

# PRESIDENT'S 2006 ANNUAL REPORT



Submitted by Alex Grimaldi  
May 24, 2006  
Local 30  
General Membership Meeting

## INTRODUCTION

CUPE Local 30 has been very busy during 2005 and into 2006. Many Local issues were dealt with along with day-to-day membership servicing and other Local responsibilities.

- Bargaining continues with the City of Edmonton regarding our memberships benefits agreement, Edmonton Association of Civic Unions.
- A Committee was established to deal with EPCOR's potential takeover of the City of Edmonton Drainage Services by EPCOR.
- Negotiations opened with the City of Edmonton (Main Agreement) and continues.
- Benefits discussions commenced and continue with EPCOR.
- Discussions continue with various City Unions and Associations representing civic employees in order to develop a common document to undertake employees requiring a Duty to Accommodate situation.
- Northlands negotiations has commenced and is on-going.

To prepare and organize Local 30's position(s) on the items above requires a significant amount of time, resources, and planning. Along with these the Local provides for the daily servicing requirements of our entire membership which includes member representations in various capacities including grievances, arbitrations, labour management meetings, WCB/LTD claims and various other issues affecting our members.

Local 30 continues to actively participate in labour bodies including CUPE National, CUPE Alberta Division, Alberta Municipal Employees Committee or AMEC, Alberta Federation of Labour, Edmonton and District Labour Council, Coalition of Edmonton Civic Unions and the Edmonton Association of Civic Unions.

## REVIEW OF 2005 PRIORITIES

The 2005 Annual Report listed a number of priorities for the 2005/2006 year(s). These are listed below along with commentary on actions taken and results achieved.

### Negotiations

City of Edmonton Main Collective Agreement

- *Negotiations commenced with the City on November 28, 2005 and are on going.*

Edmonton Association of Civic Unions (Benefits Agreement for CUPE Local 30 membership)

- The Local has been in bargaining since May 11, 2004 and continues to bargain in conjunction with the City main agreement in order to achieve maximum results for both agreements.

## 2005 Budget Deliberation

Local 30 participated in the 2005 budget debate with a presentation to City Council on November 24, 2005. The presentation stressed the challenges on funding infrastructure and service delivery, such as GST rebates, the Alberta Infrastructure Program and Federal Gas Tax initiatives. We talked about the facts and realities of these initiatives, and that they only scratched the surface of full infrastructure renewal despite surpluses that are unprecedented. We reviewed the facts of inadequate infrastructure funding and that the risk of privatization and P3's (public/private/partnership) is greatly increased in this type of climate. The matter of FTE's (full time equivalencies) was brought to Council's attention; that there has been a decline in the ratio of City staff to citizens from 15.6 FTE's per 1000 population in 1993 to 14.2 in 2005, a reduction of 9%. We stressed that our City requires more FTE's to insure services are provided adequately throughout the newly developed areas as well as maintaining a high standard in the currently serviced ones.

The issue of provisional employees was brought to Council's attention. There is an alarming increase to the numbers of workers having provisional status thus prohibiting them from benefit access and no credit toward pension. This issue was presented to Council with the intention that they realize these concerns will be addressed during the bargaining process.

Notwithstanding the usual workings and proceedings of CUPE Local 30, one of the issues that dominated the Local's agenda from early summer and went well into late fall was the joint proposal by EPCOR and the City of Edmonton. The reason was to review the integration of Drainage Services with EPCOR water services. This began as a priority in late 2004 and emerged into a full-blown campaign by early 2005 and carried through to the fall.

A committee was struck comprised of Drainage Shop Stewards with the purpose of working with CUPE's Communications Representative - Lou Arab, Research Representative - Bonnie Ferguson, and National Representative - Alf Hryciw to insure the Drainage Department remains a public asset owned and operated by the City.

Armed with a healthy cost-share from CUPE National, 70% (National) 30% (Local 30), we went to work mounting an approach. Through various information sessions and strategic planning meetings the Local developed a framework to inform and challenge City Administration. Through numerous meetings with groups such as CUPE Local 30's Drainage Committee, Coalition of Edmonton Civic Unions, Edmonton District Labour Council, Parkland Institute, Keep Drainage Edmonton Committee, (a non-partisan organization of community groups), to name a few, we eventually had the opportunity to formally develop our concerns and make presentations to the Mayor and City Council on September 27, 2005.

On behalf of Local 30 I made a presentation to Council and emphasized the need to keep Drainage in-house. Other organizations supported our concerns and made similar presentations. On September 28, 2005, City Council voted 7 to 6 rejecting the city's administration's proposal.

**I wish to take this opportunity and thank everyone involved in this massive endeavor and will stress that at no time during this campaign did we cast doubt on EPCOR as an employer of our membership.**

No sooner had we concluded with the Keep Drainage Campaign, than we were informed that a massive P3 (Private/Public/Partnership) was being proposed to City Council. A group of private business people made a proposal to the City on building and managing of a non-profit six-plex arena facility. This would mean the closing down of four existing rinks and a potential loss of jobs for Local 30 members.

Again, we armed ourselves with a cost-share from CUPE National and with their support began a campaign against their proposal. The Local continues to monitor this case and is also working on strategies to ensure the City does not engage in any other future Private/Public/Partnership.

### **External/Internal Communications**

Local 30 has maintained publishing "The CUPE Connection" a Local 30 newsletter that highlights activity in and around the Local and has various pieces profiling members and their families and other articles relevant to the membership. The Local's Editorial Committee along with our office staff has worked diligently to bring this bulletin to each member in a timely fashion. My thanks go out to everyone involved.

Over the last year, Local 30 continues to speak out through the media on a broad range of topics including:

- City of Edmonton Budget
- EPCOR's bid to take over the Drainage Department
- Various Political Action campaigns including the Ice Summit P-3
- Political Action

### **LOCAL 30 COMMITMENT TO THE BROADER LABOUR MOVEMENT**

CUPE Local 30 remains active and effective in all parent bodies that we are affiliated to. The Local, which is 89 years old this year, continues with the utilization and activism of a full-time President in order to serve the Local membership effectively.

Many Local 30 member-activists continue to remain involved in various Committees including:

- CUPE Alberta Division
- Alberta Federation of Labour
- Edmonton & District Labour Council
- Edmonton Association of Civic Unions
- Coalition of Edmonton Civic Unions
- Alberta Municipal Employees Committee, AMEC

## **LOCAL 30 COLLECTIVE AGREEMENTS – Current Status**

City of Edmonton (2000 members)

- Three-year agreement expired December 24, 2005

Edmonton Northlands (112 members)

- Agreement expired December 24, 2005

EPCOR (120 members)

- The EPCOR agreement was negotiated for a three-year term and will expire December 23, 2006.

Edmonton Association of Civic Unions (includes Local 569, the Amalgamated Transit Union, Local 1007, the International Brotherhood of Electrical Workers (IBEW) and CUPE Local 30)

- Bargaining Continues.

Town of Bon Accord (11 Members)

- A first Collective Agreement was achieved for a two-year period and was presented to our members and ratified by both parties. This first agreement gave our members an annual wage increase of 3% and 3% and will expire December 31, 2006.

NEW: Village of Thorsby (16 members)

- In July 2005, the members of CUPE Local 1413, Village of Thorsby determined through a unanimous vote to transfer their membership in whole to CUPE Local 30. This was done in accordance with Local 30 Bylaws, Alberta Labour Relations Board and CUPE Constitution guidelines.

The Village of Thorsby's collective agreement expires December 31, 2006.

**GRIEVANCES/Arbitrations**

Local 30 records the following number of grievances at Step 2 or beyond:

Department 75	Asset Management and Public Works - 3
Department 66	Roadways/Transportation & Streets - 15
Department 23	Drainage Construction/Asset Management & Public Works - 6
Department 21	Community Services - 2
Department 17	Bylaw Enforcement (includes the City Pound & Planning and Development) - 4
Department 25	Mobile Equipment Services/Asset Management & Public Works - 2
Department 33	Waste Management - 14
Northlands Park – 4	
EPCOR – 4	
Bon Accord – 1	
Village of Thorsby – none at this time.	
<b>Total</b>	<b>55</b>
Arbitrations Pending- 3	
WCB/LTD Claims or Appeals - 1	

**OVERVIEW OF LOCAL 30'S ACTIVITIES IN 2005/2006**

Along with contract administration and collective bargaining the Local's members, executive, and staff have been extremely active on a number of fronts including:

Member participation in various courses, seminars and workshops listed below;

- Local 30 held a Basic Shop Stewards course in October of 2005 with nine members attending.
- Local 30 sent six members to the 2006 United Way Union-Counseling Course that commenced in January and concluded in April.
- Two members were selected to go to the AFL Weeklong School in Jasper this past January.
- In March of 2006, a Contract Interpretation Course was held with three members attending.
- Edmonton District Labour Council held their Annual Weekend School with three members attending in March.

- In May 2005, six members attended an Advanced Shop Stewards course, later in February of 2006 an additional four members attended the advanced course.
- Eight members were selected to go to the Alberta Division Week-Long School in Red Deer in May of this year.
- Local 30 has selected two members to attend Labour College in Ottawa this May.
- Three members will be attending Building Bridges and Sharing Struggles, a workshop with the Cree Nation peoples.
- Three members will be attending the AFL Forum in May of this year.
- Local 30 will be sending one sister to the Prairie School for Women in Saskatoon in June of this year.
- Four members will attend the Federation of Canadian Municipalities (FCM) conference this coming June.
- Four members will be attending the CUPE Western Municipal Locals Conference.

## **ANNUAL RETIREMENT BANQUET**

Local 30's combined Annual Retirement Banquet and Shop Steward Appreciation Night continues to be a success. The function was held at Santa Maria Goretti Hall on May 13, 2006 where the Local honored retirees, their spouses and families. At the same time the Local celebrated our Shop Stewards for their role in the Local's business.

Several honored guests were also in attendance including; Alberta Regional Director, Sister Dianne Wynthjes, CUPE Alberta President, D'arcy Lanovaz, Honorary Retirees, several members of City Council and various Coalition of Edmonton Civic Unions representatives. The evening was a huge success and we will be building on that success for future banquets. The members of the Social Committee deserve a well-earned "thank you" for all their hard work.

### ***Upcoming events include:***

- June 17, 2006, Local 30 B-B-Q open to all members and their families.
- Local 30 participation in the Annual Labour Day Bar-b-que this September.
- Annual Kids Christmas Party this upcoming December.
- Local 30's 1<sup>st</sup> ever Golf Tournament.

## **Affiliations**

Local 30 remains active in various parent labour bodies that we are affiliated to including the following:

- CUPE National (525,000 Members)
- CUPE Alberta (26,000 Members)
- Canadian Labour Congress (2.5 million Members)
- Alberta Federation of Labour (113,000Members)
- Edmonton District Labour Council (35,000 Members)
- Coalition of Edmonton Civic Unions (8, 500 Members)
- AMEC, Alberta Municipal Employees Committee (6500 plus Members)

## **LOCAL 30 PRIORITIES FOR 2006**

- Our main collective agreement expired on December 24, 2005. Our Bargaining Committee has reviewed all your proposals and the decision was made to take all proposals to the bargaining table. This is a monumental task due to the number of submissions and will take a significant amount of time to bargain them all. I am asking each of you to support us in this endeavor. As a Bargaining Committee, we are able to achieve certain goals during the course of negotiations, but with your continuous support I believe we will be able to achieve a great deal more.
- The Northlands Collective Agreement expired on December 24, 2005. The committees have met on several occasions and bargaining continues. The previous round of bargaining resulted in mediation and eventually when mediation failed, we returned to bargaining between the parties, which resulted in a memorandum that was acceptable to our membership.
- Successful completion of the following negotiations:
  - The main City of Edmonton agreement negotiations will go well into 2006 and perhaps into 2007. There are several key priorities on the table and I will stress that we will endeavor to bargain as many as possible.
  - The Edmonton Northlands Negotiations Committee has indicated that to this point, bargaining has been relatively smooth and continues.
  - The Edmonton Association of Civic Unions (benefits bargaining) continues to move forward.
  - EPCOR's benefits discussions are as well continuing and I would expect some closure in the near future.
  - Town of Bon Accord, negotiations will open later this year.
  - Village of Thorsby, negotiation will open later this year.

## Staffing

CUPE National and the Alberta Regional Office provide Local 30 with ongoing support including Legal Representation, Research Representative, Communications Representative, and access to all the departments at National office for resources, information, and materials.

Brother Alf Hryciw, CUPE National Representative, has been working from Local 30's office and has given assistance and support with all of Local 30's needs and has been involved in meetings, research, presentations and bargaining sessions to name a few.

Brother Alf's servicing assignment also includes:

- City of Fort Saskatchewan
- City of St Albert
- Town of Morinville
- Village of Thorsby
- Town of Bon Accord

Brother Alf is also the Staff Representative liaison to the CUPE Alberta Youth Committee.

## Local 30 Office Staff

CUPE Local 30's staff in 2005 fielded well over 3,000 telephone calls and many inquiries via e-mail regarding various member concerns and issues. Many member concerns, questions and issues were concluded through discussion(s) without resorting to the grievance procedure. This has been made possible through the hard work of Richard Colwell, Business Agent, Yvonne Bootsman, Technical Financial Administrator and Selby Dzemaalovic, Office Administrator. Because of their work and dedication, we are able to respond efficiently and effectively to the various issues that arise.

In July of 2005 Sister Selby commenced maternity leave and we have had the privilege and pleasure to work with Sherry Gaudet, our temporary Office Assistant. It is also my pleasure to welcome on behalf of Local 30, Garry Ramsay, our new Business Agent who commenced employment with us on March 13, 2006.

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## IN CONCLUSION

We, as members of CUPE Local 30, in the last year, have come together and taken on the challenges that have been put in front of us. Whether it was a member that needed the Union's support or an entire branch (as was the case in the Drainage Department this past year) we did not flinch, we did not back down, we took on every issue regardless of size. We set our action plan, made goals, and then proceeded to achieve those goals. We did it together as a Union; we made the right choices at executive meetings, executive committee meetings, and general meetings. We supported each other and put the good of the whole ahead of individual gain. This is a tradition that must continue for us to be in the best position to represent you, our members.

There are challenges that remain ahead of us. There are struggles that will affect us but with a strong base of solidarity and strength with our Local Union and membership, solutions and gains will be generated.

We will proceed from a position of unity and strength through negotiations, through grievance procedures and any other challenges that confront us. With your support and assistance we will overcome the most difficult of times.

*Together* is how we will make gains in the bargaining process.

*Together* is how we build our Union.

*Together* we will be strong.

I would like to especially thank the Executive Board, Committee Members, and the Local 30 Office Staff for their commitment, dedication, support, and time spent in helping to shape and mould our Local and community.

***OUR UNITY IS OUR STRENGTH  
AND IT IS UP TO US TO KEEP OUR UNION STRONG***

In solidarity,  
*Canadian Union of Public Employees Local 30*



Alex Grimaldi  
President

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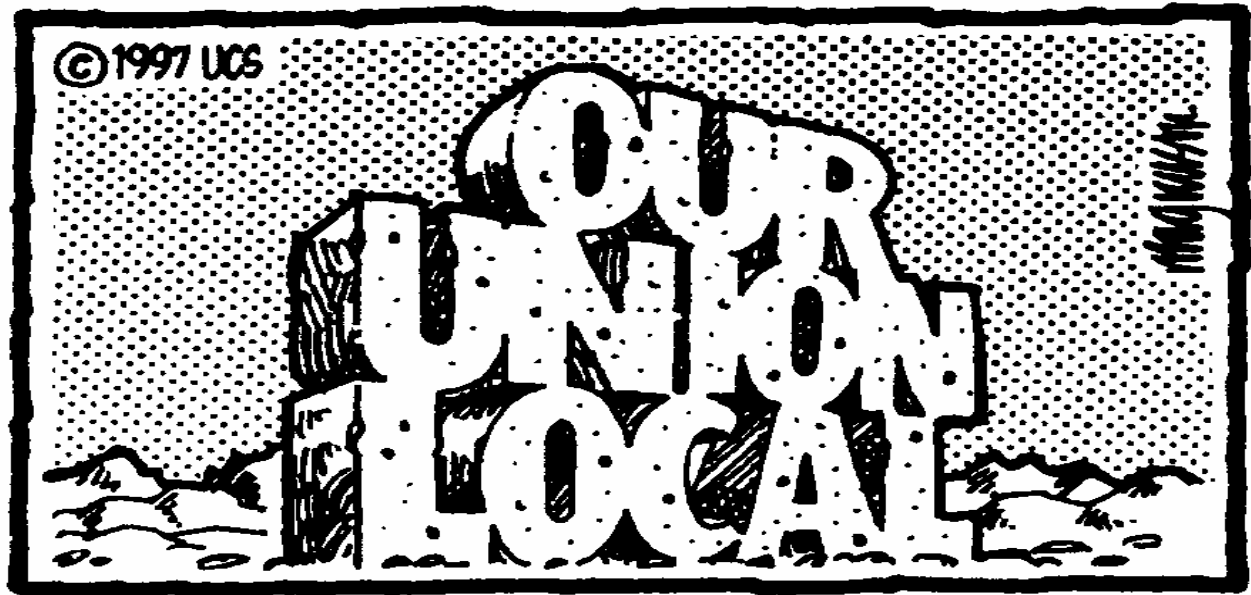
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**ROCK SOLID**



**ON YOUR SIDE**

Check out CUPE Local 30's website at [www.cupelocal30.ca](http://www.cupelocal30.ca)