



**2024**  
**ANNUAL GENERAL MEMBERSHIP MEETING**  
**REPORT PACKAGE**

**Saturday, October 5, 2024**  
**Travelodge Hotel**  
**Galaxy B**  
**9:00 a.m.**

***Attendees 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, September 26, 2024***



## 2024 ANNUAL GENERAL MEMBERSHIP MEETING

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**Saturday, October 5, 2024**

Travelodge Hotel

Galaxy B

# AGENDA

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### **9:00 a.m. – CALL TO ORDER**

- A) Reading of Equality Statement and Land Acknowledgement
- B) Roll Call of Officers
- C) Reading of Minutes of Previous Annual General Membership Meeting
  - October 14, 2023
- 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, 2024 - June 30, 2025
  - 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



## **2023 ANNUAL MEMBERSHIP MEETING**

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**Saturday, October 14, 2023**  
**TRAVELODGE - DELTA CONCORD**

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

**Call to Order:** 9:00 a.m.

Brother Stan Macala (President) goes over the rules of the meeting for attendance and participation.

Rhonda Heisler (CUPE National Representative) swears in the new Area Vice Presidents: Sister Amy Harnestone (Police & Fire), Sister Gwen Lamkin (Corporate Finance) and Sister Myra Roschuk (Rec & Comm)

**Reading of Equality Statement:** Myra Roschuk (Rec & Comm)

**Reading of Land Acknowledgement:** Amy Harnestone (Police & Fire)

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

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

Y Stan Macala - President  
Y Eric Calaguian - General Vice President  
Y Anne Prescesky - Recording Secretary  
Y Kendra Dyck - Secretary-Treasurer

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

Y Jayne Litterick - Transportation & Construction  
Y Myra Roschuk - Recreation & Community Development  
Y Patrick Turner - Parks, Facilities & Fleet Management  
Y Amy Harnestone - Police & Fire Protection Services  
Y Gwen Lamkin - Corporate Financial Services

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

Minutes of the October 15, 2022 meeting were reviewed.

That the October 15, 2022 Annual General Membership Minutes be accepted as circulated.

**Motion:** Sharon Schaefer (Facilities)      **Seconded:** Eric Calaguian (Vice President)

**CARRIED**

### **D. 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 five (5) Area Vice President Reports dated October 2023 be accepted as circulated.

**Motion:** Sharon Schaefer (Facilities)      **Seconded:** Ola Farah (Facilities)

#### **Discussion:**

**Stan Macala (President)** - discussed the highlights of the President's Annual Report and gives a Bargaining, Grievance, and Arbitration update.

**CARRIED**

### **E. TREASURER'S REPORT AND PROPOSED BUDGET:**

**Kendra Dyck (Secretary-Treasurer)** - reads the motion that the Treasurer's Report for the period July 1, 2022 to June 30, 2023 and the proposed budget from July 1, 2023 to June 30, 2024 be accepted as circulated.

**Motion:** Kendra Dyck (CY)      **Seconded:** Brenda Zalenchuk (Rec & Comm)

#### **Discussion:**

**Kendra Dyck (Secretary-Treasurer)** - *Budget Overview:* the Budget remains largely unchanged for the 2023-2024 year. The temporary dues reduction remains in place for the remainder of 2023, therefore projecting a net loss for \$190,000 for the current fiscal year. The membership dues will revert to 1.5% as of January 1, 2024. *Audit:* a copy of the audited financial statements for the year ending June 30, 2023, are included in my report. The external auditor conducted his review of the 2022-2023 financials on July 21, 2023, 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.

**CARRIED**

## **F. TRUSTEES' REPORT:**

That the Trustees' Report for the period July 1, 2022 to June 30, 2023 and the Auditor's Report (Paul F. Pigeon) dated July 21, 2023 be accepted as circulated.

**Motion:** Judy Krause (Parks)

**Seconded:** Michael Becker (Facilities)

### **Discussion:**

**Judy Krause (Parks)** - speaking on behalf of the Trustees, we want to thank Sister Kendra Dyck for her excellent work on the CUPE financials.

**CARRIED**

## **G. 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 2023 be accepted as circulated.

**Motion:** Heather Drysdale (Parks)

**Seconded:** Sharon Schaefer (Facilities)

**CARRIED**

### **Discussion:**

**Shannon Parsons (Finance)** - asks if we have shopped around for different benefit plans, have we talked to the City of Saskatoon before we lower our benefits, we are looking at lowering the benefits as we are facing higher inflation rates.

**Stan Macala (President)** - it's not Blue Cross' fault. All the benefit companies charge a fee for a standard. They are a norm across the board, for managing our benefits. Shopping around doesn't benefit us in any way. The problem, is that we are running a \$800,000 deficit.

**Shannon Parsons (Finance)** - why is there a deficit, are people abusing it?

**Stan Macala (President)** - part of the inflationary basis. The cost of providing benefits is going up by 6% every year and the difficulty is that we have an existing deficit. To lessen the impact on the membership, the Executive and the membership are going to put in \$350,000 to offset this. We didn't feel it was correct to increase the cost of the plan contributions by the membership and also reduce benefits too.

**Heather Drysdale (Parks)** - Health Spending Account which was brought to the membership 2 years ago we had a lot of money at that time. It took us 10-15 years to take our levels down. The changes that we are planning to implement are bringing those coverage levels back down to where we made changes 10 years ago.

**Shannon Parsons (Finance)** - we as a membership don't get to vote on the lowering of benefits?

**Stan Macala (President)** - this is why we are bringing it forward to the membership today.

**Shannon Parsons (Finance)** - expresses her concerns over the rising cost of living expenses not being able to afford life and then having her health benefits being lowered.

**Stan Macala (President)** - the City and the Union are having some preliminary discussions. That is why we are here, to have open dialogue and bring it back to enact it with the City. What would be an option for you?

**Shannon Parsons (Finance)** - doesn't think a lack of wages or staying at the same wage then having to pay more for everything is what we need, improvements to our benefits would be appreciated to be able to afford the cost of living.

**Sharon Schaefer (Facilities)** - sat on the Blue Cross committee for years, cites historical aspect. She is in disagreement with Stan, she blames Blue Cross, when they changed the cards for the City, they erred on the rates. They had a surplus of \$1,600,000,000 4 years ago.

**Stan Macala (President)** - clarifies that it was an error on the Administration of the plan by Blue Cross.

**Sharon Schaefer (Facilities)** - supports the movement that the Executive has made to continue the benefit plan.

**Trever Petryshyn (Parks)** - how come we are in this deficit, are we over-utilizing our plan?

**Kendra Dyck (Secretary-Treasurer)** - we met with Blue Cross in June, shared our projections. Blue Cross provided this information. Confirms that peri-medicals have been overutilized.

**Trever Petryshyn (Parks)** - if they were so highly used why would we want to drop that amount.

**Kendra Dyck (Secretary-Treasurer)** - we don't want to drop them.

**Trever Petryshyn (Parks)** - we use dental, prescriptions and for the mental health. Why don't we ask the employer to increase their contributions.

**Stan Macala (President)** - we plan on addressing this at the bargaining.

**Rick Lambert (IT)** - when are we looking at other plans, has any information been provided to the membership. Then you can look and see why are these figures going up? If more information was provided in the report.

**Kendra Dyck (Secretary-Treasurer)** - consults with Heather Drysdale and replies that they have done some quick math, the total admin charges are at about 5% of the usage.

**Trent Greba (T&C)** - just wondering if we can get facts and figures. What does that mean in a dollar value or dues.

**Stan Macala (President)** - it's the single family rate.

**Kendra Dyck (Secretary-Treasurer)** - lists the existing rates to further clarify.

**Trent Greba (T&C)** - what are we asking for an increase.

**Stan Macala (President)** - 1%.

**Trent Greba (T&C)** - we have to look at our rate of pay.

**Stan Macala (President)** - our ask at the bargaining table is 5%.

**Trent Greba (T&C)** - this infusion to the plan is going to help?

**Stan Macala (President)** - yes.

**Shannon Parsons (Finance)** - how many other unions are affected by the deficit.

**Stan Macala (President)** - is thinking a least 4 or 5 problems. Exempt had a deficit also did a cash infusion. It's common.

**Amy McGuinness (Finance)** - wondering if it would be possible to have a meeting in regards to benefits, it's something that people are talking a lot about in and out of the workplace. When you go out for your peri-medicals, you hear from the medical professionals that our benefit plan is not very good for coverage. It does feel like that we are getting to the short end of the stick in comparison to other people who work for other companies.

**Stan Macala (President)** - before 1995 the City had no health or dental plan. There was a lockout in 1994 when we brought it forward.

**Amy McGuinness (Finance)** - it would be nice to have some comparisons to an insured plan to this self-funded plan. It would be nice to have more options. I don't know if there would be a difference, can't solve all of these problems today. Get some information beforehand, need to look at some other solutions.

**Stan Macala (President)** - that is why we have a Blue Cross Committee, the difficulty is that if we don't do something with the health and dental, if there is no desire to do any benefit reductions then the plan will have to go.

**Amy McGuinness (Finance)** - asks about the \$350,000 that is being injected into the plans' deficit - where does it come from?

**Kendra Dyck (Secretary-Treasurer)** - that would be coming out of our investment income.

**Raina Dauvin (Corporate Revenue)** - has Blue Cross taken any ownership or the fact that they have made an error to give a discount on admin fees?

**Kendra Dyck (Secretary-Treasurer)** - no we haven't asked.

**Ola Farah (Facilities)** - erroneous.

**Raina Dauvin (Corporate Revenue)** - seems like we have an unfair deadline.

**Stan Macala (President)** - explains why it is December 31, 2023 and says no it is not unfair.

**Rick Lambert (IT)** - thanks Kendra and Heather for their hard work. Should put a motion forward that he would like to have benefits package put into the package.

**Stan Macala (President)** - concurs that he can advise them.

**Rick Lambert (IT)** - health care costs are making us their slaves. Cites examples from the insulin drops in the states.

**Kendra Dyck (Secretary-Treasurer)** - for clarification, Rick you want just the financials attached to the report?

**Rick Lambert (IT)** - how much we pay to Blue Cross to manage our account, how much are we budgeting for our account? If you wanted to break down some of those items?

**Kendra Dyck (Secretary-Treasurer)** - agrees that it can be done.

**Ken Drapek (Parks)** - would just like to ask Blue Cross Committee, we are in a state of flux, do you get the feeling in the future, a federal dental plan would be in our future?

**Stan Macala (President)** - this is outside our wheelhouse.

**Ken Drapek (Parks)** - thanks the AGM for listening.

**Patrick Lo (Planning & Development)** - would like clarification on what exactly goes to the general membership for vote? Lists last years votes, todays votes. Are those going to be ratified today?

**Stan Macala (President)** - just brought up for discussion there was a very heavy swaying of members not hearing about the reductions to plan and raising the amount. It will be put it to a vote.

**Heather Drysdale (Parks)** - to provide a little more framework: 3 separate items, infusion of our investments, the reduction in costs based on the percentage increases, and if our request to the employer have a 1% increase goes forward, would be ratified and a substantial increase to erase our current deficit within the 2 year timeline.

**Jayne Litterick (T&C)** - we are looking at the Blue Cross dilemma and are stuck with dealing with Blue Cross, as to the benefits and reduction of fees, we are stuck with this decision. Have to do something.

**Stan Macala (President)** - how many people are interested in the benefits reduction? At the end of the day we have to do something.

**Rick Lambert (IT)** - will support whatever the committee suggests. When it comes to the bargaining and the benefits reviews what happens with that?

**Stan Macala (President)** - advises the room that all participants are only allowed two approaches to the mic, and allows Rick Lambert's statement to stand.

**Stan Macala (President)** - states that these changes are 2 years away.

**Rick Lambert (IT)** - thinks it's a great idea.



**Stan Macala (President)** - all those in favour of benefit reductions, raise your hands to be counted. Everyone that is opposed to the benefit reductions, raise your hands. Keep in mind there has to be other options.

**For:** 43

**Against:** 8

**Motion:** Judy Krause (Parks)

**Seconded:** Jocelyne Page (Facilities)

**CARRIED**

## **H. BYLAW AMENDMENTS AND NOTICE OF MOTIONS:**

*The following is a Bylaw amendment submitted by Judy Krause and Lindsay McDougall:*

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

*Motion 1:*

#### **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 ~~may~~ **will** be conducted using **secret ballot either in-person voting and/or or** electronic voting system. ~~The electronic voting system must be approved by the membership.~~ To be elected, a candidate must receive a ~~majority~~ **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. **Officers and candidates cannot serve as members of the election committee. When two or more nominees are to be elected to any office by vote, each member voting will be required to vote for the full number of candidates to be elected or the member's vote will be declared spoiled.**
- d) The President, General Vice President, Recording Secretary, Secretary-Treasurer, and ~~Trustees'~~ **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'~~ **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)~~ **Financial Services and Information Technology**  
Area 3: Transportation and ~~Utilities~~ **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'~~ **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'~~ **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 workplace and reported to City Payroll ~~(and/or the Trustees' 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~~ **reasonably possible 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 1:00 pm, 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.
  - ii) 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. **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~~ **are** 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 ~~and spoiled~~, **total number of votes cast, the number of abstentions, and spoiled ballots.** ~~The Director of Elections and the two (2) election volunteers.~~ **Results shall be 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.

**Motion:** Judy Krause (Parks)

**Seconded:** Rick Lambert (IT)

**CARRIED**

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

#### **ARTICLE XVI - COMMITTEES**

*Motion 2:*

##### **16.4 Grievance/Solutions Committee**

**Add**

- e) **The Grievance report shall be presented to the Executive Board as well as to the membership and the CUPE National Servicing Representative receives copies of the Grievance report.**

**Motion:** Eric Calaguian (Vice President) **Seconded:** Jocelyne Page (Parks)

**CARRIED**

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

#### **ARTICLE XX - AMENDMENT**

*Motion 3:*

**Remove**

- 20.2 These Bylaws shall not be amended, added to, or suspended except upon a majority vote of those present and voting at an annual or special membership meeting following sixty (60) days written notice, or notice given at an annual meeting.

**Add**

**20.2 Bylaw amendments will be considered at an annual or special membership meeting following seven (7) days notice or after the previous general membership meeting or upon a minimum of sixty (60) days written notice.**

**Motion:** Jayne Litterick (T&C)

**Seconded:** Ola Farah (Facilities)

**CARRIED**

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

To avoid premium increases at this time, the Executive, with support of the Blue Cross Committee would like to request a withdrawal from our investment reserves in the amount of \$350,000.00 to deposit into the Blue Cross fund to assist with addressing the deficit.

**Motion:** Kendra Dyck (CY)

**Seconded:** Heather Drysdale (Parks)

**Discussion:**

**Neil Mariano (Finance)** - would like to invest in somewhere else.

**Jim Faulkner (Facilities)** - would we incur any penalties instead of staying with Blue Cross, would this lessen our reserves.

**Stan Macala (President)** - we have to deal with our deficit. Their want or need is to absolve the deficit in 2 years. These are some of the decisions that we are making. It's the memberships money. We have to deal with the issue, with the resources that we have at our disposal.

**Amy McGuinness (Finance)** - if we come to that meeting we have this much to put forward to the deficit, this is what we are doing to pay this off. Since this was their error are you able to negotiate with them?

**Kendra Dyck (Secretary-Treasurer)** - their response has been to help us reduce the deficit with their admin.

**Amy McGuinness (Finance)** - doesn't think it's a terrible idea to approach Blue Cross to get them to take onus for the accounting error and make retributions to CUPE 59.

**Kendra Dyck (Secretary-Treasurer)** - we have paid \$14,000 in interest.

**Stan Macala (President)** - are we able to manage the business of the local after paying the \$350,000?

**Kendra Dyck (Secretary-Treasurer)** - yes.

**CARRIED**

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

The President appoints Lindsay McDougall as the chair of the Election Committee.

**Motion:** Patrick Turner (Parks)

**Seconded:** Judy Krause (Parks)

**CARRIED**

## **I. NEW BUSINESS**

### **Discussion:**

**Sharon Schaefer (Facilities)** - would like the Executive Committee to look into the Full-Time Employees positions not being re-posted and the vacancies getting filled. Language isn't in the CBA and would like to see it.

**Stan Macala (President)** - knows that there is a hold on filling the positions. Encourages the participants to please advise the union if you know of any of these instances and we will investigate.

**Shannon Parsons (Finance)** - when we switch from the old system to the new SAP system. Has the union been involved in defining our roles through the new system?

**Stan Macala (President)** - very little, maybe 5%.

**Shannon Parsons (Finance)** - they have changed our job descriptions in my department and my new role isn't listed in the pay scale in the CBA.

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

### **Discussion:**

**Stan Macala (President)** - thanks the Executive Members, the Committees, and Leona Gates (Executive Assistant).

**Ken Drapek (Parks)** - if our local can garner any guidance for a package of settlements, do you have any perspective?

**Rhonda Heisler (CUPE National Representative)** - during bargaining we do our homework. We will be looking at what is happening in other locals within the province. Has to say that the City of Saskatoon doesn't care for that information or what is happening outside of the City of Saskatoon.

**Derrick Francis (C&D)** - how did our Brothers and Sisters do in Prince Albert (PA) with the strike, ratification deals, etc.

**Rhonda Heisler (CUPE National Representative)** - contentious. Not just the wages for those who are following the news, they are on strike in PA, there is another local thinking of joining them. The City of PA has committed so many unfair labour practices. Speaks about Kevin Yeates, hiring “scabs”, they are creating a situation that the Local is filing unfair labour practices with the Labour Board. Not just about the wages. They are a strong local. Encourages members to send them a supportive message to their on-line board.

**Stan Macala (President)** – *Point of Information*: we did a financial donation from our strike fund to the strike in PA and a smaller donation to the Saskatoon Heritage Inn striking workers.

#### **K. ADJOURNMENT:**

That the AGM for October 14, 2023, be adjourned.

**Motion:** Judy Krause (Parks)

**Seconded:** Jocelyne Page (Parks)

**CARRIED**





# **PRESIDENT'S ANNUAL REPORT**

**Includes Reports from:**

**General Vice President**

**Recording Secretary**

**Parks, Facilities & Fleet Management**

**Recreation & Community Development**

**Corporate Financial Services**

**Transportation & Construction,  
Clerks & Solicitors, Planning & Development,  
and Building & Community Standards**

**Police & Fire Protection Services and  
Remai Modern, TCU Place & SaskTel Centre**

**OCTOBER 2024**

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# **PRESIDENT'S ANNUAL REPORT**

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

### **October 2024**

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Dear Brothers and Sisters,

The CUPE 59 Executive addresses a broad range of member concerns. CUPE 59 members include full-time, part-time, seasonal, and casual employees working in diverse roles across various departments. The workplace issues our team handles includes occupational health and safety (OH&S), workload, respectful workplace practices, non-selection, discipline, potential outsourcing, and other job-related concerns within the membership.

As a reminder, there is a pilot program for CUPE 59 employees to increase the discount from 25% to 50% per individual and family leisure passes. CUPE 59 employees also receive 25% off on bulk tickets. This pilot program is now in effect and will expire in December 2024, unless it is renewed by the parties. It is the intention of the Bargaining Committee to have this renewed at the next round of bargaining. Eligibility for this discount relates to 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.

Our current Collective Agreement expired on June 30, 2023. In January 2023, CUPE 59 sent a bargaining survey to all members to collect information and feedback for the next round of bargaining. Approximately 710 members have completed this survey. Our intent was to get to the bargaining table as soon as possible and use the information provided to formulate our bargaining proposals. The CUPE 59 Executive Committee is seeking a fair, negotiated settlement that will be ratified by our membership issues that were brought forward by the membership through the survey were wage increases, hours of work (all members work 36 2/3 hours), working from home, improvements to vacation, compassionate leave, improved shift differential, boot allowance, retaining deferred leave and EDOs and a number of other proposals.

CUPE 59 Elections were held in June of this year. Christopher Davis was elected to the position of President. Kendra Dyck was acclaimed into the Secretary-Treasurer position. Jayne Litterick was acclaimed into the Transportation & Construction, Clerks & Solicitors, CY-Planning & Development, Building Standards, and Community Standards Area Vice President position. Patrick Turner was acclaimed into the Parks, Facilities and Fleet Management Area Vice President position. Gwen Lamkin was elected to the Corporate Financial Services Area Vice President position. Brenda Zalenchuk was elected as a Trustee for a three-year term. Thanks to Stan Macala for his many years of service on our executive team and as President for the last 14 years.

The Association of Civic Employees (ACE) affiliates include CUPE Local 59, CUPE Local 859, CUPE Local 47, CUPE Local 2669, IBEW, ATU, and IATSE. 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.

With respect to grievances and arbitrations, the Executive continues to be very pro-active in resolving most matters in a timely manner before there is a need for these costly procedures. For a Local of this size and adversity, there are a minimal number of issues presently on the books.

Area Meetings are occurring every six months. Members are strongly encouraged to take the time to attend these meetings. The meetings provide an excellent opportunity for members to voice their concerns and have issues addressed that are relevant to their area and workplace. If a member cannot attend the meeting date in their area, they are more than welcome to attend any other meeting that best suits their needs.

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 services to employees and their dependents. 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 been able to resolve on their own. For more information on this program, please contact 306-975-EFAP (3327).

I would like to thank the Executive Committee, our Executive Assistant Leona Gates, our CUPE National Representative Rhonda Heisler, Committee Members, Stewards, Trustees and volunteers for dedicating their time and energy toward the Local and all its members.

I look forward to continuing to serve the needs of all the members of CUPE Local 59. If you ever have any questions or concerns or require any clarification as to any policies or procedures, please feel free to contact me at 306-220-4940 or [cupe59@sasktel.net](mailto:cupe59@sasktel.net) or any other member of the Executive.

Submitted in Solidarity,  
Christopher Davis

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

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

### **October 2024**

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Hello fellow Brothers and Sisters,

I'd like to thank Stan Macala for his 20 years of union activism representing the members of CUPE 59. His leadership was vital in the day to day operations of the Union office during his long tenure. I am grateful for his mentorship and guidance through the years.

As you are all aware, we are currently in the midst of bargaining as our Collective Agreement expired June 30, 2023. The Bargaining Committee has commenced bargaining a new contract with the Employer in October 2023. Enhancements to vacation and sick time, GEI increase, working from home and maintaining our EDO were some of the improvements the Bargaining Committee is pursuing based on the Employee Survey results. In this current economy it is paramount for us to receive a fair wage increase so members can afford food and housing. Negotiations are currently progressing in hopes that a new contract can be ratified that is beneficial for all our members.

2024 has posed continued challenges, particularly when it comes to how the City of Saskatoon is selecting qualified senior candidates for job postings. A few non-selection grievances this past year are directly related to this. Discussions with management on qualifications, career pathing, and performance evaluations have been the main priority to try and rectify these non-selections. Eventually, the hope is that career pathing will become a corporate wide initiative that will help members develop the skills they need to transition into promotional opportunities.

As our Local continues to grow, so does participation at social events which I am grateful for. It's great to see the diversity of our local, as fellow brothers and sisters and their families interact and enjoy time with one another on a more personal level. I hope you all continue to attend and enjoy these events. It's a great way to get to know one another and stay connected.

I would like to thank you all of you for your continued trust and support in my first year as your General Vice President.

In Solidarity,  
Eric Calaguian

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# **RECORDING SECRETARY'S ANNUAL REPORT**

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

### **October 2024**

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Greetings Brothers and Sisters,

I am happy to have been part of the 2023 – 2025 Executive Committee. I have enjoyed the responsibilities brought onto me through this role, and the knowledge I have been able to attain with fellow members, through the meetings and the reading some of the applicable correspondence. I have updated our Bylaws that govern our Local in accordance with the submittals we received from National and the Membership. I hope to continue to serve the CUPE Members through the Executive Committee in meaningful roles in the coming years.

Bargaining has been on-going since the Employer agreed to meet with us in October of 2023. We have met with them 5-6 times a month since and have brought forward the needs that the Membership left us in the Bargaining Survey we sent out in January of 2023. The Employer also has proposals on their agenda, and we have been carefully listening and discussing the negative and positive effects these proposals might have on our membership.

The CUPE Saskatchewan Meeting that was held in Saskatoon this past spring was informative. We were introduced to the new NDP Leader, Carla Beck, we had some education from the speakers from SaskTel's Union (Unifor) and got to hear the Saskatchewan School's leader Jaimie Smith-Windsor give us updates on the ongoing bargaining with the Provincial government.

CUPE Saskatchewan had a BBQ in the spring to promote Solidarity in our City unions. We had CUPE 47, CUPE 59 and CUPE 859 all helping to serve hotdogs and burgers to City workers. It turned out to be a busy and a great day!

Although most of my functions have been recording the Executive Meeting minutes accurately, I have been able to assist members with minor questions and have been volunteering 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

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

## **to the Membership of CUPE Local 59 October 2024**

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Greetings CUPE 59 members,

2024 has been a hectic and trying year for many of us in parks and facilities, there has been quite a bit of employee movement within parks and management that our members have continued to take excellent care of our parks and buildings through. Even through adversity you have shown that you care about giving quality services to the citizens of Saskatoon. I appreciate you all for that. It has made me even more passionate about bargaining a good fair deal for our members and supporting you all to the best of my abilities.

With facilities going through an organization change up I can understand the anxiety it may cause not fully knowing how things will go for the next few years. If you have any questions or concerns about the transition, please do not hesitate to reach out to me to look into it for you.

The last few years has been very trying for us as employees, it can have a residual effect where it affects our homelife as well. Please use our services as needed such as EFAP, myself or government funded assistance such as 988 , the crisis helpline or counselling connect Saskatchewan (<https://www.counsellingconnectsask.ca/>) If you ever need to chat or are struggling. You don't need to tackle all of life's challenges alone. Sometimes just talking to someone can help take a load off your shoulders.

In Solidarity,  
Patrick Turner

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

## **to the Membership of CUPE Local 59 October 2024**

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Hello Brothers and Sisters,

Since being elected to Recreation and Community Development it has been busy.

I have been dealing with issues being brought forward including work/life balance, conflicts which are creating hostile work environments, posting vacant positions in a timely manner and ensuring postings are accurate.

Fusion seems to still have issues with not being user friendly when it comes to recording members seniority hours properly, as well as not being able to switch available positions within the department.

Currently we have upcoming events such as BBQ's and the Christmas parties.

We are currently bargaining with the employer to ensure we have a contract that lines up with our members needs to the best of our abilities.

Currently OH&S issues are being worked on with the employer. Most of the issues that have been submitted to me have been resolved.

In Solidarity,  
Myra Roschuk

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

## **to the Membership of CUPE Local 59 October 2024**

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Hello Brothers and Sisters,

Bargaining, Bargaining, Bargaining!!!

Yes, this year has been all about Bargaining. We are spending a lot of focused time working with the employer on our Collective Bargaining Agreement. We started meeting with the employer last fall and we continue to meet with them as often as we can to get things figured out.

I know you all want specifics, but that would break our confidentiality agreement with the employer... and no one wants that.

Please believe, we your Executive Team, are doing our best to improve our contract.

I would like to take a moment to thank Stan Macala for all he has done for the CUPE 59 membership over the last 20 some years.

I would also like to welcome Chris Davis as our new President. I would like to say Chris has shown us commitment, dedication and capability as our new leader.

Thank you once again for voting me in as your Area Vice President!!

In Solidarity,  
Gwen Lamkin



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

**to the Membership of CUPE Local 59  
October 2024**

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Thank you, Brothers and Sisters,

Once more we are gathering to decide matters that will affect the future of our Union and our life as an employee of the City of Saskatoon.

Bargaining began with the employer in the last quarter of 2023 and continues to this day of writing. This has been one of the most difficult bargaining sessions where I have had the opportunity to represent our membership and their needs; and those needs are growing every day for all families.

This past year has been a struggle for many employees with rising costs in general. These cost increases and how that affects you have been a driving force in our negotiations with the employer and we continue to strive for a fair and equitable contract for our members. 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 AND REMAI, TCU & SASKTEL CENTRE ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October 2024**

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CUPE 59 Members,

My first year of being the AVP for the sites with Boards of Directors has been a great learning experience, with some good changes being implemented at SaskTel Centre in particular.

We also welcomed a new President to the Executive in June, another big change for the Executive as a whole. Welcome aboard Chris!

I'm happy to say that things have been going well and most concerns have been resolved within the work groups themselves; a few other matters are ongoing. With that being said, I will continue to work towards a positive future for our members.

Thank you for your continued support and look forward to bringing a new bargaining contract to everyone.

In Solidarity,  
Amy Harnestone



## **COMMITTEE REPORTS**

**Includes Reports from:**

**Education Committee**

**OH&S Committee**

**Sick Bank Committee**

**Social Committee**

**Website Committee**

**Blue Cross Committee**

**OCTOBER 2024**

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# **COMMITTEE ANNUAL REPORT**

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

### **October 2024**

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#### **EDUCATION COMMITTEE:**

- The 2023 City of Saskatoon and CUPE Local 59 Joint Scholarship Program awarded scholarships to two very hardworking individuals. The award recipients for 2023 were:
  - Madelyn Grass with a 93.92% average is attending the University of British Columbia's Bachelor of Applied Science. Her mom, Loretta Odorico, works at TCU Place.
  - Max Regier with a 92.40% average is attending the University of British Columbia's Bachelor of Health & Exercise Science. His dad, Matthew Regier, works in the Sustainability, Utilities & Environment Division.
- The All President's Meeting was held May 24, 2024 and was attended by Stan Macala and Eric Calaguian.
- The SK Municipal Employees' Conference was held on March 12, 2024; Stan Macala, Eric Calaguian, Anne Prescesky, Gwen Lamkin, Amy Harnestone and Sharon Schaefer attended.
- The CUPE Sask Convention was held March 13-15, 2024. This Conference was attended by Stan Macala, Eric Calaguian, Kendra Dyck, Anne Prescesky, Gwen Lamkin, Myra Roschuk, Amy Harnestone, Michael Becker, Sharon Schaefer, Blair Torgerson, Brenda Zalenchuk and Guy Sveinbjornson.
- Introduction to Stewarding Workshops were attended by Christopher Davis, Anne Prescesky, Jennifer Heinrichs, Ken Dyna, Katrina Powers, and Julie Bechard.

Submitted in Solidarity  
Chris Davis, President

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

Committee members are working hard to keep our workplace safe and if you have any concerns, please bring them forward.

Please be alerted to keeping a respectful workplace free of gossip and harassment.

We are aware once again of the Drug and Alcohol Policy, as well as the Respectful Workplace Policy. Please read or refresh your knowledge of the policy.

Please stay safe! Whether it be at work or at home.

In Solidarity,  
Myra Roschuk

## **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 valuable benefit. It allows our members to continue living when coping with health issues. The Committee works diligently to ensure our members are being accurately 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 are on a downward trend. The plan is inadequately funded, and the viability of this plan is in danger. An amendment to the by-law was proposed to reduce the strain on the Sick Bank funds. The proposed amendment to the top up provision was voted for and approved by membership at a special meeting. The amendment is stated below:

*(ii) an employee in receipt of a top up to their pre-disability rate of pay for two years or more on March 1, 2024 will remain eligible for payment of a top up to their pre-disability rate of pay up to February 28, 2025. Payment of a top up to their pre-disability rate of pay will cease on March 1, 2025.*

This amendment was also approved by CUPE Locals 859 and 47 and will be implemented March 1, 2025. Locals 859 and 47 co-manage and fund the Sick Bank in conjunction with CUPE 59. Without this vital change to the bylaws additional funding would have been required in the near future.

The Committee works in conjunction with the Disability Assistance Program to ensure all the Sick Bank guidelines are consistently applied to each application. The Committee monitors the plan intently to ensure only members that comply with the guidelines are eligible for benefits.

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

In Solidarity,  
Eric Calaguian, CUPE 59 Sick Bank Rep

## **SOCIAL COMMITTEE:**

This year CUPE 59 hosted many social events our members participated in and enjoyed. In June we hosted 2 events.

Our annual CUPE golf tournament at Holiday Park Golf Course was well attended and enjoyed by all that participated. Congratulations to the winning team of Vincent Morris, Mitchell Kiesman, Brody Jorgenson and Brandon Boyer. Well done guys! The registration for this tournament was maxed out so remember to register early next year if you want to participate.

Family Fun Day was also hosted in June at the Forestry Farm. CUPE 59 covered the entrance fee to the park and zoo, fishing permits and provided lunch. CUPE 59 thanks all the members and family who enjoyed the event and the volunteers who make this event possible.

The 2023 Children's Christmas Party was held in December at the Saskatoon Field House. Over 400 members and their families attended the party. The event included hot dogs and treats, three Apollo Jumps, face painting, and a special visit from Santa. Special thanks to the Executive Board and the many volunteers for their help to make this event such a success! Without their help, this party would not be possible.

The 2023 Adult Christmas Party was held in December at the Western Development Museum and feedback indicates it also was a huge success! Everyone enjoyed the music, food, prizes and good cheer. The photo booth was also a big hit again!

The 2024 Children's Christmas Party will be held **Sunday, December 1, 2024** at the Saskatoon Field House and the 2024 Adult Christmas Party will be at the Western Development Museum for **Saturday, December 7, 2024**. Don't miss these events!

There are two annual membership barbecues organized: There is a barbecue at Vic Rempel yards in August and the 2<sup>nd</sup> barbeque at City Hall in September. The barbecues are always well attended.

Just a reminder and a small courtesy: if you R.S.V.P. for events and are unable to attend, please send an email or call the office to advise that you are unable to attend. This courtesy would be appreciated as a lot of time and effort is put into the organization and execution of these events and it is always nice to have an accurate list of attendees.

Suggestions for social events are always welcome. Please feel free to forward suggestion or comments to the CUPE 59 office at [cupe59@sasktel.net](mailto:cupe59@sasktel.net).

Your Social Committee,  
Eric Calaguian and Kendra Dyck

## **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.

CUPE National has recently updated/converted the CUPE 59 web page to a newer more reliable server. Cosmetically the website looks and feels the same.

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).

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

## **BLUE CROSS COMMITTEE:**

*Members on Committee:* Heather Drysdale (Chairperson), Sharon Shaefer(Recording Secretary), Amy Harnestone, Becky Ward, Karen Sofiak Cordell Anderson, Eric Scott & Kendra Dyck (Executive member)

Hello Brothers and Sisters,

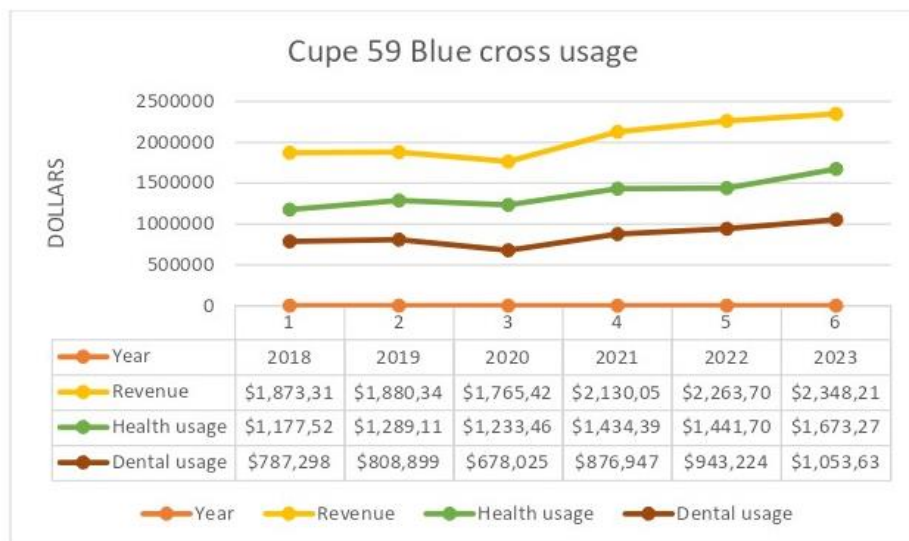
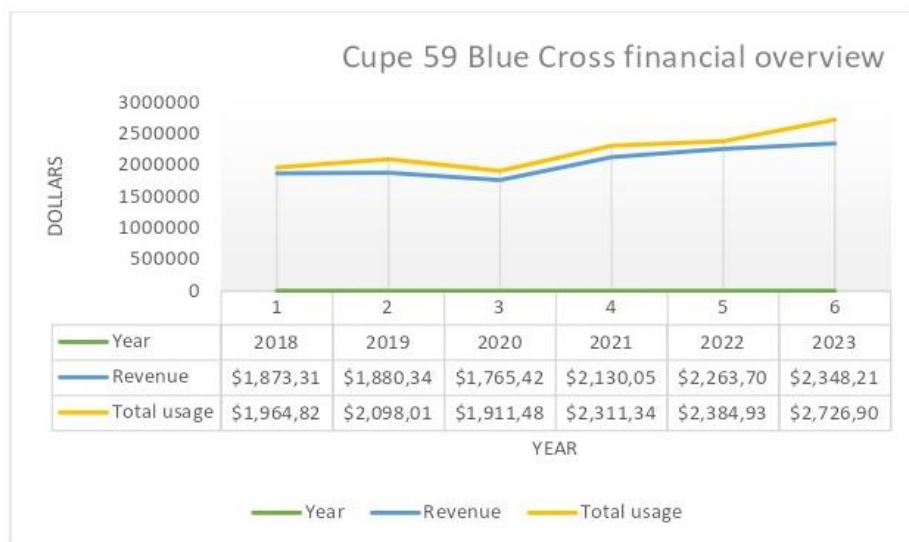
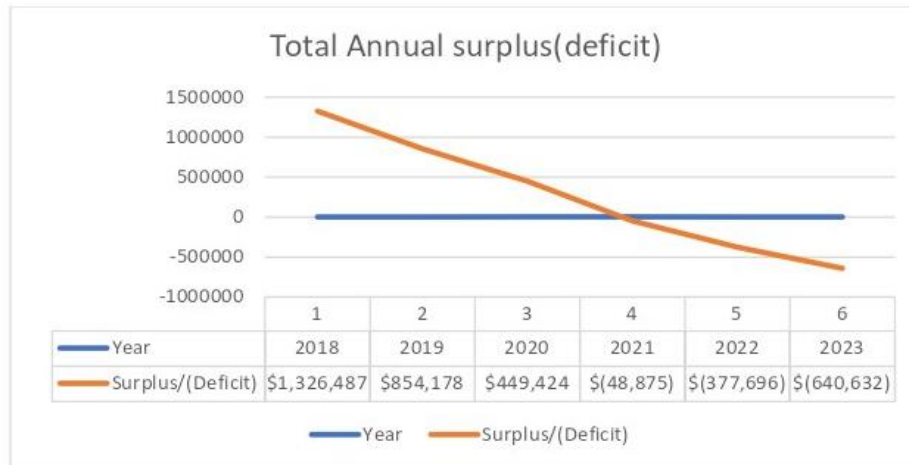
Our Blue Cross plan is a fund, not an insurance plan. This means that whatever the plan benefits cost us, we (employee & employer contributions) must fund. The fund is managed by us in that the employer and membership deposit money into the fund from which our benefit costs are withdrawn. Any cost exceeding 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 October 2021 AGM, the membership voted to increase premiums and remove the Health Spending Account in combination with lowering the fund reserve to \$450,000. Unfortunately, our plan continues to battle the effects of inflation and underfunding resulting in a one-time lump sum payment in December 2023 and changes to the benefit plan in 2024 (graphs attached for visual).

In Fall 2023 the employer hired a consultant to review the current plans under Blue Cross and provide projections on alternative plan options for any and/or all locals that are interested in participating in tendering a new provider. CUPE 59 executive members have attended these sessions and continue to meet with the employer to discuss other plan options with the goal of addressing the current deficit while providing affordable, adequate benefit options.

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

In solidarity,  
Kendra Dyck







**SECRETARY-TREASURER'S  
ANNUAL REPORT**

**and**

**PROPOSED BUDGET**

**(July 1, 2024 to June 30, 2025)**

**OCTOBER 2024**

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# **SECRETARY-TREASURER ANNUAL REPORT**

## **to the Membership of CUPE Local 59 October 2024**

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This report covers the fiscal period of July 1, 2023 to June 30, 2024. It was a busy year of bargaining, conventions, meetings, and social events.

### **Introduction**

The main sources of revenue for CUPE 59 are membership fees and investment income. Our membership remains strong with an average of 1,450 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, 2023 to June 30, 2024 finished with an anticipated net loss of \$334,000 due to the temporary reduction in dues (July - Dec 2023) and one-time lump sum repayment to the Blue Cross plan. Despite the resulting net loss, the CUPE 59 financials remain strong with \$3 million in assets.

- *Cash balance* beginning of the period was \$114,847 and at the end of the period is \$133,904.
- *Revenues* are down \$28,000 compared to the previous year. This was projected because of the temporary reduction to membership dues.
- *Expenses* were higher by \$359,000 compared to previous year, due in large to the one-time lump sum repayment to the Blue Cross plan.

Notably, our local is mindful of struggles among our community members and is always generous in distributing donations to support those both near and far. Also, we recognize and congratulate the contributions of our retiring members.

### Congratulations and Farewell to our retired members:

Gerald Cullen 43 years	Pamela Listoe 36 years	Wendy Knorr 24 years
Darryl Lucyshyn 42 years	Louis Evanchuk 36 years	Cheryl Ellison 24 years
David Hudson 42 years	Juliana Neubauer 35 years	Twila Diederichs 24 years
Ken Clement 42 years	Teresa McFadzen 35 years	Vicki Derksen 24 years
Eddie Wong 41 years	Dale Stewart 33 years	Christine Davis 21 years
Dominic Santoro 41 years	Rhonda Rioux 33 years	Rhonda Mattern 20 years
Bruce Clark 41 years	Glen Densham 33 years	Junyuan Ma 18 years
David Renfer 40 years	Bruce Turner 31 years	Frank Posteraro 15 years
Elaine Sutherland 39 years	Tammy Hamilton 31 years	Elsie Sedgwick 14 years
Cheryl Zalys 38 years	Jill Day 31 years	Roxane Vilness 12 years
Lorraine Wonsiak 38 years	Carl Wes Gamble 29 years	Diane Coulson 11 years
Darlene Boyko 38 years	Mark Planchot 25 years	Jennifer Heinrichs 8 years
Ian Tracksell 37 years	John Goss 25 years	Leora Carmichael-Cassidy 8 years
Lorenzo Pizarro 37 years	Absalon Verdote 24 years	Scott Tetrault 4 years

### **Budget Overview**

The Budget remains largely unchanged for the 2024-2025 year. There is a motion to eliminate the member initiation fee which reduces revenues minimally, in addition to inflationary increases among the expenses related to utilities, wages and services. A net income of \$66,000 is projected and stable to be moved into investments.

### **Audit**

A copy of the audited financial statements for the year ending June 30, 2024, are included in my report. The external auditor conducted his review of the 2023-2024 financials on August 1st, 2024, without recommendation. Additionally, our trustees completed their annual audit without concern. I again would like to thank both our auditor and trustees for this invaluable and fundamental 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 2023 - June 2024

	TOTAL
INCOME	
Revenue	
4010 Initiation Fees	6,445.00
4020 Dues	980,452.63
4030 Interest Revenue	62,411.66
4040 EI Rebate	93,453.40
<b>Total Revenue</b>	<b>1,142,762.69</b>
<b>Total Income</b>	<b>\$1,142,762.69</b>
<b>GROSS PROFIT</b>	<b>\$1,142,762.69</b>
EXPENSES	
Associations	
5610 CUPE Municipal Steering	4,540.50
5615 CUPE National	634,605.51
5620 CUPE Sask Division	48,478.79
5625 SDLC	5,811.74
<b>Total Associations</b>	<b>693,436.54</b>
General Office Expense	
5010 Executive Office Assistant	43,154.90
5030 Office Expenses & Supplies	26,507.17
5040 Office Equipment	4,998.68
Payroll Expenses	2,777.96
<b>Total General Office Expense</b>	<b>77,438.71</b>
Legal Expenses	
5420 General Legal Expenses	5,172.11
<b>Total Legal Expenses</b>	<b>5,172.11</b>
Meetings	
5310 Annual General Meeting	8,470.96
5320 Meeting Expenses & Meals	10,598.74
<b>Total Meetings</b>	<b>19,069.70</b>
Member Related Expenses	
5510 Conferences/Education/Training	36,908.63
5515 Retirement Gifts	26,300.00
5520 Member Relations	354,379.32
5525 Promotional Items	2,606.09
5530 Social Activities	16,422.13
5535 Scholarships - CUPE 59 & COS	1,000.00
5540 Union Paid Wages	87,914.83
5545 Per Diems	67,036.29
<b>Total Member Related Expenses</b>	<b>592,567.29</b>
Other	
5710 EI Rebate Expenses	44,072.07
5715 Bargaining	1,505.80
5725 Donations/Sponsorship	14,751.00
<b>Total Other</b>	<b>60,328.87</b>

Cupe local 59

Profit and Loss  
July 2023 - June 2024

	TOTAL
Property Expense	
5100 Property Taxes	11,445.73
5110 Utilities	4,924.43
5120 Property Insurance	3,510.72
5130 Landscaping Expenses	5,906.25
5140 Property Cleaning Expense	3,600.00
<b>Total Property Expense</b>	<b>29,387.13</b>
<b>Total Expenses</b>	<b>\$1,477,400.35</b>
<b>PROFIT</b>	<b>\$ -334,637.66</b>

# Cupe local 59

## Balance Sheet

As of June 30, 2024

	TOTAL
<b>Assets</b>	
Current Assets	
Cash and Cash Equivalent	
1000 General Bank Account	133,903.68
<b>Total Cash and Cash Equivalent</b>	<b>\$133,903.68</b>
<b>Total Current Assets</b>	<b>\$133,903.68</b>
Non-current Assets	
1010 Regular Shares - Credit Union	5.00
1100 GIC # 4001XXXXXXXXX	108,049.79
1130 GIC # 8335XXXXXXXX4	116,881.65
1135 GIC # 8335XXXXXXXX9	140,846.08
1140 GIC # 8335XXXXXXXX45	850,527.68
1145 GIC #8335xxxxxx68	129,844.38
1150 GIC #8335xxxxx409	310,528.77
1200 Long Term Investments	635,697.44
1300 Property	600,000.00
<b>Total Non Current Assets</b>	<b>\$2,892,380.79</b>
<b>Total Assets</b>	<b>\$3,026,284.47</b>
<b>Liabilities and Equity</b>	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
20000 Accounts Payable	3,262.30
<b>Total Accounts Payable (A/P)</b>	<b>\$3,262.30</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	21.67
2320 CPP Payable	132.59
2330 Income Tax Payable	85.00
2345 Pension Payable	117.43
2350 Union Dues Payable	26.22
24000 Payroll Liabilities	0.00
25500 GST/HST Payable	0.00
<b>Total Current Liabilities</b>	<b>\$4,970.43</b>
<b>Total Liabilities</b>	<b>\$4,970.43</b>
Equity	
3560 Opening Balance Retained Equity	2,345,362.30
3570 Reserve - Office Space Purchase	0.00
3575 Reserve - Office Building Maintenance	22,492.56
3580 Reserve - Operating	169,974.02
3590 Reserve - President's Salary	100,000.00
Retained Earnings	718,122.82

# Cupe local 59

## Balance Sheet

As of June 30, 2024

	TOTAL
Profit for the year	-334,637.66
<b>Total Equity</b>	<b>\$3,021,314.04</b>
<b>Total Liabilities and Equity</b>	<b>\$3,026,284.47</b>

Cupe local 59  
Proposed Budget FY\_2024\_2025

July 2024 - June 2025

Budget

Income

Revenue

4010 Initiation Fees \$ - Bylaw amendment propose

4020 Dues \$ 1,258,000

4030 Interest Revenue \$ 45,000

4040 EI Rebate \$ 65,000

Total Revenue \$ 1,368,000

Total Income \$ 1,368,000

Gross Profit \$ 1,368,000

Expenses

5630 Associaton of Civic Employees \$ 3,000

Associations

5610 CUPE Municipal Steering \$ 6,000

5615 CUPE National \$ 712,000

5620 CUPE Sask Division \$ 55,000

5625 SDLC \$ 6,700

Total Associations \$ 782,700

General Office Expense

5010 Executive Office Assistant \$ 38,000

5030 Office Expenses & Supplies \$ 30,000

5040 Office Equipment \$ 10,000

Payroll Expenses \$ 3,500

Total General Office Expense \$ 81,500

Legal Expenses

5410 Lawsuits \$ 2,000

5420 General Legal Expenses \$ 25,000

Total Legal Expenses \$ 27,000

Meetings

5310 Annual General Meeting \$ 8,500

5320 Meeting Expenses & Meals \$ 11,000

Total Meetings \$ 19,500

Member Related Expenses

5510 Conferences/Education/Training \$ 75,000

5515 Retirement Gifts \$ 26,000

5520 Member Relations \$ 7,000

5525 Promotional Items \$ 4,000

5530 Social Activities \$ 15,000

5535 Scholarships - CUPE 59 & COS \$ 1,000

5540 Union Paid Wages \$ 80,000

5545 Per Diems \$ 68,000

Total Member Related Expenses \$ 276,000

Other

5705 Strike Fund \$ 5,000

5710 EI Rebate Expenses \$ 55,000

5715 Bargaining \$ 1,000

5725 Donations/Sponsorship \$ 14,000

Total Other \$ 75,000

Property Expense

5100 Property Taxes \$ 14,300

5110 Utilities \$ 6,000

5120 Property Insurance \$ 4,000

5130 Landscaping Expenses \$ 6,000

5140 Property Cleaning Expense \$ 4,000

5150 Building Maintenance expenses \$ 6,000

Total Property Expense \$ 40,300

Total Expenses \$ 1,302,000

Net Operating Income \$ 66,000 Back into term investments

Net Income \$ 66,000





# **TRUSTEES ANNUAL REPORT**

**OCTOBER 2024**

# **TRUSTEES' REPORT TO THE 2024 ANNUAL MEETING MEMBERSHIP**


**August 1, 2024**

We, the Trustees' of CUPE Local 59, have reviewed the books and records of our Local for the period from July 1, 2023 to June 30, 2024.

The Trustees' for CUPE Local 59 met on August 1, 2024 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  
\_\_\_\_\_  
Jocelyne Page, Trustee  
\_\_\_\_\_  
Brenda Zalenchuk, Trustee



August 1, 2024

**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, 2024 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

A handwritten signature in black ink, appearing to read "P. Pigeon", is written over the printed name.



# **BYLAW AMENDMENTS AND NOTICE OF MOTIONS**

**OCTOBER 2024**

**BYLAW AMENDMENTS AND  
NOTICE OF MOTIONS  
OCTOBER 5, 2024**

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

*Motion 1:*

**Add**  
**TABLE OF CONTENTS**

**Add**  
**LAND ACKNOWLEDGEMENT**

As we gather here today, we acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

**Add**  
**EQUALITY STATEMENT**

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

Mark Hancock  
National President

Candice Rennick  
National Secretary-Treasurer

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

**ARTICLE V - ANNUAL GENERAL MEETING, SPECIAL MEETINGS, AREA MEETINGS  
AND ANNUAL ELECTIONS**

*Motion 2:*

**Remove**

5.2 (b) (iv) Reading of Minutes of Previous Annual Meeting

**Add**

5.2 (b) (iv) Reading **and Approval** of Minutes of Previous Annual Meeting

**Remove**

5.5 (iii) ~~Reading~~ of Minutes from the last Area Meeting

**Add**

5.5 (iii) **Circulation** of Minutes from the last Area Meeting

**Add**

5.7 In-person or Virtual Meetings: The Local may hold membership meetings in-person and/or virtually. Where virtual meetings are held, all voting will be conducted electronically provided secrecy can be maintained, where mandated.

5.8 A fully virtual meeting is held exclusively on-line, provides for communication between all participants, and includes a single voting option that ensures the integrity of the vote, and its secrecy where warranted.

5.9 Hybrid Meetings (with two-way communication and on-line voting): A hybrid meeting is held both in-person and virtually, provides for two-way communication between remote participants and in-person participants, and includes a voting option that ensures the integrity of the vote, as well as a single secret voting option where warranted.

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

### **ARTICLE VIII - EXECUTIVE BOARD**

*Motion 3:*

**Add**

8.9 Following election results the outgoing incumbent will remain as an advisor to the end of the calendar month.

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

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

*Motion 4:*

**Remove**

9.2 ~~(c) Be responsible for issuing membership cards upon request.~~

**Remove**

9.4 (g) Have all ~~books and papers~~ ready on reasonable notice for auditors and Trustees.

**Add**

9.4 (g) Have all **documents** ready on reasonable notice for auditors and Trustees.

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

### **ARTICLE X - HONOURARIUMS AND COMPENSATION**

*Motion 5:*

**Remove**

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

**Add**

10.4 An honourarium of **seventy-five dollars (\$75.00)** per audit and appeal will be granted to each Trustee.

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

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

*Motion 6:*

**Remove**

~~13.1 Initiation Fee: All new members to be assessed an initiation fee of ten dollars (\$10.00) upon first application for membership.~~

*The following is a Bylaw amendment submitted by Judy Krause, Lindsay McDougall and the Executive Committee:*

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

*Motion 7:*

**Remove**

14.1 (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.

**Add**

14.1 (b) The online polls will be open from **7:00** a.m. to 7:00 p.m. on election day. The results will be announced the next day via email to all members.

**Remove**

14.1 (e) Area Vice Presidents and stewards shall be elected by the group they represent.

**Add**

14.1 (e) Area Vice Presidents and stewards shall be **a part of and**, elected by the group they represent.

**Remove**

14.5 (d) (iv) ~~Area Vice President nominees are only eligible for nomination in the area in which they are employed.~~

**Add**

14.5 (d) (iv) **Area Vice Presidents shall be a part of and**, elected by the group they represent.

**Add**

14.5 (d) (v) A member must have attended at least three (3) of the previous six (6) Annual General Meetings or area or special membership meetings in the past two (2) years.



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

## **ARTICLE XX - AMENDMENT**

*Motion 8:*

### **Remove**

~~20.2 These Bylaws shall not be amended, added to, or suspended except upon a majority vote of those present and voting at an annual or special membership meeting following sixty (60) calendar days written notice, or notice given at an annual meeting.~~

### **Add**

**20.2 A Local Union can amend or add to its Bylaws only if a notice of the intention to propose the amended or additional Bylaws was given at leaves seven (7) calendar days before at a previous membership meeting or sixty (60) calendar days before, in writing.**

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

*Motion 9:*

### **Add**

## **APPENDIX "C" TO THE BYLAWS OF CUPE LOCAL 59 CODE OF CONDUCT**

- C.1 The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.
- C.2 CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.
- C.3 The Code of Conduct sets out standards of behaviour for participants at national convention, national conferences, schools, meetings, and all other events organized by CUPE National. It is also applicable to structures of CUPE - Locals, Provincial and Service Divisions, District Councils, Provincial Unions, Councils of Unions, Provincial Councils of Unions, and Provincial Sectoral Groups. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

- C.4 This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National and at events, meetings and activities by other parts of CUPE referenced above. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.
- C.5 As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:
- Abide by the provisions of the Equality Statement.
  - Respect the views of others, even when we disagree.
  - Recognize and value individual differences.
  - Communicate openly.
  - Support and encourage each other.
  - Make sure that we do not harass or discriminate against each other.
  - Commit to not engaging in offensive comment or conduct.
  - Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- C.6 Take responsibility for not engaging in inappropriate behaviour due to use of alcohol or other drugs while participating in union activities, including social events.
- C.7 Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.
- C.8 A complaint regarding the Code of Conduct will be handled as follows:
- If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
  - At national convention, national conferences, schools, meetings, and all other events organized by CUPE National, a complaint shall be brought to the attention of an ombudsperson.
  - At a meeting, event, or activity held by a structure of CUPE, should an ombudsperson be available, the same process would be used. Should an ombudsperson not be available, a person properly appointed and designated to be in charge shall receive the complaint.
  - If the complaint involves a staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement. If the complaint involves a staff member employed by another part of CUPE, the person responsible for their employment will be the one to whom a complaint is referred and the relevant collective agreement, should it exist, would be applicable.
  - Once a complaint is received where an ombudsperson is being used, the ombudsperson will work to seek a resolution.

- If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
- At CUPE National events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses. The same process is to be used for other parts of CUPE where an ombudsperson is not available.
- For National events, if the person in charge is a party to the complaint, the director or designate shall assume that role. For all other parts of CUPE, an alternate will be designated to assume the role.
- In a case where a member has been expelled from an event, the National President shall receive a report on the matter. For all other structures of CUPE, the presiding officer shall receive a report on the matter.
- For events organized by CUPE National, the National President shall determine if further remedial action is appropriate, including restricting a member's participation in future events organized by CUPE National. A similar process may be applicable to the other parts of CUPE, done in consultation with the National President.

C.9 This Code of Conduct is designed to create a safe, respectful and supportive environment within all parts of CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

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

▪ **Executive Board**

Article 5 [5.2a] [5.3b] [5.5]

Article 7 [7.1]

Article 8 [8.7]

Article 10 [10.1] [10.2] [10.3]

Article 12 [12.1c]

Article 15 [15.1]

Article 16 [16.8a] [16.10a] [16.13a]

Appendix B [B.7]

▪ ~~Special Meeting~~ **special membership meeting**

Article 5 [5.3b]

- **calendar** days

Article 5 [5.4]

Article 8 [8.7]

Article 11 [11.2a]

Article 14 [14.6iv3]

- ~~ii~~ **iii**

Article 14 [14.2a]

- ~~iii~~ **iv**

Article 14 [14.5d]

- **sixty** (60) / **thirty** (30) calendar days

Article 14 [14.5a] [14.5b]

- ~~Registration~~ **registration**

Article 17 [17.3]

- ~~is~~ **are**

Appendix A

- ~~Re:~~ **e.g.**

Appendix B

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

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

##### **Remove**

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

##### **Add**

14.1 (g) If, after elected to office, an Area Vice President relocates to a new are, they will continue to fulfill their term in office, **until the next general election.**

*The following is a Notice of Motion submitted by Paula Kalyn:*

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

**Remove**

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

**Add**

14.1 (g) If, after elected to office, an Area Vice President relocates to a new are, they **are no longer able to fulfill their duties as Area Vice President. A by-election will be held within 30 days of the previous incumbent's start date of their new position.**



## EXECUTIVE MEMBERS

POSITION	NAME	WORKPLACE	WORK #	CELL #	FAX #	EMAIL ADDRESS
TABLE OFFICERS						
President	Chris Davis	CUPE 59 Office	306-652-6963	306-220-4940	306-652-6992	christopher.davis@cupe59.ca
General Vice President	Eric Calaguian	Assessment & Taxation	306-975-3010	306-261-1541	306-652-6992	eric.calaguian@cupe59.ca
Secretary-Treasurer	Kendra Dyck	CF - Parks	306-975-2348	306-229-6324	306-652-6992	kendra.dyck@cupe59.ca
Recording Secretary	Anne Prescesky	Corporate Records	306-986-9759	306-380-1608	306-652-6992	anne.prescesky@cupe59.ca
CORPORATE FINANCIAL SERVICES						
Area Vice President	Gwen Lamkin	Corporate Revenue	306-975-2840	306-280-5214	306-652-6992	gwen.lamkin@cupe59.ca
RECREATION & COMMUNITY DEVELOPMENT						
Area Vice President	Myra Roschuk	CY - Recreation	306-975-7730	306-241-3280	306-652-6992	myra.roschuk@cupe59.ca
TRANSPORTATION & CONSTRUCTION CLERKS & SOLICITORS CY - PLANNING & DEVELOPMENT, BUILDING STANDARDS, AND COMMUNITY STANDARDS						
Area Vice President	Jayne Litterick	Construction & Design	306-657-8678	306-261-8421	306-652-6992	jayne.litterick@cupe59.ca
POLICE & FIRE PROTECTION SERVICES REMAI MODERN, TCU PLACE, AND SASK-TEL CENTRE						
Area Vice President	Amy Harnestone	Saskatoon Police	306-657-8652	306-280-1334	306-652-6992	amy.harnestone@cupe59.ca
PARKS, FACILITIES AND FLEET MANAGEMENT						
Area Vice President	Patrick Turner	CY Parks	306-975-3303	306-380-5920	306-652-6992	patrick.turner@cupe59.ca
CUPE LOCAL 59 OFFICE **Please call ahead before coming to the office**				CUPE REGIONAL OFFICE Saskatoon		
Executive Assistant	Leona Gates 106 33 <sup>rd</sup> Street East Saskatoon SK S7K 0S2  Email: cupe59@sasktel.net Website: www.cupe59.ca			Staff Representative		Rhonda Heisler 250 Cardinal Crescent Saskatoon SK S7L 6H8  Email: rheisler@cupe.ca
Phone: 306-652-6963				Phone: 306-382-8262		
Fax: 306-652-6992				Fax: 306-382-8188		



# STEWARDS

AREA / Steward Name	Workplace	Phone #
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## **CORPORATE FINANCIAL SERVICES:**

Katrina Powers	Assessment	306-975-3227
Paula Kalyn	Revenue	306-975-3288

## **COMMUNITY SERVICES:**

Brenda Zalenchuk	Shaw Centre	306-975-8389
Stephanie Woods	Recreation	306-975-3345
Kelly Harmsworth	Forestry Farm	306-975-3172

### ***Parks:***

Ken Drapak	Parks	306-975-3308
Nils Sundby	Parks	306-290-2997
Stan Macala	Parks	306-230-1170

### ***Facilities:***

Guy Sveinbjornson	Facilities	306-222-2722
Michael Becker	Facilities	306-975-8176
Kevin Bowering	Facilities	306-292-6779

## **TRANSPORTATION & CONSTRUCTION**

Lindsay McDougall	Community Services	306-975-2476
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## **SASKATOON POLICE SERVICES & FIRE PROTECTION SERVICES:**

Sharon Schaefer	Facilities	306-227-6941
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## **OTHER BOARDS & COMMISSIONS (TCU Place/Sasktel Centre/Remai Art Centre):**

Darcie Saunders	TCU Place	306-229-4356
Blair Torgerson	SaskTel Centre	306-975-2927

September 2024