



NEWSLETTER

Published: March 16, 2025

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➔ General Membership Meeting: 2nd Tuesday of each month (5:00 pm) ◀

Table Officers

Laird Williamson
President

Tyler Hutchinson
1st Vice President

John Coulson
2nd Vice President

Heather Woolsey
Recording Secretary

Hugh Bigler
Secretary Treasurer

Grievance Chairs

Darren Fox
MTLCFA Divisions

Scott Fischer
*Facilities and
Recreation*

Darren Srochenski
*Environmental
Services*

Jeff Boehmer
Open Space

Doug Gessey
Public Works

Executive at Large

Chris Szakacs
Blake Becker
Vicki Kaminski

Trustees

Sheri Hartman
Jeff Shearer

SGT-at-Arms

Wayne Toker

CUPE Representative

Jamie Mellor

Collective Bargaining Update / Ratification Presentation & Vote

Ratification by the Union is the process by which members of the bargaining unit vote to accept or reject the terms of the collective agreement that the Union and the City of Regina have negotiated.

The ratification vote happens at the end of collective bargaining, after the Union and the City of Regina have reached a tentative agreement.

The voting process by bargaining unit members constitutes the ratification of the collective agreement. A new contract can only be signed and become effective following the ratification of both parties.

The **Ratification** presentation and vote will take place on: **March 22, 2025.**

Start Time:

➔ **10:30 am** at the Italian Club (1st Session)

➔ **1:00 pm** at the Italian Club (2nd Session)

I'd like to take this opportunity to extend my utmost gratitude to the sisters and brothers who did participate in this democratic process from the beginning. Because of that participation, you played a key role in developing this tentative agreement.

To the Bargaining Committee, thank you for your hard work, efforts and dedication that helped reach our goals in gaining a swift negotiated tentative agreement for this membership, they are:

Hugh Bigler
Darren Srochenski

Scott Fischer
Chris Szakacs

Heather Woolsey
Jamie Mellor (Cupe Representative)

Tyler Hutchinson / *Acting President*

Please Note:

If any changes should occur regarding the date of the ratification vote; the membership will be notified seven (7) days in advance.

Should either of these start times happen to fall within your working hours, you must gain permission from your supervisor or manager to attend.

Executive Board Report

* Update on the Current Business of the Union:

- ➔ A total of fourteen (14) grievance files that have been advanced to arbitration.
- ➔ Four (4) of these grievance files have been recently been submitted to arbitration for a hearing and decision, and two (2) other grievance arbitrations have reached a settlement.
- ➔ We have advanced the policy grievance regarding the City of Regina's Attendance Support Program (ASP).
- ➔ The Judicial Review (JR) of the WCB decision relating to Human Rights damages had the intervenor applications is ongoing. A handful of active member grievances are affected. As a reminder the parties intervening on our behalf are: SGEU, SFL, RDLC, SJB, RWDSU, and the Saskatchewan HRC. Those intervening on behalf of the City of Regina are WCB, and the Saskatchewan Government.
- ➔ There are twenty-four (24) active general grievances that are at various stages in the process.
- ➔ There are six (6) active grievances that are pending member grievance appeal hearing/decision.
- ➔ To date, your Union Executives have attended numerous meetings representing members on various matters and/or conflicts within the workplace including the right to refuse unsafe work requests.
- ➔ We have submitted two (2) Committees to be Heard (CTBH) on Contracting Out items from 2024 and 2025.
- ➔ We are happy to report that Landfill Organics has been brought (in-house), and the contracting out of oil changes in Light Fleet has been averted. The Union had been engaging the employer regarding these issues since 2022.
- ➔ A pilot project is also underway in the Parks Maintenance & Cemeteries Branch called "Parks Services", which is focused on maintaining, inspecting and repairing playground equipment, and engaging in capital projects relating to small park assets. Previously there was a shift to contracting out some of these services in recent year, and this is a positive change.
- ➔ We have recently started a complete review and audit on all past and current CTBH to ensure that these matters are addressed, resolved or require advancement to various levels as prescribed in Article 8.2 of the CBA.
- ➔ Will be scheduling tailgate meetings this spring, and the Union is preparing a new orientation form for new hires.

* Active Items & Events:

- **General Membership meetings:** Will continue to be in person only. However, a Bylaw amendment was drafted to allow for a return to the hybrid meeting model, pending membership vote and CUPE National review and recommendation.
- **Committee Work:** If you are interested in helping out with your Union but not sure if you want to run for office, contact the office and there may be Committee work available depending on what you are interested in.
- **Workplace / Union Information Officers:** We are working on putting out a call to have members express their interest in these positions via our website. This has taken some time to get it off the ground as we are looking to finalize structure, duties and workplace jurisdiction. The Union Information Officers (UIO) function is important, you will act as an outgoing information source which is vitally important for the proper dissemination of information.
- **Spring Fun - Sky Park:** Will take place on April 5, 2025. Scheduled times are from 9:00 am to 10:30 am & 10:30 am to 12:00 noon ---- visit the local21.ca website for further details.

General Membership Meetings for 2025 (subject to change)

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| ➔ March 11, 2025 – 5:00 pm | ➔ August – Vacation Season – No meeting |
| ➔ April 8, 2025 – 5:00 pm | ➔ September 9, 2025 – 5:00 pm |
| ➔ May 13, 2025 – 5:00 pm | ➔ October 14, 2025 – 5:00 pm |
| ➔ June 10, 2025 – 5:00 pm | ➔ November 12, 2025 – 5:00 pm |
| ➔ July – Vacation Season – No meeting | ➔ December – No meeting / Christmas Social Events |
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Final Business:

To stay informed regarding the business of the Union, alerts or upcoming Union events ...
Attend the General Membership meetings and visit the Local 21 website at: local21.ca