

# QUARTERLY NEWSLETTER

Confidential for members of CUPE 2669

## Executive Officers

### President

*Vacant*

### Vice-President

Gale Pomeroy

### Secretary-Treasurer

Victoria Chabot

### Recording Secretary

Deanna Jenkin

### Chief Shop Steward

Lindsay Jonston (*acting President*)

### Membership Secretary

Juna Fu

## Shop Stewards

AT/CS - Jonathan Worrall

CK - Lois Grant

CW - Manju Sinha

JSW - Candace Rutar

DFA - *Vacant*

MF- Adrianna Dyksman

FMCL Main Floor - Judy

Leggott & Kim Searle

FMCL 2<sup>nd</sup> Floor -

Christine Varnam

RM - Judy Killoran

RP - Lindsay Johnston

Casuals - Theresa

Torgunrud

## Trustees

Heather Clark (1 year)

Jennifer Baetz (2 year)

Nicole Yablonski (3 year)

## Message from the Acting President

Brothers and Sisters, it is my privilege to be writing as your acting President and Chief Shop Steward. When I volunteered for the latter position, I had no idea what I was getting myself into. I am nearing four years working at SPL, and until recently, I had never held a board position, much less an executive role. I came to the executive with little Union experience or understanding of our Collective Agreement, but with a strong desire to support our members and uphold our hard-earned rights. Since joining the board last June, I have attended CUPE workshops about effective stewarding, conflict resolution, financial reporting, and mental health in the workplace. I have studied the Collective Agreement to better represent members at meetings and hearings, and as a member of the bargaining committee and the Association of Civic Employees.



I am grateful for the opportunity to learn and represent our members. I am especially grateful to our current executive and our CUPE Saskatchewan representative, Rhonda Heisler – they have been exceptionally helpful as I learn my duties. I also want to thank members who have expressed their gratitude to me personally. This a tough job, but it is worth it knowing I am making a difference. I have agreed to fill in as President until our Annual General Meeting, which will be held Monday, May 29 at Cliff Wright Branch at 5:45 p.m. I strongly encourage you all to attend. Let any member of the executive know if you are interested in joining the executive or one of the committees.

We have gone through a lot of change this past year, and it hasn't all been easy. We have faced a record number of grievances. Some of our members have had their jobs abolished. Our employer intends to appeal the Labour Board's clear refusal to remove supervisors from our Union. We anxiously await the outcome of our service review and information on its effects on our jobs and bargaining positions.

That said, I want to remind you all that our local will remain strong, because our strength comes from our members. We have a great variety among our ranks, and we each bring something valuable to our Union. If you have been considering getting involved, now is the time! We must stand in solidarity with our Sisters and Brothers who are combatting the anti-Union sentiment of our employers and provincial government. You can attend your first meeting and get sworn in as an official member; you can attend a CUPE workshop or a conference; you can join a committee; you can even be President!

Finally, CUPE 2669 has had to bid farewell to President Dolores Douglas, who left SPL at the end of January after over 20 years of dedicated service. We all knew what a courageous, knowledgeable, and compassionate leader we had in Dolores. She has been a champion of our rights as library workers and a strong representative of the labour movement through her work for CUPE Saskatchewan. We miss her fiery spirit, her warm heart, and her bright smile, and we wish her nothing but the best in her future.

In solidarity,  
Sister Lindsay Johnston, Acting President and Chief Shop Steward

## Labour Decision Updates

### Supervisors Labour Relations Board Decision

In 2016, the Saskatoon Public Library Board filed an application to remove employees with supervisory duties from CUPE 2669. Our Employer's application was considered a "test case" for other unionized workplaces in Saskatchewan. At a hearing held on Jan. 17, 2017 the Saskatchewan Labour Relations Board (LRB) ruled unanimously in favour of CUPE 2669. The LRB's decision said:

*-that the Saskatchewan Employment Act prohibits employer influence in employees' choice of a union, any employer coercion that may affect an employee's choice to belong to a union, and any employer interference in the administration of a union -that permitting employers to exclude supervisors from existing bargaining units would deprive these employees of their union representation and their rights under negotiated collective agreements, including such fundamental rights as seniority, negotiated wage rates, holiday and sick leave, insurance benefits, and pensions.*

The LRB also ruled that it has no jurisdiction to hear an employer's application to remove supervisors from an existing bargaining unit.

SPL employees with supervisory duties remain members of CUPE 2669, as they have been since our union was certified in 1995, but we now know that the Saskatoon Public Library Board is filing an appeal on the LRB's decision.

### Sick Leave Requalification Grievance/Arbitration

CUPE 2669 filed a grievance in June 2015 on short term sick leave requalification. A member had become ill in Sept. 2013, exhausted her short term sick leave and transitioned to long term disability sick leave. When she returned to work in Mar. 2015, she was denied requalification for short term sick leave benefits. Her time for medical appointments and vacation leave was also prorated.

This grievance was denied at all three steps of the grievance procedure by the Saskatoon Public Library Board and an arbitration hearing was held on May 17 and 18, 2016. The Saskatoon Public Library

## Committee Members

### Education & Communications Committee

(Liaison: Deanna Jenkin)

Connor Addley  
Sue Emson  
Lisa Johnson  
Megan Stecyk  
Neil Jones  
Kathleen (Kate) Robb

### EFAP Peer Advisors

(Liaison: Gale Pomeroy)

Elaine Collins  
Cindy Delorme  
Holly Pfeifer  
Gale Pomeroy  
Barbara Wurzer-Cey

### Joint Job Evaluation Committee

(Liaison: Lindsay Johnston)

Sue Emson  
Lise Fortier  
Lorriene Salisbury

### Joint Technological Change Committee

(Liaison: Lindsay Johnston)

Joe Geary  
Amanda LePage

### OH&S Committee

(Liaison: Deanne Jenkin)

Lois Grant  
Deanna Jenkin  
Irene Romero  
Barbara Wurzer-Cey

### Systemwide Social Committee

(Liaison: Deanna Jenkin)

Thom Fournier  
Juna Fu  
Deanna Jenkin  
Gale Pomeroy  
Laura Saufert

Board presented no testimony and submitted no evidence at the arbitration hearing. On Feb. 16, 2017, the arbitration board ruled unanimously in favour of CUPE 2669. The results of this decision remain to be decided.

### Excessive Discipline/Dismissal Grievance/Arbitration

On Sept. 12, 2016 CUPE 2669 filed a grievance on excessive discipline and dismissal of a member. The Saskatoon Public Library Board has denied the grievance at all three steps of the grievance procedure. Consequently, the grievance has now proceeded to arbitration, which has been scheduled for Sept. 26 and 28, 2017.

## Committee Updates

### Education & Communications Committee

We are back on track to put out four newsletters per year, with a complement of five committee members. We now have an email address for the committee itself, through which you can reach us about educationals and upcoming events, as well as with newsletter contributions.

—Brother Neil Jones, Education & Communications Committee Member

### EFAP Peer Advisors

Staff can contact us directly, call the EFAP office for a referral, or call directly to any of the listed agencies in the brochures that should be available at each work location.

—Sister Barbara Wurzer-Cey, EFAP Peer Advisor and OH&S Committee Member

### Systemwide Social Committee

It has been a pleasure to see the wonderful turnout at our January and March general membership meetings. We will be holding the May general meeting and Annual General Meeting at Cliff Wright Branch auditorium on Monday, May 29 at 5:30. As an incentive for attending, our cash lottery is still growing. A name is drawn at the end of each meeting;

however, the member must be present to win. So far, the prize money has not been given away! As further incentive: PIZZA!

Once again, the CUPE 2669 Staff and Family BBQ & Fun Day will be held at the Forestry Farm Park & Zoo. The event will be Sunday, June 4. Volunteers are welcome! We will need people to help with shopping, setup, overseeing the games, cooking, and of course cleanup afterwards. Please contact Juna Fu at [juna\\_fu@yahoo.ca](mailto:juna_fu@yahoo.ca) or 306-241-7873 if you would like to help in anyway.

The committee always welcome new members.

—Sister Juna Fu, Membership Secretary and Systemwide Social Committee Member

### **Joint Job Evaluation Committee**

The Joint Job Evaluation Committee has reviewed positions at SPL that were submitted for job evaluation review. These review sessions have gone well, although there was one case when we could not reach an agreement to review several positions that had been submitted to the JJE Committee. Communication could be better on this committee. We are still waiting for answers for questions submitted by the union members on JJE about some SPL positions. If you have questions about the Joint Job Evaluation Committee and process, information has been added to SPL's Intranet page. You will find it under Departments/Branches & Committees. Please feel free to contact a union JJE committee member if you need more information about the JJE process. The committee needs to replace a union member due to Lorriene Salisbury's retirement. Thank you Lorriene for all the work you have done for this committee! The committee has not been meeting to discuss the Terms of Reference; We believe this may be due to the contract ending on December 31, 2016.

—Sister Lise Fortier, Joint Job Evaluation Committee Member

### **Blue Cross Benefits Update**

I have had some recent enquiries about when members' coverage under Blue Cross terminates. The relevant age is that of the member: The member's coverage lasts until they turn 70 or they retire, whichever happens first. Thus, if a member is 62 and still working and their spouse is 71, they are both still covered.

Additionally, I received the information below from Richard Heusdens, the Employee Benefits Supervisor with the City of Saskatoon:

## **Membership Update**

### **Hired**

#### **January 2016**

Theresa Torgunrud

#### **February 2016**

Connor Addley  
Brenda Eshelby  
Margaret (Rae) Hearn  
Irene Kindrachuk  
Sarah Morden  
Sonia Muzika

#### **March 2016**

Benjamin Lam  
Rowson Haque  
Jayvee Sadia

#### **April 2016**

Mary Christensen  
Rebecca Medernach  
Stephanie Parselelo

#### **May 2016**

Albert La

#### **June 2016**

Sarah Bens  
Marilyn Natewayes

#### **July 2016**

Muhammad Abul Bashar  
Andrea Hamilton  
Aimee Martens  
Kirk Sibbald  
Ravina Utigard

#### **August 2016**

Gracy Milligan  
Avee Purohit  
Minimol Vairamoni Sundaribai

#### **September 2016**

Caitlin Akre  
Syan Olver  
Sanjana Prasad

#### **October 2016**

NingNing Cao  
Laura Fortier  
Lubna Hussain  
Jocelyn Wedel

#### **November 2016**

Kevin Adams  
Eunice Bergstrom  
Laurie Bletsky  
Shauna Bradford-Wilson  
Jody Cameron  
Amber Huck  
Austin Lima  
Jodie Mandarino  
James Noble  
Sinead O'Reilly  
Michelle Pharis  
Yiyang (Elsa) Xia

#### **December 2016**

Sayeeda Ali  
Grace Anderson  
Zoe Cloutier  
Violeta Comeau  
Alifa Hossain  
Rhonda Lee  
Adrian Linsangan  
Wimala Makuldeniye  
Oyagawagedara  
Margaret (Marg) Nicholson  
Sharona Pederson  
Olivia Yurach

#### **January 2017**

Lauren  
Hope

#### **March 2017**

Teresa Auser  
Jenny-Lyn Fife  
Khansa Zahoor

#### **April 2017**

Jewel Manlapaz

### **Resigned**

Tristan Barr  
Dolores Douglas  
Helen Epp  
Shannon Poundmaker  
Sanjana Prasad  
Tracey Hanson  
Leah Bruce

### **Retired**

Ron Jaremko  
Jane Deneer  
Noreen Donald  
Betty Ann Hancock  
Marlene Kozak  
Ann Findlay  
Lori Caswell  
Linda Little  
Elisabeth Eilinger  
Lorriene Salisbury

**We apologize for  
any names that  
may have been  
missed.**

*It should be noted that retiring or terminating employees do have a conversion privilege which allows them to convert to a personal Blue Cross plan within 31 days of retirement without having to provide medical evidence of insurability.*

The following link will take you to a web page that provides more detailed information on plan conversion: <http://www.sk.bluecross.ca/group/conversion/>.

—Sister Jane McRobb, Pension & Benefits Advisor

## **CUPE Winter School 2017**

CUPE Saskatchewan hosts two Schools each year: Winter School at the Temple Garden Mineral Spa in Moose Jaw, and Summer School in Waskesiu. They are intensive educational seminars open to CUPE members from around the province. The sessions offered at the Schools cover a range of topics that help to build a strong Union and give members the skills to organize and represent their membership. This winter, I attended Winter School for the second time, from Jan. 30 to Feb. 2.

There were about 100 members at the School, in four concurrent sessions. When I registered, I selected the two courses I was most interested in and got my first choice: Conflict Resolution. The three other courses offered were modules from the Steward Learning Series, Parliamentary Procedure and Public Speaking, and Labour History, Culture, and Song.

The Conflict Resolution group was the largest of the four. Our first session was an hour-long introduction to the course and a chance for the participants to introduce themselves, voice their reasons for coming, and express their hopes for what we would learn. The rest of the evening, I was free to lounge.

The next two days were more intense. We had our first sessions in the morning, a break for a delicious lunch covered by our registration fee, and our next sessions in the afternoon. The course itself was very engaging and gave us an opportunity to work with partners, small groups, and all together to discuss what causes conflict; different styles of conflict resolution and when they may be best applied; and how to mediate conflict between members. There were some light-hearted but challenging activities that were designed to throw us into conflict within our groups and make us work together to resolve it. These were moments for me to reflect on my own style of conflict management: I tend to be a cooperator and want to see everyone win, but it was important to learn that this is not always the most effective way to deal with conflict.

Some members cut loose at the banquet and dance Wednesday evening, and showed up feeling less than

fresh for our last session. (Me, I went to the pool after supper, then straight to bed!) Thursday morning's session was a chance to reflect on what we had learned and help each other through some real-life challenges. The school was a great chance to meet people, learn about myself, get to know the challenges our Brothers and Sisters are facing in their locals, and gain skills and insights I can apply to my own work within our local. It's also a chance to unwind, have some good laughs, and eat lots of good food!

Feel free to contact me if you're interested in seeing the resources we used in our course. I wish to thank our local for providing the funding to attend. Our Union dues are what pay for the registration fees and other expenses for members attending out-of-town educationals. I highly recommend the experience to anyone who is interested in going!

—Sister Lindsay Johnston, Acting President and Chief Shop Steward

## **Upcoming Events**

**April 3-7th:** Saskatchewan Federation of Labour/Canadian Labour Congress Spring School (Moose Jaw)

**April 11th:** National Library Worker's Day (USA)

**April 24th-25th:** CUPE Introduction to Stewardship Workshop

**April 28th- 29th:** Saskatchewan Federation of Labour Young Workers' Conference and Youth Action Summit (Ramada Hotel, Saskatoon)

**May 3rd-4th:** CUPE Secretary, Treasurer and Trustee Training Workshop

**May 8th-12th:** Canadian Labour Congress Constitutional Convention (Toronto)

**May 29th:** CUPE 2669 Annual General Meeting (Cliff Wright Branch, 5:45pm)

**June 4th:** CUPE 2669 Staff and Family BBQ & Fun Day

**June 11th- 14th:** Prairie School for Union Women (Waskesiu)