



21 NEWS/VIEWS

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

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2009 NEWSLETTER - EDITION #3

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CUPE National Representative
Guy Marsden

President's Message

Sisters and Brothers:

It has always been the goal of this Union past and present to have a relationship with our employer based on mutual trust and respect. In recent years I have noticed a considerable deterioration of this once strong relationship.

Depending on who you ask they all have opinions on who is to blame and the circumstances that have led us to this point. For over seventy (70) years we as a Unionized workforce **never** withdrew our services.

In 2005 after trying to negotiate with an employer who did not want to negotiate, we were forced to strike. For the first time in the history of Regina there was major job action. As most of you know we spent 26 days on the line to fight for our rights and to avoid yet another ----- ➔ **0%** wage increase.

In 2006 the Hay Group (consultants) rolled out their employee survey and can you believe it - it showed that most City of Regina employees were not happy in many areas.

Instead of taking the information and trying to make improvements within the workplace, they followed up a year later with another survey and once again the employer was shown that a high percentage of city employees had lost faith in senior management in regards to trust, ethics and accountability.

It is now 2009 and what have we? - Another employee survey.

What do they want to know?

Key points the employer should already be aware of - and if not - here's a reminder:

- Local 21 is seen as "the enemy" and management seems to have the philosophy of a "we" versus "they" and a polarizing of the relationships.
- The concept of "the respectful workplace" is being used as a filter to filter out what management doesn't want to hear. They only want "YES" men/women who will do as they are told.
- There is a lack of direction and clarity of priorities. What is established as priority is done so without tapping into the experience base of front line employees. Front line employees have context and experience and it is being ignored.

- There needs to be "meaningful" engagement with employees in order to tap into their experience and thus provide a front line reality to the decision making process. This lack of engagement does not align with the corporate philosophy of the "Contemporary Workplace."
- Genuine appreciation for employee's day to day contributions is lacking. The "You Rock" appreciation cards are not what employees really want. Local 21 members want to be fairly compensated at contract time.
- Management needs to be more visible to show support and appreciation for employees. Not just to show up when there is a problem. The public needs to be educated on the value added contribution of City of Regina Public Servants.
- Local 21 members have fear and suspicion about contracting out with the city by senior officials and city council. There appears to be a hidden agenda. **This breeds distrust.**
- There is such an overwhelming amount of change occurring both within the Public Works Division and throughout the entire corporation that Local 21 members have reached the breaking point. They cannot digest the amount or the pace of change.
- The "professionalization" of the division at the expense of the experience of veteran employees has impacted morale and limited career advancement opportunities for these employees (for example - the four (4) un-negotiated walls within Roadways). The hiring of "outside" employees at the expense of "in house experienced employees" has also impacted morale and appeared to have minimized their experience.
- The lack of frontline capacity to deliver on the results expected and the expectations of the public and council have fostered anger, fatigue, apathy, distrust and disloyalty. The lack of clearly articulated governance principles and plan for the division creates confusion ... is the employer trying to create a culture of excellence or mediocrity?

In closing:

Local 21 would like to thank Mr. White and Mr. Hornsberger for their straight forward approach on trying to point out to the City of Regina where they need to go and how to start to build back the trust of **all** City of Regina employees.

In the City

In Memory Brother Dennis Sweeney

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- **Local 21 Anniversary:** 2009 marks this Union's 75th anniversary.
 - **Local 21 Website:** www.21.cupe.ca
 - **General Meetings:** For July/August are suspended due to summer vacations & construction season.
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- **Election Results:** Sister Dobbs and Brothers Huber & Fox were re-elected. Sister Cindy Jessop is our newest elected executive at large. Congratulations to all. Also, thanks to all members who attended the meeting. It was a good turn out of new and veteran members attending. Any feedback regarding the door prizes is greatly appreciated.
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Campaigns: KEEPING IT PUBLIC

CUPE Local 21, representing 1200+ workers' continues its campaign to avoid closure of this City's outdoor pools and indoor ice arenas. This is after a consultant (hired by the city) recommended closing the facilities. Local 21 is preparing other campaigns regarding a wide range of other important city services. Stay tuned.

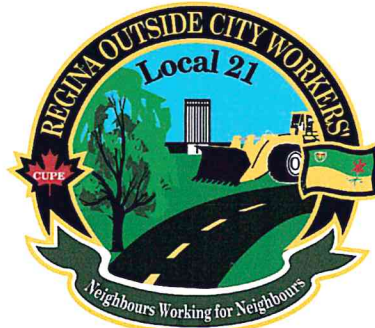
Brother's Jay Kozack & Kevin Guraluk



Serving Regina Citizens for 75 Years

1934 - 2009

Commitment to our Community



Union Work – Union Proud

General Information & Updates

Did You Know

Of 2,336 locals, there are 41 CUPE locals in Newfoundland and Labrador, 122 in Nova Scotia, 16 in Prince Edward Island, 181 in New Brunswick, 478 in Quebec, 689 in Ontario, 103 in Manitoba, 123 in Saskatchewan, 107 in Alberta, 168 in British Columbia, 13 in the Airline Division, as well as the B.C. Hospital Employees' Union, a service division of CUPE National.

• **CUPE Health Care Workers - 88% in Favour of Strike:** On 8 June, the CUPE Health Care Council of Unions revealed that **88%** of the 12,600 member health care bargaining unit voted in favour of giving the bargaining team a strike mandate. The vote represents the strongest mandate in the history of the bargaining council. Saskatchewan essential services legislation is one of many major issues.

● **Toronto Civic Workers' – June 22 Deadline:** Ontario's largest municipal Unions, representing more than 24,000 City of Toronto employees, will be in a legal strike or lockout position at 12:01 am – 22 June unless the city drops its demands for concessions and gets serious about reaching a deal. The city won't talk unless we agree to negotiate concessions. No wage offer has been tabled.

I'd hoped we were past the days when it was the norm for the City of Toronto to attack its employees. That kind of labour relations climate is what caused a bitter strike in 2002 – the largest strike of municipal workers in Canadian history. We don't want to see a return to that climate.

Sister Ann Dembinski – President CUPE Local 79

CPP (Canada Pension Plan)

Questions & Answers

Q: Because of the recession, I'm planning to retire early, and I'd like to start receiving my CPP when I do. I hear that the rules are changing. Can you explain them?

A: The Finance Department announced changes to the Canada Pension Plan that will be phased in from 2011 to 2016. They will affect people who start receiving payments early, or who delay getting them until after they are 65. Under the proposed changes, if you retire before 65, your pension will be cut by 7.2% for each early year, instead of 6% under the old rules. That means if you start collecting CPP at age 60 (the earliest you can), your monthly benefit will be cut by 36% instead of 30%.

If you keep working past age 65 and delay collecting CPP, however, you will get more than before. For each year you wait, you'll get an extra 8.4% (instead of 6% under the old rules). That means someone who waits until age 70 will get a 42% higher payment than they would have at age 65, compared with 30% higher under the old rules.

Q: Are there other significant reforms?

A: Another change will allow you to collect CPP before age 65, even if you are still working. Previously, you had to quit work and stay off the job for at least two months to qualify. Ottawa says the idea is to let people use CPP income to supplement earnings or to phase into retirement. Another adjustment will allow people over 65 who are collecting CPP, but still working, to make further contributions if they want, so their benefits will increase.

Q: And finally, workers will be able to remove 8 low-earning years from those that are used to calculate average pay for CPP purposes. That's up from 7 years. That change will help individuals whose careers have been interrupted. Are we likely to see large numbers of unemployed workers run out of their employment insurance benefits before they find a new job?

A: That's a highly probably scenario in the current environment. According to an analysis from Andrew Jackson, chief economist at the Canadian Labour Congress, even before the recession, about 28% of people who claimed EI used up their benefits before they found a job. With around 1.9 million new claims expected in 2009, the number of people who exhaust their benefits could be about 500,000 this year if that rate is maintained.

The numbers may be much worse, however, because it is usually much harder to find a new job during the depths of a recession, and sometimes tough job markets remain for several years after a recession is officially over. One mitigating factor is that Ottawa has added five weeks of EI benefits to the maximum everyone can get, and the duration of benefits also grows as the jobless rate increases.

Globe and Mail, 2 June 2009

Designer Sunglasses

EYECANDY OPTIKS in conjunction with **CUPE Local 21** is pleased to offer all members and the immediate families of members a **15% discount** off all Non Prescription Designer Sunglasses. (Expires 31 December 2009)

This Offer extends to all in-store sunglasses. We recommend that you consider our Wiley-X brand of sunglasses with the ballistics resistant sunglass lenses that some models feature. Wiley-X is the official supplier of non prescription sun wear to the U.S. Military.

Eyecandy Optiks

"Designer Sunglasses... it's all we do"

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