

# **1st Call CUPE Manitoba 56th Annual Convention**



**September 10<sup>th</sup> - 13<sup>th</sup>, 2019  
Victoria Inn Hotel and Convention  
Centre  
Brandon, Manitoba**

# 1<sup>st</sup> CALL

## CUPE Manitoba Division 2019 Annual Convention September 10<sup>th</sup> – 13<sup>th</sup>, 2019 Victoria Inn Hotel and Convention Centre Brandon, Manitoba

### Representation:

In accordance with Article VIII, Section 5a of the Constitutions of CUPE Manitoba, representation shall be as follows:

“At all conventions of CUPE Manitoba, representation from affiliated locals shall be:

Two (2) delegates for the first 100 members or less;

One (1) delegate for **each** additional 100 members up to 2500 members, or fraction thereof, and;

One (1) delegate for **each** additional 500 members or major fraction thereof ....”

Further, in accordance with Article VIII, Section 5b of the Constitutions of CUPE Manitoba,

“To be entitled to representation at convention, a local union shall **have paid per capita tax on its total membership to the end of the quarter for both National and Provincial; that ended 30 days prior to convention. This shall also include those persons paying dues on Rand Formula.**”

**CUPE Manitoba** per capita tax must be paid up to the **end of June 2019.**

**CUPE National** per capita tax must be paid up to the **end of June 2019.**

### Assistance

Article VII, Small Local Assistance of the Constitutions of CUPE Manitoba states:

Annually, CUPE Manitoba shall reimburse up to three (3) affiliated Local Unions of fifty (50) members or less up to seven hundred and fifty dollars each (\$750) to contribute to the cost of sending a delegate to CUPE Manitoba convention. All locals applying for reimbursement shall have a dues structure of no less than 1.5%. The executive shall consider all applications for assistance. The requests for assistance shall be submitted to the Secretary-Treasurer prior to the beginning of convention.”

### Convention Committee Appointments

Delegates are invited to apply to sit on the following Convention Committees:

- Resolutions
- Credentials

Interested members should contact the CUPE Manitoba office. Locals are asked to encourage their delegates to consider participation, which helps ensure representation from as many locals/sectors as possible.

## Child Care

As per CUPE Manitoba Policies, delegates will be reimbursed for receipt child care expenses, on a day where they would not have normally paid child care expenses, for the time that convention is convened (9:00 am to 5:30 pm), to the following maximums;

- For children under 6 years of age – twenty (\$20.00) dollars per half day per household and forty (\$40.00) dollars per full day per household.
- For children 6 to 12 years of age – twelve (\$12.00) dollars per half day per household, twenty four (\$24.00) per full day per household.
- For 24-hour overnight care for children sixteen years and younger fifty (\$50.00) dollars per day per household.
- Expenses of special needs persons will be considered on an individual basis, accompanied by a receipt
- All claims must be receipted with signatures of child care provider (not from the same household) and the claimant.

## Bottled Water Ban

Delegates to the 2011 CUPE Manitoba convention passed two resolutions regarding bottled water:

CUPE Manitoba will:

- Continue to support the ban of bottled water from all CUPE events; and
- Support the call on other Unions and Organizations to ban bottled water.

CUPE Manitoba will:

- Refrain from purchasing and/or using bottled water when clean tap water is readily available.

**PLEASE DO NOT BRING BOTTLED WATER INTO CONVENTION.**

## Scent-Free Convention

Delegates to the CUPE Manitoba Convention in 2008 passed a resolution calling for all conferences and conventions and events to be scent-free.

Increasingly, workers are becoming sensitized to chemicals in the environment. For many workers, attending conferences and being exposed to perfumes can be a serious health risk.

**DELEGATES AND GUESTS ARE ASKED NOT TO WEAR SCENTED PRODUCTS DURING THE CONVENTION AS WELL AS CONVENTION ACTIVITIES.**

## CUPE MANITOBA EXECUTIVE

**President** – Gord Delbridge (500)

**Vice President** -

**Secretary –Treasurer** – Richard Gasior (4635)

**Recording Secretary** – Cynthia Penny (204)

**Winnipeg Area A Representative** – Dawn Sabeski (4860)

**Winnipeg Area B Representative** – Debbie Boissonneault (204)

**Brandon Area Representative** – Barb Gribben (737)

**Northern Area Representative** – Ken Kittle (228)

**Eastern/Interlake Area Representative** – Tristan Dreilich (2348)

**South/Central Area Representative** – Pat Unger (4270)

**Western Area Representative** - Vacant

**Aboriginal Representative** – Tricia Merritt (204)

**Diversity Representative** – Daniel Richards (204)

**Young Member Representative** - Brendan Hellrung (500)

### Elections at the 2019 Convention

- President (2 (two) year term)
- Secretary-Treasurer (2 (two) year term)

### Area Representatives:

- Eastern/Interlake (2 (two) year term)
- South/Central (2 (two) year term)
- Winnipeg Area A (2 (two) year term)

# Convention Calendar

(Draft – times and subject to change)

## Resolution Deadlines:

- Committees ..... July 25<sup>th</sup> - 3:00 p.m.
- Locals ..... August 12<sup>th</sup> – 3:00 p.m.

## Jack Rodie Award Nominations

- August 9<sup>th</sup> – 3:00 p.m.

Registration Deadline ..... August 9<sup>th</sup> – 3:00 p.m. Cost \$300.00

Late Registration Fee ..... After August 9<sup>th</sup> - \$325.00

Deadline for refund requests – August 23<sup>rd</sup>

## Convention:

September 10 – Convention Committees meetings (11am – 4pm)

September 10 – Convention Early Registration (6pm – 8pm)

September 10 – Convention Orientation (for new delegates (5pm-6pm)

September 10 – Wine and Cheese Reception – 7pm – 9pm

September 11 – Registration (8am – 9am)

September 11 – Convention (9am – 4pm)

September 12 – Convention (9am-4pm)

September 12 – Social Evening (6pm-12am)

September 13 – Convention (9am -12pm)

# Jack Rodie Award

## Who is Jack Rodie?

Jack Rodie is a retired member of Local 500, City of Winnipeg. Jack has a long history of Union Activism, which has spanned 45 years.

In 1943, Jack began his career in trades as a pressure welding machine apprentice. In 1945 they were organized by the Brotherhood of Railway Trainmen Local 270. Jack was Treasurer for a day or two until he was fired for organizing.

Jack then began working as an employee of the Greater Winnipeg Water District. At this time there was no Rand Formula and the Union had to go around to individual's collection dues every month. This was an international union and members had to pay a \$25.00 initiation fee. This was quite expensive, in a time when workers were paid \$0.25 per hour. No dues were paid when members were laid off, and on returning to work, employees had to pay the \$25.00 initiation fee again.

In 1951, Jack and fellow employees joined with other City of Winnipeg workers, known as the Federation of Civic Employees. Union dues were only \$1.00 per month and the members received better service.

In 1963, City of Winnipeg employees who belonged to NUPSE (National Union of Public Service Employees) merged with members of NUPE (National Union of Public Employees) and became CUPE.

Jack took over the Presidency of the Manitoba Division from outgoing President John Purdue in 1965, and remained in the office until 1981. Jack served as the Regional Vice-President representing Manitoba on the National Executive Board of CUPE representing Saskatchewan and Manitoba from 1975 until 1985.

Jack's union activities did not come to an end with his retirement as he is now one of the founding members of our Retired Union Members Association.

## What is the Jack Rodie Award for?

The Jack Rodie Award has been created so that it can be presented to a member who has displayed a long-standing commitment to the union movement. It's an opportunity for us to recognize the important work our members do daily, and to celebrate those who have made a positive impact within CUPE Manitoba.

## What is the criteria for entering?

- the nominee must be a CUPE member from a Local affiliated to CUPE Manitoba
- the nomination must come from an affiliated Local or member of an affiliated local of CUPE Manitoba
- nominees should be members who have displayed a long term commitment to union activism, and have fostered a positive image amongst our membership.

At our 1995 Convention we present the first Jack Rodie Award to Brother Jim Neil of Local 500. Since that time the recipients have included:

- 1996 - Sister Cath Choptain, Local 1973
- 1997 - Sister Joan Seller, Local 1550 and past President, CUPE Manitoba
- 1998 - Sister Beryl Williams, Local 1914
- 1999 - Sister Verna Greer, Local 1914
- 2000 - Brother Robert Nault, Local 1684
- 2001 - Sister Joan Turnbull, Local 500 and past Treasurer, CUPE Manitoba
- 2002 - Brother Larry Stratton, Local 1550 and Brother William Anderson, Local 110
- 2003 - Brother Garry Andrew, Local 69
- 2004 - Brother Ross Martin, Local 998
- 2005 – Sister Elaine Olynyk, Local 731
- 2006 – Brother Allan Babey, Local 745
- 2007 – Brother Dave Cutler, Local 1063
- 2008 – Sister Darlene Gagnon, Local 4242
- 2009 – Brother Charlie Morrison, Local 110
- 2010 – Sister Bernice Bryan, Local 2395
- 2011 – Sister Darlene Payette, Local 1973 and Brother Eric David, Local 336
- 2012 – Sister Kathy MacDonald, Local 2343
- 2013 – Brother Darrin Cook, Local 4270
- 2014 – Sister Arlene Macklem, Local 998
- 2015 – Brother Mike Davidson, Local 500, Vice-President, CUPE Manitoba
- 2016 – Brother Paul Moist, Local 500 Past President, Past National President
- 2017 – Kelly Moist, Local 1063 Past President, CUPE Manitoba
- 2018 – Phil Dembicki, Local 500 and past Treasurer, CUPE Manitoba

**We are now inviting locals to submit nominees for the 2019 award.**

Should your local wish to make an application, you must fill out all the information on the entry form. All nominations must reach the CUPE Manitoba office **no later than Friday, August 9<sup>th</sup>**.

The selection for this year's recipient will be made by the CUPE Manitoba Executive and the recipient will be announced at our annual convention.

The local who nominated the recipient will be notified prior to the start of Convention. Should the recipient not be attending Convention, we will make arrangements directly with the local for the presentation of the plaque at a suitable time.

***Remember, if your nominee is not successful this year, you can always nominate them next year.***

**NOMINATION FORM**

**(Please print and complete in full)**

1. Name, Number and Location of submitting Local. (eg. Dowell, Hospital, Local #, Town of Anywhere)

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2. Name, address and phone number of contact person.

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3. Name, address and phone number of member being nominated.

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4. a) What position(s) in CUPE/Local does member hold now?

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b) What other position(s) has this member held? (Community and/or broader Labour Movement)

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5. Why are you nominating this member? Explain and list reasons you feel your nominee should be considered for the award – use additional sheets if necessary.

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Please return completed form by **August 9<sup>th</sup>** to:

**CUPE Manitoba  
c/o Jack Rodie Award  
704-275 Broadway  
Winnipeg, Manitoba  
R3C 4M6  
jenna@cupe.mb.ca**

# Resolution Guidelines

## **WHO CAN SUBMIT RESOLUTIONS TO THE CUPE MANITOBA ANNUAL CONVENTION?**

- Locals affiliated to CUPE Manitoba;
- CUPE Manitoba Standing Committees and Councils
- CUPE Manitoba Executive

## **HOW SHOULD RESOLUTIONS BE SUBMITTED?**

Resolutions and constitutional amendments must be signed by the President and Recording Secretary of the affiliated local or the Chairperson and Secretary of the Standing Committee or Council. An electronic copy by e-mail ([jenna@cupe.mb.ca](mailto:jenna@cupe.mb.ca)) is appreciated in addition to signed resolutions which must be mailed to:

CUPE Manitoba  
704-275 Broadway  
Winnipeg, Manitoba R3C 4M6

## **WHEN IS THE DEADLINE FOR SUBMISSION OF RESOLUTIONS?**

Resolutions and Constitutional Amendments must be received in the CUPE Manitoba office no later than:

August 12<sup>th</sup> – Locals affiliated  
July 25<sup>th</sup> – Standing Committees

Emergency Resolutions deal only with matters that have arisen less than 30 days prior to the opening of convention. They may only be considered if the matter arose 30 days before the start of convention, if the resolution has been given to delegates for at least four hours and a two-thirds majority of delegates consent.

## **WHAT GUIDELINES SHOULD BE FOLLOWED WHEN WRITING RESOLUTIONS?**

- ✓ Address only one main issue per resolution;
- ✓ Be specific about the action you would like to see taken to address your issue of concern;
- ✓ Use sentences that are short and clear, and words that are easy to understand
- ✓ Give your resolution a short title

## **WHAT FORMAT SHOULD BE USED IN WRITING RESOLUTIONS?**

CUPE Manitoba accepts resolutions in two formats: traditional and clear language. The traditional resolution format provides background to the issue in sentences beginning with WHEREAS, and then outlines the recommended action(s) to be taken starting with THEREFORE BE IT RESOLVED. The clear language format flips the order above, putting the recommended action before outlining the rationale.

## **HOW SHOULD CONSTITUTIONAL AMENDMENTS BE SUBMITTED?**

Constitutional amendments can be submitted in either the traditional or clear language format. They do not require the inclusion of “WHEREAS” or “BECAUSE” statements, but they must refer to the specific article and section of the CUPE Manitoba Constitution and Bylaws to be amended. Use bolding to indicate the recommended additional constitutional wording and strikethroughs for deletions.



## SAMPLE RESOLUTION – TRADITIONAL FORMAT

### Resolution Guidelines

WHEREAS well written resolutions submitted in the proper format help ensure that the CUPE Manitoba Annual Convention runs smoothly; and

WHEREAS resolutions submitted with the required signature help the resolution committee verify that they have been truly authorized by the affiliated local or occupational group;

THEREFORE BE IT RESOLVED that CUPE Manitoba develop guidelines to assist members in submitting resolutions in either the traditional or clear language formats; and

BE IT FURTHER RESOLVED that CUPE Manitoba encourage affiliated locals to keep their resolutions under 200 words in length.

Submitted by CUPE Local 9999

Jane Smith, President \_\_\_\_\_ John Doe, Recording Secretary

## SAMPLE RESOLUTION – CLEAR LANGUAGE FORMAT

### Resolution Guidelines

CUPE MANITOBA WILL:

1. Develop guidelines to assist members in submitting resolutions in either the traditional or clear language formats; and
2. Encourage affiliated locals to keep their resolutions under 200 words in length.

BECAUSE:

- Well written resolutions submitted in the proper format help ensure that the CUPE Manitoba Annual Convention runs smoothly; and
- Resolutions submitted with the required signatures help the resolution committee verify that they have been truly authorized by the affiliated local or occupational group.

Submitted by CUPE Local 999

Jane Smith, President \_\_\_\_\_ John Doe, Recording Secretary

## SAMPLE CONSTITUTIONAL AMENDMENT

### CUPE Manitoba Convention

#### Section 4

CUPE Manitoba shall:

- a) Urge the maximum participation of the locals in the Canadian Labour Congress, Provincial Federations and Labour Councils, and District Labour Councils.

Submitted by CUPE Local 999

Jane Smith, President \_\_\_\_\_ John Doe, Recording Secretary

**CUPE**  
**MANITOBA**

# Hotel Information

Days Inn  
2130 Currie Boulevard  
Brandon, Manitoba  
Ph: 204-727-3600

Super 8  
1570 Highland Avenue  
Brandon, Manitoba  
Ph: 204-729-8024

Trails West Inn  
210-18<sup>th</sup> Street N  
Brandon, Manitoba  
Ph: 204-727-3800  
1-888-234-4040

Clarion Hotel & Suites  
3130 Vicotia Avenue  
Brandon, Manitoba  
Ph: 204-728-5775

Best Western Plus Inn  
205 Middleton Avenue  
Brandon, Manitoba  
Ph: 204-727-7997