

CONTACT NAMES AND NUMBERS

UNITS:

Civic Services Unit
Acting President: Keith Bousquet 226-2091 451-4087
Recording Secretary: Kara McLean 799-6356

Community Services Unit
President: Joan McMahon 986-4205 797-4199
Recording Secretary: Lorna Verschoore 986-7295

Public Works Unit
President: Brian Barron 986-3031 612-6227
Recording Secretary: Cindy Dykun 986-8390 479-7666

Riverview Health Centre Unit
President: Valerie Sobiak 452-3411 ext. 3347
Recording Secretary: Carol Robinson 452-3411 ext. 3421

Water & Waste Unit
President: Shane Westover 986-4684 771-7842
Recording Secretary: Ted Yorke 986-4123 470-7986

AFFILIATES:

Assiniboine Park Conservancy
Chief Steward: Betty Ann Blair 333-5253

Canlan (Highlander Ice Sports)
Chief Steward: Donald Swanson 784-8888

Commissionaires (RCMP "D" Division)
Chief Steward: Gerrie Thornhill 983-5420 831-6127

Gateway Recreation Centre
Chief Steward: Shane Bartelette

Historical Museum Association of St. James Assiniboia
Chief Steward: Bonita Hunter-Eastwood 888-8706

Kirkfield-Westwood Community Centre
Chief Steward: Jamie Jamieson 832-0038

Rural Municipality of East St. Paul
Contact Person: Chris Pilat 661-5844

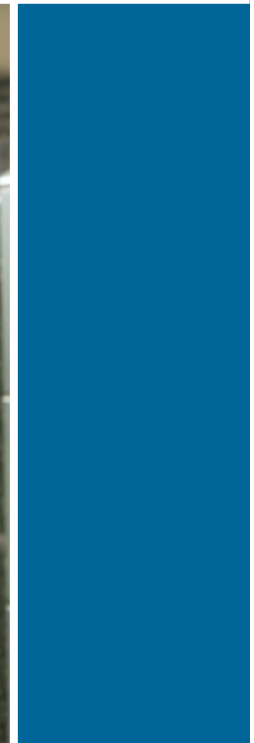
St. Boniface Museum
Chief Steward: Pierrette Boily 986-8497

Varsity View Community Centre
Chief Steward: Steve Kazubeka 837-9952

Winnipeg Convention Centre
Chief Steward: Gord Frost 956-1720 792-7501

Winnipeg Humane Society
Contact Person Only: Judy Dean

Winnipeg Regional Health Authority
Chief Steward: Eileen Perillo 940-3241



UNION HANDBOOK

CUPE / Canadian Union
of Public Employees
Local 500



702-275 Broadway
Winnipeg, Manitoba
R3C 4M6

Phone: (204) 942-1001
FAX: (204) 956-1439

Email: union@cupe500.mb.ca
Website: www.cupe500.mb.ca

PRESIDENT'S WELCOME

Welcome to the Canadian Union of Public Employees (CUPE) Local 500. I hope this brochure is helpful to you in understanding our Union and the rights you enjoy as a member.



As a new employee in the bargaining unit, you are represented by the Canadian Union of Public Employees Local 500. Like many employees, this may be the first time you have been represented by a Union and might have some questions about what this means to you. Union representation means that Local 500, with your active participation, negotiates and administers a legally binding contract known as a Collective Agreement on your behalf.

A Collective Agreement sets forth your wages, benefits, hours, and nearly all of your working conditions. Because all employees negotiate together through the Union, workers receive higher wages and better benefits than non-Union workers in similar jobs.

Our Union is only as strong as its members, so I would encourage you to participate and have a voice regarding your workplace.

If you have any questions about our Union, please see the shop steward representing your work area or contact the Local 500 office at 942-1001.

In closing, I wish you well in your new job and look forward to your active support.

In solidarity,

Mike Davidson

Mike Davidson
President

RIGHTS & RESPONSIBILITY

Your Rights and Responsibilities as a Union Member

You have the right:

- To have your opinions heard and respected and to be informed of Union activities.
- To have representation at the workplace and at the bargaining table.
- To have your concerns resolved in a fair and expeditious manner.

Responsibilities:

- Read your contract.
- Know who your stewards and Union officers are.
- Attend Union meetings.
- Contribute to the support of our Union.
- Treat all workers and members fairly.



Grievances:

If something happens that goes against anything in your collective agreement, you have the right to do something about it. This is called filing a grievance. You should first talk to your steward if you have a workplace concern. If your steward determines that a contract violation has occurred, together you will file a grievance. An important thing to remember is that not all workplace complaints are grievances. The key is to make sure you have all the facts and information available for the steward. Working closely and cooperatively with your steward improves your chances of success.

NOW AVAILABLE ONLINE: NEW MEMBER INFORMATION

Information for new members is now available online at www.cupe500.mb.ca in the Member Centre section of our website. This online feature replaces the print version, previously mailed or distributed in membership kits. Members may now view, download, and print information at their convenience. For those who prefer the traditional printed version, please contact the Local 500 office at 942-1001.

FREQUENTLY ASKED QUESTIONS

What does it mean to be a CUPE member?

Everyday, everywhere, you'll find CUPE members and CUPE at work. Across the country CUPE members are doing important work, providing vital public services around the clock. And where you find CUPE members, you'll also see the big impact their Union has on their wages, benefits and working conditions – and the quality of life in the communities where they live.

What are union dues?

Union dues are set by the members of Local 500 in accordance with the Local'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.

How much does it cost?

Your union dues are broken down as follows:

- **\$29.17 bi-weekly** or
- For those earning less than \$977.97 bi-weekly, dues are **2% of earnings**

What do I get for the dues I pay?

Our dues bring large rewards in pay raises, benefits, job security, representation and working conditions. Members pay dues to cover the costs of running a Union office as well as for professional services provided by our specialized staff such as benefits, compensation, reclassifications, job evaluations, education, communication programs, public relations, research, writing and contracting out campaigns. Our Local also pays per capita to the Manitoba Federation of Labour, Canadian Labour Congress, Winnipeg Labour Council and CUPE Manitoba who all provide support to us.

----- CUPE LOCAL 500 -----

ABOUT OUR UNION

The Canadian Union of Public Employees (CUPE) is Canada's largest Union.

With more than half a million members across Canada, CUPE represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines.

A strong and democratic Union, CUPE is committed to improving the quality of life for workers in Canada. Women and men working together to form local Unions built CUPE. They did so to have a stronger voice – a collective voice – in their workplace and in society as a whole.

Together they have won the right to negotiate their wages and working conditions; to stop arbitrary action by employers; and to speak out without fear of reprisal.

CUPE members are service-providers, white-collar workers, technicians, labourers, skilled trades people and professionals. More than half of CUPE members are women. About one-third are part-time workers.

CUPE is a modern, dynamic and sophisticated Union with more than 70 offices across the country. Workers, united through CUPE, have the clout and expertise to deal with the growing complexities of our global economy.



●●●●●●●● LOCAL 500 STRUCTURE

Local 500 has about 5,000 members. We represent all City of Winnipeg employees except fire, paramedics, police, transit workers and management. We also represent employees at Riverview Health Centre and other workplaces such as the Winnipeg Convention Centre and Humane Society. 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.

Units/Affiliates:

Every member of Local 500 belongs to a unit or an affiliate. The Local 500 **Units** are: **Civic Services Unit, Community Services Unit, Public Works Unit, Riverview Health Centre Unit and Water and Waste Unit.**

The Local 500 **Affiliates** are: **Assiniboine Park Conservancy, Commissionaires (RCMP “D” Division), Canlan Ice Sports (Highlander), Historical Museum of St. James-Assiniboia, Gateway Recreation Centre, Kirkfield-Westwood Community Centre, Rural Municipality of East St. Paul, St. Boniface Museum, Varsity View Community Centre, Winnipeg Convention Centre, Winnipeg Humane Society and 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 and affiliate deal with the business that affects them directly and also have a CUPE National Staff Representative assigned to them to assist with members’ concerns.

Union Stewards:

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.

●●●●●●●● CENTRAL COUNCIL

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, 1st Vice-President, 2nd Vice-President, Recording Secretary, Treasurer and Warden.** In addition, **three Trustees are elected.**

The Local 500 **President, Mike Davidson** works full-time for our Local and directs the day-to-day operations of the Union office. In addition, **three staff members** cover communications, steward training, workers compensation, pensions, benefits, job classification issues and job placement. Four office staff handle clerical functions. Our Local also has **three full-time National 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 participate on negotiating committees.



Local 500 Table Officers and Trustee (front row, left to right) Margaret Feliksiak, Mike Davidson, Joan McMahon, (back row, left to right) Dave Gaudreau, Brian Barron, Howard McCubbin.