



MEMBER ORIENTATION

Saskatoon Civic Middle Management Association

Welcome to SCMMA!

- The Saskatoon Civic Middle Management Association (SCMMA), IFPTE Local 222, was founded on March 30, 1996.
- We are a certified trade union recognized by the Saskatchewan Labour Relation Board, with about 450 members.
- All city employees who work in positions covered by the SCMMA Collective Agreement are represented by SCMMA and pay dues to SCMMA.



Working Together!

Working together, we, City of Saskatoon employees, continue to:

- Partner with management and political officials to ensure the City of Saskatoon continues to provide excellent service to our community
- Negotiate and improve policies, thereby simplifying processes and ensuring equitable, efficient resolution of issues
- Ensure full access to valuable training and professional development
- Communicate to elected official the employee perspective on policies that impacts our work and profession
- Provide a confidential feedback loop to management
- Ensure that standards of professional integrity are upheld and not compromised



What is a Union?

- A union is a group of employees coming together using a democratic process to engage in collective bargaining in order to negotiate with their employer.
- This includes the ability to negotiate over working conditions and policies that impact their work, career, and training.



What is a Union?

A union is about taking personal responsibility over our career and work life. Instead of relying on our employer and elected officials to do the right thing, by activating and maintaining our right to engage in collective bargaining, you can have a voice that allows you to:

- Respectfully question decisions
- Advocate for our work and funding
- Collaborate to resolve challenges
- Have a means to hold our employer accountable.



What does a Union do?

Unions are organizations that represent groups of workers in various industries and professions. They are established to advocate for the rights, interests, and well-being of their members.

Key functions and activities that unions typically engage in:

- Collective Bargaining
- Worker Rights and Protections
- Grievance Resolution
- Advocacy for Labour Legislation
- Political Engagement
- Training and Skill development
- Community and Social Initiatives
- Membership Support



About SCMMA

History

At a meeting held in March 1996, a group of members from the Exempt Staff Association (ESA) initiated steps to establish a new organization that is now known as SCMMA. The objective of our organization is best summarized in Article III of our founding constitution, which states:

“The Association is formed with the objective of uniting all workers so employed in order to advance and safeguard their economic and social welfare and to represent their interest in transactions between such employees and their employer, the City of Saskatoon.”

To learn more about SCMMA's history visit www.scmma.org



About SCMMA (continued)

Meetings and Annual General Meetings

- Our Annual General Meeting is held in October of each year
- Three quarterly members' meetings are held in January, April, and July

Elections

- All Officers shall commence their official duties as of the 1st day of November each calendar year and shall be elected for a term of three years:

Year 1

Vice-President
Secretary
Director Communications
3 Stewards

Year 2

Treasurer
Director Labour Relations
Director Position Classification
3 Stewards

Year 3

President
Director Member Services
Director Pensions Benefits
3 Stewards

About SCMMA (continued)

SCMMA Executive Board:

- President, Greg Hippe (Roadways)
- Vice President, Jazmin Evers (Roadways)
- Director of Labour Relations, Carter Hunks (Facilities Management)
- Treasurer, Deanna Campbell (Access Transit)
- Director of Position Classification, Katie Calder (Water and Waste)
- Pensions & Benefits Director, Sarah Mantyka (Water and Waste)
- Secretary, Anna Cole (Saskatoon Water)
- Director of Member Services, Waseem Kamran (Access Transit)
- Director of Communications, VACANT

More information on our election cycle and procedure is available in our Constitution and Bylaws (located on our website, scmma.org)



About SCMMA (continued)

SCMMA Shop Stewards:

- Megan Evans (Communications & Public Engagement)
- Dayne Gawley (SLP)
- David Neilson (Transportation)
- Erin Placatka (Sustainability)
- Mitchell Pollard (Saskatoon Transit)
- Shannon Saemann (IT)
- Jon Theobald (Environmental Operations)
- Wesley Wizniuk (Technical Services)
- 1 vacant shop steward position



IFPTE Affiliation

- The International Federation of Professional and Technical Engineers (IFPTE) is a non-profit employee-based organization, representing more than 80,000 people in professional and technical occupations both in Canada and in the United States.
- SCMMA joined IFPTE in 2019. We have access to labour relations expertise, as well as training, communications, and assistance with negotiations when needed.
- Through our affiliation, SCMMA is now part of a network of other unionized professionals (including civic professionals) within IFPTE and the broader labour movement.
- IFPTE has strengthened our organization as well as enhancing our capacity to service our members.



Your contract explained...

- You have the right to request that a SCMMA representative join you in any meeting that you believe will be investigatory and/or disciplinary.
- Collective agreement highlights
 - Salary grid by grade and explanation of annual raises (salary increments)
 - Information about Overtime, Flextime, and Standby
 - Leaves: sick leave, short term disability, long term disability, maternity/adoption/parental, jury duty, and self funded leave plan
 - Vacation entitlement by years of service
 - 50% Leisure Pass discount for individual or family passes.



Your contract explained...(continued)

What happens during collective agreement renewal?

1. Bargaining priorities are determined
2. Notice to bargaining
3. Negotiation commences until a tentative agreement is reached
4. Membership meetings are held and members vote on contract
5. Your support and participation is vital to a successful outcome



Your Benefits

- Health and Dental: kick in on the 1st of the month after 3 months service.
 - Benefits are provided through Blue Cross
 - Health is funded both by the employer and the employee
 - Dental is funded by the employer
 - Download the “SK Blue Cross” app for simple claim submission.
- Pension Plan: SCMMA is part of the General Pension Plan, a defined benefits plan.
- Sick Leave and Long Term Disability: also kicks in after 3 months service.
 - Sick leave accrues for temporary employees, and is “unlimited” for permanent employees but medical certificate or other documentation may be required for extended absences.
 - Sick leave functions as short term disability up to 6 months.
 - Illness/injury beyond 6 months is covered by LTD insurance (paid by payroll deduction).

Your Benefits

- Group Life Insurance
 - You are automatically enrolled in life insurance for 2x your salary.
 - This may be voluntarily increased to 3x or 4x at your expense.
- Deferred Salary Plan
 - Optional program that allows you to withhold up to 30% of your salary to provide pay during a leave of 6-12 months.
- Employee Family Assistance Program
 - Confidential counselling for employees and their dependents for personal, family, or work related problems.
 - Begins after 6 months of service.
 - Allows direct booking with contracted counselling agencies with your employee number.
 - Individuals are not identified to the City or the Union.

Employee Discounts and Loans

- After 3 months service, 50% off Leisure Pass and 25% off Bulk Tickets for Leisure centers.
- Eco Pass for Saskatoon Transit: 40% off 12 months, 20% off 6 months, 10% off 1 month.
- Exercise and Sport Equipment Loan Program
- Computer Purchase Loan Program
- Corporate Mobility Program
- Saskatoon City Employees Credit Union
- Remain Modern memberships: Individual starting at \$45, Family & Dual starting at \$90

Need More Info?

- Check out www.scmma.org
- Contact:
 - dISCMMA-Board@Saskatoon.ca
 - (306) 222-0187 Greg Hippe, President
 - (306) 255-7899 Jazmin Evers, Vice President



Q & A