



CEMA Newsletter

June 2025

In This Issue

- President's Message
- CEMA Board Members
- How CEMA Represents
- 2025 CEMA Golf Tournament
- Speaker Series
- Health and Wellness
- Canada Pension Plan Disability
- LAPP Stakeholder Consultation

Contact Us

www.cemaedmonton.com

cemacoordinator@gmail.com

President's Message

With June arriving, summer is here! The CEMA Board has been actively representing you over the past few months through event planning and meeting attendance. We're also pleased to share City Manager Eddie's announcement of a 3% economic increase for management and exempt employees in 2025.

We hosted the first of our Lunch 'n Learn series on May 5, with great success; around 250 people attended. **Brenda Robinson** gave a rousing [presentation](#) on [Managing Multiple and Changing Priorities](#). We received such great feedback that we may invite Brenda back for another session.

Josh, Jennifer and I met with the City in early May to discuss the actuarial evaluation for the Long-Term Disability Income Plan for Management and Out-of-Scope Employees. Based on the information received and the Plan's remaining surplus position, the current contribution rate will remain the same. This is good news for management and out-of-scope staff.

The CEMA Board would like to say goodbye to **Satya Gadidasu**, who has served on the Board in varying capacities for eleven years. Thank you for all your efforts over the years and your valuable contributions.

Lastly, the CEMA Board would like to welcome new member **Shireen Mears** for a two-year term. With a career spanning over 20 years in local government and the voluntary sector in the UK and Canada, Shireen joined the City in 2018 and currently serves in the Service & Strategy team within the Service Innovation and Performance (SIP) branch. A deep commitment to service excellence and continuous improvement enriches her strategic mindset and "do-er" approach. Eager to support the CEMA board, Shireen brings a strong track record in team and community building, project management, event planning, and public engagement. Welcome, Shireen!

Enjoy your Summer

- Gail Hickmore, CEMA President

CEMA Board Members

President	Gail Hickmore
Vice President	Josh Koehli
Secretary-Treasurer	Shawn Wall
Directors	Christine Baurenschmidt Douglas Sernecky Greg Witt Jennifer Florax Majid Butt Melissa Ziober Robert Kuziw Shireen Mears Steve Goodwin
Executive Coordinator	Chrisy Burton

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

How CEMA Represents

Your board works behind the scenes to support you, our members, in many capacities. A member of the board sits on the following corporate committees, representing the needs of our members:

- Employee Safety and Wellness
- Psychological Health & Safety @ the City
- Long-term Disability Advisory

The CEMA Board works to maintain healthy, ongoing relationships with stakeholders, including the City Manager, Employee Services, Occupational Health and Safety, the City of Edmonton Executive Leadership Team (ELT), unions and LAPP administration.

CEMA directors may accompany a member to support negotiations regarding salary, sick benefits, retirement, leave of absence, suspension, dismissal, and other employer/employee-related issues. Members may ask any board director for guidance or interpretation on the various rights and privileges available to CEMA members.

As a member, if you need any support, please email cemacoordinator@gmail.com.

CEMA Speaker Series

June will see the second installation of the CEMA Speaker Series. Last fall, we hosted Dr. Lisa Bellanger for a half-day presentation and workshop on Innovative Strategies for Fostering Connection and Thriving in a Fast-Paced Digital Age.

On June 11, 2025, we will have Jennifer Barroll for a keynote speech and workshop titled: **Empowered Leadership--Building Trust, Driving Excellence.**

Synopsis:

In today's evolving workplace, authentic leadership builds trust, fosters connection, and inspires excellence. In this engaging keynote, we will explore the critical pillars of empowered leadership, including leading through strengths and values, mastering communication that fosters trust, and cultivating a resilient and forward-thinking mindset. Attendees will leave with practical strategies to empower their teams, create deeper engagement, and drive lasting success, no matter the challenges ahead.

Date: June 11, 2025

Time: 8:30 to 11:00 am

Location: Stanley Milner Library, Basement Theatre

Signup: [Eventbrite link](#)

There will be a light breakfast and hot beverages along with networking opportunities. We look forward to seeing you!

2025 CEMA Golf Tournament

The 35th Annual CEMA Golf Tournament will be held on Friday, August 22, 2025 (8:00 a.m. Shotgun Start) at the Mill Woods Golf and Country Club (4540 50 St NW, Edmonton). It is an 18-hole Texas Scramble Golf Tournament, Rain or Shine. There is room for 144 people, so don't be late booking your spot!

Refer to the email sent on Friday, May 30th - **35th Annual CEMA Golf Tournament or click [here](#) to register.**

Health and Wellness

The City provides several programs and services to support the health and wellness of our employees, including coping strategies, mindfulness, building resilience, and physical, mental, and spiritual wellness. CEMA will offer a specialized session to assist our members in reviewing overall wellness and mental health.

Details will follow in late summer.

Canada Pension Plan Disability

Canada Pension Plan Disability (CPPD) benefits are designed to provide partial income replacement to eligible CPP contributors under age 65 with a severe and prolonged disability, as defined in the Canada Pension Plan legislation.

The CPP disability benefit is a monthly payment you can get if you:

- are under the age of 65
- have made enough contributions to the CPP
- have a mental or physical disability that regularly stops you from doing any type of substantially gainful work, and
- have a disability that is long-term and of indefinite duration, or is likely to result in death

More information can be found here, in the [CPPD Fact Sheet](#).

LAPP Stakeholder Consultation

Josh and Gail attended the Spring **LAPP Stakeholder Consultation** group meeting on April 10. Presentations from LAPP board members Catherine Rothrock, Alberta's Chief Economist, and Peter Teti, Managing Director, AIMCO, reassured us of the strength of our pension program. You can see the presentations [here](#).