



QUARTERLY NEWSLETTER

NEWSLETTER 2022 – QUARTER 4

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Website: local21.ca

Phone: (306) 352-8282

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

Table Officers

Laird Williamson
President
president@local21.ca

Quinn Rollins
1st Vice President
1stvp@local21.ca

Vacant
2nd Vice President

Wade Zalopski
Recording Secretary
Communications
recordingsec@local21.ca

Hugh Bigler
Secretary Treasurer
treasurer@local21.ca

Tyler Hutchinson
Open Space Grievance
Chairperson
osgc@local21.ca

Darren Fox
Public Works Grievance
Chairperson
pwgc@local21.ca

Tyler Hutchinson
Acting Environmental
Services Grievance
Chairperson
esgc@local21.ca

Leticia Oystreck
Facilities and Recreation
Grievance Chairperson
frgc@local21.ca

Executive at Large

Sherry Hartman
Eal1@local21.ca
Chris Szakacs
Eal2@local21.ca
Blaine Aspen
Eal3@local21.ca
Doug Eklund
Eal4@local21.ca

Sergeant-at-Arms

Wayne Toker

Trustees

Judith Bergen
Jeff Shearer
Vacant

CUPE Representative

Wanda Edwards

➔ **Please Note:** Starting 1 January 2023, we will be transitioning fully to our new L21 email accounts. If you have a contact email for the Local that has “sasktel” in it, please use our new accounts as those are no longer active.

* We Currently Have:

- Twenty-seven (27) files advanced to Arbitration in total.
- Ten (10) Arbitrations are scheduled for various dates in 2023 with five (5) more to set.
- Four (4) arbitrations are still pending decisions.
- Presented one (1) Arbitration regarding Covid Testing policy in Q4.
- We have advanced an appeal, through Judicial Review, regarding a Grievance relating to sexual harassment and compensation, this will be heard in spring.
- Thirty-five (35) active Grievances in 2022 at various stages in the process.
- Filed fifty-three (53) grievances for 2022 in total.
- Settled informally / formally twenty-Six (26) grievances satisfactorily to all parties in 2022.
- Nine (9) active Committees to be Heard (CTBH) filed in 2022.
- Attended and represented members in approximately one hundred forty-six (146) meetings in Q4 for various topics.

* Active and Ongoing Items:

- **General Membership meetings:** We will continue with our hybrid approach as it seems to be working just fine. As a reminder if you wish to be added to the email list, please contact us.
- **CTBH(s):** Some of the files we have advanced in Q4 include: creating a miniseries showcasing the work our members perform. If you would like more information on this or any CTBH, please contact our 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 will see advances on this topic. There is a system in place now and in the new year anyone who had a reclass should see communications from our office. Please feel free to reach out if you do not.
- **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 our pending Judicial Review. This issue has broad reaching implications that will negatively impact all workers in the Province of Saskatchewan if it is upheld.
- **Office:** The ongoing work digitalizing / archiving all L21 paper documents pertaining to the Union continues.
- **Rebranding:** Work on our rebranding campaign is moving to the next phase in 2023 which will be an educational animation series. Stay tuned.

Executive Board Report

Collective Bargaining Update

As you all may know we are engaged in 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 comments recently regarding bargaining and we want to take the moment to state that discussions 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 1934.

The restructuring of our Executive is almost complete and once the last position is filled, we will be at full capacity. 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.

Public Relations

We want to thank everyone who attended our annual Christmas Social event as well as the Italian Club for hosting. We have received a lot of compliments and want to thank all of those who made it a success.

We will be looking to host another event in the spring or summer in lieu of the children's party that was unable to proceed this December. Please continue to check our website for details.

We received some questions about work unit specific logos – if you recall we did a run of them a couple years ago. If you or someone in your work unit has an idea for a logo please email us.

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.

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 spring 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.

Health and Safety

Due to changes with the City Manager, there has been a bit of a lag during the end of Q4, we are hopeful to see a renewed commitment to this work in Q1 of 2023. We did however meet with the Regina Police Service (RPS) for an educational about workplace issues. This work may or may not become part of training in the future or it will be used to inform policies.

We have a tentative plan to address something during each quarter of 2023. The next topic of discussion will be Violence in the Workplace. There may be a focused approach on areas that have higher levels but these discussions are in their infancy at this moment.

Other News & Events

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 issues with City Connect and email address have been resolved. You are now able to have notifications sent to your personal email address, please ask your Supervisor for details.

We have been meeting with the City of Regina regarding increasing the knowledge of our Collective Agreements (CBA's) for all levels of leadership. We believe that this will drive down grievances and streamline our business. More work to come in 2023.

General Membership Meetings for 2023 (subject to change)

- 10 January – 5:00 pm
- 14 February – 5:00 pm
- 14 March – 5:00 pm
- 11 April – 5:00 pm
- 9 May – 5:00 pm
- 13 June – 5:00 pm
- July (regular business suspended – vacation season)
- August (regular business suspended – vacation season)
- 12 September – 5:00 pm
- 10 October – 5:00 pm
- 14 November – 5:00 pm
- December (Christmas Social Event)

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 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.

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?

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?

Q3 trivia 2022 answer: Language regarding training is found under Article 20 of our CBA. After receiving such training, a person may not refuse assignments of Superior Duty (20.4) related to such training.

★ ★ ★ **Congratulations to winners of Q3:** Marianne Mucz.

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.

Wishing you and yours a safe, healthy, and prosperous New Year!

