



CUPE Connection

Summer '09: New Executive, Retirement Banquet & More



2009 Executive -

L-R *back row*—**Rick Ewashko**, Treasurer; **John Baker**, Chief Shop Steward MES; **Dennis Jeffery**, General Vice President EPCOR Unit, **Dennis Henderson**, Chief Shop Steward, Parks, Community Services; **Marvin Mayes**, Chief Shop Steward Transportation; **Alf Hryciw**, National Representative; *center*—**Angela Pruss**, Recording Secretary; **Joe DiNatale**, Chief Shop Steward Waste & Drainage; **Glenn Hillinger**, General Vice President City of Edmonton Unit; *front row* **Jay Millante**, Chief Shop Steward Bylaws, Corporate Security, Planning, Emergency Services; **Terry Jardine**, President; **Jason Cammidge**, General Vice President— Fort Saskatchewan Unit; **Mark Brzezowski**, Sgt-At-Arms; **Gerry Simard**, General Vice President Northlands Unit

President's Message:

Sisters and Brothers,

I would like to take this opportunity to say that I am honoured, and it is a privilege to have been elected as your president of CUPE Local 30. Thank you for your support.

First, a little history on myself. I was born and raised in a little country community of about 300 people, called Penniac, just north of Fredericton, New Brunswick, with my parents, 3 sisters and 2 brothers. I have been an equipment operator and truck driver most of my working career, except for when I took a couple of years off to learn the finer skills of carpentry, thanks to my father.

I moved my family to Edmonton in January of 1982, and was fortunate to find a job with the City of Edmonton. I started my career in the Roadways Branch of the Transportation Department and have worked there for the last 28 years until my election into this position as your president. During my campaign, I talked

about Accountability, Transparency, and Responsibility.

Accountability - The Executive committee, which is, the President, the Executive Board and the Shop Stewards, has to be accountable for their actions and decisions that are made on behalf of the membership of CUPE Local 30.

Transparency - To ensure that the membership of CUPE Local 30 are well informed of all aspects of the business of the local, through the executive and the shop stewards.

Responsibility - It is the responsibility of the Executive committee to ensure that any and all issues of the membership are dealt with in a timely manner.

One of my goals is to educate the shop stewards so they can answer common questions from members in the workplace with respect to the Collective Agreement and your rights in the workplace. I have already had a discussion with management in this regard and they support in principle the concept of educating the shop stewards to answer questions in the field. They also agree

that supervisors and senior managers need to work co-operatively with the shop stewards and the Chief Stewards in their departments.

Ultimately, I would like to have contact information for each shop steward in your department posted in the workplace, in order for you to have the ability to contact one of them and have your questions answered. As well, contact information for the Chief Shop Steward in your area would also be posted. If you need further information after talking to your shop steward, he or she could refer you to your Chief Shop Steward.

I believe that by educating the shop steward body and having them able to answer your questions, we could resolve a lot of issues, and more quickly, before they become problems.

In solidarity,
Terry Jardine, President CUPE Local 30



CONTRACT CORNER

How can the City put someone into a position for ninety (90) days?

Article 12.04 states; Except as provided in clauses 12.05 and 12.06, (12.05 refers to an appointment based upon mutual agreement between the Union and Management and 12.06 refers to filling a vacancy created from a termination or reversion during the 90 day probationary period. That vacancy will be filled from the list of applicants.) any vacancy required to be filled must be posted immediately however, where the conditions of the service indicate that a position is required to be filled immediately, such position may be temporarily filled by appointment for a period not in excess of ninety (90) consecutive calendar days.

12.04.01: Where the estimated duration of a temporary position exceeds ninety (90) consecutive calendar days, the temporary positions shall be posted. The City and the Union may mutually agree to an extension of the ninety (90) day temporary appointment period.

In instances where the duration of the temporary position is uncertain due to illness or injury of the incumbent, such positions may be temporarily filled by appointment for a period up to one hundred and fifty (150) consecutive calendar days. After this period, the temporary position will be posted, unless the City and the Union mutually agree to an extension.

12.04.02: When a temporary position is posted the estimated duration of such position shall be set out in the posting and shall not exceed twelve (12) months.

Attendance Management Policy/Program

Recently, the Coalition of Edmonton Civic Unions along with CUPE Local 30 raised a number of concerns with the City of Edmonton and the Senior Management Team regarding the inconsistent application of the Attendance Management Policy.

The inconsistencies identified and submitted in a grievance by Local 30 were:

- Defining the level of acceptable attendance required.
- Communicating the number of acceptable absences to the employee.
- Ensuring that all employees receive reasonable warnings before placing them on Level II or Level III.
- The Policy was being applied without regard to an employee's personal or medical situation.
- The reasons for which it is being applied to our members.

What has occurred since the matter was raised with the City of Edmonton and Senior Management Team:

As a result of these inconsistencies CUPE Local 30 filed a grievance in January 2008 and we sought a legal opinion on the matter.

1. The City of Edmonton has revised their Policy and you will most likely hear more about it in the months ahead.
2. CUPE Local 30 still has several concerns about the revised Attendance Management Policy and will be monitoring how it is applied to our members and file grievances when appropriate.
3. We will still continue to meet with the City of Edmonton to address these concerns.
4. We have not and will not endorse the revised Attendance Management Policy.

If you have any questions please contact the Union office at 780-426-6050 or local30@shawbiz.ca.

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Be heard here!

Please forward submissions by fax, mail, interde-
partmental mail or e-mail local30@shawbiz.ca

Upcoming Events

4th Wednesday of the month:

General Meeting

2nd Monday of the month:

Shop Stewards Meeting

Monday, Oct 5th:

CUPE In the Community Day

Flowers and Baskets

Since our last Edition

With Best Wishes that you have had a Speedy Recovery

~ Dean Silkje ~ Roman Groch ~ Perry Gallant ~

~ George Dupas ~ John Sowinski ~ Wayne Hyskka ~

~ Darcy Hews ~ Robert Balogh ~ Robert Marynowich ~

Sincere Sympathy

*We wish to express our deepest sympathy
to our Brothers and Sisters who have lost a loved one*

Since our last Newsletter

~ Family of Brother Steve Zawalak ~ Tammy Wiltzen ~

~ Family of Brother Arnold Thomas ~ Perry Kakoschke ~

~ Bill Paul ~ Elizabeth Hislop ~ Peter Schmidt ~

~ Pat Stephens ~ Sue Harms ~ Amanda Milburn ~

~ Family of Brother Wes Bentley ~ Dave Figiel ~

~ Delaine Kristenkas ~ Lesley Heisler ~ Nancy Lundy ~

~ Derik Butler ~ Scott Holland ~ Jim Berrisford ~

~ Georgina Graden ~ Michael Thomas ~ Don Carlson ~

~ Scott Van Dusen ~ Family of Brother Terry Ream ~

~ Lockery Huhtala ~ Gerald Evans ~ Allan Chatten ~

~ Noumay Chanthapraseuth ~ Lorne McKenna ~

Frank's Frank Opinion

Some good news and some not so good news; while attending the annual banquet on the 30th of June I was talking to Ken Balkwill who is the retirees representative on the local authorities pension board and he assured me that the board is recovering very well from the recent setback that most pensions had due to the economic breakdown.

On the other hand a recent story in the news was about the Whirlpool corporation that decided it needed cash so it just cut back it's contribution into the employees pension fund which goes to show that we should never enter into any type of an agreement where the employer has total control because employees have no input into the changes that are being contemplated and are usually designed for managements benefit.

The recent announcement that the garbage collection cost has been moved from our tax base to a user fee has me wondering why. I suspect that we will see some administration charges similar to what has happened to our natural gas supply where we pay more for administration than the gas we use. This gives the city the opportunity to say they are keeping the taxes at a lower rate but leaves me with the feeling that I have just been handed an old fashioned snow job as user fees can be raised at any anytime where as taxes have to wait for budget approval where the taxpayers have the right to debate the issue in council chambers.

In regard to the retirement banquet most of the comments I heard were very complimentary and the food was delicious and although there were not as many members in attendance as in previous years I am sure that those who attended that had a very enjoyable time. I hope to see you next year.

Brother Frank McGregor

CUPE Local 30 2009 Retirement Banquet



On May 30, 2009, CUPE Local 30 honoured the our retirees who combined, gave the cities of Edmonton and Fort Saskatchewan over 600 years of service making them better places to live, work and play. We thank them for their dedication over the years and wish each one a wonderful retirement enjoying time with families and friends. Thanks to the Social Committee for putting together another wonderful evening.

Retirees honoured were::

- ~ Douglas Bolduc ~ Roger Carle ~ Warren Copeland ~ Marshall Danyluk ~
- ~ Allan Dochniak ~ Vincent French ~ Ed Garn ~ Gordon Granik ~ Rudi Haak ~
- ~ Robert Hawthorne ~ John Hudj ~ Brent Hughes ~ Clifford Hunting ~
- ~ Benjamin Kosmin ~ Ben Kraska ~ Borg Kubat ~ Gordon Laycock ~ Harry Lesiuk ~
- ~ Jack MacIntyre ~ Marshal Martinuk ~ Leroy Miller ~ Douglas Reid ~ Reg Stewart ~
- ~ Lonnie Waterhouse~ John Watson ~ Glyn Williams ~ Gerhard Wissinger ~
- ~ George Woytovicz ~ Kathleen Yuill ~

