



# SFL Executive Council

Reports to the 2024 SFL Convention

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## **SFL Executive Council**

The SFL Executive Council met nine times during the 2022-2024 term:

- November 7, 2022
- December 6, 2022
- March 16, 2023
- June 22, 2023
- October 3, 2023 (special meeting)
- November 30, 2023
- March 19, 2024
- September 24, 2024
- October 22, 2024

## **SFL Campaigns and Political Action**

Since our 2022 convention, the SFL has been hard at work, fighting to protect workers in Saskatchewan. As workers have continued to struggle with the cost of living crisis, and unfavourable and often dangerous working conditions, the SFL has put together rallies, events and political action activities across the province.

### **SFL Stands with SGEU to Protest the Privatization of Public Liquor Stores – November 2022**

The SFL stood with SGEU members to protest the privatization of public liquor stores in the province that was suddenly announced by the government of Scott Moe, losing good paying, unionized jobs.

### **Support for the STF Rally for Public Education – April 2023**

The SFL joined almost 4,000 people for a rally at the legislative building in Regina, calling for the government to adequately fund public education in the province. Many of the speakers at the event included members of Saskatchewan's labour movement.

### **In Solidarity with PSAC on Strike – April-May 2023**

The SFL joined PSAC on the picket line as members went on strike across the country. Workers ultimately won their fight for a new collective agreement that better reflected their challenges and realities at work.

### **Provincial By-elections – Summer 2023**

The SFL, along with members of our affiliated unions, joined Jared Clarke and Noor Burki of the Saskatchewan NDP in Regina Walsh Acres and Regina Coronation Park to help them get elected. With assistance from the SFL, both seats were won for these labour-friendly politicians.

### **SFL Rally for Rights – October 2023**

In response to the harmful Bill 137 being introduced by the provincial government in an emergency sitting of the Legislative Assembly, the SFL, along with over 1,000 people, rallied at the legislature to oppose the use of the notwithstanding clause to suspend the rights of students and education workers.

### **Federation Presidents Meeting – July 2023**

President Lori Johb, along with presidents of other federations of labour, met alongside the Council of the Federation at the summer meeting in Winnipeg, drawing attention to the challenges of Canadian workers.

### **The Politics of Labour Event – January 2024**

President Lori Johb joined the SFL Young Workers Committee and UR POLIS (University of Regina Politics and International Studies Students' Association) to discuss issues facing young workers in the province and to do campus-outreach for younger folks in the labour movement.

### **Continued Efforts to Support Labour-Friendly Candidates in the 2024 Provincial Election**

The SFL has compiled a list of 26 candidates running in the provincial election – all candidates are union members and supportive of the labour movement.

### **Supporting Saskatchewan Teachers' Federation Sanctions (January 2024 – Ongoing)**

The SFL stood with members of the STF to demand better working conditions for teachers and more opportunities for students in public schools in the province. This involved standing side-to-side with STF members on the picket line.

### **Media Initiatives**

The SFL has continued to maintain our traditional media presence and expand the reach of our message through our social media platforms. Through press releases, the Labour Reporter, our weekly bulletin, and media interviews, topics include:

- Opposing the privatization of public services.
- Responses to provincial budgets and throne speeches.

- Solidarity with striking and locked out workers.
- Condemnation of the use of the notwithstanding clause.
- Workplace poisoning of a young worker.
- Minimum wage adjustments.
- Legal action and interventions.
- Federal back-to-work order on rail workers.
- Political action initiatives.

Our social media universe continues to grow, amplifying our media stories, affiliate activity, and participation in rallies, parades, and days of recognition. Our X (formerly Twitter) reach grew exponentially last summer, with some content being shared and liked hundreds of thousands of times.

Through paid digital advertising this summer and fall on Instagram and Facebook, we have reached over 100,000 people a month. Our election “Enough is Enough” video ad – running on social media, YouTube, and connected television – has been viewed over 635,000 times as of October 18, 2024.

### **Election 2024: Enough is Enough Campaign**

The SFL has been working hard to help defeat Scott Moe and the Sask. Party – a government that has engaged in antiworker policies and continues to be the worst provincial government in Canada for working people, including:

- Labour for Labour canvasses, supporting women trade unionists running for the NDP.
- Coordinating and supporting canvassing efforts of partner unions.
- Amplifying campaign of 26 pro-labour union candidates across the province.
- Paid public relations campaign: radio and video ads, billboards, and digital advertisements.

### **SFL Conferences and Schools**

The SFL held our usual schools and conferences over the past couple of years. Union education is a critical part of the work we do at the federation.

#### **Pension & Benefits Conference**

The Pension & Benefits conference was held March 22-23, 2023 and the theme was ‘*Planning Together for a Better Tomorrow.*’ The conference was held in Regina at the Double Tree by Hilton Hotel, with 110 participants who enjoyed presentations from more than a dozen speakers. It was

a great success with thanks to outgoing Chair, Marg Romanow, for her work in assisting to bring this conference together.

## SFL/CLC Spring School

The SFL/CLC Spring Schools in 2023 and 2024 were held at the Temple Gardens Hotel & Spa in Moose Jaw.

In 2023, the four workshops offered were *Labour Law, Domestic Violence – Facilitator Training, Stewart Level 2, and Transforming Conflict into Union Activism*, with a total registration of 72 participants.

In 2024, five workshops were offered that included *Labour Community Advocate, Prevention of Violence in the Workplace, Building Bridges - Transforming Conflict into Union Solidarity, Steward Level 1, and Speaking Up for Saskatchewan*. The total registration in 2024 was 81 participants.

## Prairie School for Union Women

Prairie School for Union Women (PSUW) was held in June of 2023 in Saskatoon at the Saskatoon Inn. There were eight workshops that included *Women, Work and Ability, Bridging the Gap: Building Solidarity in Hard Times, Labour History, Feminism in the Labour Movement, Union/Labour Basics, Igniting the Spark, and Path to Reconciliation: From 2023 Onward*.

We are still searching for a more permanent home for the school, and although this venue worked well, it was more costly than we had hoped but overall, it fit our needs. The total registration in 2023 was 97 participants.

In 2024, PSUW was held at the University of Regina. We held seven workshops that included *Guiding the Way: Reconciliation for Labour Leaders, Resisting the Right, Women Thinking of Retirement? We Need a Game Plan, Occupational Health and Safety for Women, Well Behaved Women (Seldom Make History), Building Strong Inclusive Locals and Union/Labour Basics*.

The University of Regina proved to be a great venue, and we were able to bring costs down, adding to the success of the school. The total registration in 2024 was 96 participants.

## Occupational Health & Safety Conference

The Occupational Health & Safety Conference is always our most popular and well attended conference.

In 2023, the conference was held in Saskatoon at the Delta Downtown. There were six workshops that included *OH&S Act and Regulations, Building Psychologically Healthy Workplaces, Effective*

*OH&S Committees, Domestic Violence at Work, Prevention of Violence in the Workplace, and History of OH&S.* We had 126 registered participants in 2023.

In 2024, our conference was held in Regina at the Ramada. We held six workshops that included *Prevention of Violence in the Workplace, Duty to Accommodate, Effective OH&S Committees, OH&S for Healthcare Workers, OH&S Act and Regulations, and Your Rights in Action.* We had 113 registered participants in 2024.

Overall, all of our conferences and schools have been very successful. We recognize a need to update workshops and expand our topics. We are also very short of trained facilitators for all courses. We are very grateful to our affiliated unions and community partners for their support of our union education. Without this generosity, we would not be able to continue to hold our schools and conferences. Union education is something we strive for and are very proud to offer our members.

In Solidarity,  
Nathaniel Cole, Strategic Advisor/Communications  
Saskatchewan Federation of Labour

## **SFL Summer Camp**

The Saskatchewan Federation of Labour Summer Camp first launched in 1989. For 34 summers (with a brief hiatus during the COVID-19 pandemic), the SFL Summer Camp has provided youth aged 13-16 with the forum to learn about equality and social justice in a fun setting. At Camp, teenagers are exposed to an environment that fosters their abilities to lead and exchange ideas. This is done through sessions on equity-related issues, workers' rights, and collective action.

### **The 2023 and 2024 Camps at a Glance**

Each year, campers spent six days with us at the Shekinah Retreat Centre in mid-late August. In 2023, we decided to change up how the programming was delivered at Camp. In lieu of the traditional way of hosting educational sessions in the morning and recreational activities in the afternoon, we scheduled sessions in smaller blocks of time. This allowed campers time to get some of their energy out in between learning and meant that we could fit in more activities.

Each Camp starts out with a family BBQ. On their first day, campers are assigned to a "local", a small group of campers and counsellors who take part in activities together. The following morning, campers take part in a session called "Camp Rules!", where they learn how to make change as a collective. Throughout their week, they apply what they learned in this session to change the Camp rules. This includes changes to bedtimes, the dance, and free time.

The SFL Camp was glad to invite several external presenters to teach our campers about various topics. In 2023 and 2024, we brought presenters from Black in Saskatchewan to our Camp to teach campers about Black history in Canada and systemic racism. We also hosted a group of drag queens each year to talk about their experiences as 2SLGBTQ+ people and performers. The session we ran in 2024 included remarks from Nathaniel Teed, the first openly-gay elected MLA in Saskatchewan’s history. In 2024, we were also joined by musicians who accompanied counsellor Regan Ratt-Misponas as he led campers and staff in a Métis jigging lesson.

Each year, we take our campers on an off-site visit. In 2023, we went to the Batoche National Historic Site. Despite some rainy weather, our campers enjoyed learning about Métis history from our tour guides. In 2024, the campers spent the day at the Wanuskewin Heritage Park. We learned how to play some traditional Indigenous games as well as how to hoop dance! Campers also learned about the significance of bison to Indigenous people and were able to see a glimpse of the bison herd currently living at Wanuskewin.

The last full day of Camp is our “Organizing for Social Change” day, where campers take part in sessions that focus on the principles of political and social activism. In 2023 and 2024, this included sessions like: “Mucky Mutual Aid”, “Change ROCKS”, “Speaking Truth to Power” and “Who’s Got the Power? YOUth Got the Power”.

These thought-provoking educational sessions were interspersed with recreation activities like Shekinah’s “Initiative Tasks”, which include activities like ziplining, rock climbing, and team-building exercises. We also took part in many activities organized by our REC staff in the river and on the field. Our REC staff and Youth Activity Coordinators (YACs) led us through other fun activities like carnivals, Camp Olympic games, and a dance.

While Camp only lasts a week, the spirit it instills in all who take part remains with us year-round!

### Trends in Registration and Donations

*Figure 1. Trends in Registration (Past Five Years)*

Year	Number of Campers	Difference from Previous Year
2024	34	-7
2023	41	+12
2022	29	-18
2019	47	-3
2018	50	+9

Camper attendance at the 2023 Camp showed a promising return to the Camp’s pre-COVID numbers. However, participation fell in the 2024 year. In 2024, we instituted a new pricing scheme for the Camp, increasing the affiliate and non-affiliate fees by \$150 each. We also offered an early-bird rate in 2024, discounting the fee by \$100 if registration was received on or prior to April 30<sup>th</sup>. Most families and unions submitted their registrations prior to the early-bird deadline.

*Figure 2. Trends in Donations (Past Five Years)*

Year	Value of Financial Donations	Difference from Previous Year
2024	\$19,621.25	+\$3,717.25
2023	\$15,904.00	+\$14,474.00
2022	\$1,430.00	-\$16,898.00
2019	\$18,328.00	+\$5,788.00
2018	\$12,540.00	-\$23,948.96

As can be seen above (in Figure 2), donations for the Summer Camp can be sporadically different year-over-year. Increasing costs for food, facilities, and staff necessitate increases in registration numbers/fees and donations, as other sources of revenue (i.e., funds coming from per-capita dues) remain relatively stagnant. **Consistent support from affiliates through financial donations and camper registrations is necessary for the continued health of the Camp.**

We encourage all affiliates to begin thinking about supporting and/or spreading the word about the SFL Summer Camp sooner rather than later. A vast majority of our campers (84% in 2023 and 83% in 2024) came to Camp because they were sponsored by their parent’s union or an SFL scholarship. Early registration saves you money and ensures that your child and/or the children of your members are able to secure a spot at Camp!

The brochure for the 2025 SFL Summer Camp will be made available online in the new year. Camp will be held from August 9-15, 2025 at the Shekinah Retreat Centre.

Donations to the Camp are collected year-round. Cheques can be made payable to the Saskatchewan Federation of Labour and e-transfers can be sent to [payment@sfl.sk.ca](mailto:payment@sfl.sk.ca).

Please see the following for details of staff and sponsors for 2023-2024. The SFL Summer Camps would not be possible without the continued support of our staff and sponsors!

Sincerely,  
Bronwyn Heerspink  
Special Project Coordinator  
Saskatchewan Federation of Labour

## **Camp Staff**

### *Directors:*

- Barb Byers (2023-2024)
- Kent Peterson (2023)
- Steve Torgerson (2023-2024)

### *REC Director:*

- Josh Campbell (2023)
- Mackenzie Sawchyn (2024)

### *REC Staff:*

- Meara Mullaney (2023-2024)
- Anna Rankin (2023-2024)

### *Counsellors:*

- Benson Akinbami (2023)
- Nathan Hayes-Fry (2023)
- Bronwyn Heerspink (2023-2024)
- Emily Hitchings (2023)
- Eric Horbal (2023-2024)
- Mason Mullaney (2023-2024)
- Kent Peterson (2024)
- Tessa Planeto (2023-2024)
- Regan Ratt-Misponas (2024)
- Andrew Stevens (2024)
- Heather Szeponski (2023-2024)
- Mason Van Luven (2024)

### *Nurses:*

- Justin Dzialo (2023-2024)
- Shelby Luchsinger (2023-2024)

### *Kitchen Staff:*

- Judy Bell (2024)
- Barb Cape (2023-2024)
- Judy Henley (2023-2024)
- Miranda Kitchen (2023)

### *Youth Activity Coordinators (YACs):*

- Trace Dykhuizen (2023-2024)
- Martha Hamad (2024)
- Lily Kells (2024)
- Ieva Malezhyk (2023)
- Kaitlyn McNeil (2023-2024)
- Dylan Wilson (2023)
- Elise Wren (2023-2024)

### Thank You to Our Sponsors!

We would like to give thanks again to all those listed below, who donated to the 2023-2024 Summer Camps.

#### Financial Donors

- ALL Canada
- CLC
- COPE 397
- CUPE 5791
- CUPE 8443
- CUPE Saskatchewan
- Don Morgan
- Douglas Coldwell Layton Foundation
- Gerrand Rath Johnson Law Office
- Jason Prokopchuk
- Judy Henley
- Larry Rosseau
- Leslie Frane
- Lori Johb
- Mark Crawford
- Mark Hancock
- Moose Jaw Wakamow NDP
- Regina & District Labour Council
- RWDSU 539
- RWDSU 544
- RWDSU 558
- RWDSU 568
- RWDSU S955
- RWDSU Sask Joint Board
- Saskatoon & District Labour Council
- SEIU West
- SGEU Crown Sector
- Simon Enoch
- Siobhan Vipond
- USW 5890
- USW 7458

#### Camper Sponsors

- ASPA
- ATU 615
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- CUPE 600
- CUPE 1902
- CUPE 3761
- CUPE 4799
- CUPE 5430
- CUPE Saskatchewan
- CUPW 824
- GSU Local 1
- Nathan Hayes-Fry
- PSAC Prairies
- RWDSU Sask Joint Board
- RWDSU 454
- RWDSU 455
- RWDSU 568
- RWDSU 635
- SEIU West
- SGEU
- SGEU Crown Sector
- UFCW 1400
- UFCW 248P
- Unifor 1S
- USW 5917

#### Staff Sponsors

- COPE 397
- CUPE Saskatchewan
- GSU
- RWDSU
- SGEU
- SUN

#### Staff Volunteering their Time

- Barb Byers
- Barb Cape
- Nathan Hayes-Fry
- Judy Henley
- Emily Hitchings
- Eric Horbal
- Regan Ratt-Misponas
- Andrew Stevens
- Heather Szeponski

#### Swag Donors

- CFNU
- CLC
- COPE 397
- CUPE 5430
- HSAS
- PSAC
- RWDSU Sask Joint Board
- SEIU-West
- SGEU
- SUN
- UFCW 248P
- Union Proud
- USW 5890
- USW District 3
- USW National

Thank you to all of those who contributed during the OH&S Conference, the Pension & Benefits Conference, Prairie School for Union Women, and at Convention, through cash donations or auctions.

## Ready for Work Program

The Ready for Work program at the Saskatchewan Federation of Labour has expanded exponentially over the past couple of years. For the 2022-2023 school year, we delivered a total of 90 presentations reaching approximately 3,000 students across the province. For the 2023-2024 school year, the program was expanded further, and we delivered a total of 118 presentations reaching approximately 3,700 students. The program continues to be an invaluable resource for teachers and students. We aim to continue reaching many more young workers across the province to engage in meaningful conversations and interactions regarding the critical importance of occupational health and safety.

Over the past couple of years, we have welcomed and trained new facilitators to deliver the Ready for Work program. Moving forward, we have continued to build partnerships and connections not only with school divisions within the province, but also amongst the community at large. To achieve this, we have continued our partnership with the Regina Public Interest Research Group (RPIRG) at the University of Regina. We have provided a version of the RFW presentation, aimed specifically at international students, to educate them about their rights as new workers and teach them the skills to advocate for themselves in situations where they feel their health and safety is at risk.

In addition to our ongoing work with RPIRG, we were also contacted by the University of Regina to present the RFW program at the Labour Fair in March 2023. We expect this partnership to continue in the coming years. We have also continued our partnership with the Youth Employment Program through Regina's YWCA and have presented multiple sessions for the YWCA over the past couple of years. In addition to these connections, the program has also been highly sought after by organizations that provide support and services for newcomers. Over the past couple of years, we have engaged new partnerships with the Regina Immigrant Women's Center, as well as Global Gathering Place in Saskatoon to deliver the RFW program to newcomers in those spaces.

As we build these relationships, we are still prioritizing in-class work, engagement, and interaction. For the upcoming year ahead, we are focused on continuing to foster connections and engage in additional outreach efforts to reach more schools across the province. We are focused on creating additional avenues to make our presentation even more appealing to educators across the province. We know that educators have other options for occupational health and safety lessons, but the feedback we receive year after year is that they appreciate having an in-person presentation with interaction and personal experience over an online learning module.

In addition, we have continued a partnership with the Saskatoon based electronics company Push Interactions. After the successful development of our Ready for Work app (a companion app to the RFW presentations for students to download), it has been very well received by the students who have used it thus far, with the feedback we receive from students being consistently positive and grateful for a resource like this.

We look forward to the future of the program as we continue to grow, expand and evolve.

Sincerely,



Janelle Gerard  
Ready for Work Coordinator  
Saskatchewan Federation of Labour