



21 NEWS/VIEWS

Membership Meeting - 2nd Tuesday of each Month
7:30 pm - Italian Club - 2148 Connaught Street

LOCAL 21 - JULY/AUGUST NEWSLETTER 2008

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Table Officers

Tim Anderson
President

Vice President
Vacant

Wade Zalopski
Recording Secretary
Newsletter Editor

John Gangl
Secretary-Treasurer

David Jijian
2nd Vice President
Grievance Chair
Public Works

Daniel Lainey
2nd Vice President
Grievance Chair
Community/Corporate
Services

Executive at Large

Richard Chapman
Alexandra Dobbs
Greg Moyer
Hugh Bigler
Cal Pfeifer
Mauro Milessa
Alvin Huber
Darren Fox

Sergeant-at-Arms
Chris Szakacs

Trustees
Ken Kabatoff
Dennis Kreklewich
Steve Frankewitz

**CUPE National
Representative**
Aina Kagis

Vice President - Brother Don Cameron Executive Retirement

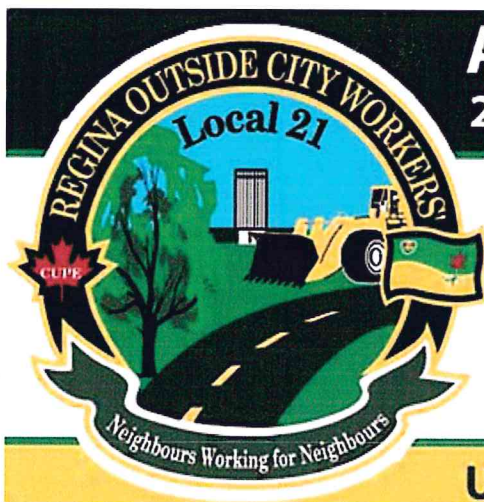
Serving the members of Local 21 for well over a decade, brother Cameron has decided that it is time for him to retire from the Union executive level effective 18 August.

Don was first elected as an Executive at Large and after a couple of years he was elected to the position of 2nd Vice President Grievance Chairperson for the Public Works area and finally, this Union's Vice President.

As a long-term trade Unionist veteran, brother Cameron demonstrated unwavering commitment and dedication to Local 21. We, the executive, will certainly miss Don's presence at the executive and bargaining tables and during various Union/employer meetings.

On a personal note and as this Union's Recording Secretary, it has been a pleasure and a privilege for me to have worked with Don, who on many occasions offered advice and guidance on a wide range of Union issues, faced everyday within our workplace.

Brother Cameron, on behalf of the entire Union executive and the sisters and brothers of Local 21, we thank you for a job well done. We all wish you the very best in health, happiness and success for many years to come.



Arcola Avenue East 2008 Road Repaving Project

- ✓ A Quality Public Service
- ✓ Completed Ahead of Schedule
- ✓ Completed Under Budget
- ✓ Real Value for Taxpayer Dollars

Union Work! Union Proud!

In the City

In Memory Brother Tim Spiers Roadways

- **Local 21 Website:** www.21.cupe.ca
- **Union T-Shirts:** Are now available for \$5.00 each. See a Union rep or phone your Union office.
- **CBA Rights:** If your negotiated Collective Bargaining Agreement rights have been violated please contact David Jijian at **777-6908** or **550-7441** for Public Works. Contact Danny Lainey at **537-1815** for Community/ Corporate Services. Any other issues - contact your Union office at 352-8282.
- **Grievances/CTBH:** Since Brother Moyer's (Contracting Out Chairperson) return from holidays he is pushing forward in hopes of resolving a wide range of outstanding contracting out matters. The Union is committed to keeping our work in house in order to provide a top quality public service for taxpayer dollars.

During July/August a hand-full of grievances were lodged. A small number did not go forward as there was no violation of the CBA. We are moving other outstanding grievances forward to the next levels per Article 8. More arbitration dates have been scheduled for 2008 and 2009.

- **Regina Civic Employees' Superannuation/Benefit Plan 2007:** Over the last year, the net assets available for benefits experienced an increase from a balance of \$825,240,000 at the end of 2006, to a balance of \$843,811,000 at the end of 2007. Contributions for the year were \$36,083,000, while total payments from the fund were \$38,672,000.

Total payments included \$28,478,000 in pension payments, \$6,351,000 in refunds and transfers for terminations processed for the year 2007, plus \$3,843,000 in administration and investment expenses. Investment income for the year was 2.5% or \$21,160,000.

The last triennial valuation of the plan was completed as at 31 December 2005. The results of the valuation were that on a going concern basis, the plan had an unfunded liability of \$34,989,000. On a termination basis, the plan had a solvency ratio of 97.2%.

The next valuation of the plan as required by legislation will be as at 31 December 2008, however the Administration Board has requested that an interim valuation be done as at 31 December 2007 to be completed in 2008 to monitor the funding status of the pension plan.

- **Casual Employees' Superannuation/Elected Officials' Money Purchase Pension Plan - 2007**

Annual Report: Over the last year, the net assets available for benefits experienced an increase from a balance of \$7,306,000 at the end of 2006, to a balance of \$7,580,000 at the end of 2007.

Contributions for the year were \$464,000, while total payments from the fund were \$548,000. Total payments included \$517,000 in pension benefits and refunds, and \$31,000 in administrative and investment expenses. Investment income for the year was 5.0% or \$358,000.

- **Regina Civic Employee's Long Term Disability Plan Annual Report:** Over the last year, the net assets available for benefits experienced an increase from a balance of \$21,927,000 at the end of 2006, to a balance of \$23,789,000 at the end of 2007.

Contributions for the year were \$3,498,000, while disability payments were \$1,881,000, and administrative expenses were \$473,000. Investment income for the year was 3.2% or \$718,000.



The asphalt paver crew performing precision asphalt cutting - preparing the road surface for repaving.



Tree spade unit - excavating a deep enough hole to plant trees in the SE section of the city.

General Information & Updates

Labour Day Facts

Canadians are accustomed to the tradition of the statutory Labour Day holiday each September. It's an extra day off for closing up the cabin, cleaning up the yard or relaxing with family and friends. The knowledge that we enjoy a paid day off is enough for most. Labour Day, however, carries much more significance than most of us appreciate.

Labour Day traces its roots to 15 April 1872. On that date, 10,000 people took to the streets of Toronto, to parade in protest. Just prior to the event, 24 Union leaders refused to work, striking in support of the workday being reduced to eight hours. "Eight hours for work, eight hours for leisure and eight hours for rest," was asked for, on behalf of all working people.

Those 24 union leaders were imprisoned for their demonstration.

Following a second large demonstration in Ottawa, in September 1872, Prime Minister Sir John A. Macdonald pledged to repeal the barbarous law that imprisoned the Union leaders. True to his word, the law was gone by the end of the year.

On 23 July 1894 Labour Day was declared a legal holiday, moved to the fall and remaining in place ever since. Other countries followed suit and Labour Day is now celebrated on various days around the world.

This year, take a moment to think about where the rights you, your family and your friends have as working people. You have an eight-hour workday; your employer is obligated to provide a safe workplace; and you receive a paid vacation each year. These rights are among the many that have been fought for and won by **Canadian Unions**. We hope you have enjoyed your Labour Day weekend.

CUPE Saskatchewan & Local 21

• **Did You Know:** The Canadian Union of Public Employees (**CUPE**) was formed when the National Union of Public Service Employees and the National Union of Public Employees merged in 1963. **CUPE** is the largest Union in Canada with more than 540,000 members, and the largest Union in Saskatchewan representing over 26,000 members. **CUPE** is a strong and democratic Union - one in which the members make the decisions and set the policies.

• **SFL Files Charter Challenge of Bills 5 and 6:** The Saskatchewan Federation of Labour (SFL) has filed a Statement of Claim with the Court of Queen's Bench, launching a constitutional challenge of Bills 5 and 6 introduced and passed by the Sask. Party.

Union leaders argued that Bills 5 and 6 violate workers' rights to free collective bargaining and to organize new Unions. The SFL will now argue in court that the Bills violate workers' freedoms under the Canadian Charter of Rights and Freedoms.

Bills 5 and 6 reverse a 65 year history in our province of recognizing and expanding workers' rights to organize in order to secure safe working conditions and decent wages and benefits.

• **Supreme Court of Canada Protects Union's Bargaining Rights:** A Supreme Court of Canada Decision confirms that Trade Union bargaining rights are protected when a company creates and finances a new company, transfers part of its operation to that new company, and lays off the Unionized workers. The courts have recognized the importance of Trade Union bargaining rights when a company reorganizes.

• **Collective Bargaining Agreement:**

ARTICLE 3 – UNION RECOGNITION AND SECURITY – RECOGNITION

The City recognizes and acknowledges the Union as the sole collective bargaining agent of the employees who are within the scope of this agreement, and the City hereby agrees to negotiate with the Union and the representatives elected or appointed by the said Union with respect to all the terms and conditions of employment and rates of pay, and the hours of work of all such employees.

Accommodation Tip of the Day

Visit the Canadian Injured Workers' Alliance (CIWA) website – www.ciwa.ca