



# 21 NEWS/VIEWS

Membership Meeting – 2<sup>nd</sup> Tuesday of each Month  
7:30 pm – Italian Club – 2148 Connaught Street

LOCAL 21 – OCTOBER NEWSLETTER 2008

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## Table Officers

**Tim Anderson**

President

**Greg Moyer**

Vice President

**Wade Zalopski**

Recording Secretary  
Newsletter Editor

**John Gangl**

Secretary-Treasurer

**David Jijian**

2<sup>nd</sup> Vice President  
Grievance Chair  
Public Works

**Danny Lainey**

2<sup>nd</sup> Vice President  
Grievance Chair  
Community &  
Corporate Services

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**Alexandra Dobbs**

**Hugh Bigler**

**Cal Pfeifer**

**Mauro Milessa**

**Alvin Huber**

**Darren Fox**

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**Chris Szakacs**

## Trustees

**Ken Kabatoff**

**Dennis Kreklewich**

**Steve Frankiewitz**

## CUPE National

Representative

**Aina Kagis**

**Local 21 Website: [www.21.cupe.ca](http://www.21.cupe.ca)**

## **A Tale of a Lesser or “Grader Glitch” City of Roadways**

**Brother Greg Moyer**

**(Vice President & Contracting Out Chair)**

In 2007 the existing 10-year grader equipment tender came to an end. A new tender was then submitted and forwarded to interested parties to participate in. This tender was met with great opposition from the unsuccessful low bidder, whose graders did not meet required tender emissions in the bid for 14 new graders.

The tender was cancelled and a new one submitted. To operate a “green fleet” would cost the City of Roadways additional “green” dollar\$.

The old graders were returned to the original vendor as per the tender. It's the fall of 2008 and the City of Roadways does not own its grader fleet. From December 2007 to April 2008 the City of Roadways was renting four (4) units at a cost of **\$5000.00** per unit per month, while having possession of two (2) owned units at a cost of **\$2000.00** per unit per month.

Rental cost of \$80,000.00 vs. owner cost of \$16,000.00. Had the City of Roadways owned the rental units it would have only cost \$32,000.00, but they paid a premium to rent of \$48,000.00 - this is up to April 2008.

April 2008 to October 2008 there were four (4) more rental units added at an additional cost of \$280,000.00. An owned fleet would have only cost \$112,000.00; this results in a rental premium of \$168,000.00.

To date the **rental fleet** has cost approximately **\$360,000.00**. Ownership would have cost approximately **\$144,000.00**. The end result of the City of Roadways “grader glitch” has cost the taxpayer an additional **\$216,000.00**.

**Please note:** There may be a \$20,000.00 rent reduction for half of October - thanks to the supplier. Not included in the “grader glitch” is the **co\$t** to re-install the snow wings, re-fabricate the snow flipper mounts and weld them back onto the rental units.

When these units are returned to the supplier, the snow flipper and mounts will once again have to be removed (**\$**). The City of Roadways Heavy Equipment garage staff is performing all the re-fitting. After more than a year, four (4) new units are expected by mid-November 2008, the remaining ten (10) to follow.

**Where or with whom ...**

**... does the responsibility for the lesser or “grader glitch” lie\_\_\_?**

# In the City

## In Memory

**Brother Al Robbins (retired)**  
**Supervisor, Solid Waste Collection**

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➔ **Vice President Elected:** Congratulations to brother Greg Moyer (Contracting Out Chairperson) who was nominated and elected to the position of Vice President during our general membership meeting held 14 October. Thanks to brother David Jijian (PW 2<sup>nd</sup> VP Grievance Chair) who also stepped up to the plate to run for the VP position.

**FYI:** Nominations and election for one (1) vacant executive at large position will occur during the general membership meeting on 10 November.

➔ **Retirement:** Brother Lorne Kennedy (Roadways) is retiring 31 October after 25+ years of service to the community. We all wish brother Kennedy the very best in health and happiness for many years to come. Good job Lorne.

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➔ **Union T-Shirts:** Are available for **\$5.00** each. Contact a Union representative or your Union office.

➔ **CBA Rights:** If your negotiated Collective Bargaining Agreement rights have been violated then contact David Jijian at **777-6908** or **550-7441** for Public Works or Danny Lainey at **537-1815** for Community & Corporate Services. Any other issues - contact your Union office at 352-8282.

➔ **Grievances/CTBH:** A grievance has been lodged regarding the City of Regina's un-negotiated parking rate increases. Also, a 2<sup>nd</sup> meeting was held to discuss a grievance regarding superior duty and testing. Grandfathering employees was discussed. We await the employer's response to this matter and we will publish/report the response.

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## Local 21 - Collective Bargaining Agreement – Article 20 - Training

When training opportunities are made available in a division of a department, the principle of seniority shall be followed with respect to the training that is offered.

Effective 1 January 2002, employees who have accepted such training will not have the opportunity to refuse future assignments of superior duty related to the training received when assigned by the employer.

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## Hired Trucks

**Brother Greg Moyer (Vice President & Contracting Out Chair)**

### For Your Information:

- Trucks can be called at any hour of the day or night, including Saturday, Sunday and holidays.
- In an emergency, trucks must respond no more than two (2) hours after called for.
- Contractor paid minimum of three (3) hours for call-out.
- There is a fuel adjustment clause. On the first of each month a 0.25/hr. increase or decrease based on a 0.03 fuel price adjustment. Diesel benchmark is \$0.769/litre and gasoline is \$0.882/litre.
- Contractor must supply up to 25 tandems and up to 10 tractor/trailer units at any given time.
- Must meet all equipment safety statues including valid SGI inspection sticker.
- Tandem minimum capacity, 12 cubic yards with min. GVW of 49,600 lbs.
- Tractor/trailer minimum capacity of 20 cubic yards and minimum GVW of 86,900 lbs.

- The primary contractor is able to sub-contract other contractors to perform required work; they must follow same rules that apply to this contract.
- Effective 1 June 2008 there is an 11% surcharge applied to the hourly rate for the contractor to: clean truck boxes, dispose of salvage material, for damage to truck boxes and travel time.

\* If the members have any questions or concerns contact brother Moyer at 352-8282 or 777-6955.

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## OHS

### Sister Alie Dobbs (OHS Committee)

As you may have heard new Occupational Health and Safety Committees are being formed. These Committees will better represent the different work performed in the Divisions throughout the City. Public Works, for example is in the process of setting up Committees in Traffic, Roadways, Sewer & Water and St John's Yard. Some areas with Committees will combine and make a new one like Solid Waste Collection and the Landfill.

Under the OHS Regulations Worker Co-chairs are appointed by the Union (Reg.16-2B). Anyone with an interest in sitting on these Committees as worker members should contact their Worker Co-chair or the Union office. If you are interested in Health and Safety in the Workplace this is an opportunity to learn, to contribute and even make a difference in your workplace.

Based on the Provincial OHS Regulations the new Committees will need to meet once a month for the first three (3) months and after that at least once every three (3) months. The quorum for a meeting requires that one half of the members present represent the workers. Workers that are not able to attend all meetings can be a part of a committee as alternates and fill in for others that can't attend.

All committee members that are participants are ensured training to learn the duties and functions of the committees. The training and attending meetings is done with no loss of work time.

**Think about it, Step Up and Make a Difference!**  
**Safe Work/Work Safe**

## General Information & Updates

### DC (Defined Contribution) Pension Plan Myths – (1<sup>st</sup> in a Series)

Brother John Gangl (Pension Committee)

**Myth:** DC plans are better because they allow employees to manage retirement assets themselves.

The purpose of the pension plan is to provide a retirement wage, one that provides a secure financial income throughout retirement.

DC plans can provide the opportunity to create retirement wealth, for a few. Defined Benefit plans (DB) provide income security for everyone. The purpose of the pension plan is not to create sophisticated individual investors or in particular remove liability away from the employer.

DC plans require individuals to bare the entire risk of amassing an adequate retirement wage ignoring many important facts:

- Most of us lack knowledge of investment concepts and practices that are needed to succeed in the investment world;
- Most workers can't and don't take risk with their much needed retirement savings and therefore earn a much smaller rate of return than DB plans;
- Most of us don't have the time or the information to be proficient at investment practices;

- Individuals bare the brunt of market swings. In a DB plan it is the collective that bares this risk and in single employer plans in the short run it is the employer;
- Market volatility impacts directly on retirement income even if the individual gets it right.

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## **Strong Support for In-house Garbage Services**

**Brother Blair Redlin, National Researcher CUPE (commissioned the poll)**

A new poll shows strong support among Coquitlam B.C. residents receiving curbside garbage collection for switching to city provided garbage and recycling services rather than a **private contractor**.

The poll results clearly demonstrate that citizens want much better quality solid waste service. They believe they will get the reliable garbage and recycling services they deserve when that service is provided directly by the city workers.

The survey is consistent with media coverage reporting poor, solid waste and recycling service in recent years. Reports have cited incidents of garbage and recycling not being picked up on schedule and, when it is picked up, that the private contractor often misses bins and leaves trails of garbage littering neighborhood streets. To make matters worse more than half of the residents experienced problems such as damage to their garbage containers and misplaced lids or bags.

The poll found that 2/3 of respondents reported their garbage and recycling had not been picked up on scheduled days, sometime in the past 12 months. In a particularly alarming result, more than 14% of respondents reported that they or a member of their household had seen a bear around the garbage outside their home.

The poll underlines what residents have been saying all along: that they want dependable and accountable services delivered by the city. Strategic Communications Inc. conducted the poll of 404 Coquitlam residents 18 years and over who have outside garbage or recycling collection at their homes between 24 September – 6 October 2008.

The topic of the poll was Coquitlam garbage and recycling services. A survey of this magnitude yields results that are considered accurate to within plus or minus 4.9%, 19 times out of 20.

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## **Did You Know**

Southeastern **Saskatchewan** is home to the Canadian portion of the Bakken oil field. According to current estimates, the Bakken field contains at least three (3) billion barrels and is the most significant oil find in Canada since Alberta's Pembina Cardium field was discovered in 1957. The portion of the Bakken field located in North Dakota was identified as early as 1953, but development of the Canadian portion would have to wait for the refinement of horizontal drilling techniques over the past few years.

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## **Accommodation Tip of the Day**

Mental disabilities are often characterized by an inability of the individual to identify either the nature of the illness or the needs for accommodation. As a result, the employer may be required to take positive steps to accommodate the employee even where she/he has not asked for assistance or identified a problem, and even where the employee denies that there is a problem at all.

**Visit the Canadian Injured Workers' Alliance (CIWA) website: [www.ciwa.ca](http://www.ciwa.ca)**

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**Do you have a newsletter submission? – Send it to:**  
**[cupe.local21@sasktel.net](mailto:cupe.local21@sasktel.net)**