



# QUARTERLY NEWSLETTER

## NEWSLETTER 2023 – QUARTER 2

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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*

[2ndvp@local21.ca](mailto:2ndvp@local21.ca)

**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

Jeff Shearer

Angela Kosar

Chris Pflanzner

### CUPE Representative

Wanda Edwards

### \* We Currently Have:

- Twenty-eight (28) files advanced to Arbitration in total;
- eight (8) arbitrations have been heard and are pending decisions;
- Presented three (3) Arbitrations in Q2, one of which we have reached settlement on;
- Two (2) arbitrations that are in mediation but one of them will likely head to a full board.
- Our Judicial Review of the WCB decision relating to Human Rights damages had the intervenor applications heard on 22 June 2023. The judge reserved judgment and we are awaiting to hear who will be granted status. As a reminder the parties intervening on our behalf are: SGEU, SFL, RDLC, SJB/RWDSU, and the SK HRC. Those intervening on behalf of the City of Regina are WCB, and the Saskatchewan Government;
- Thirty-nine (39) active grievances at various stages in the process;
- Settled two (2) arbitrations satisfactorily to all parties in Q2;
- Settled informally / formally five (5) grievances satisfactorily to all parties in Q2;
- Presented twelve (12) grievances in Q2;
- Presented one (1) CTBH regarding attendance at City Council meetings;
- Attended two (2) tailgates with more to be scheduled in Summer and Fall;
- Attended and represented members in approximately two hundred-five (205) meetings in Q2; and
- We have two (2) additional Arbitration awards related to harassment that are pending Judicial Review.

### \* 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 us;
- **RDLC Award of Distinction:** Local 21 has been recognized by the RDLC for our work in advancing the topic of Human Rights in our community. We were nominated and selected for this award in May 2023;
- **Efficiency Report:** We have discontinued discussions with the Employer regarding this topic as it became clear they are not interested in working together on this common issue;
- **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;
- **Rebranding:** Work on member engagement and our digital series is ongoing. We hope to have more info in Q3;
- **Committee work:** If you are interested in helping out with your Union but not sure if you want to run for office? Contact our office and there may be committee work available depending on what you are interested in; and
- **Culture Survey:** We will be issuing a digital anonymous culture survey in the Fall. More details to follow.

# Health and Safety

## Joint Culture Committee (JCC)

In 2021 Local 21, in partnership with ATU 588, CUPE Local 7, IAFF Local 181, and the RCMMA signed a Memorandum of Understanding (MOU) with the City of Regina to advance meaningful change, and the urgent need to address unhealthy behaviours in our workplace. This led to the creation of the Joint Culture Committee (JCC), which met twice a month to advance initiatives to improve our workplace. This led to some positive outcomes, most notably:

1. adjustments to the City Harassment page to make reporting more accessible;
2. mandatory bystander training for all employees; and
3. even discussions related to Flexible Work Location Agreements. Unfortunately, we now find ourselves in a place where the City of Regina is not honouring the intentions of this Memorandum of Understanding (MOU) and as such the JCC has been effectively disbanded.

The difficulties experienced in the operation of this committee were discussed in an earlier newsletter and unfortunately, we have seen no movement on this over the last four (4) months. Nor have we received any communication from the City of Regina as to their intentions for the committee going forward. Local 21 remains committed to working with the City of Regina and other Unions to improve the quality of the work environment as much as possible and hopes that we can forge a new path forward. That being said however, in the absence of initiation or a revitalization of this committee on behalf of the City of Regina it will force us to pursue any and all options of recourse available to us.

We want and deserve better for all.

# Executive Board Report

## Houselessness

Over the last several weeks many of you will be aware of the growing situation in front of City Hall. Our office has received inquiries about this topic from both our members and concerned members of the public and I would like to take a moment to comment on a few points:

1. To our members – your safety is our priority. We encourage all members who are required to attend this location for work, to report any incidents and adhere to internal communications regarding safety and reporting, and treat people with dignity and respect. Do not put yourself in a situation in which you feel unsafe and please ensure any work you are being asked to conduct is within your job description;
2. To the Public – we are aware of your concerns and share many of the same but it is important to remember that our Local Union does not direct the work of staff. That role is strictly the realm of the City of Regina and if you have concerns about what is being done then we encourage you to contact City Hall and or your member of Council; and
3. To the decision makers – please resolve this in a dignified and future-focused way. This is a social justice issue that impacts us all, as an injustice to one is an injustice to all. You must act with foresight today so you are not left reacting with hindsight tomorrow.

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 now have filled last vacancy. 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 late summer/early fall. 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 information 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.

#### **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 \(subject to change\)](#)

- 12 September 2023 – 5:00 pm
- 10 October 2023 – 5:00 pm
- 14 November 2023 – 5:00 pm

## CUPE National Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

- As unionists, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.
- Discriminatory speech or conduct which is racist, sexist, transphobic, or homophobic hurts and thereby divides us. So too does discrimination on the basis of ability, age, class, religion and ethnic origin.
- Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue, or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.
- Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society, and in our union.
- CUPE's policies and practices must reflect our commitment to equality. Members, staff, and elected officers must be mindful that all persons deserve dignity, equality, and respect.

## 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.

\*\*\***RIDER TICKETS**\*\*\* we have two (2) pairs of Rider tickets to give away in addition to the standard prizes.

The first three (3) non-executive members who respond with the correct answer will be given the choice between a:

1. Tim Horton's twenty (\$20.00) gift card or;
2. Four (4) Local 21 work shirts of their choosing (*sizes and colours are subject to stock*); and
3. The answer and the winners will be posted in the next newsletter.

**Q2 Trivia question 2023:** Does our Collective Bargaining Agreement (CBA) contemplate health and safety? If yes, what Article would you find mention of this?

**Q1 trivia question 2023:** Does our Collective Bargaining Agreement (CBA) contemplate driver's licenses? If yes, what Article would you find mention of this?

**Q1 trivia answer 2022:** Yes. This information can be found under Article 22.

★ **Congratulations to winners of Q1:** Carley Makuch.

## 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.