



# NEWSLETTER

## NEWSLETTER 2023 – QUARTER 4

E-mail: [president@local21.ca](mailto:president@local21.ca)

Website: [local21.ca](http://local21.ca)

Phone: (306) 352-8282

► **General Membership Meeting: 2<sup>nd</sup> Tuesday of each month (5:00 pm – Member Registration Required for Zoom Meeting)** ◀

### Table Officers

Laird Williamson  
President  
[president@local21.ca](mailto:president@local21.ca)

Quinn Rollins  
1<sup>st</sup> Vice President  
[1stvp@local21.ca](mailto:1stvp@local21.ca)

John Coulson  
2<sup>nd</sup> Vice President  
[2ndvp@local21.ca](mailto:2ndvp@local21.ca)

Hugh Bigler  
Secretary Treasurer  
[treasurer@local21.ca](mailto:treasurer@local21.ca)

Dan Heimbecker  
Recording Secretary  
[recordingsec@local21.ca](mailto:recordingsec@local21.ca)

Tyler Hutchinson  
Open Space Grievance  
Chairperson  
[osg@local21.ca](mailto:osg@local21.ca)

Darren Fox  
Public Works Grievance  
Chairperson  
[pwgc@local21.ca](mailto:pwgc@local21.ca)

Danen Mager  
Environmental Services  
Grievance Chairperson  
[esgc@local21.ca](mailto:esgc@local21.ca)

Scott Fischer  
Facilities and Recreation  
Grievance Chairperson  
[frgc@local21.ca](mailto:frgc@local21.ca)

### Executive at Large

Vacant  
[Eal1@local21.ca](mailto:Eal1@local21.ca)  
Chris Szakacs  
[Eal2@local21.ca](mailto:Eal2@local21.ca)  
Blaine Aspen  
[Eal3@local21.ca](mailto:Eal3@local21.ca)  
Doug Eklund  
[Eal4@local21.ca](mailto:Eal4@local21.ca)

### Sergeant-at-Arms

Wayne Tokar

### Trustees

Jeff Shearer  
Angela Kosar  
Chris Pflanzler

### CUPE Representative

Wanda Edwards

### \* Labour relations summary of 2023:

#### **Arbitrations:**

- 6 settled
- 4 won
- 1 lost
- 9 linked to the action before CKB
- 1 currently mediating
- 1 hearing ongoing
- 3 awaiting decisions
- 5 to be scheduled
- 3 in abeyance pending the outcome of other arbitrations

#### **Grievances:**

- 20 files at step 1 or step 2 of the process at yearend
- Resolved 31 grievances formally or informally
- 40% reduction in total formal grievances in 2023 compared to previous years but an increase in total issues resolved

#### **Duty Fair Representation:**

- Two filed against Local 21, both were dismissed by the LRB

#### **Union representation:**

- Attended 11 tailgate meetings
- Represented members in approximately 1,000 meetings in 2024

### \* Active and Ongoing Items:

- Two arbitrations worth mentioning are the *Inclement Weather, & Covid-19 Testing*. Local 21 won both of these Arbitrations and are currently working out the details with the Employer on how to enact the remedy. Please keep an eye on our website for details.

# Health and Safety

## [OH & S committee structure and governance review](#)

Local 21 is conducting a review of our bylaws as they relate to the OH&S legislation and will be proposing bylaw adjustments in the near future. We would invite anyone from our Membership to contact us regarding any concerns with the process/committees as it currently exists or to offer input for how it should function in the future.

Please direct your comments via email to Quinn at 1stvp<@>local21.ca with the subject line "OHS Bylaws".

We hope to have these bylaw adjustments finalized by June.

# Executive Board Report

## [Elections](#)

First I want to thank everyone that participated in this election - the nominees, the balloting committee, and the members who came out to vote. It was a successful day for democracy.

This post serves as notice that the balloting committee has certified this election and declared that **Scott Fischer** has secured a plurality of votes and is declared the new *Facilities and Recreation Grievance Chairperson (2025)*.

All newly elected individuals serve an acclimation period while they train and get up to speed and I am hopeful Scott will be activated in February. In the meantime, Tyler will continue to cover this portfolio.

## [Retirees](#)

Local 21 membership approved an increase to the retiree gift from 10\$ per year of service to 25\$ per year of service starting in 2024. This means members who retired before Jan 1, 2024 are not eligible for this new rate. We have also put an eligibility timeframe on retiree gifts of 12 months from the date of retirement, any claims made after that time will be forfeit. We are also not approving any claims submitted to us older than Jan 1, 2023.

## [Scholarship](#)

Local 21 has an annual scholarship available to our members, and their children. To apply the receiving applicant must fill out an application and submit a 500 word essay on "why are Unions important to society". If you are interested, please email our office for a copy of the form and full eligibility details. Deadline for applications is August 15, 2024.

## [Spring Event](#)

Local 21 and Local 7 are putting on a joint spring event for members and their children at SkyPark on April 13, 2024 . Spots are limited so we require advanced booking to attend. If you would like to attend, please contact Chris(Local 21) 777-7686 to secure your spot.

## Artistic Video

We are continuing the work that began in 2022 to create an info-graphic cartoon commercial series showcasing the services our members provide in the community. The first stage of this was a proof of concept and storyboarding for approval by Executive, which has passed. The second stage is sourcing the core footage from our membership in action and then producing the various short films. These are scheduled to be seasonal films with two releasing per year if all goes according to plan. Keep checking our website for more details.

## Bargaining

While it seems like only yesterday that we were at the bargaining table, it may come as a surprise that the next round is closer than we think. Our contract is set to expire on Dec 31, 2024, however we are not going to wait to begin our prep. One of the criticisms we heard at the last round is a lack of prepackage engagement. People were happy with the surveys but want to be more involved in the creation so we will endeavor to improve on that feedback.

This is a broad election year for our Executive as half of the board is slated for nomination in May of 2024 so we will be hosting bargaining prep and consultation over the summer after elections. We normally do not have GM meetings in summer but we intend to call special meetings to specifically address our bargaining strategy.

## Executive Board Message

We want to thank everyone for your hard work and ongoing support through these difficult times. We appreciate everything you all do to make the City of Regina the place that it is – a place to live and thrive.

Your contribution to this City cannot be understated or undervalued and we will continue to fight to advance topics like *Costs, Culture, and Contract* to improve our shared workplace that this Union has represented since 1934.

The restructuring of our Executive is almost complete and we will continue with these changes until such a time as we find the balance we need to effectively serve our members. These changes will continue allow for a more focused approach on issues and thus far has proved to be a success. We must act with foresight today so we are not left to react with hindsight tomorrow.

## Public Relations

We want to thank everyone who attended our Winter Social as well as the Italian Club for hosting. We have received a lot of compliments and want to thank all of those who made it a success. To the Grinch who stole our Local 21 floor mat that night – *this is why we can't have nice things* – please return it.

We still have some stock of Local 21 shirts for Pride, Every Child Matters, and Pink Shirt Day. If you would like a shirt please ask a Local 21 Executive member or contact our office. They are free of charge but subject to inventory while supplies last.

We received some questions about work unit specific logos – if you recall we did a run of them a couple years ago. If you or someone in your work unit has an idea for a logo please email us with your concept design.

**RDLC Award of Distinction:** Local 21 has been recognized by the RDLC for our work in advancing the topic of Human Rights in our community. We were nominated and selected for this award in May 2023.

# Other News & Events

## General Membership meetings for 2023(subject to change)

- February – 13<sup>th</sup> – 5pm
- March – 12<sup>th</sup> – 5pm
- April – 9<sup>th</sup> – 5pm
- May – 14<sup>th</sup> – 5pm
- June – 11<sup>th</sup> – 5pm
- September – 10<sup>th</sup> – 5pm
- October – 8<sup>th</sup> – 5pm
- November – 12<sup>th</sup> – 5pm

## Collective Bargaining Trivia

\* **Purpose:** To incentivize, engage, and educate the membership on benefits contained in their CBA.

\* **Rules:** To play all you must do is email your answer to [president@local21.ca](mailto:president@local21.ca) and include your name, Branch, and employee ID# for verification purposes.

The first three (3) non-executive members who respond with the correct answer will be given the choice between a Tim Horton's twenty (\$20.00) gift card or four (4) L21 work shirts of their choosing (*sizes and colours are subject to stock*). The answer and the winners will be posted in the next newsletter.

**Q4 trivia question 2023:** In what year did CUPE Local 21 first organize?

## Final business

We are always interested in your feedback regarding this newsletter. Please let us know if you find some of the reoccurring information as helpful or irrelevant, or if you have any other suggestions so we may improve this newsletter.