



# QUARTERLY NEWSLETTER

## NEWSLETTER 2023 – QUARTER 1

E-mail: [president@local21.ca](mailto:president@local21.ca)

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

[president@local21.ca](mailto:president@local21.ca)

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

[1stvp@local21.ca](mailto:1stvp@local21.ca)

**John Coulson**  
2<sup>nd</sup> Vice President

**Wade Zalopski**  
Recording Secretary  
Communications

[recordingsec@local21.ca](mailto:recordingsec@local21.ca)

**Hugh Bigler**  
Secretary Treasurer

[treasurer@local21.ca](mailto:treasurer@local21.ca)

**Tyler Hutchinson**  
Open Space Grievance  
Chairperson

[osgc@local21.ca](mailto:osgc@local21.ca)

**Darren Fox**  
Public Works Grievance  
Chairperson

[pwgc@local21.ca](mailto:pwgc@local21.ca)

**Leticia Oystrick**  
Facilities and Recreation  
Grievance Chairperson

[frgc@local21.ca](mailto:frgc@local21.ca)

**Danen Mager**  
Environmental Services  
Grievance Chairperson

[esgc@local21.ca](mailto:esgc@local21.ca)

### Executive at Large

Sherry Hartman

[Eal1@local21.ca](mailto:Eal1@local21.ca)

Chris Szakacs

[Eal2@local21.ca](mailto:Eal2@local21.ca)

Blaine Aspen

[Eal3@local21.ca](mailto:Eal3@local21.ca)

Doug Eklund

[Eal4@local21.ca](mailto:Eal4@local21.ca)

### Sergeant-at-Arms

Wayne Toker

### Trustees

Judith Bergen

Jeff Shearer

Vacant

### CUPE Representative

Wanda Edwards

### \* We Currently Have:

- Thirty-two (32) files advanced to Arbitration in total.
- Eight (8) Arbitrations are scheduled for various dates in 2023 with Eleven (11) more to set.
- Three (3) arbitrations are still pending decisions.
- Presented two (2) Arbitrations in Q1, one of which we have reached settlement on.
- Our Judicial Review of the WCB decision relating to Human Rights damages was advanced in March but adjourned till June to allow for the other parties to submit documentation.
- Forty-three (43) active Grievances at various stages in the process.
- Settled informally / formally three (3) grievances satisfactorily to all parties in Q1.
- Nine (9) active Committees to be Heard (CTBH) filed in 2022.
- Attended and represented members in over two hundred (200) meetings in Q1.

### \* Active and Ongoing Items:

- **GM Meetings:** We will continue with our hybrid approach. As a reminder if you wish to be added to the email list, please contact the Union office.
- **CTBH(s):** CTBH continues to be a valuable tool for advancing topics that are not clearly defined in our CBA. If you have topics, you would like us to look into that are not a grievance, or if you would like information about CTBH, please contact the Union office.
- **Efficiency Report:** We continue to meet with the Director and Executive Director on various topics, this quarter was slower than the previous one and do not have a lot of info to share at this time other than we are looking at a specific business case that was rejected.
- **Reclass backlog:** Q1 of 2023 saw advances in addressing this backlog. We are confident that the backlog will be completed in Q2. Please feel free to reach out if you would like a status update on your reclass.
- **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. Our pending judicial review is still the most pressing shared issue we have as well as Culture in general. We are not sure at this time where the recent actions are going to take us but we will communicate via our website on this matter as it unfolds.
- **Office:** The ongoing work digitalizing / archiving all L21 paper documents pertaining to the Union continues.
- **Rebranding:** Work on member engagement and our digital series is ongoing. We hope to have more information in Q3.
- **Summer BBQ:** We are currently trying to secure a summer BBQ for our members and the community in July. Please continue to check the website for details.

# Health and Safety

## [Joint Culture Committee \(JCC\)](#)

As we hope everyone is aware – in 2021 a Memorandum of Understanding (MOU) was signed by the Presidents from all City Unions: ATU 588, CUPE 7, CUPE 21, IAFF 181, and the RCMMA, as well as the City Manager. This was done because “*we recognize an urgent need for us to work together to address unhealthy behaviours and practices that do not align with our intended workplace culture.*”

The JCC is currently in a cooling off period as it may be that the intentions of the parties no longer align with the original goals. We cannot say at this time what that specifically means going forward as this is a relatively new development.

Any major adjustments to this Committee will be communicated via our standard communication forums.

# Executive Board Report

## [Collective Bargaining Update](#)

First, I want to take this opportunity to thank everyone for attending ratification, this was a large and engaged turnout. I am happy to report that the vote has passed with seventy-three (73%) voting in favour of the package.

This will now have to go to City Council for approval and then implementation, which should occur at the end of April.

I want to thank our Bargaining Committee for the months of work that went into this and getting to yes. This Collective Bargaining Agreement (CBA) marks a shift in a lot of ways as well as substantial movement towards parity, which lifts our entire membership.

Thank you everyone,

*Laird Williamson*  
President

## [Executive Board Message](#)

We want to thank everyone for your hard work and ongoing support. 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 1934.

The restructuring of our Executive is almost complete and with the last vacancy now filled. This change will allow for a more focused approach on issues and thus far has proved to be a success. Our business is changing and we must change with it.

## [Union Member Contact Information / Union Membership Card](#)

We will be launching a new Union Membership Card in mid to late summer. In order to receive your Membership card please contact our office via email with the following information as well as “membership card” in the subject line:

1. Name;
2. Address;
3. Phone number; and
4. Preferred email address.

This information is being collected for the sole use by the Executive. This info will be used for Union Business such as contacting our members regarding Union affairs. This information will be kept in confidence and not sold or distributed to any outside agency.

### 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 filled the vacant position. This has now occurred but it will take some time to get it off the ground.

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, we will re-evaluate at a later date.

## Other News & Events

### General Membership Meetings for 2023 (subject to change)

- 11 April – 5:00 pm
- 9 May – 5:00pm
- 13 June – 5:00 pm
- 12 September – 5:00 pm
- 10 October – 5:00 pm
- 14 November – 5:00 pm

[Did You Know](#)  
**Under the 2019 – 2021 Collective Agreement**

**Article 3.8 – Right to Union Representation**

An employee has the right to have a Union representative present during any disciplinary meeting. The Union will be advised of the meeting. The Union will receive a copy of any disciplinary action provided to the employee.

**Article 3.9 – Personnel File**

Any employee or Union representative designated by the employee, with written consent by the employee, shall have the right to review their Human Resources personnel file and correspondence exchanged with the employee, and obtain copies of such correspondence. Such review shall take place at a mutually agreeable time.

**Article 14 – Health and Safety**

The City shall observe all reasonable precautions and provide all safety devices or appliances that may be reasonably required for the protection of employees. All employees shall cooperate with the City in prevention of accidents and will, as the occasion requires make such representations to the City as to the prevention of accidents as may be necessary. The Parties agree to establish and maintain an Occupational Health and Safety Committee in accordance with the terms and conditions of the Saskatchewan Employment Act.

**What is Discrimination – Saskatchewan Human Rights Act**

Discrimination is unfair action taken against others because they belong to a certain group. It denies people benefits and opportunities that are necessary for a decent life, like jobs or housing. Discrimination can flow from prejudice, negative stereotypes, or a failure to consider the needs of others. Sometimes discrimination is deliberate and direct. For instance, discrimination can take the form of racist insults, sexual harassment, or the refusal to hire people because of their age or religion.

Discrimination can also be indirect or unintentional. One example is a public service or office that can only be reached by a flight of stairs. People who use walkers or wheelchairs will be unable to use the service, even though no one intends to exclude them.

[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 [president@local21.ca](mailto:president@local21.ca) 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.

**Q1 Trivia question 2023:** Does our Collective Bargaining agreement contemplate driver's licenses? If yes, what article would you find mention of this?

**Q4 trivia question 2022:** What are the maximum hours of sick credits you can hold as a permanent Employee and under what article would you find this information?

**Q4 trivia answer 2022:** 1,828 hours. You can find this information located under Article 5 of the Collective Bargaining Agreement (CBA).

★★★ **Congratulations to winners of Q3:** Kimberley Grimard.

[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.