



**2022**

**ANNUAL GENERAL MEMBERSHIP MEETING**

**REPORT PACKAGE**

**Saturday, October 15, 2022**

**SASKATOON INN & CONVENTION CENTRE**

**Canadian Room**

**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](mailto:cupe59@sasktel.net)  
by Thursday, October 6, 2022***



## 2022 ANNUAL GENERAL MEMBERSHIP MEETING

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**Saturday, October 15, 2022**  
Saskatoon Inn & Convention Centre  
Canadian Room

# AGENDA

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### **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 2, 2021
- 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, 2022 - June 30, 2023
  - 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
- J) Good of the Union
- K) Adjournment



## 2021 ANNUAL MEMBERSHIP MEETING

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**Saturday, October 2, 2021**

*Held Virtually via Teams due to COVID 19*

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### **A. READING OF EQUALITY STATEMENT:**

**Call to Order:** 9:30

Brother Jeff Boone (Sustainability) goes over the virtual rules of voting through the chat and discusses keeping quorum during the meeting.

**Reading of Equality Statement:** Sharon Schaefer (Facilities)

### **B. ROLL CALL OF OFFICERS:**

#### **Table Officers Present:**

- N Stan Macala - President
- Y Jeff Boone - General Vice President
- Y Anne Prescesky - Recording Secretary
- Y Kendra Dyck - Secretary-Treasurer

#### **Area Vice Presidents Present:**

- Y Jayne Litterick - Transportation & Construction
- Y Brenda Zalenchuk - Recreation & Community Development
- Y Patrick Turner - Parks, Facilities & Fleet Management
- Y Sharon Schaefer - Police & Fire Protection Services
- Y Eric Calaguian - Corporate Financial Services

That the agenda be modified to have the Reading of the Minutes of the Previous AGM be followed by Bylaw Amendments and Notice of Motion and the Treasurers Report and Proposed Budget; remaining agenda to follow as originally outlined.

**Motion:** Jeff Boone (Sustainability)

**Seconded:** Sharon Schaefer (Facilities)

**CARRIED**

**C. READING OF MINUTES OF PREVIOUS AGM:**

Minutes of the October 3, 2021 meeting were reviewed.

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

**Motion:** Brenda Zalenchuk (CY)

**Seconded:** Judy Krause (Parks)

**CARRIED**

**D. BYLAW AMENDMENTS AND NOTICE OF MOTIONS:**

***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.**

Jeff Boone (Sustainability) spoke to the motion on behalf of Laurie Pilkey (Assessors).

**Motion:** Shak Rahaman (Parks)

**Seconded:** Patrick Turner (Parks)

**Discussion:**

Jayne Litterick (C and D) thinks this is very suitable to ask as Trustees now receive appeals.

**CARRIED**

***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**

Jeff Boone (Sustainability) spoke to the motion on behalf of the Executive Committee.

**Motion:** Jeff Boone (Sustainability)

**Seconded:** Wayne Balion (IT)

**Discussion:** None

**CARRIED**

*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.**

Jeff Boone (Sustainability) spoke to the motion on behalf of the Executive Committee.

**Motion:** Jeff Boone (Sustainability)                      **Seconded:** Brenda Zalenchuk (CY)

**Discussion:** None

**CARRIED**

*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)**

Heather Drysdale (Parks) a member of the Blue Cross Committee spoke to the motion on behalf of the Executive Committee.

Heather Drysdale (Parks) reads the motion and explains that expenses are exceeding revenue and the plan needs to change to remain solvent.

**Motion:** Heather Drysdale (Parks)                      **Seconded:** Kendra Dyck (Finance)

**Discussion:**

**Heather Drysdale (Parks)** - for some background, we have had these single couple family members rates for a long time. There has been an increase in single usage. With the increased costs of the plan, it is no longer sustainable. The committee received several options from Blue Cross to re-structure the plan and presented what they felt were the best combination of plan reductions and changes to the premiums to the Executive.

**Judy Krause (Parks)** - states that eliminating part of the benefit and charging more doesn't make business sense, does not want to do this.

**Ryan Paquette (Building Standards)** - what are the current rates per month?

**Heather Drysdale (Parks)** - \$23.50 for single, \$37.00 for couples, and \$80.00 for families

**Adam Weninger (Facilities)** - what type of benefits would we be losing if we decide not to pay more?

**Jeff Boone (Sustainability)** - asks for clarity from Sharon Schaefer and Rhonda Heisler, can the committee answer as the questions arise?

**Sharon Schaefer (Facilities)** - yes, it is best if they answer as we go along.

**Rhonda Heisler (CUPE National)** - agrees with Sharon Schaefer, that works within parliamentary procedure.

**Heather Drysdale (Parks)** - if premiums remained the same then the plan would have to undergo significant changes. By raising the premium and removing the Health Spending Account it retains as much of the plan as possible. Also the Health Spending Account was not part of the original plan. It was added because there was a large surplus in the account at one point. They knew they would not be able to maintain the surplus and at some point, the Health Spending Account would go away. Our Blue Cross Rep recommended we maintain 3 months of revenue (\$450K) as surplus (reduced from 5 months [\$750K]). This would reduce the amount of the premium increase to stabilize our plan.

**Sharon Schaefer (Facilities)** - to clarify, all of the additions to our Blue Cross have to be funded by the membership. The Health Spending Account was there to use up the surplus, down to the \$750,000 reserve. Due to an error in reporting what was in our fund (on Blue Cross's part) it dropped to less than the \$750,000. The fund is a money in versus money out meaning, Blue Cross is just providing the accounting. If we don't make a change to the contributions, then we will go broke.

**Jeff Boone (Sustainability)** - reminds online participants to introduce themselves properly with name/department.

**Myra Roschuk (CY)** - has a question about the Health Spending Account, asks Judy Krause to repeat the question.

**Judy Krause (Parks)** - how much more would we have to pay to keep the Health Spending Account alive?

**Myra Roschuk (CY)** - agrees that we should pay more and retain the Health Spending Account.

**Heather Drysdale (Parks)** - \$200,000 a year approximately.

**Kendra Dyck (Parks)** - based on our current benefits with the current 122% increase. \$144.80/month would cost \$50 more. More than what families get from the Health Spending Account.

**Dee Dee Sawatzky (Parks)** - uses the Health Spending Account fully and cannot afford to raise costs and lose benefits. She currently maxes the Chiropractor account. We have to balance the costs. I depend on it, as do other people, who are in laborious jobs.

**Jocelyne Page (Parks)** - I agree with Judy Krause. This is my first year actually using more Blue Cross benefits than I've paid into for the last 14 years. And the statement Heather Drysdale made that usage is higher is moot. Why have Blue Cross if we can't use it. I am opposed.

**Tabark Nile (Facilities)** - in favour of keeping the Health Spending Account.

**Jeff Boone (Sustainability)** - reminds the participants to only speak to the motions on the floor and not introduce larger modifications to the motion. For example, we cannot split the motion.

**Jayne Litterick (C and D)** - the cost increase would eat up the majority of the Health Spending Account. Further adaptations to the plan can be looked at afterwards but need the increase to keep going. We need to keep what we already have. The Health Spending Account was an extra, and was in place in order to spend some extra cash that was around and were able to enjoy it while we had it. I would prefer to see the Blue Cross increase and drop the Health Spending Account.

**Ryan Paquette (Building Standards)** - that is a significant increase.

**Jeremiah Klauke (Building Standards)** - from what I understand we are eliminating the Health Spending Account, and keeping the rates the same?

**Heather Drysdale (Parks)** - the monthly deficits would be too great. We are at point where we need to make the increase in order to maintain the entire rest of our plan as it is.

**Kendra Dyck (Finance)** - in addition to the first scenario, Blue Cross looked at reducing our co-pay plan, our peri-medicals, so that they were looking at reducing the 100% coverage down to 80% and that didn't significantly increase our costs and decrease our premiums. Reducing to 90% did not provide significant reduction payment to the medicals. Consequently, eliminating Health Spending, because it was an interim plan, was the recommendation by Blue Cross, and would significantly decrease those premiums required.

**Heather Drysdale (Parks)** - if eliminating only the Health Spending Account and keeping the Health Spending and peri-medicals would only include six things.

**Sharon Schaefer (Facilities)** - the elimination of the Health Spending Account does not need to be permanent if fund starts to improve. A new motion next year or after the next round of bargaining could reinstate the Health Spending Account.

**Judy Krause (Parks)** - wants to split the motion. Is that something we can do? Have the Health Spending Account as one motion and the reduction as another.

**Jeff Boone (Sustainability)** - clarifies with Rhonda does it impact the motion?

**Rhonda Heisler (CUPE National)** - yes.

**Dave Cave (C and D)** - so just for clarification, *Point 1*: The Health Spending Account was an added bonus as we had the funds for it but that has since been spent, it is no longer feasible to maintain. *Point 2*: Our rates haven't changed in ten years so to maintain our current benefits; we need to increase the rates. Is this correct? The two items are very tied together.

**Jayne Litterick (C and D)** - just wanted to say that if we break it up – can't do one without the other. Drop the Health Spending Account and still keep what was proposed there. All of those dollars are tied together. Unless we do the whole thing, it's not going to work.

**Kendra Dyck (Finance)** - that is correct. We couldn't break these into two parts if one doesn't go then, it would negate the other.

**Jeremiah Klauke (Building Standards)** - have there been any other companies that you have been looking at for coverage?

**Heather Drysdale (Parks)** - last year, they looked into other companies as to what costs we are paying and they are comparable.

**Jeff Boone (Sustainability)** - last call for questions and comments on this motion.

**CARRIED**

***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.

Heather Drysdale (Parks) a member of the Blue Cross Committee spoke to the motion on behalf of the Executive Committee.

**Motion:** Sharon Schaefer (Facilities)                      **Seconded:** Dave Cave (C and D)

**Discussion:**

**Tabark Nile (Facilities)** - is the Health Spending Account compounded if it is not used?

**Heather Drysdale (Parks)** - this motion is to eliminate the Health Spending Account, so it would not be part of our plan any longer as of January 1, 2022.

**Kendra Dyck (Finance)** - we would have the next 30 days, there is a time period that you could use it. We will have to get clarification and send that out to the membership.

**Dee Dee Sawatzky (Parks)** - when does it expire?

**Heather Drysdale (Parks)** - the Health Spending Account will no longer be part of our plan as of January 1, 2022.

**Jeff Boone (Sustainability)** - last call for questions and comments on this motion.

**CARRIED**

***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.

Heather Drysdale spoke to the motion on behalf of the Blue Cross/Executive Committee.

**Motion:** Jeff Boone (Sustainability)

**Seconded:** Brenda Zalenchuk (CY)

**Discussion:** None

**CARRIED**

***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.*

**Discussion:**

**Jeff Boone (Sustainability)** - rules motion out of order.

**Rhonda Heisler (CUPE National)** - explained procedure and asks if anyone from the floor wants to challenge the chair.

No challenges come forward.

**Jeremiah Klauke (Building Standards)** - so we would need to change the CUPE constitution?

**Jeff Boone (Sustainability)** - the question is larger than the scope of this meeting. I recommend you reach out to Rhonda directly afterwards to discuss that.

**E. PRESIDENT’S ANNUAL REPORT:**

(includes reports by General Vice President, Recording Secretary and Area Vice Presidents)

That the President’s Annual Report, General Vice President, Recording Secretary and six (6) Area Vice President Reports dated October 2021 be accepted as circulated.

**Motion:** Jayne Litterick(C and D)                      **Seconded:** Brenda Zalenchuk (CY)

Discussion: None

**CARRIED**

**F. TREASURER’S REPORT AND PROPOSED BUDGET:**

**Kendra Dyck (Finance)** - reads the motion that the Treasurer’s Report for the period July 1, 2020 to June 30, 2021 and the proposed budget from July 1, 2021 to June 30, 2022 be accepted as circulated.

**Motion:** Kendra Dyck (Finance)                      **Seconded:** Jayne Litterick (C and D)

**Discussion:**

**Kendra Dyck (Finance)** - we were underbudget by \$16,000 because of dues that were not collected. Membership was down since 2019. On the expense side, we are underspent on conferences and training. It’s all virtual now. Our social activities are still underspent by \$28,000. There has been no transfer of union paid pages to the City. We were not invoiced approximately \$70,000. Our net was \$240,000, put it in a short term so that its making revenue for us. The Annual General Meeting increased our costs by \$3,500.

**CARRIED**

**G. TRUSTEES’ REPORT:**

That the Trustees’ Report for the period July 1, 2020 to June 30, 2021 and the Auditor’s Report (Paul F. Pigeon) dated July 23, 2021 be accepted as circulated.

**Motion:** Judy Krause (Parks)                      **Seconded:** Jayne Litterick (C and D)

**Discussion:**

**Judy Krause (Parks)** - thanked Kendra Dyck for all her work on behalf of the Trustees.

**CARRIED**

**H. COMMITTEE REPORTS:**

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 2021 be accepted as circulated.

**Motion:** Jeff Boone (Sustainability)                      **Seconded:** Jayne Litterick (C and D)

Discussion: None

**CARRIED**

## **I. NEW BUSINESS:**

There are no ballots to destroy as the Election was held electronically.

### **Discussion:**

**Ken Drapak (Parks)** - suggested that a different date be picked for the AGM.

**Sherry DeBray (CY)** - I would suggest not on an EDO weekend.

**Jayne Litterick (C and D)** - every Friday is an EDO for somebody.

**Amy Harnestone (Police)** - attendance may increase if it were moved, so something worth looking at for future. Even to the second weekend of October maybe.

**Jayne Litterick (C and D)** - this would require an amendment to the Bylaws. Our year end is June and the Bylaws specify that the AGM be held the first weekend in October.

**Dee Dee Sawatzky (Parks)** - I'd like to suggest having the meeting during work hours, not on a Friday or Saturday so more employees can attend.

**Jayne Litterick (C and D)** - suggests that the employer would not support that. It would either be a union leave or in the evening.

**Jim Falconer (Facilities)** - I suggest if we will be continuing with voting in the chat, can we add clarification as to what should be accepted as a valid vote. Typing 'Y' should not be accepted.

## **J. GOOD OF THE UNION:**

**Jeff Boone (Sustainability)** - thanked all those that were able to attend.

**Jeff Boone (Sustainability)** - extended a special thank you to long serving members Dave McKee and Brian Lutzer and Executive Assistant, Leona Gates for keeping the Union and the membership running smoothly.

**Dawn Haubrich (C and D)** - I would like to thank the Executive.

Rhonda Heisler swore in the new Executive: Patrick Turner, Anne Prescesky and Brenda Zalenchuk and new Trustee: Amy Harnestone. Rhonda Heisler read the Statement of Oath.

## **K. ADJOURNMENT:**

Motion to adjourn the meeting at 11:15a.m.

**Motion:** Jeff Boone (Sustainability)

**Seconded:** Anne Prescesky (CK)

**CARRIED**



# **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, 2022**

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# **PRESIDENT'S ANNUAL REPORT**

## **to the Membership of CUPE Local 59**

### **October, 2022**

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Hello Brothers and Sisters,

As the challenges of Covid are still a factor in our day-to-day existence, other concerns intensify the stresses on our daily lives. The rising cost of everything affects our ability to provide the necessities of life and to cover all the expenses that arise. In order to provide support to our members, the Employee Family 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 crises at home and at work. The EFAP provides counselling to our members on all fronts. Our program provides help for a broad range of personal concerns, including financial concerns; conflict resolution; dealing with grief/anger issues; marital, family and relationship concerns; substance abuse (alcohol, drugs, food); legal information; and any other personal problems that members may have not been able to resolve on their own. For more information on this program, please contact Maria Besenski at 306-975-EFAP (3327) / Cell: 306-227-7741.

On a more positive note, it has been a delight to have the ability, through our Social Committee, to join with the membership once again, in person, at events such as our barbecues, golf tourney and Forestry Fun Day, to name a few. These events bring joy and provide camaraderie to our members and their families. It has allowed us to get back to a level of normalcy that we had taken for granted and had sorely missed.

Members issues continue to be addressed by our Executive working with Human Resources, Labour Relations, and the many management teams. As always, we continue to work through these issues and have only had to file a minimal number of grievances. Two potentially expensive arbitrations have been averted and CUPE 59 Executive were able to have the issued resolved with positive results.

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 meet regularly to discuss and try to produce positive change within our work environment.

The pilot program for CUPE 59 employees to increase the discount from 25% to 59% 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.

With our contract expiring at the end of June 2023, we will, once again, be back to the bargaining table. CUPE 59 Bargaining Committee will be sending out bargaining surveys to the membership and will be looking for input and feedback from its members.

With the new contract, it was agreed to continue a deferred salary leave plan that enables the employee to defer a portion of their gross salary and to prefund a mutually agreed upon period of leave from the City. This is available up to June 23, 2023, to all permanent full-time CUPE 59 employees who have a minimum of one-year continuous service.

I would like to take this opportunity to say "Thank you" to all the members of the Executive Committee and our Executive Assistant, Leona Gates; our CUPE National Representative, Rhonda Heisler; all Committee Members, Stewards, Trustees', and our dedicated volunteers for donating their time, energy, and efforts to our Local and its many members. A good job is never accomplished alone!

A special "Thank you" to our past General Vice President, Jeff Boone, for his service to the Executive. We wish him well in his current position.

I look forward to continuing to serve the needs of all the members of CUPE Local 59. If you ever have any questions, concerns or suggestions or require clarification on policies or procedures, please feel free to contact me at (306) 230-1170 or at [cupe59@sasktel.net](mailto:cupe59@sasktel.net). Either I or any other member of the Executive will be pleased to assist you in any way that we can.

Submitted in Solidarity

Stan Macala, President

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# **GENERAL VICE PRESIDENT'S ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October, 2022**

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Hello CUPE 59 Members,

In 2021 the membership voted Brother Jeff Boone into the position of GVP. Jeff was offered a new position with the City, an opportunity to expand his career. Jeff was a very active Executive member, and his presence is missed at the table. June of 2022 a by-election occurred and the membership placed their trust in me, Sharon Schaefer. Brothers and Sisters, thank you for your support. I have been in this position for a little over two months, I look forward to a busy term of office.

The Executive is actively working on identifying and resolving issues that are affecting our members with the new SAP and Fusion that was introduced in 2020. Issues with anniversary bonus week of vacation, seniority calculations, and transferring between entities are just a couple of identified concerns.

The pandemic has been challenging and has created great hardship for many of our members. There are a few members who are still struggling with the long Covid illness and our sincere wishes for a speedy recovery.

The Executive is wanting to gather information for bargaining in 2023 when our Collective Agreement is due to expire. If you have some suggestions for contract language changes, I encourage you to submit your suggestions (article language) to our CUPE office in an email.

In Solidarity,

Sharon Schaefer, General Vice President

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# **RECORDING SECRETARY'S ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October, 2022**

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Greetings Brothers and Sisters,

My name is Anne Prescesky, the elected Recording Secretary. I have thoroughly enjoyed my role over the last year and have contributed to many meetings and conferences. I hope to continue to serve the Executive Committee and the CUPE Members in meaningful roles in the coming years.

I have been serving on the Career Pathing and MOA Committees, helping to improve the function of our Local and for the benefit of the membership.

Submitted in Solidarity,

Anne Prescesky, Recording Secretary

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# **AREA VICE PRESIDENT - PARKS, FACILITIES & FLEET MANAGEMENT ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October, 2022**

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Greetings CUPE 59 members,

Over my first year with this portfolio, I have had the pleasure of meeting many members I had not known before. I look forward to meeting more members over the next two years of my term. There were many challenges with Covid-19 policies that I was happy to help guide members through and I want to thank everyone for their patience through that period. I am quite proud of how our members handled all the changes and challenges we faced.

Being new to the CUPE 59 Executive, I have appreciated everyone's patience while I get them proper answers to questions, I have the current and past Executive to thank for all their help getting me trained and prepared to help with all situations that pop up. I will continue to strive to understand all new issues and strongly pursue outcomes that are best for the member and our Local.

In Solidarity,

Patrick Turner

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# **AREA VICE PRESIDENT - RECREATION & COMMUNITY DEVELOPMENT ANNUAL REPORT**

**to the Membership of CUPE Local 59  
October, 2022**

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Greetings CUPE 59 Members,

First of all - Thank you for all that you do! We tend not to hear that too often.

Another year of changes, adjustments to all that we do. Our group in Recreation and Community Development have been one of the most flexible areas to all of those.

Fusion has been not user friendly and those issues are still ongoing and very challenging; with not recording members seniority hours properly, to not being able to switch between various available and seasonal positions within the department. We have been in constant communication with Human Resources and attempting to correct these issues.

It has been very nice having in-person events - the Golf Tournament and the Family Fun Day at the Zoo; and looking forward to the upcoming BBQ's and Christmas Parties!

I appreciate everyone's understanding for me to learn all of the different areas and jobs that are involved with this area.

Keep up the good work!

In solidarity,

Brenda Zalenchuk

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# **AREA VICE PRESIDENT - CORPORATE FINANCIAL SERVICES ANNUAL REPORT**

**to the Membership of CUPE Local 59  
October, 2022**

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Fellow Brothers and Sisters,

It is a great feeling to know I will represent my fellow brothers and sisters for another term as your Area VP for Corporate Financial Services. Thank you to my many supporters for taking the time to vote and show your support.

It is nice to see the many familiar and new faces at City Hall again. It has been a long time coming for the city of Saskatoon to return to the “old way” of life. There are some departments that are working a hybrid schedule while other departments work a four-day work week schedule. As these changes are being implemented and employees transition back to workplaces, we ask for your patience as we navigate through some challenges that may arise with these new work schedules. The Union will work with the Employer to ensure the transition goes smooth.

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).

Stay safe everyone and hope to see you all soon!

Submitted in Solidarity,

Eric Calaguian

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

**to the Membership of CUPE Local 59  
October, 2022**

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Thank you, Brothers and Sisters,

With a return to the workplace, hybrid meetings, continuing safety precautions and an opening up of activities, it has been an interesting year since we last convened.

We moved from virtual meetings to hybrid meetings, from no events to a return this year of our Golf Tournament and Family Day at the Forestry Farm with only minor modifications required! It was so much fun to see everyone again and let's not forget the employee BBQs at Parks and City Hall. In addition to getting some of the most popular events up and running, your Executive has continued to monitor the implementation of Fusion and SAP, and requests frequent updates on the status of several issues such as vacation calculations.

This past year has been a struggle for many employees with the rising cost of fuel and the commodities that the cost increase affects. Our current contract ends June 30, 2023 and bargaining for the next should commence soon. These cost increases and how that affects you will be at the forefront of my mind when we enter those negotiations as will my continuing mission to have lengthy temporary positions changed to permanent F/T positions. I will continue to communicate your questions and concerns to management and to your Union. Please do not hesitate to reach out to me via email, phone or IM, even if it's just for a chat! Anything is possible if we work in solidarity!

Stay safe and take care!

In Solidarity,

Jayne Litterick

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# **AREA VICE PRESIDENT - POLICE & FIRE PROTECTION SERVICES ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October, 2022**

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CUPE 59 Members,

Thank you for your support each area had some challenges over the past year. Most issues took negotiations with management but were resolved without formal grievances the exception being non-selection grievances. I am happy to report those grievances were resolved without the costly expense of arbitration.

Fusion has provided us with many challenges. New positions have and continue to be created to align the old systems with the new. New ways to purchase supplies, do our timesheets, account for costs associated with projects. The learning curve for these activities is steep and some of us struggle with the new processes. Reach out to your co-workers for assistance. Help those who are struggling, as we all learn differently.

I have accepted a new position in Facilities which has moved me out of my previous position at Police. The Union needs a representative for this area with my departure. I chose to run for the General Vice President role to continue to support you and to be a voice for all members. Once again thank you for your continued support.

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, 2022**

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# **COMMITTEE ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October, 2022**

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### **EDUCATION COMMITTEE:**

- The 2021 City of Saskatoon and CUPE Local 59 Joint Scholarship Program awarded scholarships to two very hardworking individuals. The award recipients for 2021 were:
  - Yuyang Niu with a 98.36% average is attending the University of Toronto's Science & Engineering in Engineering Science. Her parent, Xinai Si, works in the Community Services Department with Parks Division.
  - Ahana Das with a 96.17% average is attending the University of Saskatchewan's Arts & Science in Biomedical Sciences. Her parent, Nandita Dey, works with the Corporate Financial Services as a Meter Reading.
- The 2022 City of Saskatoon and CUPE Local 59 Joint Scholarship Program is available with applications to be received by September 30, 2022.
- The CUPE Sask Political Action Summit was held February 3-4, 2022 and was attended by Anne Prescesky.
- The Saskatoon and District Labour Council AGM was held on February 5, 2022 and was also attended by Anne Prescesky.
- The SK Municipal Employees' Conference was held on April 24, 2022; Stan Macala and Sharon Schaefer attended.
- The CUPE Sask Convention was held April 25-27, 2022. This Conference was attended by Stan Macala, Sharon Schaefer, Kendra Dyck, Eric Calaguian, Brenda Zalenchuk, Jayne Litterick, and Patrick Turner.
- The CUPE National Sector Council Conference was held October 3-6, 2022. This Conference was attended by Stan Macala, Sharon Schaefer, Anne Prescesky, Eric Calaguian, Brenda Zalenchuk, Jayne Litterick, and Patrick Turner.

Submitted in Solidarity,  
Stan Macala, President

## **OCCUPATIONAL HEALTH AND SAFETY COMMITTEE:**

Brothers and Sisters,

Covid 19 has affected all of us in various ways our mental health has seen many highs and lows. We need to protect and support ourselves and our co-workers. When you see and hear gossip and disrespect in our workplaces take a stand, don't be passive bystanders and let it happen. We all deserve a workplace free from harassment and mobbing. Every one of us has a supervisor and all must be held to a standard of good behaviour.

A new incident reporting system is being rolled out with more training. Updated Alcohol and Drug Policies are being updated and members are being trained on procedures for testing.

Our OHC are inspecting our workplace. When committee members enter a work area, please introduce yourself to these members. They are all willing to help create a safe place for everyone to work in. Each Committee sets yearly goals and if you have a suggestion, they would love to hear from you.

Lastly life is too precious to risk your health not to take the time to do the job safely, even at home. Read those chemical bottles, go get the ladder (don't stand on the kitchen chair), short cuts don't save lives planned actions do.

In Solidarity,  
Sharon Schaefer

## **SICK BANK COMMITTEE:**

Sick Bank Committee members are integral to sustaining the viability of the Sick Bank Plan. Many of our members rely on this very important benefit. It provides the opportunity for our members to live when dealing with health issues. The Committee works diligently to ensure our members are being properly accommodated 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 varies from month to month as members are activated and de-activated from the plan. The Committee works in conjunction with the Disability Assistance Program to ensure all the Sick Bank guidelines are consistently applied to each application.

If you have any questions regarding the application process of the Sick Bank please don't hesitate to call.

Thank You

Eric Calaguian  
CUPE 59 Sick Bank Rep

## **SOCIAL COMMITTEE:**

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

- 2021 two (2) annual BBQ's
- 2021 Forestry Farm Day
- 2021 Children's Christmas Party
- 2021 Adult Christmas Party

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

The annual Golf Tournament was held in September 2021.

The Forestry Farm Day and the annual Golf Tournament were held in June 2022.

Two annual BBQ's - Avenue P was held in August 2022 and City Hall in September 2022.

The Children's Christmas Party will be held on December 4, 2022 at the Saskatoon Field House.

The Adult Christmas Party will be held on December 10, 2022 at the Western Development Museum.

Suggestions for social events are always welcome. Please feel free to forward comments to the Union office at [cupe59@sasktel.net](mailto:cupe59@sasktel.net)

Submitted in solidarity,  
Stan Macala

## **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 1, 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](mailto: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, Pam Listoe, Amy Harnestone, Rebecca Sagen-Lennon, Shak Rahaman, and Kendra Dyck (Executive member)

Hello Brothers and Sisters,

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.

In 2021 the fund reserve fell below the established threshold of \$750,000, triggering the Blue Cross committee to review the sustainability of our benefit plan and present options to allow our membership to continue to access an adequate level of benefits. Consequently, at our AGM, the membership voted to increase premiums and remove the Health Spending Account in combination with lowering the fund reserve to \$450,000.

After reviewing the Blue Cross financial statements for the first two quarters of 2022, we are encouraged to see the reserve deficit slow and anticipate a reverse trend back towards a surplus, and increasing towards our new threshold of \$450,000. We fully expect the fund to re-stabilize over the next couple of years.

As a reminder the CUPE 59 eligibility criteria, cost, and Benefit booklet can be found on the MyCity website under Employee Essentials/My benefits.

In solidarity,  
Kendra Dyck



**SECRETARY-TREASURER'S  
ANNUAL REPORT**

**and**

**PROPOSED BUDGET**

**(July 1, 2022 to June 30, 2023)**

**October, 2022**

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# **SECRETARY-TREASURER'S ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October, 2022**

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This report covers the period of July 1, 2021 to June 30, 2022, most of which was still overshadowed by pandemic and restrictions. Fortunately, in person meetings slowly resumed in the Spring and we ended our fiscal year with outdoor social events such as Family day at the Zoo and Golf tournament.

### **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, 2021 to June 30, 2022 resulted in another financially stable year. Once again, our spending was reduced as a result of the Provincial restrictions in the first half of our fiscal year, with less conferences, education and social activities offered. Consequently, we ended the year with a surplus of \$280,090 and as a result the executive will be proposing a temporary decrease to member dues in 2023.

In consideration of ongoing restrictions for the first part of the fiscal year, the Executive once again recognized our valued members with the '21 Festive days of December' and the Children's Holiday Tradition gifts. We were thrilled to once again host the Golf tournament and Forestry Farm Funday in June! 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 both near and far, and recognition of contribution to our retiring members.

Congratulations and Farewell to our retired members:

Marty Gilley 44 years	Dale Brooks 34 years	Robert Bartholomew 17 years
Bev Baptist 41 years	Ken Steinsvoll 34 years	Randall McDonald 16 years
Dave McKee 40 years	Dale Sellar 33 years	David Stewart 15 years
Dan Jean 40 years	Rob Mazer 33 years	Neil Wilson 14 years
Wendy Olson 39 years	Darrell Wasylowich 29 years	Connie Thompson 13 years
William Holden 37 years	Debra Schneider 24 years	Karen Blondin 13 years
Dave Schultenkamper 36 years	Brent Anderson 24 years	Debra Kokott 13 years
Karen Leier 36 years	Glenda Taylor 23 years	Darren Murphy 12 years
Barb Ludwig 35 years	Pamela Goy 22 years	Darrell Horychun 11 years
Noreen Bomersbach 34 years	John Caisse 21 years	James Boswell 10 years
Laurie Pilkey 34 years	Marion Hey 19 years	Julia Delaire 8 years
Jaymeann Buhr 34 years	Michele Lukan-Houle 18 years	

**Budget Overview**

The Budget remains largely unchanged for the 2022-2023 year, with the exception of membership Dues revenue. Having observed net income over the past three years as a result of reduced spending, directly related to Covid restrictions, the executive unanimously agreed to propose a 0.5% temporary decrease in dues to distribute the earning directly back to the members in 2023. Consequently, we will expect a net loss for the 2022-2023 fiscal year which will be absorbed by the excess earnings invested in prior years.

**Audit**

A copy of the audited financial statements for the year ending June 30, 2022, are included in my report. The external auditor conducted his review of the 2021-2022 financials on August 19, 2022, 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 2021 - June 2022

	TOTAL
<b>INCOME</b>	
Revenue	
4010 Initiation Fees	3,830.00
4020 Dues	1,214,044.76
4030 Interest Revenue	32,283.03
4035 Unrealized Gain on Investments	716.64
4040 EI Rebate	59,546.09
<b>Total Revenue</b>	<b>1,310,420.52</b>
<b>Total Income</b>	<b>\$1,310,420.52</b>
<b>GROSS PROFIT</b>	<b>\$1,310,420.52</b>
<b>EXPENSES</b>	
5630 Associaton of Civic Employees	1,609.00
Associations	
5610 CUPE Municipal Steering	4,481.50
5615 CUPE National	673,042.29
5620 CUPE Sask Division	51,432.67
5625 SDLC	5,736.32
<b>Total Associations</b>	<b>734,692.78</b>
General Office Expense	
5010 Executive Office Assistant	31,044.18
5030 Office Expenses & Supplies	21,391.22
5040 Office Equipment	1,888.83
Payroll Expenses	1,797.98
<b>Total General Office Expense</b>	<b>56,122.21</b>
Legal Expenses	
5420 General Legal Expenses	5,444.80
<b>Total Legal Expenses</b>	<b>5,444.80</b>
Meetings	
5320 Meeting Expenses & Meals	4,141.62
<b>Total Meetings</b>	<b>4,141.62</b>
Member Related Expenses	
5510 Conferences/Education/Training	6,371.75
5515 Retirement Gifts	18,975.00
5520 Member Relations	1,510.94
5530 Social Activities	18,405.36
5535 Scholarships - CUPE 59 & COS	1,000.00
5540 Union Paid Wages	15,000.00
5545 Per Diems	65,483.10
<b>Total Member Related Expenses</b>	<b>126,746.15</b>
Other	
5710 EI Rebate Expenses	48,923.98
5725 Donations/Sponsorship	19,988.50
<b>Total Other</b>	<b>68,912.48</b>

# Cupe local 59

## Profit and Loss

July 2021 - June 2022

	TOTAL
Property Expense	
5100 Property Taxes	11,003.82
5110 Utilities	4,864.64
5120 Property Insurance	3,059.16
5130 Landscaping Expenses	4,184.25
5140 Property Cleaning Expense	3,600.00
5150 Building Maintenance expenses	815.85
5180 Contribution to Reserve	5,184.15
<b>Total Property Expense</b>	<b>32,711.87</b>
<b>Total Expenses</b>	<b>\$1,030,380.91</b>
<b>OTHER EXPENSES</b>	
Reconciliation Discrepancies	-50.00
<b>Total Other Expenses</b>	<b>\$ -50.00</b>
<b>PROFIT</b>	<b>\$280,089.61</b>

# Cupe local 59

Balance Sheet  
As of June 30, 2022

	TOTAL
<b>Assets</b>	
<b>Current Assets</b>	
Cash and Cash Equivalent	
1000 General Bank Account	416,392.32
<b>Total Cash and Cash Equivalent</b>	<b>\$416,392.32</b>
<b>Total Current Assets</b>	<b>\$416,392.32</b>
<b>Non-current Assets</b>	
1005 Maximizer Chequing Account	0.00
1006 Maximizer 8335*****342	28,237.89
1010 Regular Shares - Credit Union	5.00
1100 GIC # 4001XXXXXXXX	102,719.87
1110 GIC # 8335XXXXXXXX	433,683.13
1130 GIC # 8335XXXXXXXX4	115,381.69
1135 GIC # 8335XXXXXXXX9	138,341.29
1140 GIC # 8335XXXXXXXX45	823,755.62
1145 GIC #Sept2021	125,000.00
1200 Long Term Investments	586,969.23
1300 Property	600,000.00
<b>Total Non Current Assets</b>	<b>\$2,954,093.72</b>
<b>Total Assets</b>	<b>\$3,370,486.04</b>
<b>Liabilities and Equity</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable (A/P)	
20000 Accounts Payable	71,226.61
<b>Total Accounts Payable (A/P)</b>	<b>\$71,226.61</b>
Credit Card	
CUPE Local 59	782.56
<b>Total Credit Card</b>	<b>\$782.56</b>
2300 Vacation Payable	542.66
2310 EI Payable	37.00
2320 CPP Payable	116.86
2330 Income Tax Payable	156.74
2345 Pension Payable	0.05
2350 Union Dues Payable	0.09
24000 Payroll Liabilities	0.00
25500 GST/HST Payable	0.00
<b>Total Current Liabilities</b>	<b>\$72,862.57</b>
<b>Total Liabilities</b>	<b>\$72,862.57</b>
<b>Equity</b>	
3560 Opening Balance Retained Equity	2,345,362.30
3570 Reserve - Office Space Purchase	0.00
3575 Reserve - Office Building Maintenance	16,592.46
3580 Reserve - Operating	169,974.02
3590 Reserve - President's Salary	100,000.00
Retained Earnings	385,605.08
Profit for the year	280,089.61
<b>Total Equity</b>	<b>\$3,297,623.47</b>
<b>Total Liabilities and Equity</b>	<b>\$3,370,486.04</b>

Cupe local 59  
Proposed Budget FY\_2022-2023

July 2022 - June 2023

Budget

<b>Income</b>		
<b>Revenue</b>		
4010 Initiation Fees	\$	4,000
4020 Dues	\$	933,333
4030 Interest Revenue	\$	23,500
4040 EI Rebate	\$	50,000
<b>Total Revenue</b>	\$	1,010,833
<b>Total Income</b>	\$	1,010,833
<b>Gross Profit</b>	\$	1,010,833
<b>Expenses</b>		
5630 Associaton of Civic Employees	\$	2,500
<b>Associations</b>		
5610 CUPE Municipal Steering	\$	6,000
5615 CUPE National	\$	645,000
5620 CUPE Sask Division	\$	52,000
5625 SDLC	\$	6,700
<b>Total Associations</b>	\$	712,200
<b>General Office Expense</b>		
5010 Executive Office Assistant	\$	33,000
5030 Office Expenses & Supplies	\$	30,000
5040 Office Equipment	\$	10,000
Payroll Expenses	\$	2,600
<b>Total General Office Expense</b>	\$	75,600
<b>Legal Expenses</b>		
5410 Lawsuits	\$	2,000
5420 General Legal Expenses	\$	25,000
<b>Total Legal Expenses</b>	\$	27,000
<b>Meetings</b>		
5310 Annual General Meeting	\$	8,500
5320 Meeting Expenses & Meals	\$	10,000
<b>Total Meetings</b>	\$	18,500
<b>Member Related Expenses</b>		
5510 Conferences/Education/Training	\$	75,000
5515 Retirement Gifts	\$	22,700
5520 Member Relations	\$	4,000
5525 Promotional Items	\$	4,000
5530 Social Activities	\$	15,000
5535 Scholarships - CUPE 59 & COS	\$	1,000
5540 Union Paid Wages	\$	70,000
5545 Per Diems	\$	68,000
<b>Total Member Related Expenses</b>	\$	259,700
<b>Other</b>		
5705 Strike Fund	\$	5,000
5710 EI Rebate Expenses	\$	50,000
5715 Bargaining	\$	500
5725 Donations/Sponsorship	\$	12,000
<b>Total Other</b>	\$	67,500
<b>Property Expense</b>		
5100 Property Taxes	\$	13,000
5110 Utilities	\$	5,000
5120 Property Insurance	\$	3,000
5130 Landscaping Expenses	\$	5,000
5140 Property Cleaning Expense	\$	5,000
5150 Building Maintenance expenses		
5180 Contribribution to Reserve	\$	6,000
<b>Total Property Expense</b>	\$	37,000
<b>Total Expenses</b>	\$	1,197,500
<b>Net Operating Income</b>	-\$	186,667
<b>Net Income</b>	-\$	186,667

Jan-Jun/23 Proposed temporary decrease in dues for 2023 from 1.5% to1.0%

Offset by Net income in 2020/2021/2022 put into short term investments



# **TRUSTEES' ANNUAL REPORT**

**October, 2022**

# TRUSTEES' REPORT TO THE 2022 ANNUAL MEETING MEMBERSHIP

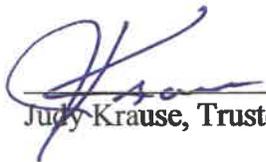
**August 19, 2022**

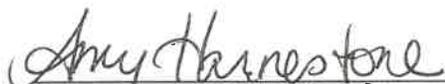
We, the Trustees' of CUPE Local 59, have reviewed the books and records of our Local for the period from July 1, 2021 to June 30, 2022.

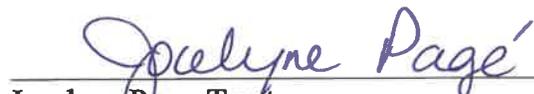
The Trustees' for CUPE Local 59 met on August 19, 2022 in the CUPE 59 office and conducted the audit.

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 Harnestone, Trustee

  
\_\_\_\_\_  
Jocelyne Page, Trustee



August 19, 2022

**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, 2022 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.

A handwritten signature in blue ink that reads "Pigeon".

Paul F. Pigeon, CGA  
Saskatoon SK



**BYLAW AMENDMENTS  
AND NOTICE OF MOTIONS**

**October, 2022**

**BYLAW AMENDMENTS AND  
NOTICE OF MOTIONS  
OCTOBER 15, 2022**

*The following are Bylaw amendments submitted by the Executive Committee:*

**ARTICLE V – ANNUAL GENERAL MEETING, SPECIAL MEETINGS, AREA MEETINGS and ANNUAL ELECTIONS**

*Motion 1:*

**Add**

5.2 (b) The order of business at the Annual General Meeting will be as follows:

**i) Land Acknowledgement.**

**Add**

5.5 The agenda for the area meeting will be as follows:

**i) Land Acknowledgement**

*The following are Bylaw amendments submitted by the Executive Committee:*

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

*Motion 2:*

**Remove**

9.5 (g) Deal with problems in their areas.

*The following are Bylaw amendments submitted by Kendra Dyck:*

**ARTICLE X - HONOURARIUMS AND COMPENSATION**

*Motion 3:*

**Remove**

10.1 The following expense allowances shall be provided before deductions. Appropriate taxes will be the responsibility of the Executive member.

**Add**

**10.1 Expense allowances (per diems) shall be provided to the Executive Board.**

**Remove**

10.2 Where multiple functions are performed, the Executive member will receive only the highest appropriate expense allowance.

**Add**

10.2 Where multiple functions are performed, the Executive member will receive only the highest appropriate expense allowance (**per diem**).

**Remove**

10.3 Expense allowances will be paid at the Executive meeting. Expense allowances shall not be paid to any Executive member who fails to answer the roll call for the Executive and/or regular meeting in any month without having submitted good reason for failure to attend.

**Add**

10.3 Expense allowances (**per diem**) will be paid at the Executive meeting. Expense allowances (**per diem**) shall not be paid to any Executive member who fails to answer the roll call for the Executive and/or regular meeting in any month without having submitted good reason for failure to attend.

**Remove**

10.6 The Executive will undertake a thorough review of the organizational structure of the Local.

- a) This will involve, but is not limited to, a review of the areas of operation, positions, service levels, administrative support and structure.
- b) This review will result in all required Bylaw changes being proposed at the 2020 Annual General Meeting.
- c) Expenses incurred in the fulfillment of this motion shall be incorporated into the budget.

*The following are Bylaw amendments submitted by the Executive Committee:*

**ARTICLE XI - MEMBER BENEFITS**

*Motion 4:*

**Remove**

11.2 (b) In the event of a member's or a family member's death, they shall receive either flowers or a memorial donation. The cost not to exceed seventy-five dollars (\$75.00). For the purposes of this clause a family member shall include partner, parent(s), parent-in-laws, sibling(s), or children. Amount not to exceed seventy-five dollars (\$75.00). In lieu of flowers, a monetary donation to a charity of seventy-five dollars (\$75.00) shall be made.

**Add**

11.2 (b) In the event of a member's or a family member's death, they shall receive either flowers or a memorial donation. The cost not to exceed **one hundred and twenty five dollars (\$125.00)**. For the purposes of this clause a family member shall include partner, parent(s), parent-in-laws, sibling(s), or children. Amount not to exceed **one hundred and twenty five dollars (\$125.00)**. In lieu of flowers, a monetary donation to a charity of **one hundred and twenty five dollars (\$125.00)** shall be made.

**Add**

**11.5 When CUPE Local 59 events include alcohol, a cab and/or shuttle service will be subsidized and/or arranged by the Social Committee/Executive Board and information will be included in event literature.**

*The following are Bylaw amendments submitted by the Executive Committee:*

**ARTICLE XIII - FEES, DUES, AND ASSESSMENTS**

*Motion 5:*

**Remove**

13.2 The dues structure will be 1.50% of regular earnings (not premium pay) and there shall be no cap to the dues structure.

**Add**

13.2 Commencing January 1, 2023 to December 31, 2023 the dues structure will be 1% of regular earnings (not premium pay) and that there be no cap to the dues structure. January 1, 2024 the dues structure will revert back to 1.50%.

*The following is a Bylaw amendment submitted by Judy Krause and Nils Sundby:*

**ARTICLE XIV - NOMINATION, ELECTION AND INSTALLATION OF OFFICERS AND COMMITTEE MEMBERS** in its entirety

*Motion 6:*

**Remove**

ARTICLE XIV in its entirety

**Add**

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

14.1 General

- a) The election of officers will be held the 2nd Thursday of June in each **calendar** year. The election **will** be conducted using **secret ballot either in-person voting or** electronic voting system, **as approved by the membership**. To be elected, a candidate must receive **plurality** of the votes cast.
- b) The online polls will be open from 6:00 a.m. to 7:00 p.m. 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.
  - i) Area Vice Presidents shall be elected with the representation and years elected as follows:
    - 1) **Even Numbered Years**  
Area 1: Corporate **Financial Services and Information Technology**  
Area 3: Transportation and **Construction**, Clerks **and** 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, SaskTel Centre (Sask Place), and TCU Place (Centennial Auditorium)
  - 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 Trustee 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~~ **on** City or Union paid time is not allowed. Any time used for campaigning, requires that a leave be taken from the workplace 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 **or by the election committee, in the event of an in-person election** and approved by the ~~election Chair~~ **Director of Elections**.
- c) A list of CUPE Local 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-votes~~ cast for each candidate, and the number of ~~ballots spoiled~~ abstentions.
  - 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 (2) 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.~~
- e) 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.
- f) 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 Local 59 website at least 60 calendar days prior to election day.
- b) Nominations shall be accepted beginning 60 calendar days prior to the election day and up until 30 calendar 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~~ **Union office**.
- 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~~ **signature of one (1) additional member** in good standing.
  - iii) 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~~ **except for** members who have no access to the internet **or in person on-line voting will be allowed in the board room of the CUPE Local 59 office on election day by appointment only.**
  - ~~ii) In person on-line voting will be allowed in the board room of the CUPE Local 59 office on election day by appointment only.~~
  - ii) The only people allowed in the voting room or stations (aside from those actively voting) is the Director of Elections and the election volunteers.
  - iii) 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, **total number of voters and the number of abstentions and spoiled. Recorded and signed by the** Director of Elections.
  - iv) Ballot recount (**for paper ballots only**):
    - 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.

*The following are Bylaw amendments submitted by the Executive Committee:*

**ARTICLE XV - DELEGATES REIMBURSEMENT OF EXPENSES**

*Motion 7*

**Remove**

15.2 (b) A per diem allowance of sixty dollars (\$60.00) per day for out of City but within the Province, plus hotel expenses; and eighty-five dollars (\$85.00) per day for out of Province, plus hotel expenses.

**Add**

15.2 (b) A per diem allowance of **one hundred (\$100.00)** per day for out of City **travel**, plus hotel expenses **and follow CRA for travel allowance.**

**Remove**

15.2 (c) Any lost wages as a result of attendance.

**Add**

15.2 (c) Any lost wages **because** of attendance.

## **Remove**

15.7 Members who attend conferences, conventions, seminars, schools, etc. on behalf of the Local shall submit a written report after attending to the membership.

## **Add**

15.7 Members who attend conferences, conventions, seminars, schools, etc. on behalf of the Local shall submit a written report after attending to the membership, **upon request of the Executive Board.**

*Clear language changes and numbering of articles changes in the Bylaws will be voted upon*

### ▪ Collective **Bargaining** Agreement

Article 3 [3.5]

Article 10 [10.5]

Article 16 [16.1]

Appendix B

### ▪ **CUPE Local 59**

Article 4 [4.3]

Article 9 [9.0] [9.5]

Article 11 [11.1]

Article 12 [12.1]

Article 14 [14.4] [14.5]

Article 16 [16.8] [16.12]

Article 17 [17.3]

Article 18 [18.1] [18.3]

Appendix A

Appendix B

### ▪ ~~(AGM)~~ **Annual General Membership**

Article 5 [5.2a]

### ▪ ~~Trustees'~~ **Trustees**

Article 7 [7.1]

Article 9 [9.3] [9.7] [9.8]

Article 14 [14.1] [14.2] [14.3]

### ▪ The **Executive** Board

Article 8 [8.2] [8.5]

Article 9 [9.1] [9.3]

### ▪ **calendar** days

Article 14 [14.5]

### ▪ **his their / he they / he/she they**

Article 9 [9.4]

Appendix A

ARTICLE VI – VOTING OF FUNDS

Add **6.1**

ARTICLE VII – OFFICERS OF THE LOCAL

Add **7.1**

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

**To increase contributions for EFAP by \$1.50, increasing from \$3.50 per pay period to \$5.00 per pay period, starting January 1, 2023 for 2 years.**



# EXECUTIVE MEMBERS

POSITION	NAME	WORKPLACE	WORK #	CELL #	FAX #	EMAIL ADDRESS
<b>TABLE OFFICERS</b>						
<b>President</b>	Stan Macala	CUPE 59 Office	652-6963	230-1170	652-6992	cupe59@sasktel.net
<b>General Vice President</b>	Sharon Schaefer	CUPE 59 Office	652-6963	227-6941	652-6992	sharon.schaefer@saskatoon.ca
<b>Secretary-Treasurer</b>	Kendra Dyck	CF - Parks	975-2348	229-6324	652-6992	kendra.dyck@saskatoon.ca
<b>Recording Secretary</b>	Anne Prescesky	Corporate Records	986-9759	380-1608	652-6992	anne.prescesky@saskatoon.ca
<b>CORPORATE FINANCIAL SERVICES</b>						
<b>Area Vice President</b>	Eric Calaguian	Assess & Tax	975-3010	261-1541	652-6992	eric.calaguian@saskatoon.ca
<b>RECREATION &amp; COMMUNITY DEVELOPMENT</b>						
<b>Area Vice President</b>	Brenda Zalenchuk	CY - Recreation	---	914-1460	652-6992	cupe59@sasktel.net
<b>TRANSPORTATION &amp; CONSTRUCTION CLERKS &amp; SOLICITORS CY - PLANNING &amp; DEVELOPMENT, BUILDING STANDARDS, AND COMMUNITY STANDARDS</b>						
<b>Area Vice President</b>	Jayne Litterick	Construction & Design	657-8678	261-8421	652-6992	jayne.litterick@saskatoon.ca
<b>POLICE &amp; FIRE PROTECTION SERVICES REMAI MODERN, TCU PLACE, AND SASK-TEL CENTRE</b>						
<b>Area Vice President</b>	<i>Vacant</i>	CUPE 59 Office	652-6963	227-6941	652-6992	cupe59@sasktel.net
<b>PARKS, FACILITIES AND FLEET MANAGEMENT</b>						
<b>Area Vice President</b>	Patrick Turner	CY Parks	975-3303	380-5920	652-6992	patrick.turner@saskatoon.ca
<b>CUPE LOCAL 59 OFFICE</b> <i>**Please call ahead before coming to the office**</i>			<b>CUPE REGIONAL OFFICE – Saskatoon</b>			
<b>Executive Assistant</b>	Leona Gates 106 33 <sup>rd</sup> Street East Saskatoon SK S7K 0S2		<b>Staff Representative</b>		Rhonda Heisler 250 Cardinal Crescent Saskatoon SK S7L 6H8	
<b>Phone:</b> 306-652-6963			<b>Phone:</b> 306-382-8262			
<b>Fax:</b> 306-652-6992	Email: cupe59@sasktel.net Website: www.cupe59.ca		<b>Fax:</b> 306-382-8188		Email: rheisler@cupe.ca	