



2025
ANNUAL GENERAL MEMBERSHIP MEETING
REPORT PACKAGE

Saturday, October 4, 2025
Travelodge Hotel and
Conference Centre
9:00 a.m.

Breakfast served from 8:00 to 8:45 a.m. only!

**Babysitting costs from submitted receipts, will be
reimbursed at the CUPE 59 office at a later date.**

***Please RSVP your attendance to the Union
office at 306-652-6963 or admin@cupe59.ca
by Friday, September 19, 2025***



2025 ANNUAL GENERAL MEMBERSHIP MEETING

Saturday, October 4, 2025

Travelodge Hotel and
Conference Centre

AGENDA

9:00 a.m. – CALL TO ORDER

- A) Reading of the Land Acknowledgement and Equality Statement
- B) Roll Call of Officers
- C) Swearing in of new officers
- D) Reading of Minutes of Previous Annual General Membership Meeting
 - October 5, 2024
- E) President's Annual Report
- F) Treasurer's Annual Report
 - Year-End Financial Statements
 - Proposed Budget: July 1, 2025 - June 30, 2026
- G) Trustees' Annual Report dated August 12, 2025, and
The Auditor's Report dated August 15, 2025.
- H) Committee Reports
- I) Bylaw Amendments and Notice of Motions
- J) New Business
- K) Good of the Union
- L) Adjournment



2024 ANNUAL MEMBERSHIP MEETING

Saturday, October 5, 2024
TRAVELODGE – GALAXY ROOM “B”
(106 Circle Drive)

A. READING OF EQUALITY STATEMENT:

Call to Order - 9:00 a.m.

Sister Amy Harnestone read the Land Acknowledge and the Equality Statement.

B. ROLL CALL OF OFFICERS:

Table Officers Present:

X Christopher Davis – President
X Eric Calaguian - General Vice President
X Anne Prescesky - Recording Secretary
X Kendra Dyck - Secretary-Treasurer
X Cara Stelmaschuk – CUPE National Representative

Area Vice Presidents Present:

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

C. READING OF MINUTES OF PREVIOUS AGM:

Minutes of the October 14, 2023, meeting were reviewed.

Brother Chris Davis leads the group through the minutes, advises if they have any questions to bring forward. None brought forward,

Motion: Christopher Davis (President) **Seconded:** Gwen Lamkin (Corp Revenue)
That the October 14, 2023, Annual General Membership Minutes be accepted as circulated.

CARRIED

D. PRESIDENT'S ANNUAL REPORT:

Brother Chris Davis leads the discussion and then reads his new updated report to the group.

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.

There is a pilot program for CUPE 59 employees to receive a 50% discount for 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 2028. 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.

We have recently ratified a new Collective Agreement for the term of July 1, 2023, to December 31, 2028. The CUPE 59 Executive Committee negotiated wage increases, improvements to compassionate leave, shift differential, boot allowance, severance, the addition of being able to use 3 days of sick credits to care for a family member, retaining deferred leave and EDOs.

CUPE 59 Elections were held in June of this year. Christopher Davis was elected to the position of President. Sister Kendra Dyck was acclaimed into the Secretary-Treasurer position. Jayne Litterick was acclaimed into the Transportation and Construction, Clerks and Solicitors, Community Services-Planning and 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. Sister 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. I would also like to take this opportunity to thank 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 diversity, 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 member 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 Representatives Cara Stelmaschuk and 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 or any other member of the Executive.

In Solidarity,
Christopher Davis

That the President's Annual Report, General Vice President, Recording Secretary and six (6) Area Vice President Reports dated October 2024, be accepted as circulated.

Motion: Christopher Davis (President) Seconded: Brenda Zalenchuk (CY)

CARRIED

E. TREASURER'S REPORT AND PROPOSED BUDGET:

Kendra Dyck (Secretary-Treasurer) – since last reported on September 4th, 2024, the financials haven't changed much since the Area meetings were held. Audited by the General Trustees and the Auditor. Thanks to the teams for their commitment for their work and their transparency. Also included in the package is the new budget, there are minimal changes, mostly increases in wages. There is a motion coming forward to change the initiation fee.

Jason Dziadyk (Parks) - Who are the 60-80 people who have lost their car allowance?

Kendra Dyck (Secretary-Treasurer) - defers to the President.

Eric Calaguian (Vice-President) – we wouldn't have their names, recommends to move it to New Business.

Jason Dziadyk (Parks) – Asks about what the amount of \$350,000 under member relations?

Kendra Dyck (Secretary-Treasurer) – that is the \$350,000 that we moved to pay off the debt to Blue Cross. Felt that it was appropriate to put it there.

Jason Dziadyk (Parks) – in the report under social activities – where does that come out of? Why is it only at \$1,600?

Kendra Dyck (Secretary-Treasurer) – that is for all of the BBQ's, etc.

Motion: Kendra Dyck (Secretary-Treasurer) Seconded: Stan Macala (Parks)

That the Treasurer's Report for the period July 1, 2023, to June 30, 2024, and the proposed budget from July 1, 2024, to June 30, 2025, be accepted as circulated.

CARRIED

F. TRUSTEES' ANNUAL REPORT:

Christopher Davis (President) asks that **Judy Krause (Parks)** speak

Judy Krause (Parks)

Looked through the books, everything is amazing, thanks Sister Kendra Dyck for all of her excellent work.

That the Trustees' Report for the period July 1, 2023, to June 30, 2024 and the Auditor's Report (Paul F. Pigeon) dated August 1, 2024 be accepted as circulated.

Motion: Sister Judy Krause Seconded: Brother Patrick Turner

CARRIED

G. COMMITTEE REPORTS:

Christopher Davis (President) directs the membership to read the reports included in the AGM package they received at the door.

Stan Macala (Parks) – how many members are online?

Christopher Davis (President) and **Jayne Litterick (T&U)** state that there are currently 15 online.

Damien Lyster (Corporate Revenue) – can we get a handle of what happened with Blue Cross

Christopher Davis (President) anticipated that there might be questions, would like to show the group a Power Point Presentation (PPT) that he has put together. All agree.

Kendra Dyck (Secretary-Treasurer) leads the PPT – this is the summary when the Health Spending Account (HSA) was introduced in 2014. You can see in the total fund column, the balance decreasing. Then in 2019 we had the reporting error. The blue is the new ending balance, and then it continues to decline. Then in 2021 its in red, the deficit that we have been trying to deal with. Now with the ratification, the employer will take over. Addresses Damien, is that the information that you are looking for.

Damien Lyster (Corporate Revenue) – the story that I have heard is that there is an error in our contributions? We have had more people using than what we have money going into it.

Kendra Dyck (Secretary-Treasurer) – There was overutilization of the plan. By the time that we got the financials, it was after our AGM in 2020, we were already working with Blue Cross and didn't get those projections until the next summer. At that time, we needed to increase our premiums, in 2022 we increased our premiums from the next AGM from 2021. We have been trying to address that with Blue Cross. Blue Cross recommended a 250% increase - which wasn't feasible. That is when we brought forward the recommendation for the \$350,000. Through the bargaining process, we chose to give the employer the deficit in exchange for the Car Allowance.

Damien Lyster (Corporate Revenue) – prevailing thought was that there was an error on Blue Cross's behalf. That what was driving some of the anger in his department. Has had questions like: Why are we paying for it? Lists some of the resentment from a couple of weeks ago at the ratification vote.

Kendra Dyck (Secretary-Treasurer) – to clarify, we are not an insurance plan – we are self-funded. The City of Saskatoon puts it in and then it gets used by us. All the things that put us in the situation and we couldn't fix it fast enough.

Regina Kreke (Finance) – what is a reporting error on the spread sheet is not?

Kendra Dyck (Secretary-Treasurer) – it is the stated amount

Ben Marianovitis - Parks – if we are a self-funded plan, why would we be in deficit?

Kendra Dyck (Secretary-Treasurer) – it was deemed at the time that it was too much for the members to use.

Ben Marianovitis - Parks – seems like very short-sighted to draw down all of our funds, with the understanding that during our universe. Seeing the increasing of pricing in all of the areas. Why would we intentionally take away our safety net. Doesn't make sense to him.

Kendra Dyck (Secretary-Treasurer) – Can't speak to that, wasn't her decision. Unfortunately, because of the reporting error, it didn't give the committee enough time to compensate for it. I don't think a pandemic was predicted by anyone.

Ben Marianovitis - Parks – that is not how inflation happens, if you set the limit to \$750,000

Christopher Davis (President) – gavels and calls the room to order, addresses – Kendra Dyck (Secretary Treasurer) did state what happened and what the response was. We do understand that inflation happened and that it was controlled by the bank of Canada. It wasn't done in bad faith. At the time it seemed that it would provide a better answer for our membership. That trigger point has been addresses.

Ben Marianovitis - Parks – who set the \$750,000 trigger point.

Patrick Turner (CY Parks)– that was set many years ago.

Ben Marianovitis - Parks repeats his question

Christopher Davis (President) – that is why the motion in the 2021 AGM to reduce the Health Spending Account (HAS) happened.

Ben Marianovitis - Parks – why wouldn't we do this annually to solicit responses from other providers?

Christopher Davis (President) – this is dealt with from the employer, not us. This is the fees that our practitioners charge us.

Ben Marianovitis - Parks – understands, but would like to have the possibility of looking at other company's

Christopher Davis (President) – that is in the process now, it is up to the City of Saskatoon to make that decision and part of the agreement to the new contract.

Sharon Shaefer – Facilities - More information than to a question, have sat on that committee forever. The \$2,000,000 that we achieved was due to the extra amount taken off of the memberships cheques. Our fund was close to \$2,000,000 – Blue Cross was telling us that they had too much money in their bank account. They didn't want to have to pay interest on the funds. They recommended the \$750,000, and advised us to get more money from the employer. When we got the new cards, they were putting the money in the wrong account from a clerk. No one at the City or the Committee knew that we were in debt. The changes to our premiums and the estimate that Blue Cross gave us was close to being aligned.

Christopher Davis (President) – are there any further questions?

Brittany Khamo (SPS) – is it possible to put any more pressure on the employer to pay more?

Christopher Davis (President) – Can bring it forward to the employer on behalf of our local.

Brittany Khamo (SPS) – notes that there are “misses” happening when moves happen

Christopher Davis (President) – responds yes.

Jayne Litterick (T&C) reads a question posed from the virtual attendance:

Ryan Davies (Building Management) – is it not possible to review our funds on a annual review basis in order to check your bank account once a year?

Christopher Davis (President) – it is reviewed quarterly.

Brittany Khamo (SPS) – how do you get on the committee?

Christopher Davis (President) – if you email the office that is the best way. Any further questions? No

Raina Dauvin – (Corporate Revenue) - Last years AGM – did we approach Blue Cross about their error in accounting – what did they say?

Christopher Davis (President) – Blue Cross restated their issue, that’s as far as it goes. Directs Heather to approach the microphone.

Heather Drysdale (Parks/Trustee) – Asks confirmation of Raina’s question.

Heather Drysdale (Parks/Trustee) – they made a reporting error but not an accounting error. It went on a long time, believes that it went to what the City was to put in and what they should have been paying on our behalf. Doesn’t know if the benefits department on the City side, could have prevented. As much as our guess to our wages, we don’t have the actual amount from the 2% of the wages. We have been keeping an eye.

Christopher Davis (President) – did you ask them though?

Heather Drysdale (Parks/Trustee) – we are not responsible for a reporting error. It was just an incorrect number as to what they told us to. They gave us a very long time to pay them back. They have been covering us, they could have denied our benefits. You need to repay this at once.

Regina Kreke (Finance) – Can you tell me since this has happened that there are more steps put in place to prevent future instances of this. The committee should have caught this.

Heather Drysdale (Parks/Trustee) – the only thing that we can review is the financials that Blue Cross gives us?

Regina Kreke (Finance) – Can we not do our own?

Heather Drysdale (Parks/Trustee) – it should have been the City who should have caught it before Blue Cross reported it. There are a lot of different things – we are not at Blue Cross, not in that role with the City as to how much 2% of wages.

Regina Kreke (Finance) – repeats initial question emphatically.

Kendra Dyck (Secretary-Treasurer) – the benefits department gets that reporting, they review the reports and they weren't doing it, thus it got flagged. Yes, the benefits department does review now what the City is remitting.

Regina Kreke (Finance) – is that one employee that provides the benefits?

Kendra Dyck (Secretary-Treasurer) – it is not a 59 member

Brother Damien Lyster (Corporate Revenue) – original statement, who is responsible for this error? Told it wasn't an error and now we have been debating this. We are suffering a financial loss because of a financial error in reporting. We are 100% responsible for this error that we did not oversee.

Kendra Dyck (Secretary-Treasurer) – as Heather reported, the money was received, the reporting of that error was not received. It was over-utilized. If it was an insurance plan we could have had more flex. Because an audit doesn't happen overnight, we didn't receive it until 2020. Because of the time lines, it still would have triggered the same response and inflation of the peri-medicals.

Damien Lyster (Corporate Revenue) – this has had a real impact on the membership.

Kendra Dyck (Secretary-Treasurer) - -would agree, even if the reporting error had happened we would still be in this situation. No one predicted the impact of inflation.

Brother Damien Lyster – I understand about inflation and covid, if this reporting had been correct, we would have been in a better position to adjust for that inflation if we had had better numbers to react more positive.

Kendra Dyck (Secretary-Treasurer) – the error happened in 2019, up until 2019 the reporting was correct until they had a new system install.

Brother Damien Lyster – satisfied with the response.

Brittany Khamo (SPS) – any impacts on our new system since 2021, has our new system been audited.

Kendra Dyck (Secretary-Treasurer) – knows that our payroll system has been audited all the time, it still agrees with Blue Cross's reports.

Heather Drysdale (Parks/Trustee) In regards to the new system, points out red numbers. They have agrees to cover that deficit. That is no longer a concern for the membership and going forward with new companies for a better Health and Dental benefit.

Kendra Dyck (Secretary-Treasurer) – that would be a shared package.

Shannon Parsons (TCU Place) - Can we reword that the employer didn't pay it, that we paid it through the loss of the car allowance.

Kendra Dyck (Secretary-Treasurer) – it would be a July 1st,

Shannon Parsons (TCU Place) – our last increase was January 1, 2024. We lost all of 2023.

As employees we paid that deficit not the employer.

Kendra Dyck (Secretary-Treasurer) – the previous CBA was in 2022.

Shannon Parsons (TCU Place) – this has been ongoing for awhile, please correct the language.

Sharla Runquist (Corporate Revenue) – are we able to get a little bit of clarification as to what the new payments will look like going forward with the new benefit plan? Now there are new tiers that are in the new agreement. Is there any kind of clarification provided?

Christopher Davis (President) – it would be speculative at this point. Haven't finalized. The tier 2 plan would be at the current premiums that we pay now. Advises that this is all speculative.

Sharla Runquist (Corporate Revenue) – Tier 2 60%? Do we know who we are looking at?

Christopher Davis (President) – It's an RFP (Patrick helps) all insurance plans are welcome to bid on it for 859 and 47. The decisions will be based on ESA

Sharla Runquist (Corporate Revenue) – do we have the option to opt out?

Christopher Davis (President) – the one that we are looking at is where the employee would pay a premium.

Kendra Dyck (Secretary-Treasurer) – it would be the same as what you are paying now.

Christopher Davis (President) – if you have a partner...Sister Kendra Dyck interrupts. No.

Kendra Dyck (Secretary-Treasurer) approaches the mic.

Sharla Runquist (Corporate Revenue) – employers are supposed to give the best options as to what is best for the person. As an employer we should be able to have the best options for ourselves. If they aren't protecting us and giving us the best plan, lists examples. If we are now seeing increases of \$100 + our salaries won't be able to provide for us

Kendra Dyck (Secretary-Treasurer) – they recommend us using the current funding model with the different covered tiers, we are anticipating what the consultant projects, it would be based on what the employee wants to be covered for. Your premiums are more independently managed.

Sharon Shaefer (Facilities) – would you guys consider allow us as members to participate in a survey as to what is important to themselves. Knows of a few that would have liked that. Wants a survey made by the employer.

Kendra Dyck (Secretary-Treasurer) - We can ask that question the process will start fairly quickly so that we can get into our new plan asap. We can ask it, we would welcome everyone to email the office if they have specific considerations.

Sherry Mah (C&D) – Clarification the new plan that we are looking at, it is going to be an insurance plan or the same.

Christopher Davis (President) – not necessarily the case. That will have to be determined through the RFP process.

Any further questions? No

Motion: Christopher Davis (President) Seconded: Brian Lutzer (Parks)

That the Committee Reports which includes Education, Occupational Health & Safety, Sick Bank, Social, Website Committee, Executive Compensation Committee and Blue Cross Committee Reports dated October 2024, be accepted as circulated.

CARRIED

H. BYLAW AMENDMENTS AND NOTICE OF MOTIONS:

BYLAW AMENDMENTS AND NOTICE OF MOTIONS OCTOBER 5, 2024

The following is a Bylaw amendment submitted by Executive Committee:

Motion 1: Read by Brother Eric Calaguian

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

Motion: Gwen Lamkin (AVP Corp Rev) Seconded: Pamela Fisher (CY Parks)

All in Favour - CARRIED

The following is a Bylaw amendment submitted by Executive Committee:

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

Motion 2: Read by Sister Jayne Litterick

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.

Motion: Brother Chris Davis

Seconded: Damien Lyster, Revenue

All in Favour: CARRIED

Online was also counted, all in favour

The following is a Bylaw amendment submitted by Executive Committee:

ARTICLE VIII - EXECUTIVE BOARD

Motion 3: Read by Brother Patrick Turner

Add

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

Motion: Brother Patrick Turner (CY Parks)

Seconded: Stan Macala (Parks)

All in Favour: CARRIED

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: Read by Brother Patrick Turner

Remove

9.2 (e) ~~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.

Motion: Patrick Turner (CY-Parks)

Seconded: Jocelyne Page (Parks)

All in Favour: CARRIED

The following is a Bylaw amendment submitted by Executive Committee:

ARTICLE X - HONOURARIUMS AND COMPENSATION

Motion 5: Read by Sister Kendra Dyck

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.

Motion: Sister Kendra Dyck Seconded: Brother Stan Macala

All in Favour: CARRIED

The following is a Bylaw amendment submitted by Executive Committee:

ARTICLE XIII - FEES, DUES, AND ASSESSMENTS

Motion 6: Read by Sister Kendra Dyck

Remove

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

Gives background that this came forward from National, a nominal fee that wouldn't have any big impact. The administrative fees outweigh the costs.

Motion: Sister Kendra Dyck Seconded: Sister Judy Krause

All in Favour: CARRIED

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: Read by Elections Committee – Judy Krause and Lindsay Oliver

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.

Myra Roschuk (CY – Recreation) - Area Vice Presidents to 14.5 d iv. You are elected as part of that group. Circumstances could happen, that circumstance is beyond your control. You should be able to continue to do the term up until the 2 years.

Christopher Davis (President) - clarifies numbers with her.

Myra Roschuk (CY – Recreation) – we all represent our divisions and others as well.

Dawn Haubrich (C&D) – 14.5 (d) – is this requirement going to dissuade new members from running as AVPS?

Myra Roschuk (CY – Recreation) – they just started and wouldn't be able.

Cara Stelmaschuk (National Rep) – about attending meetings, she doesn't know if National would approve this.

Eric Calaguian (Vice-President) – 859 and 47 has this already in place. In order to run for a position on the Executive Board so that you have some type of experience.

Dawn Haubrich (C&D) – seems to me that we have had this type of motion before, seems unconstitutional without holding previous spots on the board.

Cara Stelmaschuk (National Rep) – have to attend a certain amount of meetings to stay on the Executive.

Dawn Haubrich (C&D) – hard to tell where it sits in the bylaws, is this eligibility for election or superseded by something else.

If this is a requirement for nominations – doesn't agree.

Jayne Litterick (T&C) – give that the trustees that submitted this, 14.5 a and b are saying the same thing. 14.5 is that you want to nominate.

Jocelyn Page (Parks) – 14.5 d – personally, got involved with CUPE until after 8 years that I had been working with the City, and was recruited by Judy Krause. Pretty sure that she didn't attend any area meetings until she wanted to get involved. Doesn't want the restrictions.

Christopher Davis (President) - thanks for comments.

Judy Krause (Parks) – Changing it to be nominated to be part of the group, nothing to go with the term or when you get nominated. 2) 14.5 d) read through CUPE 47's bylaws, they are completely different than us. In order to have someone to have attended the ration that is dictated. It eliminates a lot of people from being able to run. 47 has 8 area meetings per year. Not fair to compare these apples.

Patrick Lo (Planning and Development) – can we split this motion?

Cara Stelmaschuk (National Rep) – yes.

Christopher Davis (President) - we are going to split the motions into 7a and 7b

Dawn Haubrich (C&D) Can we make an amendment to separate 14.5 (d) (iv) from 14.5 (d) (v)

Dawn Haubrich (C&D) makes the motion to separate the motions 7 a and b as and separate 14.5 (d) (iv) and 14.5 (d) (v) **Jocelyn Page (Parks)** seconds

All in Favour

CARRIED

Sharon Schaefer (Facilities) speaks from the crowd and makes a motion to count all of the opposed votes.

Christopher Davis (President) seconds the motion.

All in Favour CARRIED

Cathy Bergen (Parks) – wants to add to the 14.5 (d) they have monthly meetings which would make it easier. As much as the executive has worked so hard, there have been more acclaimed positions than elected.

Christopher Davis (President) - thanks

Christopher Davis (President) makes the motion for the changes.

All in favour

CARRIED

8 online yes

58 in-person yes

3 opposed online

None opposed in-person

Stan Macala (Parks) – doesn't know if we got one whole motion for the whole list.

Jocelyne Page (Parks) did it while you were away.

Christopher Davis (President) makes the motion that for a person to be nominated for any position in CUPE59, the person must have attended meetings in the last 2 years.

Motion: Christopher Davis (President) Seconded: Jocelyne Page (Parks)

All in Favour: 0

The motion has failed

The following is a Bylaw amendment submitted by Executive Committee:

ARTICLE XX - AMENDMENT

Motion 8: Read by Brother Eric Calaguian

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 least seven (7) calendar days before at a previous membership meeting or sixty (60) calendar days before, in writing.

Dawn Haubrich (C&D) Amend the motion to use the proper word. The 7 calendar days, is it prior to the vote?

Christopher Davis (President) – we had to add it to the agenda, currently we have to do it at least 60 days. Something of value for the membership.

Dawn Haubrich (C&D) – so you would have the meeting before the fact? You would have to have a membership meeting at least 60 days before to introduce the motion?

Christopher Davis (President) – it might be for the executive only.

Dawn Haubrich (C&D) – you want flexibility?

Sarah Binnie (Parks) – finds it very confusing - what is the intent? Interpreted it that we needed 7 days before. Whoever made the motion could you please clarify.

No one from the Executive speaks to it.

Sarah Binnie (Parks) – can we rescind it?

Christopher Davis (President) – makes a motion to abandon this motion.

Motion: Christopher Davis (President) Seconded: Sarah Binnie (Parks)

All in Favour to abandon motion 8

Yes

Changes to Article 20.2 have been abandoned

The following is a Bylaw amendment submitted by Executive Committee:

Motion 9: Read by Brother Chris Davis

Code of Conduct as submitted by CUPE National as a recommendation to add.

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:
- i) Abide by the provisions of the Equality Statement.
 - ii) Respect the views of others, even when we disagree.
 - iii) Recognize and value individual differences.
 - iv) Communicate openly.
 - v) Support and encourage each other.
 - vi) Make sure that we do not harass or discriminate against each other.
 - vii) Commit to not engaging in offensive comment or conduct.
 - viii) 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:
- i) 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.
 - ii) 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.
 - iii) 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.
 - iv) 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.
 - v) Once a complaint is received where an ombudsperson is being used, the ombudsperson will work to seek a resolution.

- vi) 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.
- vii) 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.
- viii) 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.
- ix) 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.
- x) 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.

Motion: Christopher Davis (President) Seconded: Jayne Litterick (T&C)

To accept the Code of Conduct submitted by CUPE National

All in Favour: Yes

CARRIED

Motion 10 – Read by Brother Chris Davis

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

Motion: Christopher Davis (President)

Seconded: Myra Roschuk

All in Favour: Yes

CARRIED

Motion 11A: **Christopher Davis (President)** (Amended)

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

Both are related to the same article, request are as follows:

Brother Chris Davis addresses the membership is that there are two different motions here.

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 area~~a~~, they will continue to fulfill their term in office, **until the next general election**.

Sister Myra Roschuk makes note of an error in the 14.1 g

Doesn't think it's necessary to change 14.1 – should stay as is.

Christopher Davis (President) thanks Myra Roschuk

Myra Roschuk (CY – Recreation) she is in Comm and Rec Development, if she has been bumped and through no fault of her own, is forced out of her area, feels like she can still represent her area. As she didn't choose to leave her department, in that regard that its fair to the members that voted her in, to tell the members that there is going to be another election.

Christopher Davis (President) – you wouldn't be able to compete in that election.

Myra Roschuk (CY – Recreation) – as Union Executives, we are constantly representing other departments in cross grievances. Doesn't want to remove what is already written in the bylaws.

Patrick Lo (Planning) – 14.1 e –in his opinion, this is contradictory.

Dawn Haubrich (C&D) – thinks the reason for leaving their area comes into play here, like in Sister Myra Roschuk's example. Believes that if you choose to leave, that's different. Doesn't know what is better.

Paula Kalyn (Corporate Revenue) – does agree with Patrick Lo, 14.1g should be changed, every department is entitled to representation in their area. Wants them to be available, as well as the issue as being forced out, it is up to interpretation. Doesn't believe that in this case it is not valid.

Judy Krause (Parks) – 14.1 – all about nominating. This is about after the election has happened. You can ben elected to be part of that area, that is what this one refers to. That is the intent. The one thing about it, it is not possible to have an election within 30 days it would have to be amended to be 60 days.

Shannon Parsons (TCUP) – people are being forcibly removed from jobs, and have to apply to jobs in other areas to stay employed. This is not a choice. Shouldn't affect their elected position,

Jayne Litterick (T&U) – my title is AVP of all these departments. Represents a lot of different groups, don't have to be part of that group. You should be able to represent that group until the next general election when it comes up again.

Sharon Schaefer (U&E) – the original motion came from her, we had an executive that had chief steward positions, wasn't assigned by department. When they started to recognized that departments needed more representation, there was no guideline as to who could run for that position. It was open season. Felt that there was too much favouritism, too much segregated staff. She was the one that put in the motion that you had to go from the place where you worked. Clarifies that positional elections are a favourable thing in her view. Shouldn't be punishable though.

Christopher Davis (President) – thanks Sharon

Sarah Binnie (Parks) – should we change the whole package?

Jayne Litterick (T&U) – no it's already there.

Christopher Davis (President) – yes, you are right on this Sarah.

Christopher Davis (President) – have to make an amendment.
Motion to amend Article 11A and 11B

Dawn Haubrich (C&D) – makes a motion to clarify the second the two votes, to change the bylaw or not to change the bylaw.

Christopher Davis (President) seconds the motion

All in favour

CARRIED

All those in favour of changing Article 14 in the bylaw please raise your hands.

Sister Jayne Litterick - disagrees. Should there be a change to the interim length.

Dawn Haubrich (C&D) reiterates the motion is to decide whether we are changing the term limit or leave it the way it is. As to whether we are allowing the term length.

Christopher Davis (President) – the first vote is to leave it (term length) the way it is.
All in favour to keep the term length the same for Article 14?

Motion: Christopher Davis (President) Seconded: Dawn Haubrich, C&D

The AVP stays in their term or there is a term length change?

Opposed: 3 online and 6 in person

For: 53 in-person and 8 online

Majority Ruled in Favour

CARRIED

Damien Lyster (Corporate Revenue) – can you further clarify 11A? Yes or No.

Christopher Davis (President) - No

Motion 11B: Brother Chris Davis

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.**

Damien Lyster (Corporate Revenue) Are we approving this amendment for a term length change?

Christopher Davis (President) – there are two votes on the same area.

Damien Lyster (Corporate Revenue) – are we approving this change?

Dawn Haubrich (C&D) – are we leaving things as is? There would be no reason for a further vote.

Christopher Davis (President) agrees.

Motion: Brother Chris Davis Davis Seconded: Dawn Haubrich (C&D)

11A – no changes

All in Favour of not changing this article

CARRIED

I. NEW BUSINESS

EFAP money

Patrick Lo (Planning and Development) – where in our Bylaws does it tell us where we police our ratification votes?

Christopher Davis (President) – it doesn't. it would be considered a special meeting.

Ben Marianovitis (CY-Parks) – what are the classifications of the 60 to 80 people that lost their car allowance.

Christopher Davis (President) – not the scope of the AGM, could consult with you outside.

Ben Marianovitis (CY-Parks) – comments. Seems that we spend a lot of money on these vehicles, doesn't know what their plan is for the extra vehicles it its to lease or force those people have to pay for maintenance costs, etc.

Would also like to comment on start-based hours. Refers to casual employees who might have more honors than a permanent. Doesn't understand the burden of handicapping our members with this system. Seems to discriminate versus our members.

Jayne Litterick (T&C) – should be taken outside of this meeting.

Christopher Davis (President) confirms, yes, willing to talk to you outside of this AGM. Should have spoken at the Ratification vote.

Sharon Schaefer (U&E) – fully understands forum, this is a place to bring forward concerns. Criticizes Jayne for her dismissal of Ben and Raina. This affected 80 positions, in conversations with Brother Chris Davis wants to start another committee for the car allowance. If you are driving a vehicle that you own, you can be sued by the general public. There are no inspections listed for the cars either. Wants to open it.

Jayne Litterick (T&C) – does know that a lot of her members were affected by this. Wants the employer to provide vehicles. Says that bad apples have made this. Does know that by the end of this contract, those that had car allowance weren't going to have it anyways. We chose to end it sooner. People who aren't driving shouldn't be collecting a car payment for nothing.

Christopher Davis (President) – is in talks with management to amend the travel policy. That is ongoing in the background.

Ben Marianovitis (CY-Parks) – do we know the classifications of the people affected?

Christopher Davis (President) – lists the classifications.

Ben Marianovitis (CY-Parks) – has been in 2 types of inspectors. Has had bad experiences with leased vehicles. Is it a good way for taxes for us?

Christopher Davis (President) - This is a question for the employer.

Ben Marianovitis (CY-Parks) – we should also be compensating people who are driving their vehicles and inspections for road worthiness. What Sharon brought forward about inspections. Lists examples of using other peoples cars. Seems like we are just spending more money to get less work done. Feels like we should do a better job for our membership. Says we all have a voice at the table.

Damien Lyster (Corporate Revenue) – proposes to add in the bylaws for direction as to how ratification votes, specifically the releasing of documents prior to the review. We need a specific bylaw to protect the members, so that when we do our proposed vote, we have more time to review.

Christopher Davis (President) seconds the motion to review the Bylaws for clearer direction as to how the ratification votes proceed in the future.

All in favour – **CARRIED**

Jason Dziadyk (Parks) Having no meeting held back the idea of union solidarity.

Sarah Binnie (CY-Parks) – her understanding of SIN numbers that they are private, how can they be used to differentiate. If someone passes her in seniority, she can guess their SIN number. Not a tool to be used by management.

Christopher Davis (President) – we deferred to CUPE National, this was contentious during bargaining. This was the best practice.

Jayne Litterick (T&U) – management has your SIN number already.

Kathy Bergen – for new members? How will they differentiate their SIN/Start date.

Jayne Litterick (T&U) – defers to Patrick for clarity when hundreds are hired at once.

There is debate between the two (Jayne and Kathy) about comfort levels with sharing personal information.

Patrick Lo (Planning & Development) – we take the names out of a hat.

Ben Marianovitis (CY-Parks) – it's very important to not use this. The easier it will be able to be used by hackers. Doesn't like it. Doesn't care that National recommended it.

Jayne Litterick (T&U) – your employer has that information.

Christopher Davis (President) – calls point of order.

Ben Marianovitis (CY-Parks) – trying to express themselves.

Jayne Litterick (T&U) agrees – later.

Patrick Lo (Planning & Development) – thanks for the vote. For future committee consideration, accordance to the Equality statement, believes that the first ratification vote was not in line with the equality statement.

Motion: Christopher Davis (President) Seconds: Brenda Zalenchuk (CY)

To destroy the ballots from the June 2024 Election.

All in Favour

CARRIED

Christopher Davis (President) – under the advice of CUPE National they have suggested taking this to a private meeting. Sharon agrees.

Raina Dauvin (Corporate Revenue) – Wants more general membership meetings more often than 6 months. Would like it to be every second month.

Jayne Litterick (T&U) -we do put out requests to submit in writing a motion that they want put forward.

Christopher Davis (President) – point of order. We will have to reach out to IT why Teachers Credit Union Auditorium isn't on the mailing list.

Regina Kreke (Finance) people that have moved from SCMMA back to 59 don't get them either.

J. GOOD OF THE UNION:

Christopher Davis (President) Would like to thank Leona Gates, thanks the volunteers, the stewards, the fellow executives, thanks Stan again. Thanks all the members for their kindness and support.

K. ADJOURNMENT:

Motion: Christopher Davis (President) Seconded: Jayne Litterick (T&C)

That the Annual General Meeting of October 5, 2024, be adjourned.

CARRIED



PRESIDENT'S ANNUAL REPORT

Includes Reports from:

Recording Secretary

Parks, Facilities & Fleet Management

Recreation & Community Development

Corporate Financial Services & IT

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

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

October 4, 2025

PRESIDENT'S ANNUAL REPORT October 2025

Hello Members of CUPE Local 59,

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

This past year the Local has gone through some extensive changes to the Executive Board. We have had to deal with a resignation and a few retirements. Our previous President Christopher Davis resigned in April. Three long term union activists retired this year. Jayne Litterick was a long-standing Area VP, and 2 Trustees Judy Krause and Jocelyn Paige retired as well. I want to thank them all for their many years of service and dedication to the Local and wish them the best in retirement.

This year there were two CUPE Local 59 elections. On June 12th, 2025, I was elected to the position of General Vice President. Anne Prescesky was elected into the Recording Secretary position. Alanna Cox was elected as the Area Vice President for Transportation & Construction, Clerks & Solicitors, CY – Planning & Development, Building Standards and Community Standards. Amy Harnestone was acclaimed as the Area Vice President for Police & Fire Protection Services, Remail Modern, TCU Place, and SaskTel Centre. Myra Roschuk was elected as the Area Vice President for Recreation & Community Services. Rashenna Grzybowski was acclaimed as a Trustee for a three-year term.

A CUPE Local 59 by-election for President was held on July 16th, 2025, I was honoured to be elected as President of CUPE Local 59.

Our new Collective Agreement was ratified on September 24, 2024. The term of the new agreement is effective from July 1, 2023, to December 31, 2028. Highlights of the agreement include a 13.5% wage increase over the term of the agreement, we received \$1 million from the employer to eliminate our Blue Cross deficit, Shift Differential will be increased to \$1.70 on July 1, 2027, The National Day for Truth and Reconciliation is now recognized as a public holiday, employees will receive 7 weeks of vacation after 32 years of service, employees will now be able to use up to 3 sick days per year to attend to the illness of a child, spouse or parent, bereavement leave now includes grandparents, and seasonal and permanent part-time employees will now be eligible for severance pay.

In June, the Union signed an MOA for Recognition of Related Work Experience as Educational Equivalency which came into effect July 1, 2025. This MOA will benefit many of our members that are currently being paid underfill wages for years and will also allow our members the ability to be qualified for promotional opportunities.

With respect to grievances and arbitrations, we have had three big wins I want to highlight. In February, the Union won an arbitration case to reinstate an employee that was wrongfully terminated in 2024. The Union, through the grievance process, negotiated significant retro payments for two members that were not receiving the correct compensation they deserved. The Executive Board continues to be very proactive in resolving matters in a timely manner before there is a need for these costly procedures. For a union of this size and adversity, there are a minimal number of issues presently on the books. Currently, we have three grievances that we are addressing.

Area Meetings are scheduled to occur 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 schedule.

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 advocate for positive changes within our work environment.

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 not been able to resolve on their own. For more information on this program, please contact Tracy Mayhew at 306-975-EFAP (3327) / Cell 306-227-7741.

I would like to thank the Executive Board; our many CUPE National Representatives this year, Committee Members, Stewards, Trustees, and volunteers for dedicating their personal time for the betterment of our Union and its members. I would also like to thank the members for electing me as President this year. It is very humbling to be elected and I am honoured to represent the members of CUPE Local 59.

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 issues, please feel free to contact me at 306-652-6963 or by email: eric.calaguian@cupe59.ca or feel free to contact any other member of the Executive Board.

Submitted in Solidarity,

Eric Calaguian

RECORDING SECRETARY'S ANNUAL REPORT October 2025

Greetings Brothers and Sisters,

Thank you for the trust you have shown in me by re-electing me to this position in June 2025. I have tried to assist whenever possible, within the limits of my role - working for the Executive and the good of the Union. I hope to continue to serve the Executive Committee and you, the CUPE59 Members, in meaningful roles in the coming years.

I am honoured to have been part of the 2023 – 2025 Executive Committee and now to 2027! Welcoming our new President, Eric Calaguian and Area Vice President, Alanna Cox who was voted into the opening that long-serving Area Vice President, Jayne Litterick left when she retired. Congratulations to you both!

We have successfully investigated and resolved most of the grievances that have come to us over this last year. The 2023-2028 Collective Bargaining Agreement (CBA) has been posted on our CUPE59 website. We have had the opportunity to work with excellent support staff who have assisted us quickly and efficiently in bringing our sites content to be current. I have *so enjoyed* the responsibilities brought onto me through this role and the knowledge I have been able to attain with and for the members, through our meetings and my attendance at the Municipal, Provincial, Western, and National Conferences.

The CUPE Saskatchewan meeting that was held in Regina this past spring was well attended. I hope that some of the knowledge I attained will help and support you now and in the coming years.

Although most of my functions have been recording the minutes accurately and sending them to the Executive Team for approval and/or edits, I have been able to assist members with minor questions and have been volunteering on the Career Pathing and MOA Committees as well as representing on the DEI Committee. As a Unionist, I believe in helping to improve the function of our Local solely for the benefit of the membership.

And finally, I look forward to seeing and visiting with you to find out how your summer went and what your plans are for this fall!

Submitted in Solidarity,

Anne Prescesky

AREA VICE PRESIDENT PARKS, FACILITIES & FLEET MANAGEMENT ANNUAL REPORT October 2025

Dear CUPE 59 Members,

As we move through the second half of the year, I want to take a moment to share some key updates and acknowledge the outstanding work being done across our departments.

Collective Bargaining Agreement (CBA)

We are pleased to have completed the Collective Bargaining Agreement and successfully distributed it to members during the summer. Thank you for your patience and support throughout the bargaining process. This Agreement reflects the hard work and dedication of our entire local, and we encourage everyone to take the time to review it. If you have any questions, please don't hesitate to reach out.

Memorandum of Agreement (M.O.A.) for Parks Operators

We worked hard to complete a new Memorandum of Agreement specifically for Parks Operators, with the goal of better supporting the needs of our members in that area. This M.O.A. addresses key operational concerns and ensures more fairness and clarity in how work is structured. I'm proud of the collaborative effort that went into getting this done and am confident it will make a positive difference for our members.

Winter Works – Labourer Positions

We're also supporting the creation of dedicated winter works labourer positions. These roles will offer more stable employment throughout the colder months and provide essential support to winter operations. This is a positive step toward greater job security and year-round opportunities for our members.

Acknowledging Our Members

Most importantly, I want to recognize and thank all CUPE 59 members for your continued commitment. Every day, you show up, work hard, and contribute to a respectful and professional workplace. Your efforts are seen and appreciated - it's your dedication that keeps our services running strong.

Let's continue to support one another and move forward together. As always, reach out if you have any questions, concerns, or suggestions.

In Solidarity,

Patrick Turner

AREA VICE PRESIDENT RECREATION & COMMUNITY DEVELOPMENT ANNUAL REPORT October 2025

Hello Brothers and Sisters,

After stepping back in as the re-elected Area Vice President for Recreation and Community Development, it has been another full and active year.

I continue to address concerns raised by members, including challenges around work/life balance, conflicts that create difficult workplace environments, and the importance of posting and filling vacant positions accurately and in a timely way. These issues remain central to supporting a fair and respectful workplace.

Fusion still presents problems with recording seniority hours correctly and with its lack of user-friendly features. Members continue to experience difficulties when trying to switch into available positions within the department, and this remains an area of concern.

Another focus has been fair scheduling practices. With the shift toward using score-based systems over seniority, it is more important than ever that members feel the process is transparent, equitable, and consistently applied. We continue to monitor this closely and ensure that fairness is upheld in scheduling decisions.

As always, we have positive community events on the horizon, including BBQs and Christmas parties that bring our members together and celebrate the hard work being done across sites.

Thank you for your ongoing support and for bringing forward the issues that matter most to you.

In Solidarity,

Myra Roschuk

**AREA VICE PRESIDENT
CORPORATE FINANCIAL SERVICES and
INFORMATION TECHNOLOGY ANNUAL REPORT
October 2025**

Hello Brothers and Sisters.

This year has certainly gone by fast!

We have had some changes in the Executive Team, welcome Alanna Cox to the team. Congratulations Eric on being elected President, and we said good by to Jayne Litterick.

I have had a busy year of supporting members in various areas with a plethora of investigations and ensuring our members rights are upheld.

I was able to be a part in creating policy change that corrects the way management had been improperly handling “anniversary dates” with regards to Joint Job Evaluations (JJE).

I look forward to continuing to help members voices be heard.

I would like to encourage all our members to attend the Area Meetings when they are scheduled. This provides an opportunity for all members to meet with us as a group and discuss various items - instead of just once per year at the AGM.

In Solidarity,

Gwen Lamkin

**AREA VICE PRESIDENT
TRANSPORTATION & CONSTRUCTION,
CLERKS & SOLICITORS, PLANNING &
DEVELOPMENT AND BUILDING STANDARDS &
COMMUNITY STANDARDS ANNUAL REPORT
October 2025**

Dear Brothers and Sisters,

It has been just over two months since I stepped into the role of Area Vice President, and I am grateful for the warm welcome and support I have received from our members. While my time in this position has been short, I have already seen firsthand the dedication, camaraderie, and spirit that make our area strong.

This year, our members have enjoyed several opportunities to connect socially, including BBQ's, family days and the annual golf tournament. These gatherings help foster great conversations and strengthen our relationships. These informal events are an important reminder of the value of community within our organization.

In addition, a significant policy change was recently passed that will help open more doors for our members, allowing experience to be equivalent to formal education when considering qualifications for certain opportunities. This change reflects our commitment to valuing practical knowledge and lived experience, and it will create more pathways for advancement and involvement for our members.

Although I am still new to this role, I am looking forward to building on this momentum, supporting member engagement, and ensuring our area continues to be a place where everyone feels empowered to participate and contribute.

Please know that you can reach out to me at any time, whether by email, phone or IM, if you have any questions, ideas, or concerns. I welcome your input and am here to support you in any way I can.

In Solidarity,

Alanna Cox

**AREA VICE PRESIDENT
POLICE & FIRE PROTECTION
SERVICES, REMAI MODERN, TCU
PLACE & SASKTEL CENTRE ANNUAL
REPORT
October 2025**

Dear CUPE Local 59 Members,

My first term of being the AVP for the sites with Boards of Directors has been a great learning experience, with plenty of changes including help bring a new contract to the members!

There were some changes on the Executive that we had to overcome and do some shuffling around - yet we continued to work cohesively together to make sure that there were no disruptions in how we represented you, the members.

With that: Congratulations to Eric, our newly elected President!

I'm happy to say that things have been going well overall and most concerns have been resolved within the work groups themselves; with a few other matters still ongoing.

Thank you for your continued support and I look forward to working towards a positive and brighter future for you the members with your continued support.

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 2025

COMMITTEE ANNUAL REPORT

October 2025

EDUCATION COMMITTEE:

The 2024 City of Saskatoon and CUPE Local 59 Joint Scholarship Program awarded scholarships to two well deserving individuals.

The award recipients for 2024 were:

- Isabelle Monsman achieved a 97.96% average and is attending the University of Saskatchewan's Bachelor of Science - Biomedical Sciences Program. Her mother, Danae Taylor, works in Planning & Development.
- Jing Peng Chen achieved a 97.45% average and is attending the University of Saskatchewan's Bachelor of Science - Biomedical Sciences Program. Her father, Tao Chen, works in Facilities Management.

The CUPE Saskatchewan All President's Meeting was held on November 18th and 19th, 2024, and was attended by Christopher Davis and Eric Calaguian.

The SK Municipal Employees' Conference was held on March 10th, 2025, in Regina. In attendance were: Eric Calaguian, Anne Prescesky, Kendra Dyck, Christopher Davis, Myra Roschuk and Patrick Turner.

The CUPE Saskatchewan Conference was held March 11th to 14th, 2025, in Regina. This Conference was attended by: Eric Calaguian, Anne Prescesky, Kendra Dyck, Christopher Davis, Myra Roschuk and Patrick Turner.

The CUPE National Sector Conference was held October 7th to 10th, 2024, in Winnipeg. This Conference was attended by: Eric Calaguian, Anne Prescesky, Gwen Lamkin, Christopher Davis, Myra Roschuk and Jayne Litterick.

The Labour Law Conference was attended virtually on October 29th and 30th, 2024. This Conference was attended by: Eric Calaguian, Anne Prescesky, Kendra Dyck, Patrick Turner, Gwen Lamkin, Christopher Davis, Myra Roschuk and Jayne Litterick.

CUPE Winter School was held January 23rd to 25th, 2025, in Moose Jaw. Attendees included: Eric Calaguian, Patrick Turner, Amy Harnestone, Gwen Lamkin and a Steward, Katrina Powers. Katrina Powers had applied for and was awarded a full scholarship from CUPE Saskatchewan to attend Winter School. Congratulations Katrina on your award!

Introduction to Stewarding Workshops were attended by various new Stewards.

Submitted in Solidarity,

Eric Calaguian

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE:

Occupational Health and Safety (OH&S) concerns also remain a priority. The issues submitted to me over the past year have largely been resolved, I continue to work with the employer to make sure any new problems are addressed quickly.

Thank you for your ongoing support and for bringing forward the issues that matter most to you.

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.

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.

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.

Trina Hordal resigned as the Chair of the Sick Bank Committee in June and Jay Dodsworth is transitioning in his new role as Chair.

I want to thank Trina Hordal for her many years serving as Chair of the Sick Bank Committee. I wish her all the best in her new venture.

In Solidarity,

Eric Calaguian

SOCIAL COMMITTEE:

CUPE 59 has hosted various social events that have been well attended and enjoyed by our members.

The 2024 Kid's Christmas Party was held on December 1st, 2024, at the Saskatoon Field House. Over 300 families attended the party. The kids and their parents enjoyed food, drinks, face painting, bouncy castles, and a special visit from Santa. The photo booth was also a big hit capturing moments of the kids and big kids with Santa.

The 2024 Adult Christmas Party was held on December 7th, 2024, at the Western Development Museum. Everyone enjoyed the food, music, company and especially the photo booth which captured a lot of great memories of everyone in attendance.

The Annual CUPE 59 Golf Tournament was held on June 7th, 2025, at Holiday Park Golf Course. For the 4th year in a row, once again - we had the maximum numbers of golfers attend.

Family Fun Day was hosted at the Forestry Farm on June 8th, 2025. Our members and their families were able to enjoy free admission to the park and zoo, fishing licenses and complimentary lunch.

CUPE Saskatchewan hosted a Community BBQ on June 16th, 2025, at City Hall and some of our Executive Board members volunteered to assist. Our members and the downtown community enjoyed a free lunch of burgers, hot dogs and drinks.

CUPE 59 hosts two annual barbecues for our members. One barbecue was at Vic Rempel Yards on August 15th, 2025, and the other barbecue was at City Hall on September 10th, 2025. These barbecues are always well attended and enjoyed.

Just a reminder and small courtesy, if you R.S.V.P. for events and are unable to attend, please send an email to admin@cupe59.ca or call the office at: 306-652-6963 so we can plan accordingly. This courtesy would be appreciated - as a lot of time and effort is put into the organization and execution of these events, it would be nice to have an accurate list of attendees.

Thank you to all our Volunteers for dedicating their personal time to help make these events happen. Without your help, these events would not be possible. If members would like to come out and volunteer at these events, please contact the office or your Area Vice President.

Your Social Committee,

Eric Calaguian & Kendra Dyck

WEBSITE COMMITTEE:

The Website Committee is made up of two dedicated individuals: Noman Hassan, President (CP-IT), and Brenda Zalenchuk, Secretary (CY-Rec & Comm). Their continued commitment and excellent work in maintaining our website ensure that members stay informed about the latest happenings within our Union.

The primary goal of the committee remains to provide a user-friendly platform where members and visitors can access accurate and up-to-date information about the Local and its membership. While there have been no major changes to the website over the past year, it is consistently updated with upcoming events and relevant information.

We encourage members to share their feedback or suggestions regarding the Local's website by contacting the Union office at admin@cupe59.ca.

Submitted in Solidarity,
Noman Hassan 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, Brittany Khamo and Kendra Dyck (Executive member)

Hello Brothers and Sisters,

Our Health and Dental plan is a fund, not an insurance plan. This means that whatever the plan benefits cost us, we (employee and 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 contribution must be fully funded by the members.

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. In Fall 2024, through the bargaining process CUPE 59 agreed to enter the RFP process to acquire a new Health and Dental provider who could provide a flexible and economically beneficial policy to our members. July 2025 - the tender was awarded to SunLife with a transition start date of January 1, 2026.

The unions and Employer are engaged in ongoing discussions regarding the new Governing model for the benefit plan going forward. All unions will have a voice at this level, currently the format is anticipated to be like the EFAP and Sick bank committees.

Communications regarding the transition process will begin in the fall and will be posted on MyCity and the CUPE 59 website.

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

In Solidarity,

Kendra Dyck



**SECRETARY-TREASURER'S
ANNUAL REPORT**

and

PROPOSED BUDGET

(July 1, 2025, to June 30, 2026)

October 2025

SECRETARY-TREASURER ANNUAL REPORT

October 2025

This report covers the fiscal period of July 1, 2024, to June 30, 2025. It was a busy but successful year with bargaining, social events, and Executive board changes.

Introduction

The main sources of revenue for CUPE 59 are membership fees and investment income. Our membership remains strong with an average of 1450 members in the off season. Our financial status is monitored by the Executive Board monthly. 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, 2024, to June 30, 2025, resulted in financially stable year. Overall, we finished the year with a small net income of \$23,169, resulting from an increase in investment revenues and union dues collected on 2024 back pay in December 2024.

- *Cash balance* beginning of the period was \$114,847 and at the end of the period is \$164,443.
- *Revenues* are up \$292,351 compared to the previous year. The change results from increase in dues; investment income and temporary dues decrease in the prior fiscal year.
- *Expenses* were also higher by \$65,456 compared to previous year, this is expected as per capital and association fees are calculated on revenues.

Our local is always mindful of struggles among our community members and generously assists with donations to support those most in need, such as the Saskatoon Food Bank and Friendship Inn.

Also, we recognize and congratulate the contributions of our retiring members.

Congratulations and Farewell to our retired members:

| | | | |
|------------------------------|--------------------|-----------------|-----------------|
| Frank Posteraro | Bruce Kleiter | Suzanne Couture | Trevor Hebig |
| Cheryl Ellison | Rachel Henry | Dennis Down | Kellie Grant |
| Christine Davis | Lorna LeDoux | Jayne Litterick | Laurie Molle |
| Absalon Verdote | Barbara Harvey | David Pampu | Howard Cole |
| Cheryl Ellison | Karen Nontell | Sharon Quayle | Dale Schell |
| Leora Carmichael- Cassidy | Shannon Goldsberry | Wendy Paterson | Murray Campbell |
| Jennifer Heinrichs | Randy Humen | Norma Piska | Carol Wylie |
| Vicki Derksen | Shelley Parent | Toni McVicar | |
| Bruce Clark | Don Walker | David Hudson | |

Budget Overview

The Budget will remain unchanged for the 2025-2026 year. Revenue increases resulting from member dues were distributed among expenses anticipating inflationary increases, while other budget expenses dollars were moved among various accounts typically experiencing over and under spending. It will be necessary to increase the contribution to building maintenance reserve to budget for future improvements and repairs (i.e.: window replacements).

Audit

A copy of the audited financial statements for the year ending June 30, 2025, are included in my report. The external auditor conducted his review of the 2024-2025 financials on August 15, 2025, 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 1, 2024 – June 30, 2025

| | TOTAL |
|--------------------------------------|-----------------------|
| INCOME | |
| Revenue | |
| 4010 Initiation Fees | 1,870.00 |
| 4020 Dues | 1,303,209.37 |
| 4030 Interest Revenue | 84,934.53 |
| 4040 EI Rebate | 45,099.69 |
| Total Revenue | \$1,435,113.59 |
| Total Income | \$1,435,113.59 |
| Costs of Goods Sold | |
| GROSS PROFIT | \$1,435,113.59 |
| Expenses | |
| Associations | 0 |
| 5610 CUPE Municipal Steering | 5,136.92 |
| 5615 CUPE National | 804,411.06 |
| 5620 CUPE Sask Division | 61,493.60 |
| 5625 SDLC | 6,568.64 |
| Total Associations | 877,610.22 |
| General Office Expense | 0 |
| 5010 Executive Office Assistant | 32,496.72 |
| 5030 Office Expenses & Supplies | 22,025.07 |
| 5040 Office Equipment | 9,365.63 |
| Payroll Expenses | 1,923.34 |
| Total General Office Expense | 65,810.76 |
| Legal Expenses | 0 |
| 5420 General Legal Expenses | 9,191.02 |
| Total Legal Expenses | 9,191.02 |
| Meetings | 0 |
| 5310 Annual General Meeting | 3,651.94 |
| 5320 Meeting Expenses & Meals | 11,668.85 |
| Total Meetings | 15,320.79 |
| Member Related Expenses | 0 |
| 5510 Conferences/Education/Training | 68,156.26 |
| 5515 Retirement Gifts | 20,650.00 |
| 5520 Member Relations | 3,307.20 |
| 5525 Promotional Items | 4,765.06 |
| 5530 Social Activities | 15,106.81 |
| 5535 Scholarships - CUPE 59 & COS | 1,000.00 |
| 5540 Union Paid Wages | 157,358.50 |
| 5545 Per Diems | 62,875.00 |
| Total Member Related Expenses | 333,218.83 |

CUPE Local 59

Profit and Loss

July 1, 2024 to June 30, 2025

| | TOTAL |
|------------------------------------|-----------------------|
| Other | 0 |
| 5710 EI Rebate Expenses | 55,009.28 |
| 5715 Bargaining | 2,461.00 |
| 5725 Donations/Sponsorship | 15,060.50 |
| Total Other | 72,530.78 |
| Property Expense | 0 |
| 5100 Property Taxes | 12,370.82 |
| 5110 Utilities | 6,236.11 |
| 5120 Property Insurance | 4,803.92 |
| 5130 Landscaping Expenses | 4,714.50 |
| 5140 Property Cleaning Expense | 4,137.12 |
| 5150 Building Maintenance expenses | 5,792.24 |
| 5180 Contribution to Reserve | 207.76 |
| Total Property Expense | 38,262.47 |
| Total for Expenses | \$1,411,944.87 |
| Other Income | |
| Other Expenses | |
| Profit | \$23,168.72 |

CUPE Local 59

Balance Sheet

As of June 30, 2025

| DISTRIBUTION ACCOUNT | TOTAL |
|---------------------------------------|-----------------------|
| Assets | |
| Current Assets | |
| Cash and Cash Equivalent | |
| 1000 General Bank Account | \$164,443.19 |
| Total Cash and Cash Equivalent | \$164,443.19 |
| Accounts Receivable (A/R) | |
| Total Current Assets | \$164,443.19 |
| Non-current Assets | |
| Property, Plant and Equipment | 0.00 |
| 1010 Regular Shares - Credit Union | 5.00 |
| 1100 GIC # 4001XXXXXXXX | 109,888.51 |
| 1130 GIC # 8335XXXXXXXX4 | 123,249.40 |
| 1135 GIC # 8335XXXXXXXX9 | 143,392.72 |
| 1140 GIC # 8335XXXXXXXX45 | 906,568.70 |
| 1145 GIC #8335xxxxxx68 | 135,692.80 |
| 1150 GIC #8335xxxxx409 | 322,147.01 |
| 1200 Long Term Investments | 635,697.44 |
| 1300 Property | 600,000.00 |
| Total Non Current Assets | \$2,976,641.58 |
| Total Assets | \$3,141,084.77 |
| Liabilities and Equity | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable (A/P) | |
| 20000 Accounts Payable | 85,074.81 |
| Total Accounts Payable (A/P) | \$85,074.81 |
| Credit Card | |
| CUPE Local 59 | 782.56 |
| Total Credit Card | \$782.56 |
| 2300 Vacation Payable | 542.66 |
| 2310 EI Payable | 0.00 |
| 2320 CPP Payable | 63.60 |
| 2330 Income Tax Payable | -0.10 |
| 2345 Pension Payable | -0.07 |
| 2350 Union Dues Payable | 9,880.79 |
| 24000 Payroll Liabilities | 0.00 |
| 25500 GST/HST Payable | 0.00 |
| Total Current Liabilities | \$96,344.25 |
| Total Liabilities | \$96,344.25 |

CUPE Local 59

Balance Sheet

As of June 30, 2025

| DISTRIBUTION ACCOUNT | TOTAL |
|--|-----------------------|
| Equity | |
| 32000 Retained Earnings | 383,535.16 |
| Profit for the year | 23,168.72 |
| 3560 Opening Balance Retained Equity | 2,345,362.30 |
| 3570 Reserve - Office Space Purchase | |
| 3575 Reserve - Office Building Maintenance | 22,700.32 |
| 3580 Reserve – Operating | 169,974.02 |
| 3590 Reserve – President's Salary | 100,000.00 |
| Total for Equity | \$3,044,740.52 |
| Total for Liabilities and Equity | \$3,141,084.77 |

| CUPE LOCAL 59 Proposed Budget FY_2025_2026 | | July 2025 – June 2026 |
|---|----|-----------------------|
| | | Budget |
| Income | | |
| Revenue | | |
| 4020 Dues | \$ | 1,273,725 |
| 4030 Interest Revenue | \$ | 62,000 |
| 4040 EI Rebate | \$ | 65,000 |
| Total Revenue | \$ | 1,400,725 |
| Total Income | \$ | 1,400,725 |
| Gross Profit | \$ | 1,400,725 |
| Expenses | | |
| 5630 Association of Civic Employees | \$ | 3,000 |
| Associations | | |
| 5610 CUPE Municipal Steering | \$ | 6,000 |
| 5615 CUPE National | \$ | 720,900 |
| 5620 CUPE Sask Division | \$ | 56,000 |
| 5625 SDLC | \$ | 6,700 |
| Total Associations | \$ | 792,600 |
| General Office Expense | | |
| 5010 Executive Office Assistant | \$ | 26,000 |
| 5030 Office Expenses & Supplies | \$ | 30,000 |
| 5040 Office Equipment | \$ | 10,000 |
| Payroll Expenses | \$ | 2,395 |
| Total General Office Expense | \$ | 68,395 |
| Legal Expenses | | |
| 5410 Lawsuits | \$ | 2,000 |
| 5420 General Legal Expenses | \$ | 25,000 |
| Total Legal Expenses | \$ | 27,000 |
| Meetings | | |
| 5310 Annual General Meeting | \$ | 9,000 |
| 5320 Meeting Expenses & Meals | \$ | 11,000 |
| Total Meetings | \$ | 20,000 |
| Member Related Expenses | | |
| 5510 Conferences/Education/Training | \$ | 90,000 |
| 5515 Retirement Gifts | \$ | 26,000 |
| 5520 Member Relations | \$ | 7,000 |
| 5525 Promotional Items | \$ | 5,000 |
| 5530 Social Activities | \$ | 16,500 |
| 5535 Scholarships - CUPE 59 & COS | \$ | 1,000 |
| 5540 Union Paid Wages | \$ | 81,000 |
| 5545 Per Diems | \$ | 68,000 |
| Total Member Related Expenses | \$ | 294,500 |
| Other | | |
| 5705 Strike Fund | \$ | 5,000 |
| 5710 EI Rebate Expenses | \$ | 60,000 |
| 5715 Bargaining | \$ | 500 |
| 5725 Donations/Sponsorship | \$ | 15,000 |
| Total Other | \$ | 80,500 |
| Property Expense | | |
| 5100 Property Taxes | \$ | 14,300 |
| 5110 Utilities | \$ | 6,500 |
| 5120 Property Insurance | \$ | 5,000 |
| 5130 Landscaping Expenses | \$ | 6,000 |
| 5140 Property Cleaning Expense | \$ | 5,000 |
| 5150 Building Maintenance expenses | | |
| 5180 Contribution to Reserve | \$ | 10,000 |
| Total Property Expense | \$ | 46,800 |
| Total Expenses | \$ | 1,329,795 |
| Net Operating Income | \$ | 70,930 |
| Net Income | \$ | 70,930 |



TRUSTEES ANNUAL REPORT

October 2025

TRUSTEES' REPORT TO THE 2025 ANNUAL MEETING MEMBERSHIP

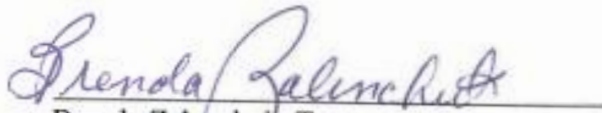
August 12, 2025

We, the Trustees' of CUPE Local 59, have reviewed the books and records of our Local for the period from July 1, 2024 to June 30, 2025.

The Trustees' for CUPE Local 59 met on August 12, 2025 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,


Brenda Zalenchuk, Trustee


Katrina Powers, Trustee



August 15, 2025

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, 2025 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, appearing to read "P. Pigeon".

Paul F. Pigeon, CGA
Saskatoon SK



BYLAW AMENDMENTS AND NOTICE OF MOTIONS

October 2025

H. BYLAW AMENDMENTS AND NOTICE OF MOTIONS

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

ARTICLE III – INTERPRETATION & DEFINITIONS

Motion 1:

Remove: ampersand in Title

Add: and

ARTICLE III – INTERPRETATION and DEFINITIONS

Motion: _____ **Seconded:** _____
CARRIED ____ **YES** ____ **NO** _____

The following is a Bylaw amendment submitted by Anne Prescesky:

ARTICLE III – INTERPRETATION and DEFINITIONS

Motion 2:

Remove

The numbering 1.1, as there is no additional numbering

~~1.1~~ The name of the Local shall be Canadian Union of Public Employees, Local No. 59 (Saskatoon Civic Employees Union).

Motion: _____ **Seconded:** _____
CARRIED ____ **YES** ____ **NO** _____

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

Motion 3:

Remove

The word “Masculine”

3.1 ~~Masculine~~ pronouns shall be understood to include all genders.

Add

3.1 **They/Them** pronouns shall be understood to include all genders.

Motion:
CARRIED ____ **YES** ____ **NO** ____

Seconded: _____

The following is a Bylaw amendment submitted by Kendra Dyck:

ARTICLE III – INTERPRETATION & DEFINITIONS

Motion 4:

Remove: has paid the initiation fee, and

3.8 A member in good standing is a person who ~~has paid the initiation fee, and~~ is currently paying dues to the Union.

Motion: _____
CARRIED ____ **YES** ____ **NO** ____

Seconded: _____

The following is a Bylaw amendment submitted by Anne Prescesky:

ARTICLE VI - VOTING OF FUNDS

Motion 5:

Remove:

The numbering 6.1, as there is no additional numbering

~~6.1~~ Any expenditure not covered by the budget which is in excess of one thousand dollars (\$1,000.00) shall be dealt with at a special membership meeting or the annual meeting.

Motion:
CARRIED ____ **YES** ____ **NO** ____

Seconded: _____

The following is a Bylaw amendment submitted by Anne Prescesky:

ARTICLE VII - OFFICERS OF THE LOCAL

Motion 6:

Remove:

The numbering 7.1, as there is no additional numbering

~~7.1~~ The officers of the Local shall be the President, General Vice President, Secretary-Treasurer, Recording Secretary, five (5) Area Vice Presidents, and the three (3) Trustees. All officers shall be elected as outlined in Article XIV. In the event of a vacancy of one of the officers, the President with the approval of the Executive Board officers may appoint a member in good standing to fill the vacancy until the next election as outlined in Article XIV.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

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

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

Motion 7:

Remove: the words “the Executive Assistant”

9.1 (r) Shall supervise ~~the Executive Assistant~~ and direct the employees work.

Add:

any office staff or contractors

9.1 (r) Shall supervise **any office staff or contractors** and direct the employees work.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

The following is a Bylaw amendment submitted by Patrick Turner:

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

Motion 8:

Remove:

The words “initiation fees,”

9.3 (a) Receive all revenue, ~~initiation fees~~, dues and assessments, keep a record of each member's payments, and deposit promptly all money with a bank or credit union.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

The following are Bylaw amendments submitted by the Executive Board:

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

Motion 9:

Remove: the words "all alterations in"

9.4 The Recording Secretary shall:

(c) Record ~~all alterations in~~ the Bylaws

Add: ...and process all amendments to the bylaws. Forwarding Annual General Meeting approved amendments to CUPE National for final approval.

9.4 (c) **Record and process all amendments to the bylaws. Forwarding Annual General Meeting (AGM) approved amendments to CUPE National for final approval.**

Add: , as required by the President.

9.4 (e) File a copy of all letters sent out and keep on file all communications, **as required by the President.**

Add: , as required by the President.

9.4 (f) Prepare and distribute all circulars and notices to members, **as required by the President.**

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

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

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

Motion 10:

Remove: the words "the Executive Assistant"

- 9.5 Be responsible for advising ~~the Executive Assistant~~ of any illness or death of any member to ensure the proper expression of compassion is delivered.

Add: any Office Staff

- 9.5 Be responsible for advising **any Office Staff** of any illness or death of any member to ensure the proper expression of compassion is delivered.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

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

ARTICLE X - HONOURARIUMS AND COMPENSATION

Motion 11:

Remove: the words “Through the bargaining process”

- 10.6 The Local shall seek to negotiate the President’s Memorandum of Agreement regarding compensation, ~~through the bargaining process.~~

Add: following the CUPE Local 59 Presidential Election.

- 10.6 The Local shall seek to negotiate the President’s Memorandum of Agreement regarding compensation, **following the CUPE Local 59 Presidential Election.**

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

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

ARTICLE XII - INDEMNITY CLAUSE

Motion 12:

Remove: The words “This Bylaw”

- 12.1 (c) ~~This Bylaw~~ shall cover Executive Board officers of CUPE Local 59 only.

Add:

- 12.1 (c) **The Bylaws contained therein,** shall cover Executive Board officers of CUPE Local 59 only.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

The following is a Bylaw amendment submitted by Patrick Turner:

ARTICLE XIII - FEES, DUES, AND ASSESSMENTS

Motion 13:

Remove: 13.3 entirely

~~13.3—Re-admission Fee: The re-admission fee of ten dollars (\$10.00).~~

Renumber:13.4 to be 13.3

13.3 Non-Payment of Dues and Assessments:

- a) A member who fails to pay dues and assessments for three (3) months is automatically suspended from membership. The suspension will be reported to the Executive Board by the Secretary-Treasurer. The Executive Board will report all suspensions to the next membership meeting. The member may return to membership in good standing by paying a readmission fee and any other penalty set by the Local. The readmission fee cannot be less than the initiation fee of the Local.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

The following are Bylaw amendments submitted by Eric Calaguian:

ARTICLE XVI - COMMITTEES

Motion 14:

Remove: the word “Solutions”

16.5 Grievance/~~Solutions~~ Appeals Committee

Add: Arbitration

16.5 Grievance/**Arbitration** Appeals Committee

Add: new directive in 16.5 (f)

16.5 Grievance/Arbitration Appeals Committee

- (f) The Committee must render a decision within five (5) business days on any grievance or arbitration appeal heard.

Motion: _____
CARRIED ____ **YES** ____ **NO**

Seconded: _____

The following is a Bylaw amendment submitted by CUPE National:

ARTICLE XX - AMENDMENT

Motion 15:

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 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 least seven (7) calendar days before, at a previous membership meeting or sixty (60) calendar days before, in writing.

Motion: _____

Seconded: _____

CARRIED ____ **YES** ____ **NO** ____

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

ARTICLE XVI - COMMITTEES

Motion 16:

Remove

16.3 (5) Blue Cross

- 1) Grievance/Solutions
- 2) Education
- 3) Job Evaluation (JE Maintenance)
- 4) Social
- ~~5) Blue Cross~~
- 6) Benefits
- 7) Occupational Health and Safety
- 8) Budget
- 9) Bylaw

Renumber: Benefits to be number (5)

- 1) Grievance/Solutions
- 2) Education
- 3) Job Evaluation (JE Maintenance)
- 4) Social
- 5) **Benefits**
- 6) **Occupational Health and Safety**
- 7) **Budget**
- 8) **Bylaw**

Motion: _____

Seconded: _____

CARRIED

The following is a Bylaw amendment submitted by Kendra Dyck:

Motion 17:

Remove: reference to the Blue Cross Committee in its entirety.

Article 16.13

~~16.13 Blue Cross Committee~~

- ~~a) To consist of an appointed Executive Board member and up to six (6) additional members appointed by the Executive Board representing the following groups:-~~
- ~~• Full time, part-time, seasonal, job share and family, couple, single.-~~
 - ~~b) The Committee will meet semi-annually to review and make recommendations to the Executive Board.-~~
 - ~~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.-~~
 - ~~• 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.-~~

Motion: _____

Seconded: _____

CARRIED

I. NEW BUSINESS

J. GOOD OF THE UNION

K. ADJOURNMENT

Motion to adjourn the October 4, 2025, Annual General meeting of CUPE Local 59 at _____ a.m.

Motion: _____

Seconded: _____

CARRIED ____ YES ____ NO



EXECUTIVE BOARD MEMBERS

| POSITION | NAME | WORKPLACE | OFFICE No. | CELL No. | FAX No. | EMAIL ADDRESS |
|--|--|-----------------------|--------------|-----------------------------------|---|--|
| TABLE OFFICERS | | | | | | |
| President | Eric Calaguian | CUPE 59 Office | 306-652-6963 | 306-261-1541 | 306-652-6992 | eric.calaguian@cupe59.ca |
| General Vice President | VACANT | | | | 306-652-6992 | |
| 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 & IT | | | | | | |
| Area Vice President | Gwen Lamkin | Saskatoon Field House | 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 | Alanna Cox | Community Standards | 306-986-0924 | 306-290-6611 | 306-652-6992 | alanna.cox@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 <i>**Please call ahead before coming to the office**</i> | | | | CUPE REGIONAL OFFICE Saskatoon | | |
| Office | 106 33 rd Street East Saskatoon SK S7K 0S2 Email: admin@cupe59.ca Website: www.cupe59.ca | | | Staff Representative | Rebecca Noble 250 Cardinal Crescent Saskatoon SK S7L 6H8 Email: rnoble@cupe.ca | |
| Phone: 306-652-6963 | | | | Phone: 306-523-8255 | | |
| Fax: 306-652-6992 | | | | Fax: 306-382-8188 | | |

STEWARDS



| <u>AREA and Steward Name</u> | <u>Work Place</u> | <u>Phone Number</u> |
|------------------------------|-------------------|---------------------|
|------------------------------|-------------------|---------------------|

CORPORATE FINANCIAL SERVICES

| | | |
|----------------------|------------------------|--------------|
| Marc Skaf | Corporate Revenue..... | 807-633-8142 |
| Katrina Powers | Assessment..... | 306-975-3227 |
| Paula Kalyn..... | Corporate Revenue..... | 306-975-3288 |

COMMUNITY SERVICES

| | | |
|-----------------------|----------------------------|--------------|
| Brenda Zalenchuk..... | Shaw Centre | 306-975-8389 |
| Stephanie Woods | Recreation | 306-975-3345 |
| Gabrielle Lorge..... | Forestry Farm Park & Zoo.. | 306-681-5946 |

PARKS, FACILITIES and FLEET

| | | |
|-------------------------|-----------------|--------------|
| Stan Macala | Parks..... | 306-230-1170 |
| Ken Drapak..... | Parks..... | 306-975-3308 |
| Nils Sundby | Parks..... | 306-290-2997 |
| Guy Sveinbjornson | Facilities..... | 306-222-2272 |
| Michael Becker..... | Facilities..... | 306-975-8176 |
| Sharon Schaefer..... | Facilities..... | 306-227-6941 |

TRANSPORTATION and CONSTRUCTION

| | | |
|----------------------|-------------------------|--------------|
| Lindsay Oliver | Community Services..... | 306-975-2645 |
|----------------------|-------------------------|--------------|

OTHER BOARDS and COMMISSIONS

| | | |
|---------------------------|----------------------|--------------|
| Darcie Saunders..... | TCU Place..... | 306-229-4356 |
| Sarah Gomes Barroso | SaskTel Centre | 639-747-2021 |

August 2025