



2026
ANNUAL GENERAL MEMBERSHIP MEETING
REPORT PACKAGE

Saturday, October 3, 2026

**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 by CUPE Local 59 at a later date.**

**Please RSVP your attendance to the Union
office at 306-652-6963 or admin@cupe59.ca
by Friday, September 18, 2026**



2026 ANNUAL GENERAL MEMBERSHIP MEETING

Saturday, October 3, 2026

Travelodge Hotel and
Conference Centre

AGENDA

9:00 a.m. – CALL TO ORDER

- A) Reading of Equality Statement and Land Acknowledgement
- B) Roll Call of Officers
- C) Reading of Minutes of Previous Annual General Membership Meeting
 - October 4, 2025
- D) President's Annual Report
- E) Treasurer's Annual Report
 - Proposed Budget: July 1, 2026 - June 30, 2027
 - Year-End Financial Statements
- F) Trustees' Annual Report and Auditor's Report
- G) Committee Reports
- H) Bylaw Amendments and Notice of Motions
- I) New Business
- J) Good of the Union
- K) Adjournment



2025 ANNUAL GENERAL MEMBERSHIP MEETING

Saturday, October 4, 2025
Travelodge Hotel and Conference Centre

A. READING OF THE EQUALITY STATEMENT:

Call to Order: 9:00 a.m.

Reading of the Land Acknowledgement: Alanna Cox

Reading of the Equality Statement: Alanna Cox

B. ROLL CALL OF OFFICERS:

Table Officers Present:

- ☒ Eric Calaguian - President
- ☒ Gwen Lamkin - General Vice President
- ☒ Anne Prescesky - Recording Secretary
- ☒ Kendra Dyck - Secretary-Treasurer
- ☐ Rebecca Noble - CUPE National Rep

Area Vice Presidents Present:

- ☒ Alanna Cox - Transportation and Construction, Solicitors and Clerks,
CY - Planning and Development, Building Standards and Community Standards
- ☒ Myra Roschuk - Recreation and Community Development
- ☒ Amy Harnestone - Police and Fire Protection Services, SaskTel, TCU and Remail Art Gallery

C. READING OF MINUTES OF PREVIOUS AGM:

Minutes of the October 4, 2025, meeting were reviewed.

Any questions?

Sara Binnie, Parks – online

On Page 25 – under New Business, she did not state anything about SIN numbers. Should be corrected.

Motion: Heather Drysdale, Parks Seconded: Dawn Haubrich, TS

All in favour

CARRIED

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

Brother Eric Calaguian makes a motion to amend the AGM package to go to the Bylaws and amendments while we have quorum.

Motion: Eric Calaguian, President Seconded: Dawn Haubrich, TS

All in favour

CARRIED

D. PRESIDENT'S ANNUAL REPORT:

Brother Eric Calaguian leads the discussion and then reads his new updated report to the group.

Have been fairly busy with grievances, the turnover of the executive boards, retirement of one of our long serving board members, Patrick Turner has gone to work for CUPE National, dealt with 5 different CUPE National reps. Quite challenging to rely on someone to call for advice for quite a while. Jocelyne Page and Judy Krause have also retired as trustees. Thanks them for their service, applause is heard.

Speaks to the election in June, another election in July where he was elected as President, thanks all for their support. MOA signed in June for related work experience to receive real wages and no longer underfilled wages.

Highlight some of the wins for the local – in arbitration an employee was wrongfully terminated back in January 2023, long term employee, took it to step 3, the City Manager denied the grievance and took it to arbitration and won. The employee was reinstated after over a year off. Now they are back in the workplace. A member's one-day suspension was reduced to a reprimand letter. At the golf courses, insufficient recall notice was grieved, we took it to arbitration and the golf course employees were paid for their extra hours. There was a superior duty pay grievance that was rectified and they received a whole year's worth of back wages of superior duty pay.

A member was not being paid car allowance, filed grievance, and they were awarded 3 years of retro car allowance pay.

Recently, the union fought a probationary release – always told that this was the employers right, took them through the grievance process. The employer has to allow them to correct their behaviour or their performance. Have to give them the opportunity to correct. Can't just fire them.

All huge wins for our members, as a union we will continue to advocate for our members rights.

That the President's Annual Report, General Vice President, Recording Secretary and six (6) Area Vice President Reports dated October 2025, be accepted as circulated.

Motion: Kendra Dyck, Secretary-Treasurer Seconded: Dennis Morley, Facilities

Discussion:

Sarah Binnie, Parks – excited about the MOA, stoked. Wondering if it has been put it in practice yet?

Brother Eric Calaguian – yes, they have begun to do so.

All in favour

CARRIED

E. TREASURER'S REPORT AND PROPOSED BUDGET:

Report has been out for the month, hopefully all have read. Just wanted to clarify one point that she wrote. Didn't increase dues. We decreased dues and now we are back to the 1.5%.

Fairly unexciting year. We were audited, with no recommendations, and at this time would like to welcome Paula and Katrina, thank you for working with me and asking good questions.

Goes through some of the finer points that members may find of interest.

Sister Sharon Schaefer approaches the microphone. Just looking at the Profit and Losses, you have union paid wages for more. Why the big discrepancy?

Sister Kendra Dyck – in regards to the city's invoicing. We received a very large bill at the end of 2023, for 3 years of invoicing of union paid wages, that was the final payment. In those years, we weren't being invoiced. It's good to be normalized again.

Motion: Kendra Dyck, Secretary-Treasurer Seconded: Sharon Schaefer, Facilities

That the Treasurer's Report for the period July 1, 2024, to June 30, 2025, and the proposed budget from July 1, 2025, to June 30, 2026, be accepted as circulated.

All in Favour

CARRIED

F. TRUSTEES' ANNUAL REPORT:

Eric Calaguian (President) asks that **Paula Kalyn, Corporate Revenue** speak to this:

Paul Kalyn, Corporate Revenue - on behalf of the Trustees, that Paul Pigeon approved our annual report. Thanks, the Secretary-Treasurer and the Union Executives for their time put into the reports.

That the Trustees' Report for the period July 1, 2024, to June 30, 2025, and the Auditor's Report (Paul F. Pigeon) dated August 15, 2025, be accepted as circulated.

Motion: Paula Kalyn, Corporate Revenue Seconded: Brian Lutzer, Parks

All in Favour

CARRIED

G. COMMITTEE REPORTS:

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

Any questions?

None

Motion: Dawn Haubrich, Technical Services Seconded: Sharon Schaeffer, Facilities

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 2025, be accepted as circulated.

Any questions:

Brother Stan Macala, Parks – where are we at with the benefit plan?

Sister Kendra Dyck, Secretary-Treasurer – you want to know the balance after the employer pays Blue Cross? They still haven't paid it. They are still lining up the new plan with Sun Life. Still to be determined.

Brother Eric Calaguian, President – there is supposed to be meeting at the end of the month.

Sister Kendra Dyck, Secretary-Treasurer – for new governance. Dustin was going to draft what the new governance was going to look like. I don't think that is all the unions, just CUPE59 and them.

All in favour

CARRIED

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: Myra Roschuk, AVP **Seconded:** Donna Giesbrecht, Parks

All in Favour

CARRIED

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: Anne Prescesky, Recording Secretary **Seconded:** Dawn Haubrich, TS

All in Favour

CARRIED

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

Motion 3:

Remove

The word “Masculine”

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

Add

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

Motion: Kendra Dyck, Secretary Treasurer **Seconded:** Dawn Haubrich, TS

Question: **Sister Dawn Haubrich, Technical Services** asks if the “He/Her have been removed

in the Bylaws.

Sister Kendra Dyck, Secretary Treasurer – yes as we reviewed it was already done.

All in Favour

CARRIED

The following is a Bylaw amendment submitted by Sister 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.

Sister Kendra Dyck, Secretary-Treasurer explains further that last year we removed this from the Bylaws.

Motion: **Kendra Dyck, Secretary-Treasurer** **Seconded:** **Michael Becker, Facilities**

Questions?

Sister Heather Drysdale, Parks – how does that affect those on furlough?

Brother Eric Calaguian, President– we will discuss this at a later time.

All in Favour

CARRIED

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: **Anne Prescesky, Recording Secretary** **Seconded:** **Dawn Haubrich, Technical Services**

All in favour

CARRIED

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: Anne Prescesky, Recording Secretary Seconded: Dawn Haubrich, Technical Services

All in favour

CARRIED

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 their work.

Motion: Gwen Lamkin, AVP Seconded: Heather Drysdale, Parks

Question: Would like to change it to “direct their work”.

Amendment accepted and changed.

Sister Sharon Shaefer, Facilities – speaks to the cope employee position. Chastises the local. Shouldn’t be supporting this amendment. Keep it as a unionized position as that is what Unions do.

Will still proceed as stated.

Any other questions?

Motion to accept this bylaw as corrected.

In Favour:

17 in person

2 on line

Opposed:
4 in person
1 on line

CARRIED

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: Alanna Cox, AVP Seconded: Dawn Haubrich, Technical Services

All in Favour

CARRIED

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: Amy Harnestone, AVP Seconded: Dawn Haubrich, Technical Services

Questions?

Sister Sarah Binnie, Parks - Wondering why it's just the President, and why the expansion.
They are always filed.

All in Favour

CARRIED

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: Myra Roschuk, AVP Seconded: Dawn Haubrich, Technical Services

All in Favour

CARRIED

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.**

Questions:

Sister Dawn Haubrich, Technical Services: Is this optimal to do this?

Sister Kendra Dyck, Secretary-Treasurer – we do this prior to every election of the President.

Sister Dawn Haubrich, Technical Services - admits mishearing and thanks Kendra for clarifying.

Motion: Kendra Dyck, Secretary-Treasurer Seconded: Stan Macala, Parks

All in Favour

CARRIED

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: Alanna Cox, AVP Seconded: Dawn Haubrich, Technical Services

All in Favour

CARRIED

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, if any. The readmission fee cannot be less than the initiation fee of the Local.

Questions:

Sister Dawn Haubrich, Technical Services proposed making further amendments to 13.3, Discussion ensues – all agree that these changes would be acceptable.

Asks about the membership dues portion, if it had been removed from the rest of the document.

Sister Kendra Dyck, Secretary-Treasurer clarifies the amendment, **Sister Dawn Haubrich, Technical Services** agrees.

Motion: Gwen Lamkin, AVP **Seconded: Wayne Vallie, IT**

All in Favour

CARRIED

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: Eric Calaguian, President

Seconded: Paula Kalyn, Corporate Revenue

All in Favour

CARRIED

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.

Questions:

Sister Sarah Binnie, Parks – this bylaw was voted down last year, this wording gives members an invaluable tool, it was used to add something to the AGM.

Sister Dawn Haubrich, Technical Services – is the voting portion covered in any of the other bylaws, speaks to a majority of vote and an amendment from National doesn't say anything about voting and maybe it should be clearer.

Sister Kendra Dyck, Secretary-Treasurer – for clarification:

Brother Eric Calaguian, President – it's saying that you still have the option.

Sister Dawn Haubrich, Technical Services – do other bylaws deal with how you vote, if this isn't dealt with

Sister Kendra Dyck, Secretary-Treasurer – we are still bound by the constitution. National has approved this, if they hadn't it wouldn't have been brought forward.

Sister Dawn Haubrich, Technical Services – how things are carried out is according to the constitution and that's a backstop? Is there another clause.

Sister Kendra Dyck, Secretary-Treasurer reads Article 20.1 which clarifies.

Sister Dawn Haubrich, Technical Services – sounds reasonable, should include 20.1 for next years AGM.

Sister Sharon Schaefer, Facilities speaks about Article 5 in our Bylaws and how this ties into the above amendment as well.

Motion: Amy Harnestone, AVP Seconded: Dawn Haubrich, Technical Services

All in Favour

CARRIED

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

Motion: Kendra Dyck, Secretary-Treasurer **Seconded:** Dawn Haubrich, Technical Services

Question: **Sister Ola Farah, Facilities**— in motion 14 we struck out Administration – can we make the change to reflect this?

Motion: Eric Calaguian, President to accept as amended. **Seconded:** Dawn Haubrich, Technical Services

All in Favour

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: Kendra Dyck, Secretary-Treasurer Seconded: Ola Farah, Facilities

All in favour

CARRIED

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BY E-MAIL

May 1, 2025

Cara Stelmaschuk
National Representative
Saskatoon Area Office

Dear Cara:

I am writing in response to your letter of March 10, 2025 in which you advised that the bylaws of Local 59 had been amended in accordance with my earlier comments. My appreciation to the members for dealing with most of my concerns. However, there is still one proposal about which I must comment.

ARTICLE XX – AMENDMENT

20.2 – Article B.5.1 of the National Constitution provides that a Local Union may 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 days before at a previous membership meeting or 60 days before in writing. Suggested wording is as follows:

“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 days before at a previous membership meeting or 60 days before in writing”.

The additional amendments submitted with your recent letter were reviewed and are in compliance with the National Constitution and I am therefore pleased to approve them in accordance with the provisions of Article XII.

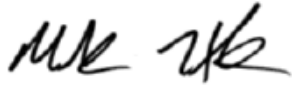
.../2

MARK HANCOCK
National Presidents/Président national
CANDACE RENNICK
National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, SHERRY HILLIER, GINA MCKAY, KAREN RANALLETTA
General Vice-Presidents/Vice-présidences générales

I look forward to hearing from Local 59 once it has had an opportunity to deal with the outstanding issues outlined above.

In solidarity,



MARK HANCOCK
National President

:cmg-cope 491

cc: A. Iwanchuk; L. Sutherland; J. St. Denis; C. Davis, President, CUPE Local 59

Motion: Kendra Dyck, Secretary-Treasurer Seconded: Ola Farah, Facilities
No questions or concerns

All in Favour
CARRIED

I. NEW BUSINESS

Sister Sharon Schaefer, Facilities notes all of the women up on the podium and the representation it shows.

Speaks about the custodial staff's dilemma with no positions and no possibility for people to move up. We are losing a lot of budgetary money. Custodial staff only get 20 hours a week. She is very worried about them, they are very dedicated workers. Brings up the meter readers not receiving fair wage.

Sister Gwen Lamkin, AVP – responds to Sharon about how there was no abolishment and only laterals.

Sister Dawn Haubrich, Technical Services – just wondering about the job evaluation committee where is it?

Brother Eric Calaguian, President replies that Brenda Zalenchuk is the chair, new committee members Marc Skaf and Paula Kalyn.

Sister Dawn Haubrich, Technical Services – curious as to the make up of the committee is it still employer heavy. There was a grievance in their area, with previous member Jayne Litterick before she was AVP. They didn't get compensated for higher wages - Would like to revisit it.

Brother Eric Calaguian, President – advises Dawn to reach out to Brenda Zalenchuk on Tuesday.

Sister Dawn Haubrich, Technical Services – situation is still brutal in T&C. Still two-tiered, still the requirements for a 15 but being paid as a 13.

Online – **Brother Nathan Harris, Recreation and Community Development** – currently working right now, off and on...something new that was sent out to the recreation workers at the leisure centers. Plan for the aquatic centre and a partnership with the YMCA. Vague information. Was wondering about losing out on all the positions that are at the Harry Bailey Aquatic Centre. What's happening?

Brother Eric Calaguian, President – we recently also received that email from Jody Hauta on Thursday. Office was very busy. Right now, has meetings set up with Celene Anger and Jody Hauta. There are quite a lot of jobs at risk here. Will be meeting with them. Reached out to the City Councillors. They are to vote on this. Sister Myra Roschuk, AVP was to reach out to Senos. We are doing our due diligence here. There are a lot of jobs at risk here. We will work as they evolve.

Sister Sharon Schaefer, Facilities – want to follow up on the comments on the JE, still felt that when it was first initiated, still felt it was ill-modeled. Compares wages in Regina to Saskatoon. They are paid better. JE model is not fairly divided. Not doing the job to get pay equity.

J. GOOD OF UNION

Brother Eric Calaguian, President makes mention of the upcoming election and has the nominees stand up. Wishes them all the best.

Kids Christmas party is on November 30th

Adults Christmas party is on December 6th at the WDM. Make sure to buy your tickets asap.

Would like to thank the executive board, thank you for the work you do, thank you for the work you do, thanks the volunteers, without you the unions day-to-day's activities become harder to do.

Thanks Jayne, Patrick and Judy for their past service.

Applause.

K. ADJOURNMENT

Motion to adjourn the October 4, 2025, Annual General meeting of CUPE Local 59 at 10:35 a.m.

Motion: Brother Stan Macala, Parks Seconded: Sister Paula Kalyn, Corporate Finance
CARRIED



PRESIDENT'S ANNUAL REPORT

Includes Reports from:

General Vice President

Recording Secretary

Parks, Facilities & Fleet Management

Corporate Financial Services

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

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

October 3, 2026

PRESIDENT'S ANNUAL REPORT October 2026

Greetings Fellow Members of CUPE Local 59

Over the past year, CUPE Local 59 has continued to work diligently to protect the rights, interests, and livelihoods of our members while addressing the many challenges facing our workplaces. Representing a diverse membership, our Executive Board, Stewards, and Committee Members have remained committed to providing strong representation, resolving workplace concerns, enforcing our collective agreement, and protecting union jobs. This past year has demonstrated the importance of solidarity, persistence, and collective action, and I am proud of what we have accomplished together on behalf of CUPE Local 59.

The CUPE Local 59 election was held on June 11, 2026. I am honoured to have been elected President of CUPE Local 59 and would like to congratulate all members of the newly elected Executive Board, Trustees and Stewards.

- **Kendra Dyck** – Secretary-Treasurer, acclaimed
- **Alanna Cox** – Area Vice President, Transportation & Construction; Clerks & Solicitors; CY – Planning & Development; Building Standards & Community Standards, acclaimed
- **Brian Lutzer** – Area Vice President, Parks, Facilities & Fleet Management, acclaimed
- **Paula Kalyn** – Area Vice President, Corporate Financial Services & IT, acclaimed
- **Heather Drysdale** – Trustee, three-year term, elected
- **Karen Sofiak** – Trustee, one-year term, elected
- **Kaytlynn Friesen** – Steward, acclaimed
- **Umar Wali** – Steward, acclaimed
- **Jamie Shebelski** – Steward, acclaimed

Congratulations to everyone elected or acclaimed. I look forward to working with the Executive Board, Trustees and our Stewards as we continue to build a strong and effective Union.

The most significant issue CUPE Local 59 faced this past year was the Employer's intention to transfer the operations of the Harry Bailey Aquatic Centre to the YMCA.

This proposed transfer of ownership posed a serious threat to the livelihoods of our skilled members who work at Harry Bailey. Our members are highly trained, certified, and accountable to the public. They provide essential services bringing years of experience and expertise to their work. They are not interchangeable with private-sector employees. Privatization would have put good union jobs at risk and would result in job losses, wage erosion, and the weakening of workplace standards that our members have fought for and negotiated through years of collective bargaining.

Throughout this process, I was actively engaged in numerous meetings and negotiations with the Employer in an effort to protect our members and prevent the transfer of these operations. The Union remained firm and rejected every offer that was presented because our responsibility is to protect our members' jobs—not sell them away.

We were fortunate to have strong support from CUPE National, CUPE Saskatchewan, and our brothers and sisters at the Association of Civic Employees (ACE). Their support and solidarity were invaluable throughout this process. I also had the opportunity to meet with CUPE National President, Mark Hancock here in Saskatoon, who provided valuable guidance and support as we worked through this issue.

Our persistence paid off in June 2026, the Employer formally notified the Union that it would no longer pursue the privatization of the Harry Bailey Aquatic Centre. This was a tremendous victory for CUPE Local 59 and, most importantly, for our members.

The Union stood firm, fought to protect these jobs, and ultimately helped secure the future of our members who work at Harry Bailey. This experience demonstrates what can be accomplished when we stand together and refuse to compromise the livelihoods of our members.

Over the past year, CUPE Local 59 has also achieved several important grievance victories. Through the grievance process, I was able to negotiate monetary settlements for two terminated employees. These settlements provided meaningful outcomes for the affected members and demonstrated the importance of having a Union willing to advocate for members through difficult circumstances.

In April, Local 59 also successfully resolved a policy grievance involving the Employer's violation of Article 31.2.3 – Absences due to illness shall first be charged against the current year's accumulation. As a result of this grievance victory, the sick credits of 42 employees were adjusted.

In another matter, a member was initially denied bereavement leave to attend the funeral of an extended family member. Through discussions with the Employer, I was able to negotiate approval of the bereavement leave, allowing the member to attend the funeral without being required to use vacation time.

These outcomes are examples of the day-to-day work that goes into representing our members. Not every issue requires arbitration or a formal hearing. Often, effective representation means identifying a problem, having the right conversations, and negotiating a fair resolution before the matter escalates.

For a Union of our size and diversity, I am proud that we currently have a relatively small number of outstanding grievances. At present, there are four outstanding grievances being actively addressed.

In addition, I am currently dealing with two Labour Board cases, with the support of CUPE National.

Area meetings are scheduled every six months and provide an important opportunity for members to participate directly in their Union. Members are strongly encouraged to attend these "lunch and learn" meetings. They provide a forum to raise workplace concerns, discuss issues affecting specific areas, ask questions, and ensure that the Executive Board is aware of what is happening across the membership.

A strong Union depends on an engaged membership. I encourage all members to take advantage of these meetings and make your voice heard. *Your participation matters!* If you are unable to attend

the meeting scheduled for your area, you are welcome to attend another Area's Meeting that better fits your schedule.

I would like to sincerely thank the members of the Executive Board, Committee Members, Stewards, Trustees, and the many volunteers who dedicate their personal time to the betterment of CUPE Local 59 and our membership.

Your dedication and hard work are essential to the effective operation of our Union, and I am grateful for everything you all do.

Submitted in Solidarity,

Eric Calaguian

GENERAL VICE-PRESIDENT'S ANNUAL REPORT October 2026

Hello Brothers and Sisters,

Thank you for the continued trust and support in electing me as your General Vice President. I will work hard to honor your confidence and serve as a strong voice for you in our Union.

Since my election, my main focus has been on fighting for proper workplace accommodations and member rights. I have also focused on supporting our executive team and learning more about our union's various departments.

I look forward to working together to make things better.

Key Focus Areas:

- **Accommodations:** Fighting for proper rights and fair treatment for all members who need support.
- **Team Support:** Working closely with the Executive team and helping members across all departments.
- **Growth:** Learning how different parts of our union operate to serve you better.

In Solidarity,

Gwen Lamkin

RECORDING SECRETARY'S ANNUAL REPORT October 2026

Greetings Members of CUPE Local 59,

As a Unionist, I believe in helping to improve the effectiveness and function of our Local – not for personal benefit, solely for the benefit of the membership today and to build a strong foundation and legacy for the members who will follow us in the coming years.

I sincerely appreciate the trust and confidence you have shown in me by re-electing me to this position. It has been a privilege to serve our membership and to assist members with a variety of issues, including health benefit questions, Sick Bank inquiries, and the implementation of the new seniority start-date model. I have also had the opportunity to support the work of the Executive Board. I believe that learning is an ongoing process, and I remain committed to supporting and promoting opportunities that strengthen our members' knowledge, skills, and understanding of their rights.

During this term, we welcomed a new Area Vice President, Paula Kalyn, who assumed responsibilities for Corporate Financial Services and IT, while also welcoming Area Vice President Brian Lutzer back to Parks, Facilities and Fleet Management. Congratulations to both Paula and Brian on their appointments!

We had the Parks BBQ a little earlier than usual this year, to ensure that the seasonal staff could be part of the fun of getting a free burger. We had a beautiful summer day to pay tribute to our members and I am looking forward to the City Hall one on September 9, 2026.

Have you checked out our website lately? Thanks to a great support staff maintaining it, our website is current and polished - they make it easy to request changes as needed. I am grateful to Noman Hassan, as the website updates has become so important over the last couple of years.

Although most of my functions have been recording the minutes accurately and sending them to the Executive Board for approval and/or edits, I have been representing CUPE 59 interests on the DEI Committee and now the Sick Bank Committee. I hope to continue to serve the Executive Board and you - the CUPE Local 59 Members, in the coming years.

Submitted in Solidarity,

Anne Prescesky,
Recording Secretary

AREA VICE-PRESIDENT OF PARKS, FACILITIES AND FLEET MANAGEMENT ANNUAL REPORT October 2026

Greetings Brothers and Sisters,

I want to start my report by thanking the Members of CUPE 59 for their support and trust over the past 20 years. It has been my honor to serve the members and help guide them through the many issues that may impact our day-to-day lives.

I have spent the past 12 months as your Area Vice President for Parks, Facilities and Fleet Management. I have realized that the members have one main concern in common. We have all been dealing with change. Change in the way the City manages their departments. Change in the City's culture, and changes in individuals in the workforce. Together we can navigate these changes and continue to make working for the City of Saskatoon a positive experience.

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,

Brian Lutzer, AVP for Parks, Facilities, and Fleet Management
CUPE Local 59

**AREA VICE PRESIDENT
CORPORATE FINANCIAL SERVICES and
INFORMATION TECHNOLOGY ANNUAL REPORT
October 2026**

Dear Brothers and Sisters of CUPE 59,

Thank you for the very welcoming support that I have received from the Members and the Executive Team since becoming Area Vice President in June. I am grateful for this opportunity to serve our Union.

I appreciate the experience I continue to gain, and I look forward to representing the Membership further by fighting for Employee rights and standing behind the Collective Bargaining Agreement, striving to advocate and effect positive change along the way.

Together, we are stronger as we stand in Solidarity!

Please feel free to reach out with any questions or to request representation. If you need advice or guidance, I am here to help. Call, email, IM, or text me anytime.

Wishing you a beautiful Fall - I hope it lingers!

In Solidarity,

Paula Kalyn

AREA VICE PRESIDENT TRANSPORTATION & CONSTRUCTION, CLERKS, SOLICITORS, PLANNING & DEVELOPMENT, BUILDING STANDARDS & COMMUNITY STANDARDS ANNUAL REPORT October 2026

Dear Brothers and Sisters;

It has been an honour to serve as Area Vice President over the past year and to advocate for the members within my area. My focus has been on providing representation, addressing workplace concerns, and working to ensure our members' rights and interests are protected.

Some of the highlights and accomplishments from the past year include:

- **Successfully advocating for the extension of 11 temporary positions within the Transportation and Construction Department for an additional two years**, providing continued employment and greater stability for the affected members.
- **Successfully negotiating disciplinary outcomes that resulted in warnings rather than suspensions**, reducing the severity of discipline while ensuring matters were appropriately addressed.
- Assisting in the **mediation of workplace conflicts between peers**, working toward resolution and maintaining positive working relationships within the workplace.
- Bringing **two new Shop Stewards** on board within my area, strengthening our representation and ensuring members have greater access to union support in the workplace.
- Providing ongoing support and guidance to members regarding workplace concerns, Collective Agreement matters, and representation.

The work of an Area Vice President often happens behind the scenes through conversations, meetings, advocacy, and problem-solving. I am proud of the work accomplished within my area this year and of the opportunities I have had to support and advocate for our members.

I would like to thank the members in my area for their trust and continued support, as well as my fellow Executive members and Shop Stewards for their collaboration throughout the year. I look forward to continuing to represent and advocate for our membership in the coming year.

In Solidarity,

Alanna Cox

**AREA VICE PRESIDENT
POLICE & FIRE PROTECTION
SERVICES AND REMAI, TCU &
SASKTEL CENTRE ANNUAL REPORT
October 2026**

Dear CUPE Local 59 Members;

It's been a pleasure representing the members for a second term as the AVP for the sites with Boards of Directors. It has been another year of learning, navigating challenges and continuing to work together to accomplish common goals for a better workplace and I'm happy to say that things have been going well overall.

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

In Solidarity,

Amy Harnestone



COMMITTEE REPORTS

Includes Reports from:

Benefits Committee

DEI Committee

Education Committee

JJE Committee

Sick Bank Committee

Social Committee

Website Committee

October 2026

COMMITTEE ANNUAL REPORTS

October 2026

BENEFITS COMMITTEE

Fellow Brothers and Sisters,

Effective January 1, 2026, we entered the benefit world of Sunlife in partnership with CUPE 47, CUPE 859, ESA and The Society. Although there were a few hiccups, the overall enrollment was highly successful. Based on early reporting the plan is in a surplus and enrollment breakdown among single, couple and couple +1 is as follows:

	Health		
	Tier 1	Tier 2	Tier 3
Number of employees	883	1489	433
% of employees	31%	53%	15%
	Dental		
	Tier 1	Tier 2	Tier 3
Number of employees	918	1455	432
% of employees	33%	52%	15%

Phase 2 of the implementation will see changes to how seasonal and casual employees select Life and AD&D insurance, introducing a flat fee option to allow for consistent coverage and premiums. Additionally, effective January 1, 2027, premiums will move to a direct billing process so all premiums will be remitted throughout the year, including the layoff period. These changes will be communicated to affected members this Fall.

Our Health and Dental plans are 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.

A governance committee, including one member from each local, association and three from the Employer has been established to regularly review the financial status and usage of the plan. This committee will also review any policy concerns not resolved through the benefit and Sunlife team.

A finance subcommittee has also been established to develop criteria and guidelines that will provide directions and thresholds to address any funding or plan change requirements. As well a website subcommittee will be created to redesign the Benefit information on MyCity to ensure information is accurate and timely.

In Solidarity,

Kendra Dyck
Committee liaison for CUPE 59

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

The Diversity, Equity, and Inclusion Committee has not met in over a year. The initiative was originally started by the employer; however, there have been no further meetings or updates, and we have not received any follow-up communication regarding the initiative.

At this time, the Committee remains inactive - pending further communication from the employer and direction regarding the continuation of the initiative.

In Solidarity,

DEI Committee

EDUCATION COMMITTEE

The 2025 City of Saskatoon and CUPE Local 59 Joint Scholarship Program awarded scholarships to two very hardworking individuals. The award recipients for 2025 were:

- Jorja Metheral with a 92.78% average, is attending the University of Saskatchewan's Bachelor of Arts Program. Her father, Jason Metheral is a Building Inspector.
- Kaylie Szautner with a 91.57% average, is attending Athabasca University. Her father, Corey Szautner is a Procurement Specialist.
- **The CUPE Saskatchewan All President's Meeting** was held on November 17, 2025, and May 22, 2026, and was attended by Eric Calaguian.
- **The CUPE National Sector Conference** was held October 6 to 9, 2025, in Toronto. This Conference was attended by Eric Calaguian, Anne Prescesky, Gwen Lamkin, Kendra Dyck, Myra Roschuk, Amy Harnestone and Alanna Cox.
- **The Labour Law Conference** was attended virtually at the CUPE 59 office on October 22 and 23, 2025. This Conference was attended by Eric Calaguian, Anne Prescesky, Kendra Dyck, Brian Lutzer, Gwen Lamkin, Alanna Cox, Myra Roschuk and Amy Harnestone.
- **CUPE Winter School** was held February 18th to 20th, 2026, in Saskatoon. Eric Calaguian and Gwen Lamkin attended.
- **The CUPE Saskatchewan Conference** was held March 4th to 6th, 2026 in Saskatoon. This Conference was attended by Eric Calaguian, Anne Prescesky, Kendra Dyck, Myra Roschuk, Gwen Lamkin, Brian Lutzer, Alanna Cox, Marc Skaf, Katrina Powers and Gabrielle Lorge.
- **Introduction to Stewarding and Representing Members Workshops** were attended by various new Stewards.

Submitted in Solidarity,

Eric Calaguian, President
Kendra Dyck, Secretary-Treasurer

JOINT JOB EVALUATION COMMITTEE

The Joint Job Evaluation Committee has had a busy year to date to changes with membership and with overall meetings and number of jobs up for evaluation.

Up until July, the CUPE 59 members have been Paula Kalyn, Brenda Zalenchuk, Paul Siemens, Marlin Cannam (alternative) and Marc Skaf (Chair of the JJEC). These members consistently volunteered their time to ensure equity and fairness within CUPE 59 positions across the organization as well as grading new positions. We wish to thank all of them for their commitment to this committee. Brenda will be leaving the committee to enjoy her retirement, she was the chair of the committee for many years and her experience was vital for onboarding and helping new members, we wish her the best and thank her not only for her role as JJEC Chair, but her service in various positions withing CUPE 59 throughout her career. Paula also leaves the committee on positive terms, as she was elected as a Union AVP for Corporate Revenue, congratulations and best of luck.

We have also put out a call for new members, and we are excited to welcome Kim Gorham, Gabrielle Lorge, Heather Radke, and Michael Becker. They come from diverse workgroups and will be stepping up in these new roles.

Since January 1st of 2026, we have evaluated 39 jobs in CUPE 59, impacting about a total of 74 employees meeting once or twice a month. Most of these evaluations resulted in at least a 1 or 2 grade changes, compensating members for work that has changed throughout the years, or previous job descriptions that were used across different departments but were not equal or did not fit the job description they were doing in their role. It is important to note that the JJEC is unable to increase a jobs grade due to increased workload or the abilities of the individual in that role.

In Solidarity,

Marc Skaf
Committee Chair

SICK BANK COMMITTEE

Always an active committee, Sick Bank is always proactive to ensure applications are received and adjudicated in a timely manner. The Employer is refusing to fulfill their duty to participate in the accommodation process as what they have done in years past. The duty to accommodate lies totally with our employer which - the employer, union and employees combined - have a duty to *fully participate in the process*.

The Committee works diligently to ensure our members are being accurately accommodated in the workplace. The appointed 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, allowing our members to continue living while coping with health issues.

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.

Jay Dodsworth resigned as the Chair of the Sick Bank Committee in March and Olaide Babalola is working on it part time, reviewing applications, answering calls and ensuring that all incoming applicants are heard before the Committee. The Employer is applying pressure on the combined CUPE Locals to take over the responsibility of the Sick Bank, and is not interested in creating another position for their portion of the Duty to Accommodate.

In Solidarity,

Anne Prescesky,
CUPE 59 Sick Bank Representative

SOCIAL COMMITTEE

CUPE 59 hosted various social events that were well attended and enjoyed by our members. The 2025 Kid's Christmas Party was held November 30, 2025, at the Saskatoon Field House. Over 350 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 little kids and big kids with Santa.

The 2025 Adult Christmas Party was held on December 6th, 2025, 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 that attended. The members expressed so much excitement and appreciation over the variety of gifts/prizes handed out during the party; the social committee is already brainstorming how to make 2026 even more spectacular.

The Annual CUPE 59 golf tournament was held June 6, 2026, at Holiday Park Golf Course. We had the maximum numbers of golfers attend once again for the 5th year in a row.

Family Fun Day was hosted at the Forestry Farm on May 31, 2026. Our members and their families were able to enjoy free admission to the park and zoo, fishing licenses and lunch. CUPE Saskatchewan hosted a BBQ on June 22, 2026, at City Hall and some of our Executive Board members volunteered to help out. Our members enjoyed a free lunch of hot dogs, drinks and an assortment of snacks.

CUPE 59 hosts 2 annual barbecues for our members. One barbecue was at Vic Rempel Yards on August 13, 2026, and the other barbecue was at City Hall on September 9, 2026. These barbecues are always well attended and enjoyed by all.

This year we added a new event for our members to enjoy. On June 19, 2026, we hosted our first CUPE 59 Saskatoon Berries game. A few of our members were able to participate in the on-field activities and the Saskatoon Berries beat the Regina Red Sox 12-1.

Watch for additional events coming this Fall and Winter season!

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 and it's nice when we have an accurate list of attendees to ensure everything can be accommodated.

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.

In Solidarity,

Eric Calaguian, President
Kendra Dyck, Secretary-Treasurer

WEBSITE COMMITTEE

The Website Committee consists of **Noman Hassan, President (Digital Technology)**, and **Brenda Zalenchuk, Secretary (Recreation and Community Services)**. The committee oversees the maintenance and development of the CUPE Local 59's website, ensuring members have easy access to accurate, up-to-date, and relevant information about their Union.

Over the past year, **CUPE performed a major maintenance and security update to the website.**

This important work has helped to ensure that the website remains secure, reliable, and well-maintained for the benefit of our members and visitors.

In addition to these improvements, the committee expanded website content and functionality through the introduction of a new **Events** section. This enhancement includes dedicated **Calendar** and **Pictures** pages, making it easier for members to stay informed about upcoming activities, meetings, and events, and to view photos from local events and initiatives.

The committee remains committed to maintaining a user-friendly and informative website that serves as a valuable resource for the membership. Content continues to be reviewed and updated regularly to ensure information remains accurate, accessible, and relevant.

We encourage members to share feedback, suggestions, or ideas for future website improvements by contacting the Union office at admin@cupe59.ca.

Submitted in Solidarity,

Noman Hassan,

Chair Website Committee



SECRETARY-TREASURER'S ANNUAL REPORT

and

PROPOSED BUDGET

(July 1, 2026, to June 30, 2027)

October 2026

SECRETARY-TREASURER'S ANNUAL REPORT

October 2026

This report covers the fiscal period of July 1, 2025, to June 30, 2026.

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 performing 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, 2025, to June 30, 2026, resulted in another financially stable year. Overall, we finished the year with a net income due to a combination of more dues collected and higher investment earnings than anticipated, as well as reduced spending in expenses such as conferences & education, union paid wages, per diems and timing of remittances for per capital fees.

- *Dues +\$40,000 over budget*
- *Investment income +\$14,000*
- *Conferences & Education -\$27,900*
- *Union Paid wages -\$17,700*
- *Per Diem -\$7,600 (vacant AVP)*
- *Per capital dues -\$47,000 (June fees)*

Resulting in a favourable \$154,200 outcome plus anticipate income (unbudgeted) \$70,000 to be transferred to investments and building reserve fund.

Our local is mindful of struggles among our community members and generously assists with donations to support those most in need, such as the Food Bank, Friendship Inn, and the District Labour Council summer lunch program.

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

Congratulations and Farewell to our retired members:

Brad Rurak	Brenda Feist	Patrick Bevill	John Hopcraft
Paul Fortier	Dean Grieman	Karen Farmer	Neil King
Vince Regnier	Garry Holmes	Dragan Mlinarevic	Jacky Soderberg
Judy Krause	Dale Janzen	Donald McLeod	Lynette Gartner
Marion Koroluk	Sherry Mah	Juan Samayoa	Donna Seidel
Gary Hartell	Kurt Kozak	Sandra Ebner	John Cherney
Sherry McIntosh	Kathryn Allen	Dave Kinar	Lara Cesar
C Alan Boyer	Deborah Androsoff	Dale Matieshin	Lynn Piche
Daniel Asham	Richard Robinson	Gloria Bzdel	Blaine Newlove
Jocelyn Page	Robert Sawyshyn		

Budget Overview

There are a couple significant Budget changes to note. First is the one-time Blue Cross Deficit repayment of \$36,000 which was the balance due more than the \$1,000,000 negotiated and ratified to be repaid by the Employer. Second is the significant \$18,500 increase to social activities, it is important to provide opportunities for our members to gather socially and share camaraderie, and the social committee is excited to introduce additional opportunities such as the Saskatoon Berries and Blades to support this initiative. Third is the \$15,000 increase to building maintenance as we address drainage concerns on the side of the building and \$20,000 to building maintenance reserve to ensure funding for future capital projects is adequate. The remainder of revenues were allocated among the offsetting expenses such as affiliation per capita dues, and utilities increases.

Audit

A copy of the audited financial statements for the year ending June 30, 2026, are included in my report. July 24, 2026 the external auditor conducted his review of the 2025-2026 financials in accordance with Canadian generally accepted standards, 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, 2025 – June 30, 2026

	TOTAL
Income	
Revenue	
4020 Dues	\$1,313,737.99
4030 Interest Revenue	\$76,132.29
4040 EI Rebate	\$68,453.61
Total for Revenue	\$1,458,323.89
Total for Income	\$1,458,323.89
Gross Profit	\$1,458,323.89
Expenses	
5630 Associaton of Civic Employees	\$3,097.00
Associations	
5610 CUPE Municipal Steering	\$3,259.84
5615 CUPE National	\$681,868.98
5620 CUPE Sask Division	\$52,124.58
5625 SDLC	\$5,467.84
Total for Associations	\$742,721.24
General Office Expense	
5010 Executive Office Assistant	\$25,200.47
5030 Office Expenses & Supplies	\$27,455.20
5040 Office Equipment	\$8,041.79
Payroll Expenses	\$323.03
Total for General Office Expense	\$61,020.49
Legal Expenses	
5420 General Legal Expenses	\$23,166.30
Total for Legal Expenses	\$23,166.30
Meetings	
5310 Annual General Meeting	\$5,967.18
5320 Meeting Expenses & Meals	\$11,548.21
Total for Meetings	\$17,515.39
Member Related Expenses	
5510 Conferences/Education/Training	\$62,176.17
5515 Retirement Gifts	\$27,700.00
5520 Member Relations	\$6,190.15
5525 Promotional Items	\$4,938.40
5530 Social Activities	\$16,449.93
5535 Scholarships - CUPE 59 & COS	\$1,000.00
5540 Union Paid Wages	\$63,294.35
5545 Per Diems	\$60,362.50
Total for Member Related Expenses	\$242,111.50

CUPE Local 59

Profit and Loss

July 2025 - June 2026

	TOTAL
Other	\$58,378.41
5710 EI Rebate Expenses	
5725 Donations/Sponsorship	\$12,565.00
Total for Other	\$70,943.41
Property Expense 5100 Property Taxes	\$10,242.41
5110 Utilities	\$5,167.77
5120 Property Insurance	\$5,168.56
5130 Landscaping Expenses	\$6,242.25
	TOTAL
5140 Property Cleaning Expense	\$5,571.36
5150 Building Maintenance expenses	\$11,413.00
Total for Property Expense	\$43,805.35
Total for Expenses	\$1,204,380.68
PROFIT	\$253,943.21

Cupe local 59

Balance Sheet

As of Jun 30, 2026

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
1000 General Bank Account	\$149,761.50
Total for Cash and Cash Equivalent	\$149,761.50
Total for Current Assets	\$149,761.50
Non-current Assets	
1010 Regular Shares - Credit Union	\$5.00
1100 GIC # 4001XXXXXXXXX	\$111,749.59
1130 GIC # 8335XXXXXXXXX4	\$128,360.54
1135 GIC # 8335XXXXXXXXX9	\$244,679.72
1140 GIC # 8335XXXXXXXXX45	\$942,912.07
1145 GIC #8335xxxxxx68	\$142,217.85
1150 GIC #8335xxxxxx409	\$332,612.01
1200 Long Term Investments	\$650,237.09
1300 Property	\$600,000.00
Total for Non-current Assets	\$3,152,773.87
Total for Assets	\$3,302,535.37
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
20000 Accounts Payable	\$194.32
Total for Accounts Payable (A/P)	\$194.32
Credit Cards	
CUPE Local 59	\$782.56
Total for Credit Cards	\$782.56
2300 Vacation Payable	\$542.66
2310 EI Payable	\$38.72
2320 CPP Payable	\$170.62
2330 Income Tax Payable	\$204.56
2345 Pension Payable	-\$0.07
2350 Union Dues Payable	-\$2.03
24000 Payroll Liabilities	\$0.00
25500 GST/HST Payable	-\$6.41
Total for Current Liabilities	\$1,924.93
Total for Liabilities	\$1,924.93
Equity	
3560 Opening Balance Retained Equity	\$2,345,362.30
3570 Reserve - Office Space Purchase	\$0.00
3575 Reserve - Office Building Maintenance	\$21,170.18
3580 Reserve - Operating	\$169,974.02
3590 Reserve - President's Salary	\$100,000.00
32000 Retained Earnings	\$410,160.73
Profit for the year	\$253,943.21
Total for Equity	\$3,300,610.44
Total for Liabilities and Equity	\$3,302,535.37

CUPE Local 59

Proposed Budget

For years: 2025-2026

July 2023 - June 2024 Budget

Income

Revenue

4010 Initiation Fees	\$	4,000	
4020 Dues	\$	933,333	Jan 1/24 Dues revert back to 1.5%
4030 Interest Revenue	\$	44,325	
4040 EI Rebate	\$	60,000	

Total Revenue	\$	1,041,658	
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Total Income	\$	1,041,658	
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Gross Profit	\$	1,041,658	
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Expenses

5630 Associaton of Civic Employees	\$	3,000	
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Associations

5610 CUPE Municipal Steering	\$	6,000	
5615 CUPE National	\$	675,000	
5620 CUPE Sask Division	\$	52,000	
5625 SDLC	\$	6,700	

Total Associations	\$	742,700	
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General Office Expense

5010 Executive Office Assistant	\$	35,640	
5030 Office Expenses & Supplies	\$	30,000	
5040 Office Equipment	\$	10,000	
Payroll Expenses	\$	3,085	

Total General Office Expense	\$	78,725	
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Legal Expenses

5410 Lawsuits	\$	2,000	
5420 General Legal Expenses	\$	25,000	

Total Legal Expenses	\$	27,000	
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Meetings

5310 Annual General Meeting	\$	8,500	
5320 Meeting Expenses & Meals	\$	10,000	

Total Meetings	\$	18,500	
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Member Related Expenses

5510 Conferences/Education/Training	\$	75,000	
5515 Retirement Gifts	\$	22,700	
5520 Member Relations	\$	5,000	
5525 Promotional Items	\$	4,000	
5530 Social Activities	\$	15,000	
5535 Scholarships - CUPE 59 & COS	\$	1,000	
5540 Union Paid Wages	\$	70,000	
5545 Per Diems	\$	68,000	

Total Member Related Expenses	\$	260,700	
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Other

5705 Strike Fund	\$	5,000	
5710 EI Rebate Expenses	\$	50,000	
5715 Bargaining	\$	500	
5725 Donations/Sponsorship	\$	12,000	

Total Other	\$	67,500	
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Property Expense

5100 Property Taxes	\$	13,000	
5110 Utilities	\$	5,000	
5120 Property Insurance	\$	3,500	
5130 Landscaping Expenses	\$	5,000	
5140 Property Cleaning Expense	\$	4,000	
5150 Building Maintenance expenses			
5180 Contribribution to Reserve	\$	6,000	

Total Property Expense	\$	36,500	
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Total Expenses	\$	1,231,625	
Net Operating Income	-\$	189,967	
Net Income	-\$	189,967	Anticipated net loss with Dues decrease July - Dec 2023



TRUSTEES ANNUAL REPORT

October 2026

TRUSTEES' REPORT TO THE 2026 ANNUAL GENERAL MEETING

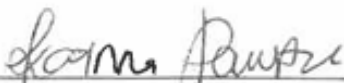
July 24, 2026

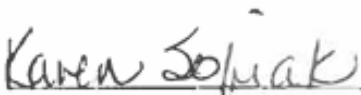
We, the Trustees' of CUPE Local 59, have reviewed the books and records of our Local for the period from July 1, 2025 to June 30, 2026.

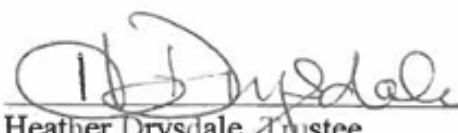
The Trustees' for CUPE Local 59 met on July 24, 2026 in the CUPE 59 office and conducted the audit.

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,


Katrina Powers, Trustee


Karen Sofiak, Trustee


Heather Drysdale, Trustee



July 30, 2026

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, 2026 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 black ink, appearing to read 'P. Pigeon'.

Paul F. Pigeon, CGA
Saskatoon SK

CUPE59

Saskatoon Civic Employees' Union



BYLAW AMENDMENTS AND NOTICE OF MOTIONS

October 2026

H. BYLAW AMENDMENTS AND NOTICE OF MOTIONS

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

Motion 1

Add:

Article 8.6 - Article B.XI – Trial Procedure

All charges against members or officers must be made in writing and dealt with in accordance with the provisions of the CUPE National Constitution **Article B.XI – Trial Procedure**.

The following is a Bylaw amendment submitted by CUPE National

Motion 2

Remove:

Article 7

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.~~

The following is a Bylaw amendment submitted by Gwen Lamkin

Motion 3

Add:

9.2 (f) Shall receive 2 hours of union paid time per month to perform union duties with prior approval from the President, as required.

The following is a Bylaw amendment submitted by Gwen Lamkin

Motion 4

Add:

9.5 (n) Shall receive 2 hours of union paid time per month to perform union duties with prior approval from the President, as required.

The following is a Bylaw amendment submitted by Gwen Lamkin

Motion 5

Add:

9.6 (c) Must attend 3 meetings/functions or vacate the position.

The following is a Bylaw amendment submitted by Eric Calaguian

Motion 6

Remove:

14.2.1 Area 1: ~~Financial Services~~ and Information Technology

Add:

14.2.1 Area 1: **Corporate Financial Services** and Information Technology

The following is a Bylaw amendment submitted by Executive Board

Motion 7

Remove:

15.2 (c) one hundred (\$100.00) per day

Add:

15.2(c)

A per diem allowance of **one hundred and twenty-one dollars and 25 cents (\$121.25) per day** for out of City travel, plus hotel expenses; and follow CRA for travel allowance.

The following is a Bylaw amendment submitted by Eric Calaguian

Motion 8

Remove: change the word Solutions to Arbitration

16.4

- (b)** Any committee member has the authority to decide if the grievance is acceptable and to take the grievance to the first step. In the event the matter remains unresolved, it shall be presented to the Grievance/~~Solutions~~ Committee for discussion and direction.

Add:

16.4 (b) (d) Grievance/**Arbitration** Committee

- b)** Any committee member has the authority to decide if the grievance is acceptable and to take the grievance to the first step. In the event the matter remains unresolved, it shall be presented to the Grievance/~~Solutions~~ **Arbitration** Committee for discussion and direction.
- d)** The grievance shall proceed to the arbitration stage subject to approval from the Grievance/~~Solutions~~ **Arbitration** Committee.

The following is a Bylaw amendment submitted by Eric Calaguian

Motion 9

Remove:

- 16.5 (c) Change Solutions to Arbitration and delete Appeals
(e) Change Solutions to Arbitration

- c) If a grievance is not advanced by the Grievance/~~Solutions—Appeals~~ Committee, the Grievor(s) may appeal the decision.
e) Appeal date will be determined by the Grievance/~~Solutions~~ Appeal Committee and the General Vice President but no later than six (6) weeks after receiving the notice to appeal.

Add: Grievance **Arbitration** Committee

- c) If a grievance is not advanced by the Grievance/**Arbitration** Committee, the Grievor(s) may appeal the decision.
e) Appeal date will be determined by the Grievance/**Arbitration** Appeal Committee and the General Vice President but no later than six (6) weeks after receiving the notice to appeal.

The following is a Bylaw amendment submitted by the Executive Board

Motion 10

Remove: representative on

16.8 (c) The President and/or General Vice President, or an appointed designate (permanent full-time) shall be CUPE Local 59's ~~representative on~~ the Pension Administration Board

Add: nominee for

16.8 (c) The President and/or General Vice President, or an appointed designate (permanent full-time) shall be CUPE Local 59's **nominee for** the Pension Administration Board.

The following is a Bylaw amendment submitted by Executive Board

Motion 11

Remove: Leave

16.8 (d) The President and/or General Vice President, or an appointed designate, shall be CUPE Local 59's representative on the Sick ~~Leave~~ Bank Committee and on the E.F.A.P. Board.

The following are Bylaw amendments as submitted by Eric Calaguian

Motion 12

Remove:

16.8 (e) (i) Monitor the present Pension Plans and to formulate ideas for changes to the Plans.

Renumber:

16.8 (e) (ii) and (iii)

i) Oversee present benefits which include:

- Group Insurance
- Unemployment Insurance
- Workers' Compensation
- Sick Leave Bank
- Dental Plan
- Medi-Optical Plan

ii) Monitor the present E.F.A.P. Plan and to formulate ideas for changes to the Plan.

The following is a Bylaw amendment submitted by Sarah Binnie

Motion 13

Add: New Bylaw

8.10 All Executive Board members shall have regular unfettered access to the CUPE 59 office to conduct union business. Executive Board members shall have access to the office building and its contents in a manner that allows them to fulfill their duties to members; including but not limited to: documents contained therein., keys to their respective offices, and office meeting space. No office access will be withheld from an Executive Board Member unless just cause can be demonstrated to the member in a written statement.

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		eric.calaguian@cupe59.ca
General Vice President	Gwen Lamkin	Saskatoon Field House	306-975-2840	306-280-5214		gwen.lamkin@cupe59.ca
Secretary-Treasurer	Kendra Dyck	CF - Parks	306-975-2348	306-229-6324		kendra.dyck@cupe59.ca
Recording Secretary	Anne Prescesky	Corporate Records	306-986-9759	306-380-1608		anne.prescesky@cupe59.ca
CORPORATE FINANCIAL SERVICES & IT						
Area Vice President	Paula Kalyn	Corporate Revenue	306-975-3288	306-227-9074		Paula.kalyn@cupe59.ca
RECREATION & COMMUNITY DEVELOPMENT						
Area Vice President	Myra Roschuk	CY - Recreation	306-975-7730	306-241-3280		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		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		amy.harnestone@cupe59.ca
PARKS, FACILITIES AND FLEET MANAGEMENT						
Area Vice President	Brian Lutzer	CY Parks	306-975-3307	306-221-4716		brian.lutzer@cupe59.ca
CUPE LOCAL 59 OFFICE						
			CUPE REGIONAL OFFICE			
			Saskatoon			
			Staff Representative		Rebecca Noble 250 Cardinal Crescent Saskatoon SK S7L 6H8	
Phone: 306-652-6963			Phone: 306-523-8255		Email: rmoble@cupe.ca	
			Fax: 306-382-8188			

****Please call ahead before coming to the office****

106 33rd Street East
Saskatoon SK S7K 0S2

Email: admin@cupe59.ca
Website: www.cupe59.ca

STEWARDS



<u>AREA and Steward Name</u>	<u>Work Place</u>	<u>Phone Number</u>
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CORPORATE FINANCIAL SERVICES

Katrina Powers	Assessment.....	306-975-3227
Marc Skaf	Assessment.....	807-633-8142

COMMUNITY SERVICES

Brenda Zalenchuk.....	Shaw Centre	306-975-8389
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

TRANSPORTATION and CONSTRUCTION

Umar Wali.....	Community Standards.....	306-657-4854
Kaytlynn Friesen.....	City Solicitor's Office	306-975-8196

OTHER BOARDS and COMMISSIONS

Jamie Shebelski	Remai Modern	306-975-8088
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August 2026