



FRONTLINE WORKER

21 NEWS / VIEWS

Union Work – Union Proud

2013 NEWSLETTER – MAY EDITION

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Membership Meeting: 2nd Tuesday of each Month (7:00 pm – Italian Club – 2148 Connaught St.)

Table Officers

Tim Anderson
President

Temp. Vacant
Vice President

Wade Zalopski
Recording Secretary
Communications

Darren Fox
Secretary Treasurer

Cindy Jessop
2nd Vice President
Grievance Chair
Community &
Corporate Services
(352-8282)

Clint Driedger
2nd Vice President
Grievance Chair
Public Works
(581-2954)

Executive
Alvin Huber
Chris Szakacs
Carmel Mitchell
Alberta Heisler
Brendon Moat
Reg Wilke
Saul Lipton
Darren Grychowski

Sergeant-at-Arms
Wayne Toker

Trustees
Ken Kabatoff
Steve Frankiewitz
Allen Kreshewski

CUPE National Representative
Guy Marsden

President's Message

My employment with the City of Regina began in 1992, and have been active with our local/union since 1999 in one capacity or another. Our workforce has changed considerably over the past years. I recall the days when attending work functions. I knew most everyone in the room. As time progresses, the wheel of life keeps turning, and slowly but surely, those old familiar faces are disappearing being replaced by the new generation of Local 21 members.

Along with our new generation, the City of Regina's administration also has evolved with many new faces. With the changing demographics, our Employer has become to be like many of the major corporations throughout Canada.

As the demographics of Canada continue to change, existing workers will age and the City of Regina and other employers are going to have to value them and help those younger managers manage them. I continue to hear that "*we need to change the culture*", we need to throw this out bring in this "new" way of thinking and of doing things.

The employer recently shifted from a field operations perspective to a more educational focus. I certainly value education as I have two sons. I stress to them the importance of an education. 95% of the positions negotiated in local 21's collective agreement are positions that are learned as you go, learning from those valued senior people who show you "how we do things", educating yourself with what needs to be done.

In my opinion, one of the biggest issues at this time is a lack of respect shown towards our senior members in the workforce. This is demonstrated by our employer-with their lack of clear communication regarding the corporation's goals and a lack of involving these knowledgeable senior team members in decision-making.

It is important that our employer use the resources of these senior team members by delegating intelligently and recognizing their contributions and experience, through giving them leadership opportunities when they arise.

The old-fashioned "*respect-your-elders*" approach can work, many corporations have recognized this and the people who have brought their organization to where it is now. We (the City of Regina) were once a proud and engaged workforce; now all one has to do is visit our many departments to see how just disconnected we have become as an organization.

New, younger, decision-makers have joined our workplace and are understandably trying to prove themselves. What I believe may be missing is empathy for those senior team members who they manage and their daily work challenges and respect for the years these people have spent with us. We, as the front line workforce, have always been asked to do more with less.

There are a lot of new managers who don't recognize or respect where we came from — “the new hell-bent visionaries” who just want to move past anything that slows them down, in order to get that check mark in that box or to have something for them to put on their PDE, no matter what kind of disaster they leave in their wake.

I truly believe if you spend too much time looking in the rearview mirror, you miss the road ahead. However, if you don't look at your history and how your decisions have and will affect others, you are missing a huge piece of the puzzle. Such simple tactics can go a long way because people in their sunset years are less motivated by money or climbing the ladder — they've been there, done that.

Research has revealed, that what keeps many senior people at work and even entering new fields is the desire to feel valued, be productive and feel as they are part of the process. One of the biggest voids we have as a corporation is this; Local 21 members used to feel engaged and felt they owned what they did. As a facility operator I wanted “MY RINK” to be the cleanest facility in the city with the best ice surface.

I felt that my facility was a direct reflection of me, because my supervisor genuinely empowered me to take charge, become a leader. Dave Coderre (the best supervisor I ever had) made me feel as if I was part of the big picture which in turn resulted in my customers having the very best experience I could provide for them. I owned that rink, it was mine, I took pride in my work.

When senior members, or just our members in general, are not part of the process they do not feel they have any input into the workplace, they do not feel valued and it takes its toll. Not feeling appreciated and valued, along with the constant reorganizations, the constant turmoil, and the consistent inconsistencies within our workplace, result in our members feeling disconnected. The end result is those members leave taking with them years and years of experience. When we as a workforce lose those years of experience, all of us lose.

Sometimes they take all that training and experience that the City has paid for and leave to work for a contractor. We end up paying more for those skills than if we created a place where they would want to stay. The trick is to marry the young generation with the experience, institutional knowledge and relationships with those senior members. To empower those senior members to give them back ownership of their areas. When this employer figures out this very simple concept and brings that combination together, it is pretty powerful.

I say this with all due respect, it isn't always easy, empowering others can be so very difficult, to have faith in those who we see as beneath us, takes a leap of faith. Kellie Auld, a human-resources consultant in Kamloops, B.C., who's approaching 60, quit her job last year because tensions with her roughly 30-year-old co-workers became unbearable. “They're very bright and tech-savvy; I'm more about building people relationships,” she says. “Their impression was that I was old-school HR, too concerned about people's feelings.

There was a different view of the world.” These conflicts are understandable and will at times prove insurmountable, says Linda Duxbury, a pioneer in the field of workplace generational dynamics and professor at Carleton University's Sprott School of Business. She has spent years studying generation X, the cohort born between 1961 and 1974 that will be managing these older workers. “The gen-Xers are less than impressed with the boomers, and will see no need to accommodate them”

I have always said the most precious resource the City of Regina has, is their “HUMAN RESOURCES”.

Bargaining Update: Our April meeting was an exchange of proposal packages. We had some general discussion and clarification of certain proposals. Our next meeting is scheduled for 24 May 2013.

www.reginawaterwatch.ca **HAVE YOU SIGNED THE PETITION YET?**

Local 21 CUPE - Presentation to City of Regina Executive Council Waste Water Treatment Plant - 13 February 2013.

**The video presentation can be viewed
on the Local 21 website at: www.local21.ca**

Regina City Council voted to proceed with a request for proposals for a 30-year P3 (public-private partnership) contract which would see a private company design, build, finance, operate and maintain the city's new \$224.3-million wastewater treatment facility.

Privatizing the operation of Regina's wastewater treatment facility will tie the city's hands for three decades. Water is integral to all life.

Privatization of any part of Regina's water system takes water and hands it to a private company to make profit. **Citizens lose accountability and control of a vital public resource.**

- Water is not a commodity.
 - Water is a human right
 - A common good
 - A public service and an essential human need.
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From the Journal of Commerce: September 2, 2010 - FEATURE | Public Works

Saskatchewan no closer to public-private partnership framework - ALLEN WARREN, Correspondent

Michael Fougere, president of the Saskatchewan Construction Association (SCA), explained that while SCA membership generally agreed with the provincial government's decision not to establish a permanent P3 policy framework, its concerns were more complex than a lack of adequate work.

"When our advisory council met with the secretariat, we said we wanted to be involved in any government plan to go ahead with P3s because we didn't think in absolute terms that it was in the best interests of our industry," he said. However, he supported the government's assertion the market is too small.

Nominations For Executive Positions

At the **14 May 2013** General Membership Meeting nominations were held for the following executive positions:

Vice President

Recording Secretary

2nd Vice President Grievance Chair (Community/Corporate Services)

4 Executives at Large

Sgt. at Arms

(1) Trustee

**Elections will be held during the 11 June 2013
General Membership Meeting for the remaining positions
of:**

- Vice President

- 2nd Vice President Grievance Chair (Community/Corporate Services)

- 4 Executive at Large

**Your union executive encourages
all members to participate in this process**