



STRENGTHENING
OUR SOLIDARITY

CUPE MANITOBA

1ST CALL

CUPE MANITOBA

61st ANNUAL CONVENTION

@ The Keystone Centre

1175 18th Street, Brandon – Treaty 2



Treaty 2

1ST CALL

61st ANNUAL CUPE MANITOBA CONVENTION

May 12 – May 15, 2025

Representation at Convention

In accordance with Article 8, Section 5.a. of the 2023 CUPE Manitoba Bylaws & Policies, 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 2,500 members, or fraction thereof, and;

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

Further, in accordance with Article 8, Section 5.b. of the 2023 CUPE Manitoba Bylaws:

“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.”

To be credentialed to attend CUPE Manitoba Convention, CUPE Manitoba Per Capita Tax must be paid up to, and including, the First (1st) Quarter, January 30 – March 30, 2025.

CUPE National Per Capita Tax must be paid up to the end of March 30, 2025.



Strengthening
Our Solidarity

CUPE MANITOBA 2025 CONVENTION

SECTOR CONFERENCE

Keystone Centre

Brandon, MB – Treaty 2



Agenda highlights:

- Election of Co-Chairs
(If vacant or per Terms of Reference)
- Review Terms of Reference
- Sector Priorities and Plans

Monday

May 12th, 2025



TIME

1:00 – 4:00 PM



Sectors & Councils in MB

The following CUPE Manitoba Sector Councils will meet:

- School Divisions
- Child Care
- Health, Long-Term, and Home Care
- Municipal & Library
- Provincial & Territorial Organizations (Crowns)
- Social Services
- Post-Secondary



REGISTER NOW



Small Local Assistance

Article 7 of the 2023 CUPE Manitoba states: “Annually, CUPE Manitoba shall reimburse up to three (3) affiliated Local Unions of one hundred (100) 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.

Requests for assistance to be submitted to the Secretary-Treasurer by **April 13, 2025, @ 4PM**. To read more, and to fill in the Application Form, click below:

<https://cupe.mb.ca/convention-2025-registration/>

Convention Committees and Appointments

Delegates are invited to express interest to sit on the following Convention Committees:

- Resolutions & Bylaw Amendments
- Credentials

Interested members should indicate on their [ONLINE REGISTRATION FORM](#). To sit on a CUPE Manitoba Convention Committee, you must be a Delegate to the convention.

Each Convention Committee will include a minimum of (1) Equity member and (1) member from an Area outside of Winnipeg - Treaty 1.



Young Members Sponsorship Fund:

A resolution passed at the 2023 CUPE Manitoba Convention provides sponsorship for up to three (3) Locals with 500 members or less to send one young member (age 35 or under) to Convention at no cost to the Local.

To summarize, there are a total of three such sponsored spots for the province (Registration, Accommodations, and Union Leave Book-Off will be covered). **To be considered, a Local shall be in good standing, and provide a letter of interest for consideration.**

All letters of interest to be sent attention: Deanna West, Executive Assistant:
officeadmin@cupe.mb.ca.

Childcare

As per CUPE Manitoba Policies, credentialed Delegates can apply to be reimbursed for receipted childcare costs for CUPE Manitoba Conventions only during the times convention is convened (9:00 am to 4:30 pm), up to the following maximums:

- For children under (6) years of age – thirty (\$30.00) dollars per half day per household and sixty (\$60.00) dollars per full day per household
- For children (6) to (12) years of age – fifteen (\$15.00) dollars per half day per household, thirty (\$30.00) per full day per household
- Expenses of special needs persons will be considered on an individual basis, accompanied by a receipt (not from the same household) and signed by the claimant
- All claims must be receipted with signatures of childcare provider (not from the same household) and the claimant.

	Name	Position	Local
Table Officers	Gina McKay	President	2348
	Carmen Prefontaine	Vice President	500
	Christie Bachynski	Recording Secretary	500
	Mylene Holmes	Secretary Treasurer	204
Area Reps	Brittany Aube	Brandon Area	3060
	Clayton Paul	Northern Area	745
	Gord Meneer	Eastern-Interlake Area	998
	Hamid Hamzeh	Winnipeg Area 2 (B)	110
	Teresa Massinon	South-Central Area	4270
	Nick Ogryzlo	North-Central Area	998
	Andre Freynet	Winnipeg Area 1 (A)	3754
Diversity Reps	Rachamim (Reilly) Coad	Persons with a Disability	1475
	Brandon Murdock	Indigenous	2348
	Daniel Richards	2SLGBTQI+	204
	Karen Brown	Racialized Workers	204
	Helen Taveres	Women and Gender Rights	3473
	Stefan Gudmundson	Young Workers	1063
Trustees	Theresa Proctor	Trustee (3 year)	204
	Natina Pelletier	Trustee (2 year)	4270
	Rick Moore	Trustee (1 year)	731

Elections Occurring at Convention

Table Officers:

President – 2-year term

Secretary-Treasurer – 2-year term

Trustee(s):

Trustee – 3-year term

Area Vice-Presidents:

Winnipeg Area Vice-President (B)

Election of one (1) Winnipeg Area Vice-President (B) – 2-year term

Eastern/Interlake Area Vice-President

Election of one (1) Eastern-Interlake Vice-President – 2-year term

South-Central Area Vice-President

Election of one (1) South-Central Vice-President – 2-year term

Diversity Vice-Presidents:

Indigenous Vice-President

Election of one (1) Indigenous Vice-President – 2-year term

Racialized Vice-President

Election of one (1) Racialized Vice-President – 2-year term

2025 Convention Registration

2025 Registration Details:

Delegate & Observer Registration Cost: \$325.00

Delegates and Observers

Deadline for Early Bird Registration is **April 13, 2025 @ 4PM CST**

Late Registration Cost: \$350.00

Registrations received after **4 PM on April 13, 2025** will be considered late registration.

Deadline for Refund Requests is April 28, 2025, @ 12 noon.

Online Registration:

CUPE members from Affiliated Locals in Manitoba must receive authorization from their own Local President and Executive to attend the CUPE Manitoba Convention as a delegate.

Once a member has received authorization from their own CUPE Local, the online CREDENTIAL REGISTRATION FORM must be filled out for each Delegate or Observer. **This year, like last year, all registrations must occur via the online registration form** (the same practice that CUPE National follows for registrations).

CUPE Manitoba will compile a Delegate list for each Local from the Registrations and then confirm the Delegate list with each Local directly. Convention Credentials will be sent directly to the Local, not to individual members.

Click Below to Register for the 2025 CUPE Manitoba Convention:

[Online Registration Form](#)

The Online Registration Form and Convention information can also be found on the CUPE MB website at: <https://cupe.mb.ca/convention-2025-registration/>

Please submit your Registration Form **AS SOON AS POSSIBLE**, followed by submitting your registration **cheque by mail**. Cheques can be made out to CUPE Manitoba, and mailed to:

**CUPE Manitoba - Convention 2025
205 - 275 Broadway
Winnipeg - Treaty 1, Manitoba
R3C 4M6**

SELF-IDENTIFICATION is included in the Credential Registration Form. CUPE Manitoba Equity Diversity Vice-Presidents will be elected within their Equity Caucuses.

Please note that only Delegates are able to vote at Convention, including in elections.

2025 Convention Safer Spaces

To ensure we are creating safer & more inclusive Spaces at the 2025 CUPE Manitoba Convention, please reference Article 15 - Code of Conduct (2023 Bylaws):

"CUPE Manitoba is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE Manitoba needs to ensure that we provide a safe environment for members, staff, and elected officers to carry out our work. CUPE Manitoba's expectation is that mutual respect, understanding and cooperation will be the basis of all our interactions."

The Code of Conduct sets out standards of behaviour for participants at Manitoba Conferences & Conventions and can be found in Article 15 in the 2023 Bylaws on www.cupe.mb.ca.

The CUPE Manitoba Safer Spaces Committee & CUPE Manitoba Executive encourages all Delegates, Participants, and Guests to please familiarize themselves with both the Code of Conduct and the CUPE Equality Statement.

CUPE Manitoba will be implementing a Safer & More Inclusive Spaces strategy again this Convention!

The strategy is being developed with the Safer Spaces Committee and will be presented in the 2nd Call. Stay tuned!

2025 Convention Information

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

The 2025 CUPE Manitoba Convention will be served public water at the Keystone Centre, with great thanks to the First Peoples in Treaty 2 and the Assiniboine River that CUPE Local 69 members process for consumption in Brandon.

Scent Free Convention:

Delegates to the CUPE Manitoba Convention in 2008 passed a resolution calling for all conferences, conventions, and events to be scent-free. Increasingly, workers are becoming sensitized to chemicals in the environment. For many workers, attending events and being exposed to perfumes/colognes/body sprays can be a serious health risk.

Delegates and guests are asked to please not wear any scented products during the Convention as well at Convention activities. Thank you for contributing to creating a safer and more inclusive event for everyone!

Convention Safety:

To ensure the safety of all those attending and working at the 2025 CUPE Manitoba Convention, CUPE Manitoba will monitor for a COVID-19 strategy for Convention (if needed) in accordance with the most current public health recommendations. The strategy will be reviewed closer to Convention and presented in the 2nd Call if required.

If Public Health information regarding COVID-19 is updated, information for delegates will be made available at www.cupe.mb.ca. If any information changes between 2nd Call and the start of Convention, information will be provided by E-mail to all registered Delegates and guests.

2025 Convention Accommodations

PREFERRED GROUP RATES

January 27 – April 11, 2025

1. Canad Inns

1125 18th Street, Brandon Manitoba R7A 7C5, Treaty 2



- Reserve your room by **April 11, 2025**
- [Booking code : 859282](#)
- Booking Link : <https://www.canadinns.com/stay/brandon/>
- Water park
- Wi-Fi
- Mini fridge in room

CUPE Rate: Starting at \$ 150 per night plus taxes

PREFERRED GROUP RATES

January 27 – April 15, 2025

2. Holiday Inn

1148 18th Street, Brandon, MB R7A 5C2 Treaty 2



- Reserve your room by **April 15th, 2025**
- Call **1-204-717-4444** to book a room
- Booking code: CUPE Manitoba Group
- Continental breakfast
- Fibre internet / Wi-Fi

CUPE Rate: Starting at \$189 per night plus taxes

2025 Convention Accommodations

PREFERRED GROUP RATES

January 27 – April 11, 2025



3. Victoria Inn

3530 Victoria Ave, Brandon Manitoba R7B 2R4, Treaty 2



- Reserve your room by **April 11th, 2025**
- Call **1-204-638-5102**
- Booking Code : 119305
- Indoor pool, hot tub, fitness centre,
- Free Wi-Fi

CUPE Rate: \$156.00 Plus taxes

PREFERRED GROUP RATES

January 27 – April 11, 2025



4. Lakeview Inn & Suites

1880-18th Street, Brandon Manitoba R7 1A5, Treaty 2



- Reserve your room by **April 11th, 2025**
- Call **1-204-728 1880**
- Booking Code: CUPE Manitoba Group
- Fitness centre
- Free Wi-Fi

CUPE Rate: between \$128- \$118 Plus taxes

Jack Rodie Award

Who is Jack Rodie?

Brother Jack Rodie was a long-standing activist and member of CUPE 500, City of Winnipeg. He had a long history of union activism that spanned over 45 years.

Brother Rodie began his career in the trades in the early 1940's and then began working in the Greater Winnipeg Water District and was active in advancing the Union. In 1951, Brother Rodie alongside fellow workers, joined with other City of Winnipeg workers, known as the Federation of Civic Employees.

When the Union of Public Service Employees (NUPSE) merged with the National Union of Public Employees (NUPE), the Canadian Union of Public Employees (CUPE) was formed in 1963. It was at this time that Brother Rodie was elected President of the Manitoba Division, where he remained in office until 1981, making him the longest serving Division President in our province's history. Brother Rodie served as Regional Vice-President representing Manitoba on the National Executive Board until 1985 and was a long-time member of the Manitoba Federation of Labour (MFL) Executive Committee.

After Brother Rodie's retirement, CUPE Manitoba created the Jack Rodie Award, and it is presented at each annual CUPE Manitoba Convention to a rank-and-file member who has displayed long-standing commitment to the union movement. The Award recognizes the important work our members do daily, and to celebrate those who have made a positive impact within CUPE in Manitoba.

Award Criteria

The Jack Rodie Award has been created so that it can be presented to a CUPE member who has displayed a long-standing commitment to the union movement.

Criteria:

- 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 the membership in both the Local and community

Jack Rodie Award

Award Nomination

The call for nominations is open for the 2025 Jack Rodie Award. Should your affiliated Local, or a member of an affiliated Local, wish to submit a nomination, you must fill out the nomination form in full, by [clicking here to visit the convention page](#) and downloading the form. Then submit the form to CUPE Manitoba via email: officeadmin@cupe.mb.ca.

All nominations must be received by the CUPE Manitoba office by **April 13, 2025, @ 4pm.**

The selection for this year’s recipient will be made by CUPE Manitoba and the recipient will be announced on the floor of the 2025 CUPE Manitoba Convention.

The Local who nominated the recipient will be notified prior to the start of Convention. Should the recipient not be attending Convention, arrangements will be made directly with the Local for the presentation of the Award at a suitable time.

Thank you to all members and Locals for nominating CUPE members!

Past Award Recipients:

1997: Joan Seller Local 1550	2003: Ross Martin Local 998	2011: Darlene Payette (1973) & Eric David (336)	2018: Phil Dembicki Local 500
1998: Beryl Williams Local 1914	2005: Elaine Olynyk Local 731	2012: Kathy MacDonald Local 2343	2019: Barb Gribben Local 737
1999: Verna Greer Local 1914	2006: Allan Babey Local 745	2013: Darrin Cook Local 4270	2020: Debbie Boissonneault Local 204
2000: Robert Nault Local 1684	2007: Dave Cutler Local 1063	2014: Arlene Macklem Local 998	2021: Award given to all CUPE members
2001: Joan Turnbull Local 500	2008: Darlene Gagnon Local 4242	2015: Mike Davidson Local 500	2022: Jamie Rose Local 737
2002: Larry Stratton (1550) & William Anderson (110)	2009- Charlie Morrison Local 110	2016: Paul Moist Local 500	2023: Michelle Bergen Local 998
2003 : Garry Andrew Local 69	2010: Bernice Bryan Local 2395	2017: Kelly Moist Local 1063	2024: Gord Delbridge Local 500

Resolution Guidelines

Who Can Submit Resolutions to the CUPE Manitoba Convention?

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

How Should Resolutions Be Submitted?

Resolutions and Bylaw Amendments must be signed by the President and Recording Secretary of the affiliated Local or Chairperson and Secretary of the Standing Committee or Sector Council.

Resolutions/Amendments should be submitted electronically by Email (in .doc Word format) to the CUPE Manitoba Office, Attn: Recording Secretary (OfficeAdmin@cupe.mb.ca). Resolutions/Amendments can also be signed and dropped off at the CUPE Manitoba office, with preference for electronic submission:

CUPE Manitoba - 2025 Convention
205 - 275 Broadway
Winnipeg - Treaty 1, Manitoba
R3C 4M6

When is the Deadline for Submission of Resolutions & Amendments?

In order to be received, Locals & CUPE MB Executive Resolutions and Bylaw Amendments must be signed by the President & Recording Secretary and received by the CUPE Manitoba office no later than: **April 13th, 2025, by 4pm.**

CUPE MB Standing Committees & Sector Council Resolutions and Bylaw Amendments must be received by the CUPE MB office no later than **March 29, 2025, at 4pm.**

Emergency Resolutions

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 and if the resolution has been given to delegates at least four hours prior to be voted on by the Convention delegates and with two-thirds majority of delegates' consent.

Resolution Guidelines

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 Bylaw Amendments Be Submitted?

Bylaw 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 Bylaws & Policies to be amended.

A copy of the Bylaws can be found here:

<https://cupe.mb.ca/about-us/bylaws-and-policies/>

Resolution Guidelines

SAMPLE RESOLUTIONS – 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

(Signed)

Jane Dela Cruz, President___

(Signed)

Omar Abdi, Recording Secretary

Resolution Guidelines

SAMPLE RESOLUTIONS – 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 999

(Signed)

(Signed)

Jane Dela Cruz, President ___ Omar Abdi, Recording Secretary

Resolution Guidelines

SAMPLE BYLAW AMENDMENT

CUPE Manitoba Convention

CUPE Manitoba shall:

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

BECAUSE:

- Our collective strength is necessary to withstand the right-wing attacks that workers face in Canada; and
- Some Locals may not be aware of what other labour bodies there are to become affiliated to.

Submitted by CUPE Local 999

(Signed)

Jane Dela Cruz, President____

(Signed)

Omar Abdi, Recording Secretary

CUPE Manitoba Contact Information

Online Convention Information:

<https://cupe.mb.ca/convention-2025-registration/>

Office Contact Information:

Gina McKay, President

gmckay@cupe.mb.ca

Ph: 204-560-2139

Deanna West, Executive Assistant

officeadmin@cupe.mb.ca

Ph: 204-560-2138

Are you receiving communications from CUPE Manitoba?

If you are an affiliated Local, please be sure to fill in the [2025 Local Update Form](#) to ensure you receive CUPE Manitoba Convention updates.

We look forward to welcoming you to Brandon – Treaty 2.

In solidarity,



Gina McKay
President



Carmen Prefontaine
Vice-President



Mylene Holmes
Treasurer



Christie Bachynski
Recording
Secretary