



# QUARTERLY NEWSLETTER

## NEWSLETTER 2022 – QUARTER 3

E-mail: [cupe.local21@sasktel.net](mailto:cupe.local21@sasktel.net)

Website: [local21.ca](http://local21.ca)

Phone: (306) 352-8282

➔ 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*

**Quinn Rollins**  
*1<sup>st</sup> Vice President*

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

**Wade Zalopski**  
*Recording Secretary  
Communications*

**Hugh Bigler**  
*Secretary Treasurer*

**Quinn Rollins acting  
Vacant**  
*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*

**Quinn Rollins Acting  
Vacant**  
*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 in total. Two (2) were advanced in Q3.
- Eight (8) files are in various stages of scheduling for Arbitration.
- Three (3) Arbitrations are still pending decisions.
- Received two (2) decisions from Arbitrations, one (1) regarding a CCTV promotion, and one (1) for casual overtime, we were unsuccessful in both.
- Presented one (1) Arbitration regarding vacation accrual – this was a preliminary objection.
- Received one (1) award regarding WCB – this is currently under assessment for Judicial Review.
- Thirty-five (35) active grievances at various stages in the process.
- Forty (40) active Committees to be Heard (CTBH).
- Fifteen (15) grievances were presented during Q3.
- Settled one (1) Arbitration before having to hear them in Q3.
- Settled five (5) grievances in Q3.
- Advanced six (6) new grievances on behalf of members.
- Attended and represented members in approximately one hundred and forty (140) meetings in Q3 for various issues.

### \* Active and Ongoing Items:

- **GM meetings:** we will be attempting a hybrid GM meeting in October.
  - **CTBH(s):** Some of the files we have advanced in Q3 include: Union presence at City Council, Parking concerns around the Main Yard, and two (2) about jobs being deleted (one (1) of which was converted to a grievance). If you would like an update on these or any Committee to Be Heard (CTBH), please contact the L21 office.
  - **Efficiency Report** – we met with a Director recently and discussed, telematics, procurement, “ratcheting”, as well as the method for escalating concerns regarding efficiency. We have asked to be included in discussions with Executive Leadership Team (ELT) on these important issues.
  - **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. The most recent issue we discussed is the concept of discipline being levied by our in-scope supervisor and CMM coordinators and the appropriateness of that action.
  - **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. A special thank you to those who are taking on additional duties while we fill through elections.
  - **Website:** We are in the final stages of rebuilding our 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.

The committee has not been great at communicating the successes to the members and we are currently working on a strategy to address this. What I can share is:

- Bystander training;
- Guarding minds survey; and
- Changes have been made to the City of Regina website landing page to make it easier to access complaint forms and things related to this work.

These are all things that have come from this Committee. The next three (3) topics of discussion are Violence in the Workplace in conjunction with the Regina Police Service (RPS), training modules for leaders on the respective CBA's, and City email addresses. In addition, we will be using the results of the Guarding Minds survey to inform our process.

# Executive Board Report

## 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.

Lastly, we want to address rumors – if you hear something, just call and ask us. We have heard some outlandish things recently regarding bargaining and we want to take the moment to state that things are going fine, albeit slower than we would have liked.

## 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 that this Union has represented since 1936.

## Workplace / Union Information Stewards

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

1. Building a strong Union in your workplace;
2. Attending General Membership meetings; and



3. 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. However, this has been placed on hold until we fill the vacant position.

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.

### **Public Relations**

We will be receiving new L21 t-shirts with our new logo design as well as some sample baseball caps. With this batch of t-shirts, we will be disturbing them to the members for free.

Contact the office and provide your name, employee number, and contact number in order to receive a t-shirt.

We also will be distributing Regina Pat Hockey tickets at the conclusion of our regular General meeting.

### **Public Relation Committee / Participants Required**

Local 21 is striking a Special Committee to focus on our public image both with our members and the community we serve. We are asking our members to contact us directly if being part of a Public Relations Committee is something you would be interested in.

To be successful in this role, you will need to have an understanding of how a Union functions, its roles and responsibilities, have high attention to detail and time management, and be able to function independently. Prior media knowledge and experience / education would be considered an asset.

Some of the items this committee will look after will include:

- Social media;
- Advertising: digital/radio/video;
- Artwork;
- Quarterly newsletter;

- Social events;
- Local news outlets;
- Website articles;
- Surveys; and
- Contests.

Should you wish to be part of this team please email [Cupe.local21@sasktel.net](mailto:Cupe.local21@sasktel.net) the following:

1. Name;
2. Employee ID#; and
3. Resume or cover letter.

Once we have selected the Committee, we will be meeting to discuss roles, as well as the PR plan for the next two (2) years.

## Other News & Events

### [Annual Contributors' Meeting](#)

The Civic Pension & Benefits Committee invites you to an **online** Annual Contributors' meeting.

**Date:** Wednesday, 28 September 2022

**Time:** 7:00 pm

Meeting materials & a link to join the meeting will be available at: <http://civic.mobiusbenefits.ca/>

### [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.

**Q3 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.

### [Final Business](#)

We are always interested in your feedback regarding this newsletter. Please let us know if you find some of the reoccurring information as helpful or irrelevant, or if you have any other suggestions so we may improve this newsletter.