



# CEMA Newsletter

March 2025

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## Hold the Date!

- Speakers' Series - Spring date TBD
- Family night - TBD
- Golf Tournament - August 22, 2025

## Contact Us

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## President's Message

Hello Fellow Colleagues,

Well, another year has started, and we are quickly approaching the end of Q1-2025. I would like to take a moment to highlight some of the accomplishments CEMA has made over the past year.

I'm incredibly proud of the work between the CEMA board and the City of Edmonton in re-signing the [Memorandum of Understanding](#) (MOU) for an additional three years. The MOU has been beneficial to both the City and CEMA members. This re-commitment positions us well to have a solid understanding of our shared commitment. I would also like to take this opportunity to thank the City Manager, Eddie Robar, Michelle Dorval, and Michelle Plouffe, for working with CEMA to develop a stronger cohesive relationship and the entire CEMA board for their dedication to a positive working relationship.

In addition, amendments to the [Terms and Conditions for Management and Exempt Employees](#) (TCME) were welcomed. These included the opportunity for salary upon promotion adjustments up to 10%, compression adjustments to maintain a 5% minimum, an increase in salary for lateral transfer, and salaries for acting positions, just to name a few.

In the coming months, we look forward to meeting with the City to review and discuss the Management and Out of Scope Alberta Blue Cross Benefits package to determine if it aligns with the current standards. We will keep you updated when more information comes.

I also want to thank all of you for your daily work and unwavering dedication to the City of Edmonton. With the addition of more than 64,000 new Edmontonians in 2024, the organization will now, more than ever, look to and rely on the leadership of CEMA members.

In closing, for 2025, the CEMA Team looks forward to opportunities to make a difference and work with the City to bring your voices forward.

- Gail Hickmore, CEMA President

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## CEMA Board Members

<b>President</b>	Gail Hickmore
<b>Vice President</b>	Josh Koehli
<b>Secretary-Treasurer</b>	Shawn Wall
<b>Directors</b>	Christine Baurenschmidt Doug Sernecky Greg Witt Jennifer Florax Majid Butt Melissa Ziober Robert Kuziw Satya Gadidasu Steve Goodwin
<b>Executive Coordinator</b>	Chrisy Burton

Visit our website [About Us|Board Members](#) for Board Member contact information and their bios.

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## Charitable Donations

Supporting local charities is an important aspect of CEMA. In the local community, there are so many worthwhile organizations, particularly with the giving nature of the community. CEMA chooses organizations that are not-for-profit and provide benefits to a diverse group. In 2024, CEMA donated \$500 to the following organizations:

- Food Bank
- Meals on Wheels
- Santas Anonymous
- Cancer Foundation

A small portion of the dues collected allows CEMA to help our community collectively. These not-for-profits need help, and we are happy to do our part as members of the Edmonton community.

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## Member Services

CEMA advocates for fair and sustainable solutions that enhance members' professional and personal lives. We collaborate with relevant authorities on behalf of our members to achieve these positive outcomes. Some of these services include:

- Member consultation
- Networking events

- Legal assistance
- Bereavement support

If you have any questions about available services or would like to suggest a service that CEMA could offer, please do not hesitate to contact any CEMA member. More information can be found [here](#).

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## Wrapping up 2024

And just like that, 2024 is over. There were many successes over the year, all well attended, such as our Annual Holiday Lunch, which this year had CEMA alumni in attendance. It was so wonderful to catch up with past members. Other social and networking events included:

- CEMA Golf Tournament in August
- Family Night at Telus World of Science
- The first Speakers Series with Dr. Lisa Belanger

CEMA Board continually promotes the valued contributions of out-of-scope employees and brings forward financial compression and educational needs to ELT.

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## Message from the CEMA Board

The CEMA Board had a lively discussion in early February, during which they mapped out an awesome calendar of events and activities for 2025. The Board was buzzing with excitement as they brainstormed all sorts of cool ways to benefit CEMA members.

With a diverse and engaging lineup of events, professional development opportunities, and networking activities already in the works, the Board is excited to continue its mission of supporting and empowering CEMA members throughout the year. Our commitment to providing value and fostering a strong sense of community is clear in the strategic planning for the year ahead.