CUPE
Local 59

2021

ANNUAL GENERAL MEMBERSHIP MEETING

REPORT PACKAGE

Saturday, October 2, 2021

SASKATOON INN & CONVENTION CENTRE

Ballroom C

9:00 a.m.

Plated breakfast served from 8:00 a.m. – 8:45 a.m. only!

Babysitting costs will be reimbursed at a later date from the CUPE 59 office.
Receipts must be provided in order to receive reimbursement.

Please RSVP your attendance to the Union office at 306-652-6963 or cupe59@sasktel.net by Tuesday, September 28, 2021

2021 ANNUAL GENERAL MEMBERSHIP MEETING

Saturday, October 2, 2021
Saskatoon Inn & Convention Centre
Ballroom C

AGENDA

9:00 a.m. – CALL TO ORDER

A) Reading of Equality Statement

B) Roll Call of Officers

C) Reading of Minutes of Previous Annual General Membership Meeting
- October 3, 2020

D) President's Annual Report (*includes reports by General Vice President, Recording Secretary and Area Vice Presidents*)

E) Treasurer's Annual Report
- Proposed Budget: July 1, 2021 - June 30, 2022
- Year-End Financial Statements

F) Trustees' Annual Report and Auditor's Report

G) Committee Reports

H) Bylaw Amendments and Notice of Motions

I) New Business
- Motion to destroy 2021 Election Ballots

J) Good of the Union

K) Adjournment

2020 ANNUAL MEMBERSHIP MEETING

Saturday, October 3, 2020
SASKATOON INN & CONVENTION CENTRE

A. READING OF EQUALITY STATEMENT:
Call to Order: 9:12 A.M.
Reading of Equality Statement: Dave McKee

B. ROLL CALL OF OFFICERS:

Table Officers Present:
Yes Stan Macala - President
Yes Dave McKee - General Vice President
Yes Brian Lutzer - Recording Secretary
Yes Kendra Dyck - Secretary-Treasurer

Area Vice Presidents Present:
Yes Jayne Litterick – Transportation & Utilities
Yes Kevin Ariss – Community Services (except Parks)
Yes Jeff Boone – Other Boards & CY Parks
Yes Sharon Schaefer – Police & Fire Protection Services
Yes Eric Calaguian – Corporate Services/Asset & Financial Management

- Rhonda Heisler swore-in Kendra Dyck as the new Secretary- Treasurer.

C. READING OF MINUTES OF PREVIOUS AGM:

Minutes of the October 5, 2019 meeting were reviewed.

Motion: Judy Krause (Parks) **Seconded**: Louis Evanchuk (Parks)

That the October 5, 2019 Annual General Membership Minutes be accepted as circulated.

Questions:

David Godwin (C.Y.) - Brother Godwin asked if there were any updates on the re-organization for the Local. Brother Macala stated that there was some initial work after the last AGM, but with COVID-19 and the office move progress has been slow. We have had some progress with redistributing members and area representation.

Jeff Boone (Parks) – Brother Boone asked that during the voting process we need to slow down and count each room and the virtual members before declaring the motion carried. Brother Macala stated that he would comply.

CARRIED

D. PRESIDENT'S ANNUAL REPORT: (includes reports by General Vice President, Recording Secretary and Area Vice Presidents)

Stan Macala presented the President's Report and gave a synopsis of the more important issues. The office purchase took place during the first few weeks of 2020. After 23 years of paying rent, we now have a building we can call or own, with on street entry and plenty of parking.
The past 7 months have been very challenging for our members and the Employer. COVID-19 has changed our lives at home and at work. We have dealt with layoffs, facility shut downs, temporary closures and working from home. These are unprecedented times for our members. We have been working diligently throughout the process to make sure the CBA is being followed and workers rights are protected.
The CUPE 59 Bargaining Committee got to work and negotiated a new contract early in the new year, before COVID-19 protocols. Now the rest of the Civic unions are trying to play catch up.

Motion: Jocelyne Page (Parks) **Seconded**: Dwayne Wong (Sasktel Centre)

That the President's Annual Report, General Vice President, Recording Secretary and six (6) Area Vice President Reports dated October 2019 be accepted as circulated.

Questions: None

CARRIED

E. TREASURER'S REPORT AND PROPOSED BUDGET:

Sister Kendra Dyck presented the Treasurer's Report for the period July 1, 2019 to June 30, 2020 and proposed budget from July1, 2020 to June 30, 2021. Sister Dyck reviewed some of the highlights of her report. Investments were in good shape despite COVID-19. Operating costs were lower as a whole. We did exceed the costs for bargaining. We collected less union dues, due to layoffs and a delay getting workers back to work. Union sponsored social events were lower than the previous year. Retirement gifts for members were slightly higher. Finances are in good order. The proposed budget will be similar to the past few years.

Motion: Kendra Dyck (C.Y. Parks) **Seconded**: Michael Becker (Maintenance Support)

That the Treasurer's Report for the period July 1, 2019 to June 30, 2020 and the proposed budget from July 1, 2020 to June 30, 2021 be accepted as circulated.

Questions:

David Godwin (Community Development) asked for clarification on the purchase of the new office. Is there a mortgage on the property or was it paid for through investments? Kendra stated that the new building was paid for with investment capital.

Stan Macala thanked Jeff Boone and Sharon Schaefer for taking on the duties of the Secretary Treasurer for the first 6 months of the year. Much appreciated by the membership and the rest of the CUPE 59 Executive.

CARRIED

F. TRUSTEES' REPORT:

Sister Judy Krause presented the Trustees' Report on behalf of the Trustees. Sister Krause stated that there are no issues and the Local's financial records are in good order. Paul F. Pigeon has verified that the books are in good order. Brother Macala stated that CUPE National has sent written confirmation that CUPE Local 59 is in good standing.
Sister Krause wanted to thank all of the CUPE 59 Executive and specifically Stacy Sokalofsky, Jeff Boone, Sharon Schaefer, Dawn Haubrich, Laurie Pilkey and Jocelyne Page.

Motion: Judy Krause (Parks) **Seconded**: Wayne Balion (I.T.)

That the Trustees' Report for the period July 1, 2019 to June 30, 2020 and the Auditor's Report (Paul F. Pigeon) dated July 30, 2020 be accepted as circulated.

Questions: None

CARRIED

G. COMMITTEE REPORTS:

Motion: Kevin Ariss (C.Y.) **Seconded**: Louis Evanchuk (Parks)

That the Committee Reports which includes Education, Occupational Health & Safety, Sick Bank, Social, Website Committee, Executive Compensation Committee and Blue Cross Committee Reports dated October 2020 be accepted as circulated.

Questions: None

Brother Macala stated that the CUPE Executive is committed to restart member events as soon as possible. In the meantime, we will do all we can to support the members.

CARRIED

H. BYLAW AMENDMENTS AND NOTICE OF MOTIONS:

OCTOBER 3, 2020

The following are Bylaw amendments submitted by the Executive Committee:

ARTICLE III – INTERPRETATION & DEFINITIONS

Motion 1:

Remove

3.1 Masculine pronouns shall be understood to include the feminine gender

Add

3.1 Masculine pronouns shall be understood to include all genders

ARTICLE IX- DUTIES OF OFFICERS, STEWARDS, TRUSTEES', STANDING COMMITTEE CHAIRPERSONS, AND SARGEANT-AT-ARMS

Jayne Litterick spoke to the motion on behalf of the Executive Committee.

Motion: Jayne Litterick (C&D) **Seconded:** Nicole Thomas (Parks)

Discussion: None

CARRIED

Motion 2:

9.1 The *President* shall:

Add

r) shall supervise the Executive Assistant and direct the employee's work.

9.4 The *Recording Secretary* shall:

Remove

l) shall supervise the Executive Assistant and direct the employee's work.

Eric Calaguian spoke to the motion on behalf of the Executive Committee.

Motion: Eric Calaguian (Assessors) **Seconded:** Judy Krause (Parks)

Discussion: None

CARRIED

The following are Bylaw amendments submitted by the Executive Committee:

Motion 3:

9.2 The *General Vice-President* shall:

Add

f) **be a co-signatory for all orders on the Treasury**

Eric Calaguian spoke to the motion on behalf of the Executive Committee.

Motion: Eric Calaguian (Assessors) **Seconded:** Kevin Ariss (C.Y.)

Discussion: None

CARRIED

The following is a Bylaw amendment submitted by the Executive Committee:

Motion 4:

16.4 Grievance/Solutions Committee

16.4 (a) i)

Remove

a) The Committee shall consist of the following:
   i) Table Officers
   ii) The Area Vice Presidents

Add

a) The Committee shall consist of the Area Vice Presidents.

Remove

If the decision is not to proceed, the Grievor(s) may appeal the decision to the Executive Board.

Motion 4:

Add

16.5 Grievance/Solutions Appeals Committee

a) To consist of Trustees.

b) General Vice President to act as an intermediary among the parties.

c) If a grievance is not advanced by the Grievance/Solutions Appeals Committee, the Grievor(s) may appeal the decision.

d) The Grievor(s) will provide a notice of their intent to appeal to the General Vice President within two (2) weeks of being notified that the grievance was denied.

e) Appeal date will be determined by the Grievance/Solutions Appeal Committee and the General Vice President but no later than six (6) weeks after receiving the notice to appeal.

Jayne Litterick spoke to the motion on behalf of the Executive Committee.

Motion: Jayne Litterick (C&D) **Seconded:** Nicole Thomas (Parks)

Discussion: None

CARRIED

Motion 5:

Renumber Sections 16.6 Social Committee to 16.13 Executive Compensation Committee as required.

Dave McKee (Parks) spoke to the motion on behalf of the Executive Committee.

Motion: Dave McKee (Parks) **Seconded:** Louis Evanchuk (Parks)

Discussion: None

CARRIED

The following is a Bylaw amendment submitted by the Executive Committee, Nils Sundby and Judy Krause:

Motion 6:

Remove ARTICLE XIV in its entirety.

Add

ARTICLE XIV - NOMINATION, ELECTION AND INSTALLATION OF OFFICERS AND COMMITTEE MEMBERS

ARTICLE XIV - ELECTION OF OFFICERS

14.1 General

a) **The election of officers will be held the 2nd Thursday of June in each year. The election may be conducted using in-person and/or electronic voting system. The electronic voting system must be approved by the membership. To be elected, a candidate must receive a majority of the votes cast.**

b) **The online polls will be open from 6:00 am to 7:00 pm on election day. The results will be announced the next day via email to all members.**

c) **The President, as provided for in Article IX, shall appoint the Director of Elections from the membership who shall be responsible for managing the election of officers for the Local.**

d) **The President, General Vice President, Recording Secretary, Secretary-Treasurer, and Trustees' shall be elected by the entire membership.**

e) **Area Vice Presidents and Stewards shall be elected by the group they represent.**

f) **All duly elected officers shall be installed at the first Executive Board meeting of the month and shall continue in office for two (2) years or until a successor has been appointed, provided; however, that no term of office, except Trustees', shall be longer than two (2) years.**

g) **If, after elected to office, an Area Vice President relocates to a new area, they will continue to fulfill their term in office.**

h) **Should an office become vacant for any reason, the resulting by-election should be conducted as closely as possible in conformity with this section. The term of office for any position filled through a by-election will be the term that the vacated position was initially elected to fulfil.**

14.2 Position Terms and Election Schedule

a) **Two (2) Year Terms**

i) **The President and Secretary-Treasurer shall be elected in even numbered years.**

ii) **The General Vice President and Recording Secretary shall be elected in odd numbered years.**

iii) **Area Vice Presidents shall be elected with the representation and years elected as follows:**

1) **Even Numbered Years**

Area 1 - Corporate Performance and Asset & Financial Management (except Facilities and Fleet)

Area 3 - Transportation and Utilities, Clerks, Solicitors, Planning and Development, Building Standards, and Community Standards

Area 5 – Parks, Facilities and Fleet

2) **Odd Numbered Years**

Area 2 - Recreation and Community Development

Area 4: Saskatoon Police Services, Fire, Remai Modern Art Gallery, Sask Place (SaskTel Centre), and Centennial Auditorium (TCU Place).

iv) **Stewards shall be elected in even numbered years by the membership from the area they represent.**

b) **Three (3) Year Terms**

i) **Trustees' shall be elected as each term expires.**

1) **In the case of a vacant Trustee position, a Trustee shall be elected for a term that maintains the usual election cycle.**

2) **In the case where all Trustee positions are either expired or vacant, the Trustees' shall be elected so that one (1) shall have a term of three (3) years, one (1) a term of two (2) years and one (1) a term of one (1) year.**

14.3 **Rules**

a) **Campaigning during City or Union paid time is not allowed. Any time used for campaigning, requires that a leave be taken from the work place and reported to City Payroll (and/or the Trustees' in the case of any full-time Union positions).**

b) **The use of union supplies, equipment, or staff time to produce campaign material is not allowed.**

c) **Campaigning is not allowed on election day.**

14.4 **Preparing for the Election**

a) **Candidate nomination forms shall be updated each year.**

b) **Election ballots for each position up for election shall be created by the election service provider and approved by the election chair.**

c) **A list of CUPE 59 members shall be obtained from the City as closely as practicable to Election Day. This list shall be edited to ensure email addresses and/or home mailing addresses are included for all members. The list of addresses for members in good standing with no email shall be sent to the service provider no later than 2 weeks prior to election day. The list of email addresses shall be sent to the election service provider by the Monday prior to election day in order to facilitate the testing of email addresses.**

d) **Election result sheets shall:**

i) **be prepared prior to election day;**
ii) **include the election date and position title;**
iii) **include space to record the starting number of ballots, the number of ballots used, the name of each candidate, the number of ballots cast for each candidate, and the number of ballots spoiled;**

iv) include the name of the Director of Elections, and space for their signature;
v) include space for the printed name and signature of two election volunteers;
vi) include the contact information for each candidate and the President.

e) A request for election volunteers shall be sent to the membership at least 60 days prior to election day. From the respondents, minimum of three (3) members shall be selected to help prepare for and carry out the elections.

f) Union paid leave shall be provided for the Director of Elections and the election volunteers through the President or Secretary-Treasurer. Union paid leave shall be equal to the amount of time volunteered for the purpose of carrying out the election, including any preparation meetings.

g) Refreshments and meals for election volunteers shall be provided by the Local on election day.

14.5 Candidate Nominations

a) Nomination forms will be available for download on the CUPE 59 website at least 60 days prior to election day.

b) Nominations shall be accepted beginning 60 days prior to the election day and up until 30 days prior to the election day. Late nominations will not be accepted.

c) Nominations for positions up for election shall be submitted to the Recording Secretary or their designate.

d) Nomination Requirements

i) The nominator must be a member in good standing.
ii) Nominations must be accompanied by the signatures of ten (10) additional members in good standing.
ii) Any member nominated and who allows their name to stand for election must be a member in good standing.
iv) Area Vice President nominees are only eligible for nomination in the area in which they are employed.

14.6 Election Day

a) On-line Voting

i) Voting will take place on-line with the exception of members who have no access to the internet.
ii) In person on-line voting will be allowed in the board room of the CUPE 59 office on election day by appointment only
iii) The only people allowed in the voting room or stations (aside from those actively voting) is the Director of Elections and the election volunteers.
iv) Any questions or concerns regarding the voting shall be directed to the CUPE National Servicing Representative through the Director of Elections.

b) Determining the election results

i) A plurality (the number exceeding the nearest rival) of votes cast shall be required before any candidate can be declared elected. In the event of a tie vote, a second vote and subsequent ballot(s) will be taken if necessary, until a candidate receives the plurality of votes cast and can be declared elected. The ballot count form shall be completed for each election showing the plurality of votes has been achieved.

ii) All candidates for office shall be allowed, upon request to the Director of Elections no later than one (1) day prior to election day, one (1) scrutineer to be present when the election committee receives the confirmation email with the results from the service provider

1) Scrutineers shall do their best not to disturb the election volunteers.

2) Scrutineers may not touch the computer with the email.

3) Scrutineers may not bring electronic devices (such as cell phones) into the room during the opening of the results email.

4) Scrutineers may not leave the room during the opening of the email. If a scrutineer does leave the room, they will not be allowed back into the room, and no substitute will be allowed to take their place.

5) Scrutineers cannot be candidates in the election.

6) Scrutineers may not discuss the results with anyone, other than the candidate they represent, until they are released to the membership by the Director of Elections.

iii) The results for each election shall be recorded in writing by detailing the number of ballots at the start, left unused, cast for each individual candidate, and spoiled. The Director of Elections and the two (2) election volunteers

iv) Ballot Recount

1) A candidate may request a recount, within one (1) day of the election, through the Director of Elections.

2) If a candidate requests a recount of the ballots cast in an election, the Director of Elections and the election volunteers shall conduct this recount in the presence of the CUPE National Servicing Representative or their designate.

3) A requested recount shall occur within seven (7) days after the Election Day. The Director of Elections will inform the candidate of the date, time, and location of the recount as soon as they are determined.

4) The candidate(s) and/or their scrutineer(s) shall be allowed to be present during the recount, upon request to the Director of Elections no later than one (1) day prior to the recount.

5) **All persons present at the recount shall conduct themselves in a professional manner and within the guidelines as outlined in the CUPE Equality Statement.**

6) **If questions arise during the recount process, the Director of Elections, with the guidance of the CUPE Servicing Representative or their designate shall, in their best judgement, resolve all matters and concerns.**

c) **Release of Election Results**

i) **Upon determining the result of all elections, The Director of Elections shall release the election results promptly as follows.**

1) **Call each candidate for each election and provide the details of the results beginning with the candidate elected.**

2) **Call the President and provide the details of the results for each election.**

3) **Forward the written record of the results to the office of the Local who will release the results to the membership.**

Brother Stan Macala asked the members for their approval not to read the motion in its entirety. The motion is important because it does deal with the reorganization for the local and defines a change in work load for the Area Vice-Presidents. There was no opposition to waving the reading of the entire motion.

Sister Judy Krause (Parks) spoke to the motion on behalf of the Executive Committee and Nils Sundby. This motion allows the local to continue with electronic voting and defines a more balanced representation for Area Vice-Presidents and members. The motion also documents what actually happens during the election process. It gives a documented procedure for future election committees.

Motion: Judy Krause (Parks) **Seconded:** Michael Becker (Maintenance Support)

Discussion:

David Godwin (C.Y.) asked if all union meetings can have the option of being conducted virtually as well as in person. Including future AGMs. Rhonda Heisler stated that, through the direction of CUPE National, Union Locals are not restricted to in-person meetings. It will be up to each individual Union Executive to determine how the meetings will be conducted. An official change in by-laws is not necessary.

Kevin Ariss (C.Y.) spoke in favor of the motion. Thanks to Judy Krause and Nils Sundby for all of their hard work coordinating this year's election. We now can make it easier for more members to participate in the election process. The reorganization of members to equalize representation is a positive step forward. Please support this motion.

Wayne Balion (I.T.) congratulations to the Local.

CARRIED

The following is a Notice of Motion submitted by the Gloria Bzdel:

That the membership funds the General Vice President position. I would like to see this funding supported by the Employer as it had been in the past.

Motion: Jeff Boone (Parks) **Seconded:** Patrica Henry (Facilities)

Discussion:

Jason Dziadyk (Facilities) asked for clarification on the motion, not sure what the motion was asking. Brother Dziadyk stated that he was not in favour of the motion. Not sure if the Local can afford the expense.

Louis Evanchuk (Parks) stated that he is in favour of the motion. We are a large Local and we need more support at the Union office. We need to be able to take time off from the union job and have the confidence that the job is still being done.

Jayne Litterick (C&D) stated that she was not sure of the intention on the motion. She is not sure if we can vote on this motion as it reads. We need more clarification before voting.

Wayne Balion (I.T.) asked what are the benefits and how can we justify the expense. Brother Macala stated that he was not sure and that question should be answered by the author of the motion.

David Godwin (C.Y.) stated that he was opposed to moving this motion forward. There is a pending organizational review of the local. After that review has been completed, we can determine if there is a need for a fully funded General Vice President for the local. We need to get more clarification from the mover.

Stan Macala (Parks) reviewed how other Unions and Associations pay for their Union Executives.

Kevin Ariss (C.Y.) wanted to be on record for abstaining from the vote. Brother Ariss stated that he would like to wait for the organizational review, before deciding on a fully funded General Vice President position. We are a large Local and there should not be a concern about expense to the Local if we go that way.

Rhonda Heisler (CUPE National) stated that it would be in order to amend the motion or refer back to Executive.

Dawn Haubrich (C&D) stated that there is not enough information or clarity for the membership to vote on this motion. There is no funding in place for this motion.

Jeff Boone (Parks) stated that he likes a flexible model for funding for the Local. Very happy with the work done by the Executive Compensation Committee.

Sharon Schaefer (Police Services) stated that she would like to see this motion sent back to the Executive Board for further discussion and clarification.

Motion: Sharon Schaefer (Police Services) **Second**: Linda Gartner (Police Services)

That the CUPE 59 membership sends the motion submitted by Gloria Bzdel back to the Executive Board for further discussion and clarification. The Executive Board will resubmit the motion at the AGM in 2021.

1 opposed

Kevin Ariss – abstained from vote

CARRIED

NEW BUSINESS

- None

J. GOOD OF THE UNION:

Stan Macala(Parks) thanked everyone for their participation and being patient with the process. Brother Macala also stated that the Local has lost a long-time volunteer and retired member, Brother Ken Kozak recently passed on after a long battle with cancer.
Thanks to the CUPE 59 Executive.
Thanks to Stacy Sokalofsky for the many years of dedication to the members of CUPE 59.
Thanks to Marla Johnston for over 11 years of dedication to the Local.
Thanks to the volunteers and Stewards for their dedication.
Thanks to Rhonda Heisler.

Wayne Balion (I.T.) thanks for all of the hard work.

Dawn Haubrich (C&D) thanks to the 59 Executive.

Kevin Ariss (C.Y.) thanks to all of the members. We are in some pretty tough times, but we can get through this together.

Sharon Schaefer (Police Services) reviewed circumstances of a member who has come onto hard times. Would like to see the membership pass the hat to support the member.

Ken Drapak (Parks) thanks to the CUPE 59 Executive for their efforts supporting the members over the past seven months. The pandemic has changed our lives. The work done to compensate members who did not receive proper notice for the change in call-back date for seasonal workers was much appreciated - three weeks' wages.

K. ADJOURNMENT:

Motion: Eric Calaguian (Assessor's Branch) **Seconded**: Kevin Ariss (C.Y.)

That the meeting be adjourned.

CARRIED at 10:51 A.M.

PRESIDENT'S ANNUAL REPORT

Includes Reports from:

General Vice President

Recording Secretary

Boards & CY Parks

Community Services (except Parks)

Corporate Services/Asset & Financial Management

Transportation & Utilities

Saskatoon Police & Fire Protective Services

October, 2021

PRESIDENT'S ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Hello Brothers and Sisters,

With the developments in the management of the pandemic (i.e., immunizations, the threat of the new variant, changing protocols) 2021 has proven to have its own challenges and difficulties. Provincial restrictions were relaxed in July enabling our community to start returning to normal. With these new practices, the City has mandated a return to normal working patterns for our membership starting in September.

As stated in my Annual Report for 2020, when we reflect on the year 2020, we ponder on how "normal" has changed. The Association of Civic Employees (ACE) affiliates with CUPE Local 59, CUPE Local 859, CUPE Local 47, CUPE Local 2669, IBEW, ATU, IATSE, ESA (Exempt Staff Association), and SCMMA (Saskatoon Civic Management Association). ACE continues to work in conjunction with the Mayor and the City Manager to lobby for Civic change and advocate for issues that affect our respective bargaining units. The ACE Board and Executive are meeting regularly to discuss and try to produce positive change within our work environment.

Any staff members that were laid off due to Covid shutdowns are gradually returning to work (TCU, Remai Modern, and SaskTel Centre).

The CUPE contract provided a 1.6% wage increase in January 2021 and a further raise of 1.95% in January 2022. The current contract will expire June 30, 2023.

The pilot program for CUPE 59 employees to increase the discount from 25% to 50% per individual and family Leisure Passes is still in effect. CUPE 59 employees also receive 25% on bulk tickets. This program will expire on June 30, 2023, unless it is renewed by both parties in bargaining the new contract. It is the intention of the Bargaining Committee to have this renewal included in the next contract proposal.

Eligibility for this discount includes CUPE 59 employees who have been working with the City for three (3) consecutive months. Employee's status must be active when applying for the subsidization. These are the original terms of eligibility when the Leisure Card discount was first put into place.

CUPE 59 elections were held in June 2021. Jeff Boone was elected to the position of General Vice President. Anne Prescesky became our new Recording Secretary. Brenda Zalenchuk is now the Area Vice President for Recreation and Community Development. Sharon Schaeffer was acclaimed in her position as Area Vice President for Police and Fire Protection Services, Remai Modern, TCU Place and SaskTel Centre. Patrick Turner was recently elected in a by-election as Area Vice President for Parks, Facilities and Fleet Management.

With respect to grievances and arbitration, the Executive continues to be very proactive in resolving most matters in a timely manner before there is a need for costly legal proceedings. For a Local of this size and diversity, there are a minimal number of issues presently on the books.

The Employee Assistance Program (EFAP) is an assistance plan offering confidential, professional counselling services to help employees and their dependents deal with problems. The program can help prevent everyday problems from turning into a crisis at home and at work. Our program provides help for a broad range of personal concerns including, financial concerns; conflict resolution; dealing with grief/anger issues, mental, family and relationship concerns, and substance abuse (alcohol, drug, food); legal information on a variety of topics; and any other personal problems our members may not be able to resolve on their own.

I would like to take this opportunity to thank Dave McKee and Brian Lutzer. These two members have served on the Executive Committee for a long period of time and their support and diligence has been greatly appreciated. I would like to thank all members of the Executive Committee, Stewards, Trustees, and volunteers for dedicating their time and energy toward the Local and all its members. A special thank you to our new Executive Assistant, Leona Gates, who joined our team in November 2020.

Stay Safe!

Submitted in Solidarity,

Stan Macala, President

GENERAL VICE PRESIDENT'S ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Greetings CUPE 59 members,

As the recently elected Vice President, I don't have a lot to report at this early stage. Much of my work this year has been in my previous role as Area VP to Parks, Facilities and Fleet. I am really looking forward to this new challenge.

I think the VP role is an opportunity to understand the full function of the local. My goal as Vice President is to try and convey the benefits of being part of the CUPE 59 with more of the membership. With my replacement being recently elected, I expect I can expand my role with the Executive in the Fall of 2021.

I have recently taken on the role of CUPE 59 representative on the EFAP board. In addition to EFAP, I will also serve as convenor for the grievance appeals committee. This committee although not widely known serves as an opportunity to challenge decisions made by the Executive. It comprises the three stewards which can then evaluate and overturn decisions made by the Executive board.

I am looking forward to implementing some new initiatives with CUPE 59. As always please don't hesitate to reach out and provide feedback.

In Solidarity,

Jeff Boone, General Vice President

RECORDING SECRETARY'S ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Greetings Brothers and Sisters,

My name is Anne Prescesky, the recently elected Recording Secretary. I don't have a lot to report at this early stage but I am really looking forward to this new challenge.

I will be serving on the Career Pathing and MOA Committees to help improve the function of our Local and benefit the membership.

Submitted in Solidarity,

Anne Prescesky, Recording Secretary

AREA VICE PRESIDENT - PARKS, FACILITES & FLEET MANAGEMENT ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Greetings CUPE 59 members,

With the recent realignment following the AGM in 2020, I remained the representative for Parks and became the representative for Facilities and Fleet. I have participated in investigations, workplace improvement initiatives, mediations, Occupational Health and Safety investigations and grievances.

The CUPE 59 Executive has undergone a lot of transformation in the last year with many changes to the members of the Board. With new executive members, I help where possible to onboard and train. This is particularly true in onboarding new representatives for the Parks, Facilities and Fleet portfolio.

It has been a pleasure to represent Parks, Facilities and Fleet. The CUPE members are the boots on the ground at the City and I am very proud of the accomplishments of our civic staff particularly those that I represented over the past three years. In all of my cases, I tried to understand the issue and tenaciously pursue outcomes that were best for the member and the local.

In solidarity,
Jeff Boone

AREA VICE PRESIDENT - RECREATION & COMMUNITY DEVELOPMENT ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Greetings CUPE 59 Members,

First - I would like to thank all the members for taking the time to vote this last election in June 2021 - the online voting system is seeing more members voting - a big Thank You to the Elections Committee.

I would like to thank all the members for electing me to represent the Community Service and Recreation area. I have been with the City for just over 15 years and have been involved with the Union by being a Shop Steward for over 8 years and being on the JE Committee for the last 4 years. Being on the JE Committee has given me a good insight to understanding of the changing of the job duties and the needs that need to be addressed correctly and to better reflect what the employee is doing in their job.

Within the first couple of months - it has been a very big learning curve to adjust to a new version of having not “in-person” meetings regarding performance management issues - but this has been for the better - it takes away some of the time constraints in getting the issues resolved in a timelier manner.

COVID has been a major adjustment to the way we are operating and handling the SHA rules to ensure that all staff remain as healthy as possible and the members of the Public. As the largest group of employees - we have made a huge impact on the City in getting the Facilities and Recreational sites up and running and creating safe environments for everyone to enjoy!

I am still learning all the avenues of who and where to go to get the proper information, to get the answers that the members are asking me - especially around Fusion and the difficulties around that new system.

I am looking forward to getting back to some kind of normal and planning for the upcoming activities put on by the Union Executive.

A huge Thank You to Kevin Ariss for all the work he has done for our Union and Thank You to all our members for all that you do!

In solidarity,
Brenda Zalenchuk

AREA VICE PRESIDENT - CORPORATE FINANCIAL SERVICES ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Fellow Brothers and Sisters,

I hope everyone has had a good year so far. It has been nice to see the City of Saskatoon back to some normalcy over the summer. It was nice while it lasted. Starting in September we are faced with some new challenges. There are new mandates that were implemented, and some are in the process of being implemented. It has been very challenging trying to navigate through this pandemic. The Executive is encountering and dealing with new challenges daily. As we navigate through the second wave of the pandemic, the Executive will diligently work with the Employer to ensure everyone's safety.

Earlier this summer I volunteered to be the Sick Bank Committee member for CUPE 59. It is an endeavour I am very excited about. I am hoping that I can collaboratively work with the Sick Bank Committee to ensure the program stays viable in perpetuity.

The pandemic has been challenging and coping with these challenges may be tough for some of our members. For those members not familiar with the EFAP program, it is an off-site, confidential, voluntary counselling service. It offers counselling services to help members and their family cope with diverse problems such as stress, anxiety, drug and alcohol abuse, gambling, marital issues, just to name a few. EFAP can help before it's too late. EFAP is used quite frequently, and it's helped a lot of our members. If you require more info about this program or to book an appointment, call Maria Besenski, EFAP coordinator, at 306-975-3327 (office) or 306-227-7741 (cell).

I would like to thank Brian Lutzer, our long time CUPE 59 secretary and Dave McKee, GVP for all their many years of hard work and dedication. I appreciate the mentorship and friendship during the years we were on the Executive together.

Stay safe everyone and hope to see you all soon!

Submitted in Solidarity,
Eric Calaguian

AREA VICE PRESIDENT - TRANSPORTATION & CONSTRUCTION, SOLICITORS & CLERKS, PLANNING & DEVELOPMENT, BUILDING & COMMUNITY STANDARDS ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

Thank you, Brothers and Sisters,

Where did the last year go? I am sure that many of you can relate to that question. I feel sometimes that a year has just disappeared from my history but then I remind myself that there were accomplishments and it was not time lost.

Starting in 2020, your Executive was able to meet on a regular basis with the City of Saskatoon Labour Relations team and was able to voice our concerns in regards to the Fusion rollout and possible layoffs due to the pandemic. Suggestions were made and options were discussed to make this transition as smooth as possible while adhering to our Contract agreement. We continue to have regular meetings with Labour Relations and have made progress on forming our working groups to dicuss topics such as Career Pathing, Diversity & Inclusion and Hours of Work starting this fall.

In June, I was able to virtually attend the SK Municipal Workers Conference and the Western Municipal Employee's Steering Committee Conference. Discussions on the pandemic and how it has affected mental health in general, accommodating mental health illness in the workplace, legalization of marijuana and the impact on drug policies and accommodation were thought provoking topics and provided useful information to assist our members.

Now as we prepare to return to the workplace on Sept 1st, your Executive continues to provide input to management to insure a safe and orderly outcome. I will continue to communicate your questions and concerns to management and to your Union. No idea is too big or a question too small! Please do not hesitate to reach out to me via email, phone or IM, even if it's just for a chat! We all need each other and need everyone's support to overcome this hurdle that has been set before us. Anything is possible if we work in solidarity!

Stay safe and take care!

In Solidarity,
Jayne Litterick

AREA VICE PRESIDENT - POLICE & FIRE PROTECTION SERVICES ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

I want to thank everyone for their support. This past year has seen members working from home, something never allowed in the various sections. Many other frontline workers at work are wearing masks and trying to stay safe. As many of you know, I work in building maintenance and have been assigned to provide cleaning services to many civic buildings. Facilities' section has hired many additional custodians to help ensure staff and public areas are being cleaned regularly to help stop the spread of the virus. It has been an extremely busy time for my work group.

SaskTel Centre has been going through some changes; layoffs have happened in areas (CEO, HR, Box Office cashiers). We have sent information to our National CUPE Rep for advice on grievable issues.

Police and Fire have been mainly inquiries about respectful workplace issues and lack of posting vacant positions. It is my expectations as fall approaches most vacant positions greater than 3 months will be posted. It is my understanding that Police will be running some respectful workplace courses.

TCUP has sent recall notices out and are looking forward to having events and bookings start back up.

Remai has had some positions changed and staff are excited to get new shows touring through.

Just a couple points on individual development and performance reviews (IDP):

- ✓ Nothing in those IDP's should come as a surprise to you - in other words, your supervisor should have had the discussion with you prior to it showing up on your IDP.
- ✓ You have the right to write a rebuttal. The IDP should not be used as a discipline tool.
- ✓ IDP's should be used to help you develop your career path, set goals, and show areas of strengths and areas for improvement.

As always, take care of yourselves, treat others like you like to be treated. Be kind. You can reach me at (306) 227-6941.

In Solidarity,
Sharon Schaefer

COMMITTEE REPORTS

Includes Reports from:

Education Committee

OH&S Committee

Sick Bank Committee

Social Committee

Website Committee

Blue Cross Committee

October, 2021

COMMITTEE ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

EDUCATION COMMITTEE:

- The 2020 City of Saskatoon and CUPE Local 59 Joint Scholarship Program awarded scholarships to two very hardworking individuals. The award recipients for 2020 were:

    - Riti Nawroz with a 94.9% average is attending University of British Columbia in the Bachelor of Commerce Program. Her Father, Shak Rahaman, works in Community Services (Urban Biological).
    - Kaleb Afseth with a 93.9% average is attending the British Columbia Institute of Technology in the Computer Systems Diploma Program. His mother, Laurie Afseth, works in Building Standards.

  The 2021 City of Saskatoon and CUPE Local 59 Joint Scholarship Program is available with applications to be received by September 30, 2021.

- The SK Municipal Employees' Conference was held on June 22, 2021 via Zoom Meeting and Stan Macala, Jayne Litterick, and Sharon Schaefer attended.

- The Western Municipal Employees' Conference was held on June 22 and June 24, 2021 via Zoom Meeting and Stan Macala, Eric Calaguian, Jayne Litterick, and Sharon Schaefer attended.

- The CUPE Sask Conference was held virtually on March 11, 2021. This Conference was attended by Stan Macala and Sharon Schaefer.

Submitted in Solidarity,
Stan Macala, President

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE:

Brothers and Sisters,

What a year it has been, and we are not out of the woods yet. COVID has added many challenges to our lives. The workplace is attempting to ensure everyone is safe. New protocols and ever-changing precautions updated thru mycity emails and alerts, required reading if you are returning to the workplace.

Our OH & S Committees are still meeting regularly usually virtually. Inspections of workplace training to happen with the Facilities committee shortly. Employers must ensure committee co-chairs are trained in the duties and functions of an OHC members. Committee members may take five days of education leave each year for occupational health and safety training. Time spent at training courses must be treated as paid work time. This training can be from Work Safe Saskatchewan or other training institutes. CCOHS - Canadian Centre for Occupational Health and Safety offers online training opportunities.

Please look after yourselves, work safe and return home daily as healthy as you left for work. Help your co-worker do the same. WE all have a responsibility to look after each other.

In Solidarity,
Sharon Schaefer

SICK BANK COMMITTEE:

A number of Executive members have represented CUPE 59 on the Sick Bank committee. Our goal is to keep our Sick Bank sustainable while looking after our members that rely on this very important benefit. The Committee works diligently to ensure our members are being properly offered accommodations in the workplace. The duty to accommodate lies totally with our employer; however, the employer, union and employee have a duty to fully participate in the process.

Currently our finances remain stable but usage fluctuates from month to month as members are activated and de-activated from the plan. Our Committee works closely with the Disability Assistance Program.

As a Committee member there are two critical aspects, the financial status of the plan and ensuring the plan is consistently applied as per the Sick Bank guidelines.

Thank You

Submitted in Solidarity by Jeff Boone, General Vice President
On behalf of Stan Macala, President

SOCIAL COMMITTEE:

CUPE 59 plans on holding the Children's Christmas Party in December 2021 but we will have to see what Covid 19 has in store for us.

The 2021 Adult Christmas Party has been booked for December 11, 2021.

Due to Covid were where forced to cancel the following events:

- Two (2) Annual BBQs
- 2020 Children's Christmas Party
- 2020 Adult Christmas Party

Instead, 21 Festive Days of Christmas and Children's Christmas gifts were distributed to the membership.

Suggestions for social events are always welcome. Please feel free to forward comments to the Union office at cupe59@sasktel.net.

Submitted in Solidarity,
Stan Macala, President

WEBSITE COMMITTEE:

Our Website Committee, consists of web slingers Dean Grieman, President (CP-IT) and Brenda Zalenchuk, Secretary (CY – Rec & Comm) who do an excellent job in maintaining our website. Thanks to their hard work and dedication, our members can keep informed on things happening within their Union.

The main objective of our Committee is to create and maintain a user-friendly website for members and others to obtain accurate and current information on the Local and its membership. There have not been any substantial changes made to the site in the last year and we have had no meetings since July l, 2020.

The website is updated regularly with upcoming events and information. Members wishing to comment and/or provide feedback/suggestions on the Local's website or are interested in joining our team, please do so by emailing the Union office at cupe59@sasktel.net.

We look forward to seeing you on your iPhone, iPad or iPod!

Submitted in Solidarity,
Dean Grieman on behalf of the Website Committee

BLUE CROSS COMMITTEE:

Members on Committee: Heather Drysdale (Chairperson), Sharon Shaefer, David Godwin (on personal leave), Pam Listoe, Amy Harnestone, Rebecca Sagen-Lennon, Shak Rahaman, and Kendra Dyck (Executive member)

Hello Brothers and Sisters,

Our Blue Cross plan has achieved the objective of drawing down the Surplus through implementation of the HSA and plan improvements in 2010. The fund reserve (surplus) set at $750,000 has been exceeded and equals $200,000 as of June 30, 2021 financial reports provided by Blue Cross. Consequently, plan changes are imminent to address the reserve shortage and fund stabilization.

In October 2020, Blue Cross completed an audit into their reporting system which revealed an error in our client setup when implementing their new system in January 2019. Consequently, this error resulted in overstated revenues (Employer & Membership deposits) for 18 months, and restated financials for CUPE 59 were provided for the period of January 2019 to September 2020. The reserve amount that had previously been reported as $1,060,000 was restated (corrected) as $740,000. This amount triggers the review of the HSA and improvements implemented in 2010, to determine what changes would be required to maintain our current benefit plan.

Our Blue Cross plan is a fund, not an insurance plan. This means that whatever the plan benefits cost us, we (Employee & Employer contributions) must fund. The fund is managed by us in that the employer and membership deposit money into the fund from which our benefit costs are withdrawn. Any cost exceeding the employer's contributions must be fully funded by the members. Since the change in fee structure and implementation of plan improvements in 2010, our premiums have not increased.

The committee has reviewed the benefit plan and options to sustain the current level of benefits provided to our membership and have prepared recommendations for your consideration. We as a committee have put forward our recommendations to the CUPE 59 Executive Board to submit Bylaw changes to increase premiums and remove the Health Spending Account.

In solidarity,
Kendra Dyck

SECRETARY-TREASURER'S ANNUAL REPORT

and

PROPOSED BUDGET

(July 1, 2021 to June 30, 2022)

October, 2021

SECRETARY-TREASUER'S ANNUAL REPORT

to the Membership of CUPE Local 59
October, 2021

I am thankful that we are optimistically on the tail end of the Pandemic and beginning to resume our normal routines. Although I do appreciate the extra time that I was awarded with my family, that would normally be spent running between activities, it will be nice to attend public spaces without concern and see peoples smiling faces again.

Introduction
The main sources of revenue for CUPE 59 are membership fees and investment income. Our membership remains strong with an average of 1275 members in the off season. Our financial status is monitored by the Executive Board on a monthly basis. This allows us to see how we are doing financially compared to the budget approved by the membership. Additionally, this provides timely updates to the Executive to ensure that all expenditures are reasonable, as well as identify the need for potential changes for the following year.

Financial Statements
The fiscal period for July 1, 2020 to June 30, 2021 resulted in another financially stable year. Once again, our spending was reduced as a result of the Provincial restrictions, with less conferences, education and social activities offered. Consequently, we ended the year with a surplus of $244,745 and as a result will be looking into more short-term investments to ensure our operating funds are earning interest revenues.

In consideration of another restricted year, the Executive worked within the guidelines to recognize our valued members with the '21 Festive Days of December' and the Children's Holiday Tradition gifts, and are please that both were received with enthusiasm and excitement despite our inability to gather. We look forward to filling the social calendar with new and traditional events in the current year. Other noteworthy expenses are the generous donations distributed from our membership to support our community members, and recognition of contribution to our retiring members.

Congratulations and Farewell to our retired members:

Marv Hiebert 42 years
Ray Shutiak 41 years
Terry Bendel 39 years
Laura Mychan 39 years
Tim Gall 38 years
Dave Derouin 37 years
Karen Leier 36 years
Terry Urlacher 36 years
JoAnn Baraniecki 35 years
Guy Cameron 35 years
Anita Kinzel 35 years
Pam Krzak 35 years
Wally Kulpa 34 years
Rick Sirois 33 years
Tracey Henricks 32 years
Audra Limet Mochoruk 32 years
Leanne Rollheiser 32 years
Sharon Wingerak 31 years
Dale Jensen 30 years
Robert Watson 23 years
Dora Reddekopp 22 years
Jeff Schoffer 22 years
Ben Nesbitt 19 years
Brett Paull 19 years
Gaye Sheppard 19 years
Kim McHarg 14 years
Morley Hoskins 13 years
Beverly Ireland 13 years
Karen Smith 10 years
Laurie Afseth 9 years
Ken Harder 7 years
Elaine Waselick 7 years
Ken Worth 6 years

Budget Overview
The Budget remains largely unchanged for the 2021-2022 year. The budget was increased to the AGM expense to accommodate future virtual meeting components which was offset by an increase to interest revenue in the amount of $3,500.

Audit
A copy of the audited financial statements for the year ending June 30, 2021, are included in my report. The external auditor conducted his review of the 2020-2021 financials on July 23, 2021, without recommendation. Additionally, our trustees completed their annual audit without concern. I would like to thank both our auditor and trustees for this important work.

In closing, I wish you all a safe, healthy and prosperous year and would like to thank my colleagues and the membership for your continued support.

Submitted in solidarity,

Kendra Dyck
Secretary-Treasurer

Cupe local 59

Profit and Loss

July 2020 - June 2021

	TOTAL
INCOME	
Revenue	
4010 Initiation Fees	1,022.00
4020 Dues	1,069,715.96
4030 Interest Revenue	37,300.63
4035 Unrealized Gain on Investments	7,609.86
4040 EI Rebate	65,367.87
Total Revenue	**1,181,016.32**
Total Income	**$1,181,016.32**
GROSS PROFIT	**$1,181,016.32**
EXPENSES	
5630 Associaton of Civic Employees	1,573.00
Associations	
5610 CUPE Municipal Steering	4,174.38
5615 CUPE National	627,319.66
5620 CUPE Sask Division	47,870.99
5625 SDLC	5,343.20
Total Associations	**684,708.23**
General Office Expense	
5010 Executive Office Assistant	26,670.35
5030 Office Expenses & Supplies	23,851.00
5040 Office Equipment	6,908.34
Payroll Expenses	2,928.81
Total General Office Expense	**60,358.50**
Legal Expenses	
5420 General Legal Expenses	444.80
Total Legal Expenses	**444.80**
Meetings	
5310 Annual General Meeting	8,057.78
5320 Meeting Expenses & Meals	3,260.08
Total Meetings	**11,317.86**
Member Related Expenses	
5510 Conferences/Education/Training	-4,283.25
5515 Retirement Gifts	22,825.00
5520 Member Relations	2,143.05
5525 Promotional Items	6,077.50
5530 Social Activities	3,690.00
5535 Scholarships - CUPE 59 & COS	1,000.00
5545 Per Diems	65,722.39
Total Member Related Expenses	**97,174.69**
Other	
5710 EI Rebate Expenses	33,542.34
5725 Donations/Sponsorship	12,985.50
Total Other	**46,527.84**

Cupe local 59

Profit and Loss

July 2020 - June 2021

	TOTAL
Property Expense	
5100 Property Taxes	13,341.87
5110 Utilities	4,807.90
5120 Property Insurance	2,819.60
5130 Landscaping Expenses	3,895.50
5140 Property Cleaning Expense	3,300.00
5150 Building Maintenance expenses	591.69
5180 Contribribution to Reserve	5,408.31
Total Property Expense	**34,164.87**
Total Expenses	**$936,269.79**
PROFIT	**$244,746.53**

Cupe local 59

Balance Sheet

As of June 30, 2021

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
1000 General Bank Account	283,834.97
Total Cash and Cash Equivalent	**$283,834.97**
Total Current Assets	**$283,834.97**
Non-current Assets	
1005 Maximizer Chequing Account	0.00
1006 Maximizer 8335******342	28,000.00
1010 Regular Shares - Credit Union	5.00
1100 GIC # 4001XXXXXXXX	102,719.87
1105 SSF # 2004XXXXXXXX	0.00
1110 GIC # 8335XXXXXXXX	429,038.59
1115 GIC # 4011XXXXXXXX	0.00
1120 GIC # 4021XXXXXXXX	0.00
1125 GIC # 8335XXXXXXX2	0.00
1130 GIC # 8335XXXXXXX4	113,897.85
1135 GIC # 8335XXXXXXX9	138,341.29
1140 GIC # 8335XXXXXX45	797,838.86
1200 Long Term Investments	586,252.59
1300 Property	600,000.00
Total Non Current Assets	**$2,796,094.05**
Total Assets	**$3,079,929.02**
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
20000 Accounts Payable	66,254.08
Total Accounts Payable (A/P)	**$66,254.08**
Credit Card	
CUPE Local 59	782.56
Total Credit Card	**$782.56**
2300 Vacation Payable	542.66
2310 EI Payable	0.00
2320 CPP Payable	0.00
2330 Income Tax Payable	0.00
2345 Pension Payable	-0.01
2350 Union Dues Payable	0.02
24000 Payroll Liabilities	0.00
25500 GST/HST Payable	0.00
Total Current Liabilities	**$67,579.31**
Total Liabilities	**$67,579.31**
Equity	
3560 Opening Balance Retained Equity	2,345,362.30
3570 Reserve - Office Space Purchase	0.00
3575 Reserve - Office Building Maintenance	11,408.31
3580 Reserve - Operating	169,974.02
3590 Reserve - President's Salary	100,000.00
Retained Earnings	140,858.55
Profit for the year	244,746.53
Total Equity	**$3,012,349.71**
Total Liabilities and Equity	**$3,079,929.02**

Cupe local 59

Proposed Budget FY_2021_2022

	July 2021 - June 2022 Budget
Income	
Revenue	
4010 Initiation Fees	4,000.00
4020 Dues	1,120,000.00
4030 Interest Revenue	23,500.00
4040 EI Rebate	50,000.00
Total Revenue	$ 1,197,500.00
Total Income	$ 1,197,500.00
Gross Profit	$ 1,197,500.00
Expenses	
5630 Associaton of Civic Employees	2,500.00
Associations	
5610 CUPE Municipal Steering	6,000.00
5615 CUPE National	645,000.00
5620 CUPE Sask Division	52,000.00
5625 SDLC	6,700.00
Total Associations	$ 712,200.00
General Office Expense	
5010 Executive Office Assistant	33,000.00
5030 Office Expenses & Supplies	30,000.00
5040 Office Equipment	10,000.00
Payroll Expenses	2,600.00
Total General Office Expense	$ 75,600.00
Legal Expenses	
5410 Lawsuits	2,000.00
5420 General Legal Expenses	25,000.00
Total Legal Expenses	$ 27,000.00
Meetings	
5310 Annual General Meeting	8,500.00
5320 Meeting Expenses & Meals	10,000.00
Total Meetings	$ 18,500.00
Member Related Expenses	
5510 Conferences/Education/Training	75,000.00
5515 Retirement Gifts	22,700.00
5520 Member Relations	4,000.00
5525 Promotional Items	4,000.00
5530 Social Activities	15,000.00
5535 Scholarships - CUPE 59 & COS	1,000.00
5540 Union Paid Wages	70,000.00
5545 Per Diems	68,000.00
Total Member Related Expenses	$ 259,700.00
Other	
5705 Strike Fund	5,000.00
5710 EI Rebate Expenses	50,000.00
5715 Bargaining	500.00
5725 Donations/Sponsorship	12,000.00
Total Other	$ 67,500.00
Property Expense	
5100 Property Taxes	13,000.00
5110 Utilities	5,000.00
5120 Property Insurance	3,000.00
5130 Landscaping Expenses	5,000.00
5140 Property Cleaning Expense	5,000.00
5150 Building Maintenance expenses	
5180 Contribribution to Reserve	6,000.00
Total Property Expense	$ 37,000.00
Total Expenses	$ 1,197,500.00
Net Operating Income	$ 0.00
Net Income	$ 0.00

TRUSTEES' ANNUAL REPORT

October, 2021

TRUSTEES' REPORT TO THE 2021 ANNUAL MEETING MEMBERSHIP

July 23, 2021

We, the Trustees' of CUPE Local 59, have reviewed the books and records of our Local for the period from July 1, 2020 to June 30, 2021.

The Trustees' for CUPE Local 59 met on July 23, 2021 in the CUPE 59 office and conducted the audit.

As Trustees', we checked all the disbursements and revenue for this period of time. We find that the Local's financial records are very complete and professionally done.

Respectfully submitted to the Membership of CUPE Local 59,

Judy Krause, Trustee

Amy Hamestone, Trustee

Jocelyne Page, Trustee

July 23, 2021

TO: THE TRUSTEES' OF CUPE LOCAL 59

At the request of CUPE Local 59, I have reviewed the Consolidated Balance Sheet as at June 30, 2021 and the Consolidated Income Statement for the year then ended from information provided by the Union. My review was made in accordance with generally accepted standards for review engagements and accordingly consisted of enquiry, analytical procedures and discussions related to information supplied.

Based on my review, nothing has come to my attention that causes me to believe that these statements are not, in all material aspects, in accordance with generally accepted accounting principles.

Paul F. Pigeon, CGA
Saskatoon SK

BYLAW AMENDMENTS AND NOTICE OF MOTIONS

October, 2021

BYLAW AMENDMENTS AND
NOTICE OF MOTIONS
OCTOBER 2, 2021

The following are Bylaw amendments submitted by Laurie Pilkey:

ARTICLE X - HONOURARIUMS AND COMPENSATION

Motion 1:

Remove
10.4 An honourarium of fifty dollars ($50.00) per audit will be granted to each Trustee.

Add
10.4 An honourarium of fifty dollars ($50.00) per audit **and appeal** will be granted to each Trustee.

The following are Bylaw amendments submitted by the Executive Committee:

ARTICLE XII - INDEMNITY CLAUSE

Motion 2:

Remove
ARTICLE - INDEMNITY CLAUSE

Add
ARTICLE **XII** - INDEMNITY CLAUSE

The following are Bylaw amendments submitted by the Executive Committee:

ARTICLE XV - DELEGATES REIMBURSEMENT OF EXPENSES

Motion 3:

Remove
15.1 Except as specified in Articles 9.1(i), 9.2(e), 9.3(n) and 9.4(m), delegates to conventions shall be chosen from the Executive Board. In the event that members of the Executive Board do not wish to attend, the Executive will appoint delegates who will be chosen from a pool of active members, e.g. committee members, stewards, etc.

Add
15.1 Except as specified in Articles 9.1(**j**), 9.2(**d**), 9.3(**m**) and 9.4(**l**), delegates to conventions shall be chosen from the Executive Board. In the event that members of the Executive Board do not wish to attend, the Executive will appoint delegates who will be chosen from a pool of active members, e.g. committee members, stewards, etc.

The following is a Notice of Motion submitted by the Executive Committee.

To raise Blue Cross Benefit plan rates effective January 1, 2022, eliminate the Health Spending Account, reduce the reserve from $750,000 to $450,000, and require the following changes to the premium:

Single:	$ 408.00 per year	($34.00 per month)
Couple:	$ 816.00 per year	($68.00 per month)
Family:	$1142.40 per year	($95.20 per month)

The following is a Bylaw amendment submitted by the Executive Committee:

Motion 4:

Remove
16.13 BLUE CROSS COMMITTEE (c) in its entirety.

16.13 Blue Cross Committee
c) The Committee's mandate will be:
- To examine and make recommendations with respect to innovations and economies of scale that will result in cost savings while maintaining or enhancing existing coverage.
- To review plan(s) costs versus plan funding on an annual basis to ensure a reserve of no less than seven hundred and fifty thousand dollars ($750,000.00) be maintained, whereby said reserve be used to provide investment income to fund annual plan cost increases.
- To recommend to the Executive Board the rate adjustments on an as needed bases and provide a yearly update on the status of the plans.
- To be consulted prior to any rate or benefit adjustments.
- To monitor the group Medi-Optical Plan and the Dental Plan to ensure it meets the needs of the Local.

Add
16.13 Blue Cross Committee
c) The Committee's mandate will be:
- To examine and make recommendations with respect to innovations and economies of scale that will result in cost savings while maintaining or enhancing existing coverage.
- To review plan(s) costs versus plan funding on an annual basis to ensure a reserve of no less than **four hundred and fifty thousand dollars ($450,000.00)** be maintained. ~~**whereby said reserve be used to provide investment income to fund annual plan cost increases.**~~
- To recommend to the Executive Board the rate adjustments on an as needed bases and provide a yearly update on the status of the plans.
- To be consulted prior to any rate or benefit adjustments.
- To monitor the group Medi-Optical Plan and the Dental Plan to ensure it meets the needs of the Local.

The following is a Bylaw amendment submitted by the Executive Committee.

Motion 5:

Remove

16.14 Executive Compensation Committee

a) Establish an Ad-Hoc Committee to research funding options for Executive Board positions. The Committee shall present recommendation(s) by April 30, 2019 to the Executive Board. The Committee is to consist of three (3) members of the Executive Board, including the Secretary-Treasurer and three (3) non-executive members appointed by the Executive Board.

b) The Committee's function shall be to:

- Research funding strategies in Union Locals of similar size.
- Determine if positions should be compensated.
- Determine which positions should be compensated.
- Determine the amount of compensation (e.g. benefits, pension, wage).
- Report on the financial implications of the recommendations.

The following is a Bylaw Amendment submitted by Jeremiah Klauke:

Motion 6:

Would like to see a limit on the amount of terms any single person can serve as union president.

Add

14.2 Position Terms and Election Schedule

a) Two (2) Year Terms

i) The President and Secretary-Treasurer shall be elected in even numbered years.

1) No person shall be elected to the office of the President more than twice, and no person who has held the office of President, or acted as President, for more than one year of a term to which some other person was elected President shall be elected to the office of the President more than once.

The resolution would not be in compliance with Article B.2.1 of the National Constitution. Article B.2.1 states: "Any member of good standing as set out in Article B.8.3 can run for and hold office in the Local Union." Therefore the National President would not approve that bylaw change.

EXECUTIVE MEMBERS

POSITION	NAME	WORKPLACE	WORK #	CELL #	FAX #	EMAIL ADDRESS
TABLE OFFICERS						
President	Stan Macala	CUPE 59 Office	652-6963	230-1170	652-6992	cupe59@sasktel.net
General Vice President	Jeff Boone	CY - Parks	---	221-7633	652-6992	jeff.boone@saskatoon.ca
Secretary-Treasurer	Kendra Dyck	CF - Parks	975-2348	229-6324	652-6992	kendra.dyck@saskatoon.ca
Recording Secretary	Anne Prescesky	Corporate Records	986-9759	380-1608	652-6992	anne.prescesky@saskatoon.ca
CORPORATE FINANCIAL SERVICES						
Area Vice President	Eric Calaguian	Assess & Tax	975-3010	261-1541	652-6992	eric.calaguian@saskatoon.ca
RECREATION & COMMUNITY DEVELOPMENT						
Area Vice President	Brenda Zalenchuk	CY - Recreation	---	914-1460	652-6992	cupe59@sasktel.net
TRANSPORTATION & CONSTRUCTION CLERKS & SOLICITORS CY - PLANNING & DEVELOPMENT, BUILDING STANDARDS, AND COMMUNITY STANDARDS						
Area Vice President	Jayne Litterick	Construction & Design	657-8678	261-8421	652-6992	jayne.litterick@saskatoon.ca
POLICE & FIRE PROTECTION SERVICES REMAI MODERN, TCU PLACE, AND SASK-TEL CENTRE						
Area Vice President	Sharon Schaefer	AF - Police	---	227-6941	652-6992	sharon.schaefer@saskatoon.ca
PARKS, FACILITIES AND FLEET MANAGEMENT						
Area Vice President	Patrick Turner	CY Parks	975-3303	380-5920	652-6992	patrick.turner@saskatoon.ca

CUPE LOCAL 59 OFFICE ***Please call ahead before coming to the office***			**CUPE REGIONAL OFFICE – Saskatoon**	
Executive Assistant	Leona Gates 106 33rd Street East Saskatoon SK S7K 0S2		**Staff Representative**	Rhonda Heisler 250 Cardinal Crescent Saskatoon SK S7L 6H8
Phone: 306-652-6963			**Phone:** 306-382-8262	
Fax: 306-652-6992	Email: cupe59@sasktel.net Website: www.cupe59.ca		**Fax:** 306-382-8188	Email: rheisler@cupe.ca

September 2021

CUPE Local 59 STEWARDS

AREA / Steward Name	Workplace	Phone #
CORPORATE PERFORMANCE/ASSET & FINANCIAL MANAGEMENT:		
Laurie Pilkey	Assessment	306-975-3016
Justin Wurmlinger	Assessment	306-986-3694
COMMUNITY SERVICES:		
Myra Roschuk	Harry Bailey Aquatic Centre	306-975-8389
Michele Garcea	Planners – City Hall	306-975-2655
Stephanie Nicol	Cosmo Civic Centre	306-975-3345
Parks:		
Ken Drapak	Woodlawn Cemetery (Seasonal)	306-975-3308 (*work*) 306-665-5908 (*home*)
Rue Tolentino	Forestry Farm (Seasonal)	306-975-3168
Will Bandurka	Parks Maintenance	306-321-5445
Jocelyne Page	Urban Forestry	306-975-2507
TRANSPORTATION/UTILITIES		
Municipal Engineering Branch:		
vacant		
SASKATOON POLICE SERVICES & FIRE PROTECTION SERVICES:		
Jill Day	Police Services	306-975-8277
Jasmine Calix	Police Services	306-975-8173
OTHER BOARDS & COMMISSIONS (TCU Place/Sasktel Centre/Remai Art Centre):		
Matt Colton	TCU Place	639-471-2654
Darcie Saunders	TCU Place	306-229-4356
Blair Torgerson	SaskTel Centre	306-975-2927

September, 2021