



October 3, 2025

Dear SCMMA members,

On behalf of the SCMMA board, I am grateful that so many members attended our special meetings this week. The main reason we urged members to meet in person was to hear a recommendation from the SCMMA Board and a presentation from our IFPTE sister union, the Society of United Professionals. I strongly encourage each member vote on October 20-21, as we consider merging with the Society.

SCMMA growth outpacing volunteer capacity for member services

Our membership continues to grow at approximately 6 per cent per year, having doubled to nearly 450 since 2011. At that time, a third-party review recommended having staff support to manage the workload that was increasing. Since then, we've hired contractors for bargaining support and later affiliated with the International Federation of Professional and Technical Engineers (IFPTE), which has elevated our organization to a professional level. However, there are a lot of administrative and day-to-day functions that are very time-consuming for a team of volunteers that is not sustainable.

Our members deserve consistency in communications, policies and practices that currently rely on the knowledge, skills and capacity of the elected volunteer board.

Proposal to affiliate with a larger, like-minded union

The Society of United Professionals is asking SCMMA to merge with them and become a local of their organization, maintaining autonomy, but gaining access to a much larger pool of resources. The SCMMA Board spent a few months considering and reviewing this proposal and unanimously voted to bring the offer to the membership because we feel it's the right move for SCMMA.

Benefits for SCMMA Members

While bargaining for the renewed collective agreement is progressing, SCMMA would immediately benefit from bargaining power with access to the Society's \$30 million collective agreement renewal fund and strike averting strategy if we vote to merge.

As soon as the full transition occurs, our Blue Cross levy of \$25/member on each paycheck would disappear, we would get a dedicated, full-time local Labour Relations Staff Officer and we'd be able to offer members consistent professional services and

communication. The Society has highly developed democratic structures, policies and practices that ensure the organization runs according to the interests and values of the membership.

Membership dues would increase to 1% of your regular salary (up from .44%), while the other unions representing City employees are paying 1.5 to 2% of their regular salary. The Society has agreed to wait until the collective agreement is ratified before introducing the increase, giving all members a break. The Society has no plans to increase dues in the short or long term, which would also require a member vote.

Society of United Professionals

SCMMA members and the Society members (10,000+) are similar in our professional representation and alignment on an approach to labour negotiations that focuses on solutions and problem-solving rather than creating conflict. The Society has a well-established reputation for negotiating strong collective agreements and is often recognized for leading industry standards.

The Society actively pursues opportunities to grow and feels Saskatchewan is a strong fit. This is driven in part by Saskatchewan's recent commitment to expanding its energy sector through investments in nuclear power, and in part by the valuable expertise that the SCMMA's executive and members would contribute to its organizing strength.

Your SCMMA Board members are united in believing this merger will create a stronger, more professional organization that is better equipped to serve the needs of our members and negotiate strong collective agreements.

Next Steps

Members will have questions and we want you to feel comfortable with the process of considering this merger and be well-informed when you vote. Please review the information at jointhesociety.ca and ask us questions by email or at an in-person meet-up event.

There will be a membership vote on affiliating with the Society of United Professionals on October 20-21. Members will cast their ballots electronically using Simply Voting. If you support joining the Society, please vote yes.

Yours in solidarity,



Greg Hippe
President, SCMMA