



21 NEWS/VIEWS

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

2009 NEWSLETTER - EDITION #1

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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

2nd Vice President
Grievance Chair
Public Works

Danny Lainey

2nd Vice President
Grievance Chair
Community &
Corporate Services

Executive at Large

Alexandra Dobbs
Hugh Bigler
Cal Pfeifer
Mauro Milessa
Alvin Huber
Darren Fox
Clint Drieger

Vacant

Sergeant-at-Arms

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)

Brother Richard Chapman (Chappy)

After nearly a decade as an executive officer for Local 21, Chappy decided that it's time for him to step down from his executive level position - effective 10 March. His vast Union experience and good nature will certainly be missed at the executive table.

Chappy – on behalf of the entire executive and all the members of this Union – we thank you for commitment and hard work all these years. The brother informs me that he now looks forward to spending more time with his family and exploring other opportunities.

Good job Chappy – All the best in health and happiness.

Brother David Storey – Reclass Committee

Sisters and Brothers of Local 21. I want to inform you all that I will no longer be the co-chair of the Reclass Committee effective 30 November 2008. I served a 1 year notice at a membership meeting last Fall.

During this year brother Gangl and I have been training other members to assume committee roles. Of those we trained, 3 remained and I wish them the very best and thank them for joining – Mauro Milessa, David Jijian and Maria Kotsetas.

I have been involved with this committee for 14 of my 15 years with the City of Regina. We started as Job Evaluation and when that was voted down the Reclass System adopted the terms of reference from JE. The language around reclasses is in our collective bargaining agreement.

During my time and under 3 different presidents the committee was for the most part successful in helping our Local. To date, we have not had to have any jobs referred to Joint Council for arbitration, until this year (2008), as we have worked out a collaborative solution to the hundreds of ratings we have done and our members have either stayed the same or achieved a higher pay class due to our efforts.

You should all read the relevant material in the collective bargaining agreement and request a copy of your job description. If you can list things you are doing that are not listed in your job description - then submit a reclass request form - the committee may determine that your job has experienced “**significant change**” which would trigger a reclassification of your position.

All 3 presidents have been supportive of the committee but only brother Tim Anderson is around to receive my thanks.

Tim has given me the lee-way to do my job and backed me whenever necessary which has contributed greatly to our success. Thanks Tim.

Through all the changes with this process there has been 1 constant – brother Gangl. John has been a part of this committee as long as I have. This has been a great help to me. John’s strengths and mine have complimented each other wonderfully and we wouldn’t have accomplished half of what we have were it not for John. I really can’t thank him enough and I rest easy knowing that John will be mentoring the new committee and whoever Tim appoints as the new Co-Chair.

In The City

- **Brother David Storey:** Local 21 would like to take this opportunity and thank you for your “huge” commitment all these years heading up the reclass committee. You have done an incredible job.
- **New Executive Officer:** Brother Clint Drieger was elected 10 March. Welcome aboard.
- **Vacant Executive Position:** Nominations and election will be held **14 April at 5:00 pm.**
- **Local 21 Anniversary:** 2009 marks this Union’s **75th** anniversary.

Collective Bargaining Information

Your Collective Bargaining Agreement (CBA) will expire on **31 December 2009**. A bargaining package is currently being put together. Your Union executive encourages all members to take part in this process and submit a proposal(s) to enhance the CBA.

If you wish to submit and discuss a proposal(s), which may be included in this round of bargaining --- we ask that you show up at one of the monthly general membership meetings **on/or** before **9 June 2009**.

Or ... Submit your proposal(s) via email at: cupe.local21@sasktel.net

Or ... Put it down on paper and drop it off at your Union office.

* This will be an important round of bargaining for this Union. If you have something to add or say – then show up at any general membership meeting **on/or** before **9 June 2009** --- and --- let your voice be heard.

Deadline for proposals --- 9 June 2009

(FYI: Meeting start time may change from time to time – the monthly meeting notice will indicate a correct start time)

General Information & Updates

A Blast from the Past - A Look into the Future?

The Devine Legacy

- **Assault on Labour (Bill 104)** – 1983 Bill 104 contained 17 amendments that made organizing labour more difficult, weakened Union security and the effectiveness of strikes.

- **1988 (Bill 73)** – This new act brought in a number of regressive changes that would:

1. Allow Union contracts to **deny** workers minimum wage, OT, paid vacation maternity leave.
2. Permit employers to deduct alleged cash shortages or loss of property from an employee’s wages.
3. Allow retailers to schedule back-to-back shifts for employees without OT pay.
4. Deny female employees paid transportation after midnight
5. Restrict the ability of part-time workers to access fringe benefits.
6. Limit the powers of the Minimum Wage Board.

- **Sold off the Crowns** – sold for less than their value and the sale of shares benefited the wealthy.
- **Privatization** – 400+ Unionized highway workers jobs were cut – auctioned off **\$40** million worth of highway equipment for the paltry price of **\$6** million.
- **Fiscal Mismanagement** - Devine government ran 9 consecutive deficit budgets. By 1991, the Conservatives had left a staggering accumulated debt of **\$5** billion dollars.
- **Corruption** – 14 MLA's + 2 caucus workers convicted of fraud and breach of trust.

Against - The Wall

Act 5 (Bill 5) (The Public Service Essential Services Act) and **Act 6** (Bill 6) (The Trade Union Act) are among the most draconian pieces of legislation attacking working people in Canada.

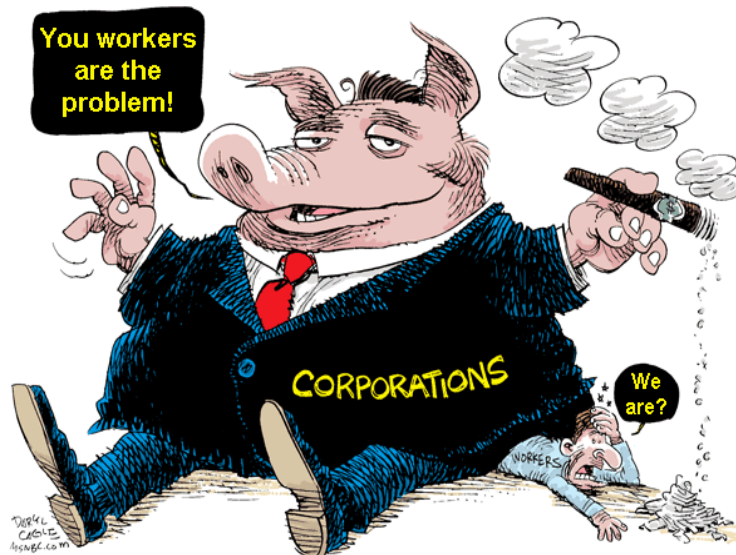
The effect of **Act 5** is essentially giving away our right to free collective bargaining by taking away our right to strike. The Bill takes away our right to strike by allowing employers and government the right to determine who is "essential" in a workplace. Just imagine how many workers will be deemed essential by their employers + heavy fines against the Union and member if you disobey.

The amendments to the Trade Union Act – **Act 6** are nothing short of a direct attack on workers. For example, the change to include compulsory votes anytime there is an application to certify a Union, regardless of the number of signed Union cards. In addition, workers who don't vote at all will have their "vote" counted as a no vote.

Stay Tuned ... More to Come ...?

Top CEOs Earn Average Canadian Annual Salary in Hours

As many Canadians nurse their post-New Year's Eve hangovers and ponder what further economic storms await, Canada's top corporate executives can take some comfort in knowing they have already earned as much as the average worker will earn in all of 2009. A new analysis by the left-leaning Canadian Centre for Policy Alternatives concludes the country's richest corporate executives will have pocketed an average of \$40,237 by 9:04 a.m. Friday morning (2 January).



By the time your computer has finished booting up on your first day back after the New Year's holiday, the average CEO would have already banked what took the average Canadian worker an entire year's worth of work to earn. Many of the top 100 include Canada's big bank CEOs, who recently received billions in federal government bailout money to purchase mortgage loans. A **22%** increase over the year before - set a record and followed a decade of unprecedented pay increases.

Why join Unions and pay dues?

A Union is created in a workplace when a majority of workers in a particular workplace sign membership cards to join a Union. Despite employer opposition, Unions exist because the majority of workers believe very strongly that the introduction of a Union at their workplace will help to better their lives through better working conditions, wages and benefits.

If every worker in a workplace benefits from a Union contract, everyone should pay dues. If a Union wins a wage increase, it goes to every worker, not only those that are members. People pay municipal, provincial and federal taxes whether or not they voted for the person or political party in office. You get your street cleaned, the protection of fire and police department, the protection of federal laws and agencies because you pay for them. You cannot opt-out.

What does "Union recognition" mean?

Union recognition means that an employer acknowledges a particular Union as the bargaining agent for some or all of the employees at his or her workplace. Once the Union is recognized the employer will bargain collectively with that Union. When a majority of employees at a workplace indicates that it wishes to be represented by a particular Union, the law now requires that the employer "**recognize**" the Union. Before the law set out the process for Union recognition, an employer was free to disregard the Union, even if most employees belonged to it.

The public is not represented - and is the innocent victim of - strikes by workers in the public sector

Unions in the public sector have to bargain directly with government officials or their agents. Who are these officials representing if not the public?

Public sector workers take their responsibilities to provide service to the public very seriously. A strike is always a last resort and is only used when services are threatened or bargaining completely breaks down. If the service provided by hospital workers, by postal workers, by garbage collectors, by workers in transportation and other key industries are truly essential --- **why are such workers so often among the lowest paid?**

If their jobs are so indispensable, why are they not treated accordingly?

Unions only care about themselves

If you look back at Canada's history you'll observe that many of the rights and benefits we all enjoy were initially **fought** for and won by Unions.

The labour movement was in the forefront of the struggles for public health care, for public education, for minimum wages and employment conditions. We work 40 hours a week or less instead of 60 or more because Unions periodically went on strike for a shorter work week, despite the warnings of employers that they'd never be able to afford it.

Many of us will receive pensions from our employers when we retire because Unions went on strike for that benefit too. And pay equity provisions have been added to many workers' benefits, largely because their Unions fought for it.

No matter where you look, Unions are involved in things that make the community better. Unions have always lobbied to pass on to others the benefits Unions won in bargaining ----- Medicare, prepaid dental insurance, sick pay and pensions. Unions inspired and worked in the human and civil rights movements in Canada. Far from caring only about themselves, Unions worked for the public interest and have always fought for social gains that would help all people.

Union Work – Union Proud