



# FRONTLINE WORKER

21 NEWS / VIEWS

Union Work – Union Proud

2013 NEWSLETTER – JUNE EDITION

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Membership Meeting: 2<sup>nd</sup> Tuesday of each Month (7:00 pm – Italian Club – 2148 Connaught St.)

## Table Officers

**Tim Anderson**  
*President*

**Temp. Vacant**  
*Vice President*

**Wade Zalopski**  
*Recording Secretary  
Communications*

**Darren Fox**  
*Secretary Treasurer*

**Cindy Jessop**  
*2<sup>nd</sup> Vice President  
Grievance Chair  
Community &  
Corporate Services  
(352-8282)*

**Clint Driedger**  
*2<sup>nd</sup> Vice President  
Grievance Chair  
Public Works  
(581-2954)*

## Executive

Alvin Huber  
Chris Szakacs  
Carmel Mitchell  
Alberta Heisler  
Brendon Moat  
Reg Wilke  
Saul Lipton  
Darren Grychowski

## Sergeant-at-Arms

Dave Quinlen

## Trustees

Ken Kabatoff  
Steve Frankiewitz  
Allen Kreshewski

## CUPE National Representative

Guy Marsden

## President's Message

### DRAFT CUPE LOCAL 21 FACT SHEET THE CITY OF REGINA'S PROPOSED P3 WASTEWATER TREATMENT PLANT IMPLICATIONS FOR STAFF

#### What is a public-private partnership?

Public-private partnerships or P3s are another form of privatization. While the public sector has always partnered with private companies to design and build public infrastructure, under the City of Regina's proposal, the corporation or private sector consortium will design, build, finance, operate and maintain the new wastewater treatment plant over a 30-year period.

The City of Regina will retain ownership of the new plant, but will lose all control over this critical utility for three decades, more than likely to a foreign multinational corporation.

#### Why is your union concerned with the City of Regina's decision to use a P3 model for the wastewater treatment plant?

CUPE Local 21 supports the development of a new wastewater treatment plant that is publicly financed and operated.

CUPE Local 21 has made several presentations to City Council opposing the P3 option, since the evidence shows that P3s cost more than traditional procurement, do not deliver projects on budget and on time, do not transfer risk to the private sector, and undermine democratic control and accountability over our a vital public asset and our water. Your union is also concerned about the impact the P3 will have on our members who work at the wastewater treatment plant.

#### Is outside expertise required to operate the new wastewater treatment plant?

The City of Regina claims a higher level of outside expertise will be required, since the new wastewater treatment process will be much more sophisticated than the current treatment process. While the private sector has always played a big role in the design and construction of public infrastructure, there is little evidence to back up the claim that P3s are associated with more expertise and innovation.

Indeed, a study of the failed Hamilton P3 sewage treatment plant found that the private operator had to rely on those already working in the public sector since it did not have the expertise in water and wastewater service delivery. Several city officials left to work for the private operator.

#### How will this P3 impact the workers at the plant?

The City is claiming that no layoffs will result from the transfer of employees to the new P3 operator, but experience shows otherwise. The private corporation in the **Hamilton P3** wastewater treatment plant, for instance, laid off half the staff and cut the operating budget by almost **40%**.

## **How will a privatized P3 affect staff's salaries, vacations and benefits?**

The City of Regina claims that all salaries, seniority levels, vacation time etc. will be maintained in accordance with the terms of CUPE Local 21 collective agreement, which will be transferred to the P3 contractor as per the requirements of the successorship provisions of The Trade Union Act (Section 37).

It's true that this legislation will likely ensure some protection of current benefits under the CUPE Local 21-City of Regina collective agreement for employees of the wastewater treatment plant. However, there is no guarantee that the new private P3 operator will wish to maintain the salaries, benefits and workplace protections members currently enjoy in the new collective agreement that will need to be negotiated with CUPE Local 21. Indeed, experience has shown that P3 operators attempt to cut costs by cutting wages, benefits and pensions and increasing reliance on non-unionized employees.

## **Will transferred employees still be members of CUPE Local 21?**

The successorship provisions of The Trade Union Act would require that the certification order between CUPE Local 21 and the City of Regina continue to cover wastewater treatment plant employees transferred to the new P3 operator. Employees would remain members of CUPE Local 21, but would become part of a new bargaining unit and eventually be covered by a separate collective agreement.

## **Would employees have an opportunity for revert back to City employment? What will be the impact on seniority?**

The City of Regina has indicated that wastewater treatment plant employees would have an opportunity to transfer back to the City after a certain period of time (6 to 12 months). Such arrangements would need to be negotiated with CUPE Local 21 and CMM. Seniority in the new bargaining unit will not be transferrable unless the City of Regina, P3 operator and CUPE Local 21 agree otherwise.

## **Training opportunities**

The City of Regina has claimed that the P3 wastewater treatment plant will provide more training opportunities for staff. There is no reason why the same training opportunities couldn't be provided with a traditional, publicly financed and operated plant.

## **What is your union doing to oppose this proposed P3?**

CUPE Local 21 has filed a grievance alleging a violation of the Letter of Understanding re: Contract Work in the collective agreement. CUPE Local 21 is also working with other concerned groups and citizens through the newly formed Regina Water Watch coalition to raise awareness of the many negative implications of using the P3 model to build the new wastewater treatment plant. The Regina Water Watch coalition has launched a petition campaign calling for a referendum to keep the new wastewater treatment plant in public hands.

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## **Greetings brothers and sisters:**

## **Regina Water Watch**

Hopefully you are already aware that our mayor and city council have unanimously voted to privatize our new wastewater treatment plant for the next 30 years. A citizen coalition has formed to oppose this decision. They are called Regina Water Watch. They strongly believe that our water should remain a publicly controlled and operated utility. CUPE Local 21 is an active member of this coalition. Regina Water Watch launched a petition drive on March 22<sup>nd</sup>, World Water Day, to force a public vote on this decision by city council.

The city has refused to release the cost of this proposed privatization deal under a freedom of information request. CUPE has had Hugh MacKenzie, an independent economist from Ontario, do a costing analysis of this proposed deal. Without the numbers from the city, Hugh ran his costing model on conservative business assumptions. His conclusion was that this privatization deal will cost us, the taxpayers of this city, anywhere from 61 million to 120 million dollars **MORE** than if the city financed the new plant through traditional public funding. Besides being an onerous burden on taxpayers, we as citizens will also lose control over our public utility – it will be privately run for profit.

This petition drive by Regina Water Watch is a chance for us as citizens to tell our mayor and councillors that it is we the people who shape and decide our futures, that we do not have our future dictated to us by our elected officials.

They are supposed to be our servants; it is not supposed to be the other way around. If you have not already signed the petition, I would **strongly** encourage you to sign it and voice your support for a democratic say in the future direction of our city. I would also encourage you to talk to your friends and family about this issue and encourage them to sign the petition as well if they have not already done so. Under the Cities Act we need 20000 signatures to force a referendum.

At last count we had over **15,000 signatures**. We have 15 days left in our petition drive. Every signature we get counts. We **CAN** win this fight. Any help you can offer in collecting signatures is needed and will be greatly appreciated. If you would like to learn more or help in the effort to collect signatures, please contact Regina Water Watch at [reginawaterwatch@gmail.com](mailto:reginawaterwatch@gmail.com) or call them at **306-539-4097**. This is a tremendous opportunity to show our elected officials that democracy is alive and well in Regina and that it is we, the citizens, who determine the future direction of our city, not our mayor and council.

**In solidarity, Darren Grychowski**

## JUNE ELECTIONS

On June 11, 2013 during the General Membership meeting starting at **7:00 pm**, elections will be held for the following executive board positions:

### **Vice President**

### **2<sup>nd</sup> Vice President Grievance Chair (Community / Corporate Services)**

### **4 Executives at Large**

Your executive board encourages all members to take part in this process.  
**Support your candidate – Support your Union.**

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Hello I am **ALLEN KRESHEWSKI**, currently serving as a trustee in Local 21. I am a skilled labourer within Sewer and Drainage Operations.

I have served on various committees on different levels such as President of Onanole Duck Shoot, and Vice Chairperson of Riding Mountain South Wildlife Association. I believe that essential services are best run by the public sector not by private companies. As citizens we are more vested, and take more pride in the work we do. I have no problem voicing my opinion for workers against unfair labour practices, and will represent the members' interest in a well-informed and respectful way.

On June 11, 2013, please seriously consider my name for Executive at Large when you vote. Thank you.

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Hello Brothers and Sisters,

My name is **Carmel Mitchell** and I am running to be your next 2<sup>nd</sup> VP/Grievance Chair – CDR&P. I am currently involved with CUPE Local 21 as an executive member at large. I also sit on CUPE Saskatchewan's Aboriginal Council. I'm very passionate about the future and direction of our local union.

I have a strong desire to educate the membership about issues – both within the workplace and outside of it – that affect them and their families directly. One example is the impact of **Bill 85** with its changes to labour legislation. I worked hard at distributing informative post cards in the workplace and talking to members about the impacts of this bill on workers and their families. I believe all employees – from new hires to long time veterans – need to be informed about issues that affect them.

I believe we need to involve our members. Local 21 is a family. We don't refer to ourselves as Mister or Miss or Madame. We refer to ourselves as Brother or Sister. This is probably the most important item to remember. Family is there to support. I know that if I ever need help or support with work issues, I have my local to help me and I will be there working hard to support my fellow brothers and sisters of CUPE Local 21.

I'm reliable. I have a strong desire and motivation to learn about issues that affect us all. I am also passionate about teaching my fellow brothers and sisters about issues that affect all of us directly. I want to be a visible presence for

CUPE Local 21 in the workplace. I am friendly and approachable. I want to be there to help anyone and let people know that I will be there working hard, fighting on their behalf. I look forward to your support at election time on June 11<sup>th</sup>. Good Luck to everyone running.

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Good day,

My Name is **Alberta Heisler** and I am currently looking for your support in getting re-elected on June 11, 2013. I have been a part of this union for 12 years. My first 10 years were spent as a casual employee, and the last two years as a permanent employee. Due to my exposure to both environments, I am familiar with the issues that both permanent and casual employees face daily.

When I joined the union it was not an act of solidarity, an expression of principle or partisanship. It was because I wanted to know why I was paying union dues, and what that money was going to. The union was just an entity that existed and I was willfully ignorant of. This changed when I experienced some career issues of my own and discovered what the union was there for and how they could help me. I would like to spread the message of the union and what it does for employees, and the ways that they can help you. In order to achieve this we need clarification and communication among all of our members.

This communication and educating is an opportunity that I do not want to pass up. I have sat on the union as an executive at large for one term, and have acquired a wealth of knowledge and experience, but I feel like I can learn and do more yet. I am assigned to challenging position of being on the **Joint Job Evaluation Committee**. I feel that I am doing my best to help eliminate the backlog of re-classes while fighting to get every job rated fairly. I am amazed at how much I am still learning at every corner, and I look forward to continuing my education and bolstering my experience in this position.

During my time here I have seen how *contemporary* our employer can be, and the hardships that our co-workers have had to endure. I believe that each and every member has the right to know who we are and what we are here to do for them. There are policies and procedures that need to be followed. Our members need to know what these procedures are, and we need to encourage our members to be involved in these processes from start to finish.

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My name is **Deidra Roberts**. I started with the City in June of 1977, so this month marks my 36th year as a Civic employee, and CUPE Local 21 member. I have worked in a variety of positions over the years, most notably with Parks, in the Indoor Rinks, and in the Carpentry Shop with Facility Management Services. I'm hoping to work an additional 4 years before I retire, although I can go next year.

I currently sit on the Solidarity and Pride Committee with the SFL, having just started my 3rd term, and with the National Pink Triangle Committee of CUPE, where I'm about to finish my second term. I have attended the CUPE National Convention in the fall of 2011, the SFL Convention in the fall of 2012, and, most recently, the CUPE SK Convention this spring.

I'm very concerned with Bill 85, and the negative effects it will have on organized labour, and the City of Regina's willingness to throw tax payer dollars away, chasing P3 funding for a new stadium and the new Waste Water Treatment facility. I would welcome the opportunity to work as an Executive at Large member of Local 21, to share my knowledge and experience. I humbly ask for your support. Thank you. Deidra Roberts

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## **Bargaining Update:**

Our 24 May 2013 meeting consisted of additional clarification regarding certain proposals. Our next meetings are scheduled for late June 2013.

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## **Babe Ruth...**

The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime.