



# QUARTERLY NEWSLETTER

## NEWSLETTER 2022 – QUARTER 2

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➔ **General Membership Meeting: 2<sup>nd</sup> Tuesday of each month (5:00 pm – Member Registration Required for Zoom Meeting)** ◀

### Table Officers

**Laird Williamson**  
*President*

**Vacant**  
*1<sup>st</sup> Vice President*

**Vacant**  
*2<sup>nd</sup> Vice President*

**Wade Zalopski**  
*Recording Secretary  
Communications*

**Hugh Bigler**  
*Secretary Treasurer*

**Quinn Rollins**  
*Grievance Chair  
CE-IP-CP-CD-OC  
Divisions  
(352-8282)*

**Darren Fox**  
*Grievance Chair  
Roadways/Traffic/  
Transit/Fleet  
(352-8282)*

**Tyler Hutchinson**  
*Grievance Chair  
WWE / Officer of  
Council*

**Donovan Pahl**  
*Grievance Chair  
Community Services*

**Executive at Large**  
Chris Szakacs  
Sherry Hartman  
Doug Eklund  
**Vacant**

**Sergeant-at-Arms**  
Wayne Toker

**Trustees**  
Judith Bergen  
Jeff Shearer  
**Vacant**

**CUPE Representative**  
Wanda Edwards

### \* We Currently Have:

- Twenty-seven (27) files advanced to arbitration;
- Nine (9) files are in various stages of scheduling for arbitration;
- Four (4) arbitrations are still pending decisions;
- We received two (2) decisions from arbitrations – we won one (1) and lost one (1);
- Forty-six (46) active grievances at various stages in the process;
- Thirty-seven (37) active Committees to be Heard (CTBH). Most recent one advanced is to do with hiring practices;
- Sixteen (16) grievances were presented during Q2;
- Three (3) CTBH were presented in Q2: testing / acting supervisor process & two (2) about the City of Regina end dating positions;
- We settled nine (9) arbitrations before having to hear them in Q2;
- We settled eight (8) grievances in Q2;
- We advanced thirteen (13) new grievances on behalf of members; and
- We attended and represented members in approximately one hundred thirty-seven (137) meetings in Q2 for various topics.

### \* Active and Ongoing Items:

- **GM meetings:** We have had great success throughout the pandemic by using a virtual platform for GM meetings. This allowed us to continue to conduct the business of the Local with minimal disruption or difficulties. Virtual meetings will likely be the future of correspondence but we know and acknowledge accessibility issues and we have the intention of returning to in-person GM meetings in the Fall but will be trying to have a hybrid approach. Please continue to check the website for updates regarding this topic;
- **CTBH(s):** Some of the files we have advanced include, Union Presence at City Council, Hiring Practices and Hurdles, and Acting Supervisor Process in Roadways. If you would like an update on these or any Committee to Be Heard, please contact the office;
- **JJEC:** Work is still continuing with Joint Job Evaluation (JJE); it has admittedly slowed down due to some differing opinions but we are trying to work through them;
- **Reclass backlog:** This continues to be addressed. If you have submitted a reclass and have not received an update, know that we are working through them;
- **All Presidents meetings:** We continue to meet regularly with our other Union partners to share ideas and unified-fronts on matters that pertain to shared interests;
- **Parks Branch LOU:** The City of Regina approached L21 with a Letter of Understanding (LOU) to restructure the Branch lines in Parks and Open Space. We took this LOU to each operating area for a vote. This vote passed;
- **Water Certification LOU:** The City of Regina approached L21 with an LOU regarding changes to the Water / Waste Certification LOU. We will be taking this to the members over the summer;
- **Office:** The ongoing work digitalizing / archiving all L21 paper documents pertaining to the Union continues;
- **Elections:** Kudo's to all who were successful in this round of elections, we have much work ahead of us; and
- **Website:** We are in the final stages of rebuilding the website. It will remain active until the switch but may be down for a short while when we transition.

# Health and Safety

## Joint Culture Committee (JCC)

The JCC is still continuing to meet bi-weekly to work on improving our workplace Culture. This Committee consists of the Presidents from all City Unions: ATU 588, CUPE 7, CUPE 21, IAFF 181, and the RCMMA, as well as the City Manager.

Hopefully by now everyone has taken Bystander training facilitated by *Enough Already*. This program was a direct result of the work being done on the JCC and we will continue to push for more supports for various other topics in the future. A communication plan is in the works by the City of Regina. The Guarding Minds survey will be used to inform some of our decision making and goal setting for the future.

We will be adding violence in the workplace as an area of focus in this next Quarter which will include work with the Regina Police Service (RPS).

# Executive Board Report

## Workplace / Union Information Stewards

As a Union Information Steward (UIS), you have three (3) main functions:

- Building a strong Union in your workplace;
- Attending General Membership meetings; and
- Taking information provided to you by the Executive to your Branch for distribution.

The Union Information Stewards (UIS) function is important, you will act as an outgoing information source which is vitally important for the proper dissemination of information.

### The Duties

1. Be the initial Union contact person in your workplace, should a matter pertain to a grievance you can give the member the contact information of the respective Grievance Chair;
2. Be held to strict confidentiality in all matters;
3. Attend all General Membership meetings;
4. Familiarize yourself with the Collective Bargaining Agreement (CBA);
5. Provide new members with a copy of the Collective Bargaining Agreement (CBA);
6. Post / circulate notices for all Union activities and meetings endorsed by the Union;
7. Be the liaison between the members in the workplace, and the Union when necessary;
8. Greet new employees / members and encourage the participation of all members in Union activities;
9. Maintain contact with members and provide on-going Union awareness and education;
10. Perform any other duties assigned by the President or Executive Board;
11. Promote and uphold our Bylaws;
12. Participate in political action or rallies as required by the Union; and
13. On termination of office, immediately surrenders all books, seals, records and other properties of the Union to the duly elected / appointed successor.

### Note:

We will be putting out a call in the Fall to have members express their interest in these positions via our website. The goal will be to have one (1) Union Information Steward (UIS) per Branch.

The process for selection and application will be outlined on the website. If you have already expressed interest, we ask that you re-apply through that forum when we post it. Should the need arise to expand the scope to one (1) per functional work unit arise, we will re-evaluate at a later date.

## New Executive Board Structure Changes

In order to keep up with our changing landscape we have restructured our Bylaws and the portfolios of our Executive to the following:

- **President:** Entire bargaining unit – all matters;
- **1<sup>st</sup> Vice President:** Entire bargaining unit – Harassment & Occupational Health & Safety (OHS);
- **2<sup>nd</sup> Vice President:** Entire bargaining unit – Accommodations (DTA) & Information Stewards;
- **Open Space Grievance Chair:** Parks & Open Space – grievances and investigations;
- **Public Works Grievance Chair:** Roadways / Traffic / Fleet – grievances and investigations;
- **Environmental Services Grievance Chair:** Water, Sewer & Solid Waste – grievances and investigations;
- **Facilities / Recreation Grievance Chair:** Facilities & Recreation – grievances and investigations;
- **Executive at Large:** Job Description Amendments & Jurisdictional Review;
- **Executive at Large:** Public Relations & Social Events;
- **Executive at Large:** Political Action & Contracting Out / In; and
- **Executive at Large:** Diversity & Inclusion.

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## Collective Bargaining Update

As you all may know we have begun bargaining with the City of Regina. We cannot share specifics at this time due to the embargoed nature of these discussions but we can share that this will be a longer round. We have set out on the task of interest-based bargaining with the mind to clarify the intent of our Articles. This is an ambitious goal and one that quite frankly ought to have been done long ago.

If all goes well this will allow both the Union and the City of Regina to lay to rest silly time-wasting arguments about Articles and their applications which should drive down grievances, save both sides money for costly arbitrations, allow for a fairer and consistent application for all members, and increase the morale in our workplace.

Our hope is that when this is done, we will create a handbook that is supplementary to the Collective Bargaining Agreement (CBA) for future generations to read, learn, and use in their workplace.

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## Executive Board Message

We want to thank everyone for your hard work and ongoing support through these difficult times. We appreciate everything you all do to make the City of Regina the place that it is – a place to live and thrive. Your contribution to this City cannot be understated or undervalued and we will continue to fight to advance topics like *Costs, Culture, and Contract* to improve our shared workplace this Union has represented since 1936.

# Other News & Events

## CUPE Saskatchewan launches first of its kind Documentary

Saskatchewan's largest Union has launched a new documentary about the threats facing our public services from cuts and privatization. Since 2007, the Saskatchewan Party government has sold over \$1.2 billion in public assets and eliminated at least 1,227 public sector jobs via privatization and contracting out. The film, which was produced by Campaign Gears and Left Field Digital, looks at the loss of STC, the challenges with the Sask Hospital P3 and the ongoing erosion on public health care.

This documentary interviews academics, front-line workers, and residents including Dr. Sally Mahood, activist Terri Sleeva, and Simon Enoch, director of CCPA Saskatchewan. Special thanks to Jacob Alhassan, Bruce Chubb, Toni Glover, Cindy Hanson and Bashir Jalloh for participating in the documentary process.

You can watch the full documentary, *Meeting Human Needs – The fight for Saskatchewan's public services*, here: [www.publicservicevoter.ca/privatization](http://www.publicservicevoter.ca/privatization)

## Annual Scholarship Awards

The Union Executive has given its approval to provide seven (7) five-hundred-dollar (\$500.00) scholarships to children or wards of our members and members, for first (1<sup>st</sup>) year post-secondary education for the 2022 year.

To qualify for the scholarship, the student must meet the following requirements:

1. The applicant must be a member or dependent of a member in good standing of Local 21.
2. The applicant must be a 1<sup>st</sup> year post-secondary student.
3. The student must provide proof of registration of the post-secondary institute of their choice.
4. The student must provide a copy of their official grade twelve (12) marks.
5. The applicant must provide the essay as outlined below.
6. All applicants must submit their application to Local 21 on or before **15 August 2022**.
7. An applicant can only apply once.

Criteria in which all applicants will be assessed are as follows:

1. Eighty percent (80%) will be based on the average of the grade twelve (12) marks.
2. Twenty percent (20%) will be based on a 250-word essay (1 page) answering the following question: Why are Unions important to society?

➡ **Note:** The scholarship application is available at the Union office. Please call to make arrangements to receive an application.

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## Public Relations

If you care to take in a **Saskatchewan Rough Rider** or **Regina Red Sox's** game; contact the Union office and provide us with your name, employee ID number, department, contact number and which sport event you prefer (not both). First come first served.

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## Collective Bargaining Trivia

\* **Purpose:** To incentivize, engage, and educate the membership on benefits contained in their CBA.

\* **Rules:** To play all you must do is email your answer to [cupe.local21@sasktel.net](mailto: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 newsletter.

**Q2 trivia question 2022:** under what Article would language regarding special training be found and after having received training can a person refuse future assignments of superior duty relating to that training?

**Q1 trivia 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?

**Q1 Answer 2022:** there are thirteen (13) Stat Holidays including the newly created one, and these can be found in either Article 7.1 or B3.1.

★ ★ ★ **Congratulations to winners of Q1:** Wendy Richards / Jon Travis / Michael Gillies.