



QUARTERLY NEWSLETTER

NEWSLETTER 2022 – QUARTER 1

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Website: local21.ca

Phone: (306) 352-8282

➔ General Membership Meeting: 2nd Tuesday of each month (5:00 pm – Registered Zoom Meeting) ←

Table Officers

Laird Williamson
President

David Jijian
1st Vice President

Wade Zalopski
Recording Secretary

Hugh Bigler
Secretary Treasurer

Quinn Rollins
*2nd Vice President
Grievance Chair
CE-IP-CP-CD-OC
Divisions*

Darren Fox
*2nd Vice President
Grievance Chair
Roadways/Traffic/
Transit/Fleet*

Tyler Hutchinson
*2nd Vice President
Grievance Chair
WWE / Officer of
Council*

Donovan Pahl
*2nd Vice President
Grievance Chair
Facilities & Recreation*

Executive at Large

Chris Szakacs
Sherry Hartman
Don Rowan
Kelly McDonald
Doug Eklund

Sergeant-at-Arms

Wayne Toker

Trustees

Judith Bergen
Jeff Shearer
Vacant

CUPE National Representative

Wanda Edwards

Quarter 1 Update:

➔ We currently have:

- Forty-five (45) active arbitrations.
- Forty-one (41) active grievances.
- Thirty-two (32) active Committees to be Heard (CTBH).

➔ We are awaiting decisions on:

- We are currently awaiting decisions on one (1) arbitration.
- We have seven (7) arbitrations scheduled in Q1 of 2022.
- Thirteen (13) grievances were presented / advanced during Q4.

➔ Labour Relations Summary 2021:

- We advanced and presented forty-three (43) grievances on behalf of members in 2021.
- We presented four (4) arbitrations digitally in 2021 – we lost one (1), won one (1), one (1) is under review, and we are waiting for the decision on the 4th.

➔ Efficiency Review:

- We continue to be involved in the discussions regarding the City Efficiency Review (CER). Early indicators suggest that the areas they have identified do not pose a significant threat to our workforce but we will continue to monitor the situation. Additionally, our Union Lead Efficiency Initiative (ULEI) will likely be blending into this project and provide an opportunity for further Union involvement.

➔ Joint Culture Committee:

- In November 2019 Local 21 began the process of improving our workplace culture. To that end we are happy to report that in October 2021 the City of Regina signed a Memorandum of Understanding (MOU) with ATU 588, Local 7 CUPE, Local 21 CUPE, IAFF 181, and RCMMA to advance work aimed at improving our workplace culture. This document was to be read during tailgates – if you have not seen it please ask your supervisor or notify our office.
- This committee consists of Union leaders from the organization and members of Executive Leadership Team (ELT) – there will be more communications regarding this exciting work in the future.

➔ Public Relations / Communications:

- We have recently engaged in a rebranding campaign which has included the following:
 1. Changed our name from Regina Outside City Workers' to **Regina Civic Members' Union**. This change was necessary in order to be more inclusive of all members and not differentiate from those who work in a specific setting.
 2. Changed our logo.
 3. New website reconstruction is in the works.
 4. Surveys of the general public as well as our membership.

There will be more to come in 2022.

Contract Negotiations / Bargaining

- Our Collective Bargaining Agreement (CBA) officially expired 31 December 2021 but will remain in force and effect until a new negotiated agreement is in place. A bargaining package is in the works and we would like to take this opportunity to thank the members who participated in the bargaining survey that was mailed out to all members of the Union.
- 30 and 31 May 2022 will be the start of our discussions with the City of Regina.

General Information & Updates

➔ General Meetings:

As a Local 21 CUPE member your recommendations, suggestions and directions are valued and necessary for the continued operations of our Local. With the restrictions and limitations due to Covid-19 it remains excitedly difficult to conduct the business of the Union in a way that is inclusive for all members. In an effort to include as many members as possible at General Membership meetings, the Union Executive has decided to utilize the "ZOOM" platform for our meetings.

What is Zoom: Zoom is an online audio and web conferencing platform, people use it to make phone calls or to participate in video conference meetings. We are requesting your emails so a link and instructions can be emailed to you. Please send your email to: cupe.local21@sasktel.net providing your name, and employee ID number.

➔ Active and Ongoing Items:

- The reclassification backlog is being addressed.
 - We continue to amend the Local 21 bylaws; most notable change is a restructuring of the Union Executive to include two (2) additional Grievance Chair positions.
 - The City of Regina is still looking into the Water Certification Letter of Understanding (LOU).
 - We meet with the other City Unions semi regularly to share ideas and try to have a unified front. We have some shared issues and will notify the membership in the near future.
 - Was invited to two (2) tailgates this summer but obviously the covid-19 pandemic got in the way, at the two (2) tailgates we talked about the contract, costs of service, and culture within the workplace.
 - Met with the Chief of Police to discuss the impacts of violence in our workplace and further work will be coming on that end.
 - Collective Agreement training continues with our labour lawyer as well as bargaining preparation.
 - The ongoing work on digitalizing all paper documents pertaining to the Union continues.
 - Cupe National training, we are looking to institute a monthly or quarterly program.
 - We completed a Public Survey conducted by Campaign Gears.
 - We received the results of the Culture Survey. These results indicate that there is room for improvement and to confirm the work being done through the Joint Culture Committee (JCC).
 - The Bargaining Survey results have been received please be advised that not all items submitted will be part of the package nor does it guarantee that we will get it.
 - Two (2) contracting out meetings have been conducted.
 - The City of Regina rolled out its Covid-19 Policy. There are many questions and details that need to be answered and addressed, once that has been achieved as well as receiving a legal opinion from Cupe National and other sources available to us. We ask that you check the website regularly for these important updates.
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➔ Political Action Committee:

- We continue to attend City Council meetings virtually to observe and report on any issues at the Executive meetings
 - We have continued with our yearly Town hall meetings.
 - Local 21 still has an educate over endorsement policy for municipal elections and candidates.
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➔ Contracting Out Committee:

- As per our CBA language the City of Regina is obligated to provide written notice before work is considered for contracting out or existing contracts renewed.

- The Local is currently engaged with ongoing conversations with Landfill Operations regarding the potential contracting in of Shredding /Chipping Services and the Small Vehicle Transfer Station (SVTS).
- Sadly, in the fall of 2021 OSR jobs were contracted out following extensive conversations with the City of Regina. However, all affected permanent staff were successfully accommodated into new roles and one (1) voluntarily choose to resign.
- Discussions with the City of Regina continue regarding the AMI Meter Replacement.
- We continue to investigate contracting concerns brought to the Union.
- If you have any information or concerns regarding contracting out, please contact the Union office.

➔ **Union Information Stewards Required:**

The Executive Board will be entering into discussions and work out the logistics to develop a process for the positions of **Union Information Stewards**. This is an opportunity to get involved at the ground level to learn about the Union operations and provide pertinent accurate information back into your work area.

We are looking for motivated committed members to fill these voluntary positions. If that person is you, contact the Union office at cupe.local21@sasktel.net and provide your full name, employee ID number, contact number and preferred email address. We hope to activate these positions by late summer or early autumn.

➔ **Problems at Work:**

If you have a Collective Bargaining Agreement (CBA) question, possible violation or other workplace concerns, contact the Union office at cupe.local21@sasktel.net , leave a brief message and a contact number and you will be contacted as soon possible.

Here are the 6 W's to remember when lodging a grievance: Depending upon the nature of your problem, a grievance may be lodged on your behalf. It is important that the grievance is presented factually when filing. As a member who is lodging a grievance /complaint, you need to ensure that you give as many of the facts as possible.

1. **WHO:** is involved? The members full name, work area, title and job classification and the name and title of the person's involved or witness's need to be accurate.
2. **WHAT:** happened that caused the violation? Disciplinary action? Substitution pay not given? Safety violations? You need the story of what occurred in chronological order.
3. **WHEN:** did the violation occur? Ensure dates and times are included. Include how often and how long?
4. **WHERE:** did it occur? Give exact location or locations if event occurred in different places. Have pictures or drawings if applicable.
5. **WHY:** is this considered to be a grievance or complaint? Was there a direct violation of an article(s) in the Collective Bargaining Agreement? A violation of a Legislated Act or Code, an arbitral award, past practice issue?
6. **WANT:** this relates to adjustments that are required by the Union to correct the injustice. Always ask for "full redress" in order to make the member whole, ie., all wages lost, file cleared, vacation returned.

➔ **Rumors in the Workplace:**

A rumor is a story or statement that is being passed around without confirmation that the information is true. Rumor can also mean general hearsay, as in You shouldn't put much faith in rumor and speculation.

Rumors can negatively change the dynamic of the workplace relationships within an institution and can result in chronic states of conflict with individuals or group victimization, low morale, disruption of productivity, and, in worst cases, collapse of the cohesion of a department. Such a collapse may arise from chronic false beliefs about one or several co-workers, which make trusting collaborations impossible.

As a member of this Union local you have a right to fair/reasonable representation, opportunity and accurate information. If there are Union related rumors, we encourage you to contact us directly. If it is interpersonal rumors, we encourage you not to engage and discourage this behavior if you are comfortable.

As a general rule, unless it serves a legitimate work purpose that you have authority over – you should not be speaking about people who are not present. If you have any questions or concerns we ask that you contact the Union office.

Health & Safety

➔ [Covid-19 Update / Province of Saskatchewan:](#)

City council votes to remove masking and proof of vaccine orders, in line with Province

The City of Regina will move in lockstep with the province as COVID restrictions are set to lift next week and at the end of the month / author of the article: Alec Salloum / publishing date: Feb 11, 2022 / Regina Leader Post

The City of Regina will follow the province as it plans to remove proof of vaccination orders starting Monday and will look to phase out mask mandates at the end of February. City councillors had four matters to vote on during Friday's special meeting of council, which recommended an end to all current municipal orders related to COVID-19. The motions, which were recommended by administration, were:

- to immediately rescind emergency powers delegated to the city manager (this passed 9–1 with Coun. Andrew Stevens (Ward 3) the sole detractor);
- lift masking restrictions for transit at the end of February (this passed 6–4 with Coun. Cheryl Stadnichuk (Ward 1), Coun. Bob Hawkins (Ward 2), Stevens and Coun. Shanon Zachidniak (Ward 8) voting against);
- for council to return to in-person meetings on March 1 (this passed 7–3 with Stadnichuk, Hawkins and Zachidniak voting against)
- and to remove proof vaccination or negative test requirements for City of Regina facilities as of Monday (this passed 8–2 with Stadnichuk and Zachidniak voting against). Coun. Dan LeBlanc (Ward 6) was not present.

Asked if she felt the city was strong-armed into following the province Mayor Sandra Masters said, no. “We are going based upon the consistency of continuing to follow the public health order” she said.

“If things change, well, then we’ll adapt again just as we have for the last two years.” Louise Folk, executive director of people and transformation, said the city administration’s recommendations were made to be in line with other jurisdictions in Saskatchewan. She also said without provincial backing, it will make it hard to maintain the current measures.

“It’s very difficult to maintain the restrictions we have in place without a provincial health order,” she said, adding it contributes to confusion if there are different rules across cities and regions. Folk said the city will continue to encourage mask use and will stress public health messages.

➔ Local 21 has requested a legal assessment from Cupe National and waiting on the City of Regina’s workplace assessment.

Collective Bargaining Trivia

* **Purpose:** To incentivize, engage, & educate the membership on benefits contained in their Collective Bargaining Agreement (CBA).

* **Rules:** To play all you must do is email your answer to cupe.local21@sasktel.net and include your name, branch, and employee ID# for verification purposes.

The first three (3) non-executive members who respond with the correct answer will be given the choice between a Tim Horton’s twenty (\$20.00) gift card or four (4) L21 work shirts of their choosing (*sizes and colours are subject to stock*). The answer and the winners will be posted in the next quarter newsletter.

* **Q1 question 2022:** How many statutory holidays are observed in our Collective Bargaining Agreement (CBA) including the newly announced 30 September 2021 Federal holiday and name one (1) of the Articles in our Collective Bargaining Agreement (CBA) where you would find that information?