings of the officers, executive, committees, and members; furniture, telephone, office supplies and rent.
2. Professional services are provided by our specialized staff covering benefits, compensation, reclassifications, job evaluation, public relations, research and writing; budget and contracting out campaigns.
3. Grievance handling covers the cost of dealing with grievances including stewards and labour relations staff, legal advice and arbitration costs.
4. Collective bargaining - This includes lost wages for negotiating committee, informational meetings, voting, printing and distributing new agreement as well as communication campaigns surrounding negotiations.
5. Education and communication programs includes the education of members, stewards, committees, officers and staff as well as costs for materials and room rentals. Communications with members are maintained through publications and informational mailings.
6. Additional research and professional staff - Additional services are handled by CUPE National Office to which Local 500 pays a per capita rate. National office provides job evaluation, research, servicing, legislative and legal services, equal opportunity resources, health and safety information as well as an anti-racism co-ordinator.
7. Support of senior labour bodies - Our Local pays per capita to the Manitoba Federation of Labour, Canadian Labour Congress, Winnipeg Labour Council and the Manitoba Division of CUPE. These organizations in return provide back-up support for us, information and education programs and materials.

Union dues are set by the members of Local 500 according to the procedures laid down in Local 500's by-laws and the CUPE constitution. Everyone has Union dues deducted in accordance with the Manitoba Labour Relations Act but Union membership is not compulsory. This is called the Rand Formula which is based on the philosophy that all employees who benefit from the activities of the Union should contribute to its maintenance.

Only Union members can attend meetings, vote on Union issues, submit proposals for negotiations, vote on the general agreement, and receive Union publications and other pertinent information. In other words, if you are a member, you have a say in how the Union operates. If you are not a member, you have no voice or vote. Our Union is only as strong as our members make it, so please participate.

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