

Crown Sector

August 2017

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CROWN SECTOR ANNUAL GENERAL MEETING

The Crown Sector Annual General Meeting (AGM) will be held at the Manitou Springs Resort and Mineral Spa, 302 McLachlan Avenue, Manitou Beach, Saskatchewan on Friday, October 13, 2017 at 1:00 p.m. and Saturday, October 14, 2017 starting at 9:00 a.m.

Again this year our AGM will be held in conjunction with the Community Services Sector, who will be joining us for the Friday Educational.

We encourage all interested members to attend the AGM as it is an opportunity for you to learn more about and become involved in the sector and SGEU. Union leave is provided to members who are scheduled to work on these dates.

All members attending the meeting are expected to car pool and share accommodation.

If you require accommodation at Manitou Springs, we require your registration before September 26, 2017 due to the resorts cancellation policy. Please refer to the registration form for accommodation information.

Before the education session, a luncheon buffet will be provided on Friday, October 13, 2017 at the Water's Edge Restaurant.

You have unlimited access to the Mineral Pool during normal operating hours.

Upon checking into the hotel, you will be provided with a breakfast coupon for Saturday morning.

A banquet will be held on Friday evening.

Entertainment is open to suggestions – games, karaoke or relaxing in the Mineral Pool.

AGENDA

The AGM starts at 1:00 p.m. on Friday, October 13, 2017 in the Manitou Room with an education session. This year's speaker will be Brenda Beaudry. Brenda will speak from 1:00 p.m. until 4:00 p.m.

A buffet lunch will be provided at noon on Friday, October 13, 2017 before the education session. The lunch will be in the Water's Edge Restaurant.

The AGM business meeting will be held on Saturday, October 14, 2017 commencing at 9:00 a.m.

ELECTIONS

This year elections for the following positions will be held:

Crown Sector Treasurer

SGEU Provincial Standing Committee Alternates as required

Delegates to the 2018 SGEU Convention
(April 19-21, 2018 – TCU Place in Saskatoon)

In addition, members will be elected as delegates to the following convention:

2018 SFL 63rd Annual Convention (October 24 – 27, 2018 – Queensbury Downs, Regina)

DEADLINES

The deadline for submission of your registration form is 5:00 p.m. September 26, 2017. Return forms to Christine Day, by email dayc@sasktel.net.

Deadline for submission of nomination forms is 5:00 p.m. October 5, 2017.
Return forms to Christine Day, by email/mail to dayc@sasktel.net.
Mailing address: #3 – 215 Primrose Drive, Saskatoon, SK S7K 5E4

Proposed changes to the Crown Sector Bylaw and Resolutions for 2018 SGEU Convention must be submitted to Steve LaVallee, Crown Sector Vice-President at SGEU, 1011 Devonshire Drive, Regina, SK, S4X 2X4 or lasj@accesscomm.ca
Deadline for receipt of bylaw changes is 5:00 p.m. October 5, 2017.

ATTACHMENTS: Crown Sector Bylaws/Finance Policy, Registration Form, Nomination Form, 2016 AGM Draft Minutes



CROWN SECTOR BYLAWS 2015

APPROVED BY THE
CROWN SECTOR
ANNUAL GENERAL MEETING

October 25, 2015

AND

APPROVED BY THE
MEMBERSHIP/CONSTITUTION & LEGISLATION COMMITTEE

ON
September 7, 2016

CONTENTS

Article #	Page
1. NAME	3
2. OBJECTIVES	3
3. DEFINITIONS	3
4. MEMBERSHIP	3
5. FISCAL YEAR	4
6. STRUCTURE AND DUTIES OF THE SECTOR EXECUTIVE	4
7. SECTOR EXECUTIVE TABLE OFFICERS	4
7.5 Chair/Vice-President	5
7.6 Vice-Chair	5
7.7 Secretary	6
7.8 Treasurer	6
7.9 Provincial Council Representative	6
8. SECTOR COMMITTEES	7
8.2 Bargaining Coalition	7
8.3 Education	8
8.4 Bylaws and Elections	8
8.5 The Sector News Committee	8
8.6 Long Term Disability	9
9. PROVINCIAL COUNCIL	10
10. SGEU CONVENTION	11
11. SFL/CLC/NUPGE CONVENTION	11
12. CHIEF STEWARDS AND STEWARDS	12
13. AGMS AND SPECIAL MEETINGS	12
14. RULES OF ORDER	14
15. PERCAPITA	14
16. FINACIAL STATEMENTS	14
17. BUDGET	14
18. RECALL OF ELECTED OFFICIALS	14
19. OATH OF OFFICE	15
20. ASSOCIATE MEMBERS	15
21. PROVINCIAL LIFE MEMBERS	15
22. AMENDMENT TO BYLAWS	16
23. FINANCIAL POLICY – Schedule 1	17

Saskatchewan and Government and General Employees' Union

Crown Sector Bylaws

1. NAME

- 1.1. This Sector shall be known as the "Crown Sector" of the Saskatchewan and Government and General Employees' Union (SGEU)

2. OBJECTIVES

- 2.1. The objective of this Sector shall be to unite the members of the Crown Sector for the purposes of collective bargaining and to advance their mutual interests, in accordance with the Constitution and the policies of SGEU.

3. Definitions

- 3.1. simple majority refers to 50% of the votes plus one;
- 3.2. plurality refers to the one who receives the most votes
- 3.3. AGM means Annual General Meeting;
- 3.4. Recall refers to a process by which an elected official can be removed from his/her office

4. MEMBERSHIP

- 4.1. All members of SGEU in:
 - 4.1.1. Information Services Corporation of Saskatchewan
 - 4.1.2. Living Skies Housing Authority
 - 4.1.3. Meewasin Valley Authority
 - 4.1.4. Melfort Housing Authority
 - 4.1.5. Moose Jaw Housing Authority
 - 4.1.6. Regina Housing Authority
 - 4.1.7. Saskatchewan Arts Board
 - 4.1.8. Saskatchewan Assessment Management Agency
 - 4.1.9. Saskatchewan Crop Insurance Corporation

- 4.1.10. South Saskatchewan River Irrigation District
- 4.1.11. SPI
- 4.1.12. Tourism Saskatchewan
- 4.1.13. Yorkton Housing Authority
- 4.1.14. Wascana Centre Authority
- 4.1.15. Workers' Compensation Board

4.2. Plus newly assigned bargaining units as per Article 6.10.5.1.9 per SGEU Constitution are eligible for membership in the Sector.

5. FISCAL YEAR

5.1. The fiscal year of the Sector shall end on December 31 of each year.

6. STRUCTURE AND DUTIES OF THE SECTOR EXECUTIVE

- 6.1. The Sector Executive shall be composed of the following: Sector Executive Table Officers, Provincial Council representatives, Chair/Vice-President of the Sector LTD standing committee, Provincial Standing Committee representatives and each of the Chairs of the Bargaining Units negotiating committee and designate.
- 6.2. The Sector Executive shall meet at least every three months or at the request of the Sector Chair/Vice-President or one-third (1/3) or the members of the Sector Executive. The quorum for a Sector Executive meeting shall be fifty percent plus one (50% + 1) of the Sector Executive members in attendance.
 - 6.2.1. From time to time business of the Sector Executive needs to be carried on outside of the regular meetings. For this purpose, motions shall be made to the Sector Chair/Vice-President via email. The Sector Chair will keep a record of the motion(s) and votes.
- 6.3. The duties of the Sector Executive shall be to:
 - 6.3.1. Deal with the business of the sector,
 - 6.3.2. Review the Sector fiscal operations as required,
 - 6.3.3. Provide assistance to their Provincial Council representative
 - 6.3.4. Determine the size of all subcommittees
 - 6.3.5. Make the final decisions on subcommittee recommendations

6.3.6. Fill all vacancies on subcommittees by holding an election

6.3.7. Establish Sector Policies

7. SECTOR EXECUTIVE TABLE OFFICERS

7.1. The Table Officers will meet as required at the call of the Chair/Vice-President to deal with emergency matters between Sector Executive meetings. Decisions made at these meeting will be reported to and subject to review at the subsequent Sector Executive meeting.

7.2. The Table Officers shall be elected from the Sector at the AGM: Vice Chair, Secretary and Sector Chair/Vice-President in even years, Treasurer in odd years.

7.3. Elections will be done by: fifty percent plus one (50% + 1) of the members in attendance at the AGM.

7.4. With the exception of the Chair/Vice-President of the Sector, the Term will commence the day following the Sector AGM in the year they are elected

7.5. The Chair/Vice-President shall:

7.5.1. Be an automatic delegate to convention.

7.5.2. Chair all Sector, Sector Executive and Table Officer Meetings and enforce observance of the Constitution, Bylaws and Policies.

7.5.3. Be authorized to countersign all cheques drawn on Sector funds.

7.5.4. Be responsible for approving all union leave for all Sector members on Sector business.

7.5.5. Through the Sector Secretary, make emergency decisions in contacting alternate delegates from the Sector for any Union Convention or Committee lacking Sector representation.

7.5.6. Only vote in the case of a tie.

7.5.7. Attend meetings of the Sector Executive, Administration committee, Provincial Council and perform other duties as required by the Constitution.

7.5.8. Visit each bargaining unit/workplace as requested

7.5.9. Ensure that the Sector provides to the SGEU Secretary Treasurer a Financial Statement.

7.5.10. Be the Sector contact for newly organized or transferred units assigned to the Sector.

7.6. The Vice-Chair shall:

7.6.1. In the absence of the Chair/Vice-President, assume all the duties and powers of the Chair/Vice-President.

7.6.2. Be authorized to countersign all cheques drawn on Sector funds.

7.6.3. Be the Chair of the Bylaws and Elections Committee.

7.6.4. Organize the Sector AGM.

7.7. The Secretary shall:

7.7.1. Keep accurate record of the proceedings of all meetings of the Sector, Sector Executive and the Table Officers Committee.

7.7.2. Conduct all correspondence of the Sector and perform such other duties as may be required by the Sector Executive.

7.7.3. Maintain lists of all representatives, delegates and alternates.

7.7.4. Send all Sector minutes to Sector minutes will be sent to the SGEU Secretary Treasurer as per SGEU Policy Article 7.

7.8. The Treasurer shall:

7.8.1. Collect and deposit any funds in a chartered bank or credit union, to the credit of the Sector.

7.8.2. Keep a proper record of accounts, subject to annual examination by the auditor(s) and such report to be submitted to the AGM.

7.8.3. Make all payments by cheques, signed by her/himself and countersigned by the Chair/Vice-President or the Vice-Chair, subject to the direction and approval of the Sector Executive or the Table Officers.

7.8.4. Ensure that the Sector provides to the SGEU Secretary Treasurer a Financial Statement.

7.9. The Provincial Council Representative shall:

7.9.1. Represent the interests of the Sector at the Provincial Council, regularly report back to the Sector Executive and provide a written report back to the Sector Executive and provide a written report to the Sector AGM.

7.9.2. Be subject to the following Constitution Articles:

“6.3 Provincial Council Officers

6.3.1.7 The Education Sector and the Retail Regulatory Sector shall elect their members in odd-numbered years. The Crown Sector, Health Sector and Community Services Sector shall elect their members in even-numbered years, and the Public Service Sector shall elect its members in both even and odd-numbered years, as laid out in their sector bylaws”

6.4 Vacancies - Officers, and 6.6 Vacancies – Provincial Council

8. SECTOR COMMITTEES

8.1. Unless stated otherwise, each committee shall elect a committee Chair by an election of the committee members, subject to the direction and approval of the Sector Executive. Each committee shall meet a minimum of once per year.

8.2. The Bargaining Coalition Committee shall:

8.2.1. Be composed of the Chair/Vice-President or designate of the Sector as well as the Chair of each Negotiating Committee within the Sector.

8.2.2. Meet as required to exchange information on bargaining and work towards common bargaining tactics.

8.2.3. Hold a bargaining conference with all bargaining committees of the Sector, when needed as determined by the Committee.

8.2.4. At the conference the committees will adopt bargaining strategies, goals and contract language for the upcoming round of bargaining.

8.2.5. Approve all MOA's, letters of understanding and contracts prior to ratification by the membership.

8.3. The Education Committee shall:

- 8.3.1. Be composed of 3 members elected from names submitted at the AGM on odd years.
- 8.3.2. Be responsible for the education of the members on the principles, policies, and practices of SGEU.
- 8.3.3. Be responsible for the administration of sector training programs and ULDs, in response to needs expressed by the membership or the Union.
- 8.3.4. Be responsible for the development, administration and awarding of Crown Sector Scholarships and programs.

8.4. The Bylaws and Elections Committee shall:

- 8.4.1. Be composed of 3 members 2 of which are elected from names submitted at the AGM on odd years.
- 8.4.2. Examine the Constitution of the Union and Bylaws of the Sector each year and recommend any necessary changes.
- 8.4.3. Review, each year, in consultation with the Bargaining Units, the boundaries of all Chief Steward Zones.
- 8.4.4. In consultation with the bargaining units, be responsible for the efficient conduct of all elections in the Sector and to secure nominations for vacant positions of stewards and chief stewards in accordance with 5.6 of the Constitution, and Sector Table Officers and Sector representatives and alternates to the Provincial Council.
- 8.4.5. The Sector Vice-Chair shall be the automatic Chair of the Bylaws and Elections Committee (This will be included in the 3 as per 8.4.1 of these bylaws).
- 8.4.6. Be responsible for conducting elections at the AGM

8.5. The Sector News Committee:

- 8.5.1. Be composed of 3 members to a maximum of 5 members elected from names submitted at the AGM on even years.
- 8.5.2. Develop sector newsletters.
- 8.5.3. Undertake other duties as assigned by the Sector Executive

8.6. Sector LTD Standing Committee:

- 8.6.1. Each Bargaining Unit that is a member of the LTD Plan shall elect one representative to the Crown Sector LTD Standing Committee.
- 8.6.2. The Bargaining Unit representatives to this committee shall elect a Chair of the committee and such Chair shall be a member of the sector executive.
- 8.6.3. The committee chair or designate shall provide a report at the Sector meetings, executive meetings and Annual General Membership Meeting.
- 8.6.4. The committee will designate their three (3) representatives to the LTD Supervisory Committee as per SGEU Constitution. The term shall be two years. The LTD Supervisory committee representatives shall report the business and issues of the supervisory committee to the standing committee.
- 8.6.5. This committee will hold one meeting per year and if necessary an additional meeting will be called. The one set meeting will be held in September or October
- 8.6.6. The three (3) LTD supervisory committee representatives represent the Crown Sector when they are in attendance at the LTD Supervisory Committee meetings.
- 8.6.7. The members of the Sector LTD Standing Committee will be responsible for ensuring that the membership of the participant bargaining units are kept apprised of all relevant information pertaining to the LTD plan.

9. REPRESENTATION TO THE PROVINCIAL COUNCIL

- 9.1. The Sector Representatives to the Provincial Council shall be elected at the AGM by secret ballot, and as described in Article 6 of the Constitution of SGEU. Further, two Provincial Council alternates will be elected at the AGM; In accordance with the SGEU Constitution 6.5.2. The Sector shall elect representatives to assume all duties and powers in the absence of the Sector Vice-President. The election will be conducted by plurality.

- 9.2. No bargaining Unit may have more than two (2) Provincial Council members elected.
- 9.3. To be eligible for nomination, an individual must have been a member of SGEU for at least one (1) year and must be a member in good standing of the Union.
- 9.4. A minimum of one Sector representative to the Provincial Council shall be elected from the Equity seeking groups' members. Member must self-identify. In the event that no member self-identifies, then the Sector will fill the position in accordance with 9.1 of these bylaws.
- 9.5. Provincial Council members shall attend and report to each Sector Executive meeting, and shall attend and submit a written report to each AGM.
- 9.6. Provincial Council Committees
The Sector Representative(s) to the Provincial Council Standing Committees will be elected at the AGM as per the SGEU Constitution 6.10.3.3 (even years) from those names submitted.

10. DELEGATES TO SGEU CONVENTION

- 10.1. Representation will be determined at the AGM of the Sector based on the following as per SGEU Constitution Article 10.10.
- 10.2. Each bargaining unit will select their representative by using that particular unit's election process and submit their representative in writing prior to or at the AGM. If the bargaining unit does not put forward a representative, vacancies shall be filled according to 10.3 of these bylaws.
- 10.3. Those interested will have to submit their applications prior to or during the AGM to be elected. Consideration for the remaining delegates will be given to Equity Seeking Groups to a maximum of 3 delegates. The remaining representatives will be elected at the AGM.
- 10.4. Those interested in the remaining seats shall submit their applications prior to or during the AGM to be elected.
- 10.5. The remaining applicants shall be placed on an alternates list in order of receipt of application.
- 10.6. For the purposes of the SGEU Convention, in addition to the above

representatives, one additional equity seeking delegate as per Article 10.10.1.6 of the SGEU Constitution.

10.7. Elections will be done by plurality.

10.8. The Sector Chair and Sector Executives will hold a meeting or teleconference prior to SGEU Convention to review resolutions.

A caucus will be held with Delegates before Convention beginning the evening prior or the morning of the start of Convention. The purpose of this meeting is to inform the delegates of the Sector's position.

10.9. The Crown Sector representative to the SGEU Convention Resolutions Committee will be elected at the Crown Sector AGM. The nominations and nominees will come from our elected SGEU Convention Delegates.

11. SFL/CLC DELEGATES/NUPGE DELEGATES

11.1. The Crown Sector shall elect sector representatives to attend the SFL and CLC/NUPGE Conventions, as per SGEU's Constitution, at the Sector AGM and based on the following:

11.2. Criteria

11.2.1. If one delegate > One from the Sector Executive

11.2.2. If two delegates > One from the Sector Executive
One from AGM delegates

11.2.3. If three delegates > Two from the Sector Executive
One from AGM delegates

11.2.4. If four delegates > Two from the Sector Executive
Two from AGM delegates

11.3. Representatives will be elected from those people submitting their application prior to or during the AGM and must be a member in good standing.

11.4. If 2 delegates, only 1 from any individual bargaining unit.

- 11.5. If 3 delegates, only 2 from any one bargaining unit.
- 11.6. Delegates are determined by those who receive the most votes.
- 11.7. If a representative has attended the preceding convention on behalf of the sector or union, that representative will not be eligible for the next Convention.
- 11.8. Exception: if there are only enough candidates running as positions available, they are elected by acclamation.

12. CHIEF STEWARDS AND STEWARDS:

- 12.1. Each Bargaining unit within the Crown Sector shall maintain a system of Chief Stewards and Stewards.
- 12.2. Each Bargaining Unit will articulate in their Bargaining Guidelines, the process for Steward and Chief Steward Nomination and election; roles and responsibilities as well as the registration of duly elected Stewards and Chief Stewards. The Bargaining Guidelines shall also outline a process for the recall of Stewards and Chief Stewards. Each Bargaining Unit will provide the name of the official responsible for Steward and Chief Steward Election in their Bargaining Unit as well as submitting the list of Stewards and Chief Stewards to the EDO and the Sector Secretary following each election or whenever changes occur.

13. ANNUAL AND SPECIAL MEETINGS

- 13.1. The AGM of the Sector shall be held prior to December 10, at a date and location determined by the Sector Executive. All members of the Sector are eligible to attend the AGM. Notice of the AGM shall be sent to all members by mail at least six (6) weeks prior to the meeting calling for resolutions, bylaw changes, committee representatives and delegates to Conventions. A closing date for the foregoing will be included on the notice
- 13.2. The AGM will consider and adopt, by a vote of 50%+1, proposed resolutions and delegates to Conventions.
- 13.3. A Special Meeting of the general membership may be called by the Sector Executive with a minimum of seven (7) days notice.
- 13.4. Quorum for the AGM and special meetings shall be ten (10) members.

- 13.5. Agenda:
- 13.5.1. Introduction of Ombudsmun
- 13.5.2. Introductions
- 13.5.3. Reading of Statement of Equality
- 13.5.4. Adoption of Agenda
- 13.5.5. Committee Reports
- 13.5.6. Elections
- 13.5.7. Even years: Chair/Vice-President, Sector representatives to Provincial Council, Vice Chair, Secretary and Sector Representatives to Provincial Council Standing Committees.
- 13.5.8. Odd years: Treasurer
- 13.5.9. Delegates to SGEU/SFL/CLC/NUPGE Conventions.
- 13.5.10. Sector Budgets
 - 13.5.10.1. Education Committee
 - 13.5.10.2. Bargaining Coalition Committee
- 13.5.11. Resolutions to Conventions
- 13.5.12. Bylaw Change
- 13.5.13. Old Business
- 13.5.14. New Business
- 13.5.15. Adjournment

14. RULES OF ORDER

- 14.1. Rules of order shall be subject to **Article 11** of the Constitution

15. PER CAPITA REBATES

- 15.1. Per capita rebate received from the Union shall be used for the general administration of the Sector as approved by the table officers (i.e. AGM expenses, Sector Committees, Defense of Members Campaigns, Scholarships, Union socials, etc.)

16. FINANCIAL STATEMENT

- 16.1. The annual financial statement must be approved by the Sector AGM. This statement must be reviewed by an approved individual who is independent of the financial statement preparation once approved by the AGM it shall be forwarded to the SGEU Secretary/Treasurer.

17. Budget

- 17.1. The Sector budget must be presented by the Sector Chair/Vice-President to the SGEU Secretary Treasurer.

18. RECALL OF ELECTED OFFICIALS

- 18.1. A Sector/Local wishing to replace one (1) or more of its elected officials may in accordance to the Recall Process stated in the SGEU Constitution Article 8.

18.2. Petition Process

- 18.2.1. Recall must be petitioned for by 25% of the members who are represented by the person being recalled. The petition must outline the reasons for recall in clear concise language.
- 18.2.2. Upon receiving the duly signed petition, the elected official responsible for the person being recalled will call a meeting for that purpose. The notice of the meeting must be advertised at least fourteen (14) days in advance. The notice must include the time, date and *location and purpose*
- 18.2.3. The official facing recall shall receive a copy of the petition, reasons for the recall and notice of the meeting where the vote will take place. Such notice shall be at least fourteen (14) days prior to the meeting.

18.3. Recall/Process

- 18.3.1. The official facing recall shall have the opportunity to present

his/her position or response to the petition prior to the vote occurring.

18.3.2. The two-thirds (2/3) majority vote of those members in attendance shall be required to unseat the incumbent. Only those who are members of the committee/council or delegates to the body that elected the person being recalled can vote on the recall.

18.3.3. Voting shall be done by secret ballot

18.3.3.1. Vacancies created by a recall will be filled following the elected process for other vacant positions.

19. Oath of Office for Elected Officials:

19.1. All Elected Officials are required to take an Oath of Office.

"In accepting nomination, I do hereby sincerely pledge my word to the Saskatchewan Government and General Employees' Union that I will truly and faithfully perform the duties of my office in accordance with the SGEU Constitution, Code of Ethics, Statement of Equality, the Policies and the Bylaws of the Union. I will safeguard and protect the assets of the Union and return all assets at the close of my term in office."

20. ASSOCIATE MEMBERS

20.1. Retired Crown Sector members, who were in good standing, shall be allowed to participate in the Sector as Associate Members as outlined in the SGEU Constitution.

21. Provincial Life Membership

21.1. The Crown Sector will follow the process laid out in the Constitution of SGEU Article 4.11

22. AMENDMENTS TO THESE BYLAWS

22.1. These bylaws may be amended by a motion adopted by two-thirds (2/3) majority of those members present and voting at the AGM or a Special Meeting of the membership.

22.2. An amendment becomes effective on the date following approval by the Membership, Constitution, and Legislation Committee of SGEU.

- 22.3. The Sector will operate under the changes to the bylaws until otherwise advised by the Membership, Constitution, and Legislation Committee that the bylaws contravene the SGEU Policy and Constitution.

APPROVED by the Crown Sector Annual General Meeting 2015.

Schedule 1
Crown Sector - Financial Policy

1.Meetings

- 1.1. All meetings must be approved by the Chair of the Crown Sector. The Chair shall have the authority to not approve the meetings. Members dissatisfied with the Chair's decision shall have the right to appeal to the Crown Sector Executive.

2.Expense Claims

- 2.1. Members are required to complete a claim voucher in order to receive payment for pay loss, travel and sustenance.
- 2.2. Claims for expenses must be submitted within three (3) months from date they are incurred. Any request for unusual expenses or union leave must receive prior approval of the Chair.
- 2.3. When a submitted expense claim form is altered, in accordance with policy, a copy of the changed claim form will be included with the cheque.
- 2.4. An attendance register is available at each meeting and members must sign same, providing proof of being in attendance at such meeting.

3. Travel and Transportation

- 3.1. Allowance for transportation will be paid on the basis of the SGEU's Financial Policy. Members attending all Union meetings will be expected to share travel unless the meeting schedules do not allow it.
- 3.2. Members able to reach home prior to 9:00 p.m. are required to do so, as opposed to staying over and charging an additional day pay loss to Crown Sector
- 3.3. For any approved social events associated with Crown Sector, which are part of the official program, taxi fares will be paid (receipts must be attached to expense claim forms).

4. Union Leave

- 4.1. All members, except the Chair, will get prior approval before taking union leave. Union leave forms will be signed only by the Chair or designate. Unused union leave forms must be returned to the Crown Sector. (Crown Sector's Chair union leave is set out in the budget approved at Crown

Sector AGM or may submit a request to the Crown Sector Executive for additional funds).

4.2. Union leave will be issued for members who are eligible for scheduled overtime, as per special hours of work provisions of the Collective Agreement, and shall be for hours worked to a maximum of eight hours. Shift workers will receive union leave for the meeting and actual travel time as applicable. If additional leave is required it will be adjusted on an individual basis.

4.3. Union leave will be granted to those members whose agreement provides for the movement of earned days off that fall on days of approved union business.

5. Stipend

5.1. Stipend, including travel time, will only be paid for hours in excess of the number of hours of issued union leave.

5.2. The stipend for travel time will be \$15.00 for each 90 kilometers or 55 miles of travel, to be rounded to the nearest half hour.

5.3. A stipend of \$15.00 per hour will be paid to members attending on their earned day off or on leave. Members will return their unused union leave form to Crown Sector, specifying that they are using an earned day off or vacation leave. Stipend will only be paid for actual hours worked.

6. Honorarium

6.1. Delegates to the SGEU, SFL, NUPGE and CLC conventions shall receive \$20.00 a day honorarium to cover incidentals. This is to be reviewed at the annual Crown Sector AGM.

7. Accommodations

7.1. Members on union business to all Crown Sector functions must share rooms. In the event a member can share and doesn't, or requests a single room, the member will be responsible for half the costs of the room, plus taxes.

7.2. Upon written request to the Finance Committee, exceptions to the above policy may be considered on a case-by-case basis.

7.3. Individuals who do not inform the meeting coordinator of room cancellations or changes will be billed for room charges.

8. Dependent Care

- 8.1. Crown Sector members who are required to be away from home on union business shall be entitled to claim for the actual and reasonable cost incurred in obtaining dependent care, if no other member of the family is available to provide such care. Such allowance is not intended to reimburse the claimant for dependent care expenses they would normally have incurred.

9. Meals

- 9.1. Authorized person on Crown Sector business will be allowed meal rates of \$8.00, \$14.00, and \$19.00, subject to changes to the SGEU Policy article 10.8.1.
- 9.2. Meals can be claimed for:
 - 9.2.1. Breakfast - if the time of departure is earlier than 7:30 a.m. or the time of return is later than 8:30 a.m.
 - 9.2.2. Dinner - if the time of departure is earlier than 11:30 a.m. or the time of return is later than 12:30 p.m.
 - 9.2.3. Supper - if the time of departure is earlier than 5:30 p.m. or the time of return is later than 6:30 p.m.
- 9.3. For authorized meetings of the Union, local delegates may claim for that meal. No claim may be made for meal allowance if the meal is provided.

10. Social Functions

- 10.1. All requests must be approved by the Sector Executive table officers.
- 10.2. Sector Executive may approve additional requests not listed under Social Functions.
- 10.3. Any member(s) in good standing may access Sector funds to attend established SGEU social functions in their bargaining unit and/or geographical area under the following provisions:
 - 10.3.1. Bargaining Unit - Must apply to the Sector Executive Table Officers at least 3 months in advance. Must include in their request
 - 10.3.1.1. Function being planned
 - 10.3.1.2. Number of participants attending the function
 - 10.3.1.3. Budget submission: \$8.00 per attending Crown Sector Member to a

maximum of \$1000.00 per bargaining unit.

- 10.4. Geographical Area - Must notify Sector Executive Table Officers at least one month in advance. Must include in request the number of people attending and respective cost. (Note: Any Union wide social function, e.g. Christmas parties, BBQ, etc)

11. Sporting Activities

- 11.1. The Sector will cover entry costs for any sporting event to a maximum of six (6) teams. Travel and accommodations will be covered by the Sector to a maximum of two (2) teams for any event provided the Sector has received application before the deadline.

- 11.2. If more than two (2) teams apply before the deadline then the costs will be divided accordingly. Limit of people covered per event per team.

11.2.1. Bowling -5 people;

11.2.2. Golf - 4 people;

11.2.3. Ball- 12 people.

- 11.3. Note: For these sporting activities the Sector will only cover expenses for SGEU Crown Sector members, not family and friends.**

12. Retirement

- 12.1. Crown Sector will provide a Royal Canadian Mint Specimen Coin set (the same year they retire) to their members who retire. Requests are to be sent in to the Chair/Vice-President, Vice-Chair or Treasurer, with the name of the Bargaining Unit, the name of the member who is retiring, and a contact name.



WORKING
TOGETHER FOR
SASKATCHEWAN

www.sgeu.org

1011 Devonshire Drive North,
Regina, SK S4X 2X4
(p) 522.8571
1.800.667.5221
(f) 352.1969

Suite 201,
1114-22nd Street West,
Saskatoon, SK S7M 0S5
(p) 652.1811
1.800.667.9791
(f) 664.7134

33-11th Street West,
Prince Albert, SK S6V 3A8
(p) 764.5201
1.800.667.9355
(f) 763.4763

REGISTRATION

CROWN SECTOR AGM

Manitou Springs Resort & Mineral Spa

302 McLachlan Avenue, Manitou Beach, SK, S0K 4T1

October 13, 2017 afternoon Educational Session (1:00 p.m.)

October 14, 2017 Annual General Meeting (9:00 a.m.)

(Must be completed in full & received before the deadline
of September 26, 2017 at 5:00 p.m. or will not be accepted)

Personal Information:

(PLEASE PRINT LEGIBILIY)

☐ Male ☐ Female ☐ Smoker ☐ Non-Smoker

Name: _____

Address: _____

City: _____ Prov. SK Postal Code: _____

Phone: _____ Cell: _____ Fax: _____

E-Mail Address: _____

Work Information:

Employer/Department: _____

City: _____ Prov. SK Postal Code: _____ Phone: _____

Attending as: ☐ Delegate

Union Leave: This portion **MUST BE COMPLETED IN FULL**

☐ Union Leave not required ☐ Scheduled to work & require Union Leave

Date	# of Hours	Scheduled Hours of Work
i.e October 13, 2017	8	8:00 a.m. to 5:00 p.m.
October 13, 2017 (travel time)		
October 14, 2017		

Authorized by Sector Executive

Phone Number

Accommodation: SGEU Crown Sector will reserve rooms at the Manitou Springs Resort & Mineral Spa. SGEU policy for accommodation states that members on union business must share rooms. **In the event a member requests a single room, half the costs of the room, plus taxes, will be deducted from your expenses.** Unless specified SGEU Crown Sector will assign room sharing.

☐ Room Share ☐ Room Share with: _____

☐ Single Room Request ☐ Accommodation not required

☐ Medical note on file

Travel: SGEU travel policy states that members on union business must car pool. It is your responsibility to ensure you follow the travel arrangements that will be sent out shortly after the registration deadline:

Location: _____ # of hours to Manitou Beach: _____

☐ Prepared to drive

Vehicle Make: _____ Number of passengers: _____

☐ Prefer to be a passenger

Special Dietary Needs: _____

(i.e. gluten free, allergies)

Release of Personal Information:

- ☐ I agree to have my address, phone numbers, and personal e-mail (where applicable) shared with other delegates. (Please check and sign below.)

Member's Signature:

Return to Christine Day, Crown Sector Vice-Chair

By 5:00 p.m. September 26, 2017

Late registrations will not be accepted.

Email to: dayc@sasktel.net

NOTE: Union leave, room share, and a travel list will be sent out the week of October 2, 2017.



CROWN SECTOR AGM

Manitou Springs Resort & Mineral Spa
302 McLachlan Avenue, Manitou Beach, SK, S0K 4T1

October 14, 2017

NOMINATION FORM

(Please print clearly)

Please indicate which position, committee or convention you are interested in:

Position(s) _____

or Alternate

Committees(s): _____

or Alternate

Conventions: _____

NAME: _____

Nominated by: _____

"In accepting nomination, I do hereby sincerely pledge my word to the Saskatchewan Government and General Employees' Union that I will truly and faithfully perform the duties of my office in accordance with the SGEU Constitution, Statement of Equality, the Policies and the Bylaws of the Union. I will safeguard and protect the assets of the Union and return all assets of the Union and return all assets when I am no longer of a member of the Union."

CANDIDATE'S SIGNATURE: _____

BARGAINING UNIT: _____ / _____ / 2017 (M/D/Y)

Nominations will be accepted up to and during the Crown Sector Annual General Membership meeting on October 14, 2017.

If you are emailing/mailling your nomination form, it must be received by Christine Day, no later than 5:00 p.m., October 5, 2017.

Email: dayc@sasktel.net

Mailing Address: Christine Day, Crown Sector Vice-Chair
#3 – 215 Primrose Drive
Saskatoon, SK S7K 5E4

Crown Sector
Annual General Meeting Minutes
October 22, 2016

Home of Treaty 4

1. Introduction of Ombudsmun - Tanya Buchinski
2. Reading of Statement of Equality - Tanya Buchinski
3. Round of Introductions:

Chris Day, Steve LaVallee, Patricia Taillon, Beth Sveinbjornson, Jackie Currah, Tanya Buchinski, Sabrina Cataldo, Kim Weichel, Jeff Herzberger, Carolynn Meginbir, Sharon Schewaga, Kyle Robinson, Debbie Wallace, Monica Sochaski, Tammie Hardy, Connie Elliott, Syed Waris, Melinda Squires, Jared Hungle, Mannie Amyotte, Carole Capell-Wile

Staff and Guests: Colin Byas, Marie Amor, Don Moore, Jean Sentes, Hannah Gasper. Bob Bymoen, President, Brenda Peters, Retail Regulatory VP.

4. Adoption of Agenda

Sharon S made a motion to adopt the Agenda, Jeff H seconded, all in favour, Carried.

5. Adoption of Minutes of 2015 AGM

Debbie W made a motion to table, seconded by Jeff H. Untabled later, seconded by Kim, All in favour, Carried.

Kim made a motion to accept minutes as amended, seconded by Sharon S. Carried

Jeff H made a Motion to table Committee Reports and Bargaining unit reports,

Seconded by Tanya, Carred Untabled, seconded by Jeff H, Carried

Motion to accept the reports, seconded by Jeff H.,, Carried.

6. Table Officer Reports:

A. Chair/VP - Steve L

Greetings and Thank you all for attending this years AGM.

This year I have been busy working on this Building and making sure that is the most effective operating building we wanted.

Since the last AGM I had the opportunity to attend a couple of AGM's for other Sectors. I was also able to attend some proposals conferences.

Through the spring into summer I was bargaining with my Negotiating Committee and the Employer.

I have also taken some training from the International Foundation of Employee Benefit Plans. I have taken this June the ATMS A (Advanced Trust Management Standards). I continued with this training this past week by taking the ATMS B. In November of this year I will be attending the 49th Annual Canadian Employee Benefits Conference and continuing with the training, taking the ATMS CE Quality Series (Continuing Education).

We had a great Convention this year. We had elections and I am pleased to tell you (if you don't already know) Bob Bymoen was re-elected as President, The SFL VP is Kim Nordmarken, The NUPGE VP is Tracey Sauer, (sent out in letter from Bob).

Through the summer I was able to take some vacation.

One week while the President was on Vacation and the Secretary Treasurer was at a conference on Vancouver, I was filling in for them as the Acting President of SGEU. During this week I pulled together a report, for Provincial Council, showing just how much money was used and what those dollars represented in this building.

Throughout this year there has been a number of MOA's. The Administration Committee has either approved through evening Conference Calls (usually taking 2 hours). Here is a listing of them (at least most of them).

SSAIC-Saskatoon Sexual Assault and Information

SHC - Saskatoon Housing Coalition

ISC - Information Services Corporation

CMHA - Canadian Mental Health Association Saskatoon Branch

MVA - Meewasin Valley Authority

YHA-Yorkton Housing Authority VH-Valley Hill

CMHA- Canadian Mental Health Association Swift Current Branch

JHS - John Howard Society

SCI - Saskatoon Crisis Intervention
ECIP - Early Childhood Intervention Program
SCC - Saskatchewan Craft Council
RYC - Rainbow Youth Centre
Northern Village of Ile a la Crosse
SRIDD - South Saskatchewan River Irrigation District
Northern Village of Buffalo Narrows
Cathedral Day Care
Adopted an LOU for 3S Health

SGEU is working well, things have progressed and the overall climate is fairly positive.

SGEU is going into bargaining with Unifor local 481. They do not have any dates yet but are looking to set them.

The President attended court for 3 days, August 29, 30 and 31. SGEU presented SGEU's arguments supporting our right to seek damages and we are waiting for a decision from Justice Ball.

MIS has sent to the VP's will be receiving in October the semi-annual reporting of members with bad addresses as well as a full member list by work location.

There was a special Committee struck to work on the DHRO situation and this is still on going. If you are unaware, we have stopped the DHRO employment and at this point we are in the process of negotiating a settlement. Provincial Council is aware and as you can appreciate some of the details are confidential.

The President and the Admin Committee are currently working on redefining this position and will keep SGEU posted as to the outcome and potential position offerings.

I have attached some info on The lobbyist and SGEU. Saskatchewan's new Lobbyists Act came into force on August 23, 2016. Organizations which conduct lobbying activities are required to register with the Lobbyist Registrar, and file reports every six months. (Separate attachment)

He went over his report. Steve moved his report, seconded by Patricia T, all in favour, Carried.

B. Provincial Council -Tanya B

This year has been another tough year fighting the governments ongoing attacks on Unions and their announcement of "Transformational Change".

The fight against privatization continues. Retail and Regulatory Sector reported it has been about 340 days since the government announced it plans to privatize 40 liquor stores. The members of RR Sector worked tirelessly visiting the affected communities, rallying support, talking to allies and educating the public on what the loss of these services would mean. Unfortunately, they ended up having to negotiate the best deal they could for the members facing job loss. In total, there were 74 full time employees and 96 part time employees (170 members) facing job loss. Of those, 126 chose to resign with enhanced severance packages, 13 members utilized their bumping rights and 1 member went on the reemployment list. Currently, there are 75 public liquor stores and 608 private liquor stores in our province. Once the Retail Sale Permits (RSP's) for private stores have been awarded, it will become 35 public liquor stores and 669 private liquor stores. Please support our public liquor stores heading into the busy holiday season.

The government is going after Health Care and their workers. There is concern over Health restructuring with the minister of Health appointing a 3 person Advisory Panel to review the current Regional Health Authority (RHA) structure and provide options to reduce the number of RHA's in Saskatchewan. The panel is to have their recommendations done by the end of October. SGEU has prepared briefs on behalf of Health Care workers and Cancer Agency bargaining units, these can be found on the website.

At the September Crown Sector meeting, Greg Peterson reported the privatization of the Wascana park has begun. The City of Regina has approved a controversial land transfer that will see a new Conexus Credit Union headquarters and office space be built on Wascana Centre land.

The government has cut funding to the John Howard Society which resulted in job losses and the loss of restorative justice programs. John Howard Society provides services to pro-socially integrate people at the end of their prison sentence and to prevent people from coming into conflict with the law in the first place.

The government is also deciding whether or not to continue funding Meewasin Valley after years of underfunding it. The Meewasin Valley Authority is a conservation organization dedicated to conserving the cultural and natural resources of the South Saskatchewan River Valley. The government has announced they will no longer be funding NORTEP/NORPAC (Northern Teacher Education Program/Northern Professional Access College) as an independent entity at the end of this academic year. The staff and students would like to find another source of funding that would allow them to remain independent.

With last year's Supreme Court decision on the Charter Challenge of Bill 5, the Essential Services Act, SGEU has gone to the Queen's Bench court on August 29th, 30th and 31st presenting our arguments supporting our right to seek

damages as a result of this unjust legislation. The decision is with Justice Ball.

Currently, SGEU has a total of 160 active cases, 15 of which are in the Crown Sector.

SGEU has been successful in organizing some additional members this past year. Work continues to be done on organizing.

SGEU is attending various activities and sponsoring different events, we are trying to post these pictures and stories on the website, social media and the electronic newsletter. I encourage all members to keep checking out the website as new stories are always added.

On the SGEU website under "Update Member Information" you can update your address, phone number, any other information. If you move please advise SGEU.

I would like to take this opportunity to thank you for your support in electing me to represent the Crown Sector at Provincial Council.

She went over her report. Tanya moved her report, seconded by Monica S, all in favour.
Carried.

C. Treasurer - Chris D

Affinity Credit Union Bank Balance as of September 1, 2015

Chequing Account - \$95,986.16 Term Deposit - \$61,843.19

Affinity Credit Union Bank Balance as of August 31, 2016

Chequing Account - \$84,549.83 Term Deposit - \$62,461.62

Transfer of funds to RBC Wealth Management

The paperwork has been processed to move the Term Deposit from Affinity Credit Union to RBC Wealth Management with Keith Pavo and Derrick Ng. Spoke to them on Thursday and we are just waiting for the transfer to be completed. Minimum initial contribution is \$50,000. Under the umbrella of SGEU, Richard Schramm, Roseann Strelezki and Bob Bymoen will have the signing authority while the current Sector VP, Steve LaVallee and the Treasurer, Christine Day will have trading authority.

Bargaining Unit Budgets (B01)

I have copies of your Bargaining Unit budgets available today.
Some Bargaining units have gone over budget or are close to it. The Secretary

Treasurer has been in contact with the LRO's and will be contacting the chairs of these units regarding this.

Feel free to contact Richard Schramm or Jody Schmeltzer for copies of your general ledger to go through the charges to make sure that items have not been mistaking posted to your budget.

F04 Budget (Sector Meetings, etc.)

I have been running as much of our expenses through this budget code as possible. That is why you see that I have been a line item on the Statement of Revenue and Expenses for Reimbursement to F04 Budget.

She went over her report. Chris moved her report, seconded by Kyle R, All in favour.

Carried.

Discussion:

- Jean Sentes was given a plaque for an Associate Member.
- Kim made a motion to make Roxanna Paslowski an Associate Member due to her years of participation with the Crown Sector. Seconded by Sharon S, Carried.
- Tickets were sold for several quilts, \$271.00 was raised.
- After lunch, Bob brought comments from SGEU to our group.

7. Standing Committee Reports:

A. Anti-Privatization - Jeff Sedor

Public Service

Bargaining with the government has been cancelled to date - issue has happened with most scheduled bargaining at this time. Freedom of Information requests through the communications personnel in SGEU are starting to show results. Many dealt with Compass Group who have the food services contract in corrections. Buffalo Narrows Corrections facility has now been fully closed. Few workers were able to find other employment in their community.

Education

No report

Health

Changes to healthcare are happening; re-organization of health regions is proposed by the government. An advisory panel was struck to request input on the best way to conduct the reorg. There are currently 12 health regions in the

province. Biennial General Meeting to be held on October 4, 5 and 6. Health Sector will be selecting committee rep for the next two years.

Crowns

Sector meeting held last week. Privatization of Wascana Park has become an issue; Connexus Credit Union hoping to build in the park. A possible challenge is considered based on a contravention of the legislature involving public park land. A current campaign is running in Saskatoon over the Meewasin Valley park land. Crowns to hold AGM October 21 and 22 in Regina.

Community Services

Sector to have AGM in late September Retail/Regulatory:

Following the announced closure of 40 public stores and creation of 12 new ones, the Negotiating Committee has been working with SLGA to provide a workplace adjustment for affected employees. To date a majority of the plan has been completed and employees were allowed bumping or severance options. Through the process we stand to lose over 175 employees. In early October, the new system of retail is expected to come on line with all stores ordering product from the warehouse. The new system will reduce further the hours worked in the public stores and will likely result in even more layoffs or job loss. Our AGM is scheduled for October 15 and 16 and a new negotiating team selected for bargaining next year.

B. Education and Publicity - Chris Day

The committee met on September 14th to select bursary winners. We had two \$2,000 bursaries for full time and two \$1,000 bursaries for part time.

This year we received 4 full time applications and 1 part time.

The winners of the bursaries have been selected and cheques will go out by the end of the month to: \$2000 Full Time Bursaries

Miranda Hammett - daughter of Gary Hammett - SAMA
Cortnee Adacsi - Daughter of Joan Adacsi - SAMA

\$1000 - Part Time Bursary Amy Gabriel - member from WCB

Split out the remaining Part Time Bursary between - \$500 each

Tessa Herzberger - daughter of Jeff Herzberger – WCB

Kyla Payette - daughter of Adrienne Payette - WCB

My Thanks to Debbie Wallace, Jocelyn Hargreaves and Sabrina Cataldo for seating on the selection committee.

In 2016, the E&P Committee was pleased to welcome Bronwyn Wyatt (Community Based Organizations)

Leadership Development Courses

LD 20 A - (12 participants)
LD 20 A & C (Crown Saskatoon) - (10 participants)
LD 10 E-health - (17 participants)
LD 10 & 11 Saskatoon - (7 participants)
LD 30 - (13 participants)
LD 10 & 11 Saskatoon - (20 participants)
LD 20A - (12 participants)
LD 20B - (21 participants)
LD 10 & 11 Regina - (20 participants)
LD 70 - (15 participants)
LD 10 & 11 Prince Albert - (16 participants)
LD 10 & 11 Yorkton - (9 participants)
LD 10 & 11 North Battleford - (3 participants)
LD 20B - (12 participants)
LD 20C - (22 participants)
LD 10 & 11 - (18 participants)
LD 20C - (18 participants)
LD 20A - (23 participants)
LD 10 & 11 Saskatoon - (20 participants)
LD 10 & 11 La Ronge - (12 participants)

The new LD courses have been approved by Provincial Council. The next phase is the expansion of courses and skills training available centrally via SGEU.

Member Facilitators

All LD 10 & 11 courses will now be led by a Member Facilitator (when available). In 2017 we will be putting out a call for Member Facilitators in required areas and a training and orientation session will be scheduled for all new Member Facilitators.

Mentoring Courses

Planned mentorship activities, including a Youth Promotional event were canceled due to budgetary restrictions. Enrolments have been very high in the regular LD courses and limited resources mean that we were unable to offer these planned events. They will be scheduled again for the next year. Mentorship, knowledge translation, and transitioning are very important for the future of SGEU.

The Education Department has been working with their equivalents in other Public Sector Unions to examine the course offerings and educational programming offered by them. They hope to be able to duplicate where there are

gaps in SGEU as well as provide information on the areas where SGEU training is strong.

The Education Department has been working with the OH&S committee on developing increased training to empower and enable members in defending their workplace safety rights, as well as to be effective OH&S committee members within their workplace. This is especially crucial in light of the vastly reduced training available from Work Safe Saskatchewan. The integration of online media and training is still ongoing.

C. Finance - No report

D. Fostering Accepting of Indigenous Rights (FAIR) - Jocelyn Hargreaves/Albert Zwozdesky. The HR&E Committee met On June 22-16 and elected a new chair (Albert Zwozdesky). The committee then met with the FAIR Committee to discuss the upcoming Joint HR&E/FAIR conference which was held on Sept 19 and 20 2016 at the SGEU Building in Regina.

The committee had some adversity as we had a lot of changeover of committee members and had a three different chairs in a short period of time but with the great help of the FAIR committee and the LRO Kathy Cook and our AA Bev Radons and the remainder of the HR&E committee with some hiccups the conference came together quite nicely. Our Budget was cut this year along with all committees so we had to cut our attendance to forty five from 75 from previous years but we sent out requests to all the locals asking if they would sponsor there members to attend the conference. Local 1101 sponsored 8 Members to come the CSS sponsored some members to come as did 1105 in Prince Albert. If I am missing any I apologize.

The Theme Of our conference was Overcoming adversity; your struggle is our struggle. Elder Norma Jean Bird Smudged the Building the night before and opened up the conference with a prayer. We had some great speakers this year Cadmus Delorme, Senator Lillian Dyck, Jeff Richards and Farruhk Syeer.

Unfortunately due to some miscommunication Farruhks Presentation was cut short by a half hour, he has been sent an apology letter by both committees. We had an amazing entertainer for our Banquet, the world's most dangerous mind Jeff Richards. Overall the conference was a success except for the election process which we plan on working on for the next conference. The HR&E committee met on Oct-6-16 We worked on our budget for the year, established a Scholarship for a member of an equity seeking group. We discussed Our Logo as we cannot use the logo we have as it is being used by someone else so the new committee has to come up with a new logo. We made a motion to review and amend the roles and responsibilities of each position within the HR&E committee.

Oct 7-16 we met with the Fair committee to discuss the conference and go through the Evaluation forms. A lot of good discussion about what we can do better for the next conference. In solidarity, Albert Zwozdesky, Chair

E. Long Term Disability (LTD) - Kyle Robinson

The SGEU LTD Plan Vision statement is as follows:

The Saskatchewan Government and General Employees' Union has developed its own Long Term Disability Plan with the primary responsibility to ensure that the membership is provided with income protection and/or services to those members who are disabled by illness or injury.

November 1, 2015 Manulife Financial was replaced as the Insurance Company providing medical adjudication for our SGEU LTD Claims.

The SGEU LTD Supervisory Committee decided it was time to Tender ASO (Administrative Services Only) contract. The SGEU LTD Supervisory Committee awarded of the ASO Contract to Saskatchewan Blue Cross.

This has been a fairly smooth transition with a few bumps along the way.

At the SGEU Annual Convention 2016, delegates voted to approve a 0.2% increase on our Long Term Disability Plan premium. The LTD premiums changed from 1.3% to 1.5% of straight time payroll. Due to the loss of plan investment revenue and an increase in the number of new applicants receiving benefits, this levy was passed as a way to offset those challenges.

The SGEU LTD plan continues to outrank industry standard plans on duration of coverage, supporting members for three years of their own occupation period rather than two, and also outranks industry standard plans in terms of the size of the benefit received as along with many other advantages.

In the spring of 2016 the SGEU LTD Plan was made aware that the Public Employees' Pension Plan would no longer accept pension contributions for term employees in receipt of LTD benefits beyond the length of the term employment. The LTD Plan viewed this as the employee and employer relationship was now severed and these individuals were no longer entitled to LTD Benefits as per the Plan Text. These individuals were provided 60 days' notice their benefits would cease.

Arbitrations for the 4 term employees who had their Supervisory Committee appeals in May were heard on June 13, 2016. Arbitrator Andrews has ruled these claims are entitled to continue to receive benefits and shall be reinstated as of June 14, 2016. The Table Officers had requested that Legal Counsel review the arbitration awards to ensure Arbitrator Andrews did not error in law. The legal

opinion was not supportive of a Judicial Review. The claims have been reinstated as per the arbitration awards.

July 2016 the SGEU LTD Plan has received notification of a Duty of Fair Representation claim to the Saskatchewan Labour Relations Board. This is a case where the member was not in agreement of a claim of recurrence. The recurrent application was filed outside of the one year recurrent timelines. The member appealed to the LTD Table Officers. The Table Officers denied the claim. This matter will be before the LRB on October 17, 2016.

The SGEU LTD Supervisory Committee continues to meet 6 times per year (every two months).

The SGEU LTD Plan remains up to date on Supervisory Committee appeals as well as arbitrations.

The LTD Plan prides itself on getting appeals before the Supervisory Committee in a timely manner. Once an appeal is filed it is heard at the next available Supervisory Committee meeting providing all new medical has been received and adjudicated. If an appeal is denied at the Supervisory Committee and the member appeals to arbitration, the arbitration is held within 60 days.

In 2015 the Plan showed 223 claims filed, 168 claims closed with 535 active claims ongoing.

In the near future the SGEU LTD Plan will be launching a LTD educational component on the SGEU website. This will show an overview and structure of the LTD Plan and will provide additional information to the membership.

The LTD Plan now has the ability to accept debit and credit card payments.

If you require additional information please email the SGEU LTD Plan at LTD@sgeu.org.

The Crown LTD committee has not met, but I am currently looking for a date in November. There are no positions up for election until 2017 and we currently have 3 permanent members and 3 alternates.

F. Membership/Constitution and Legislation (MC&L) - Tanya Buchinski

I have been our representative (as an alternate for Steve) on the MCL Committee since June 17, 2015.

The Membership Constitution and Legislation Committee reviews Sector and Local Bylaws and Bargaining Guidelines to ensure they do not contravene our Constitution. This Committee also deals with internal disputes, complaints and

alleged violations under the Constitution, Code of Ethics, Policy Manual, Statement of Equality, bylaws, and bargaining guidelines of the Union.

This year we have reviewed several Bylaws and Bargaining guidelines which have either been approved or sent back with recommendations. The Committee has a Bylaw Template and Bargaining Guideline Template to assist members, these are posted on our SGEU website. As guidelines and bylaws are updated and approved by the Committee they are also being added to the website.

Last year the MCL sent many resolutions to Convention. Most of these were passed, with the intention to make the Complaint Process easier to understand and follow. Please see 2.7 of the Policy Manual for the Complain Dispute Process. This form is now available on the SGEU website.

NOTE: When a Resolution that affects the Bylaws or Bargaining Guidelines the change does not have to be approved at your AGM as it is a mandatory change. In the last year our Committee has received very few member complaints.

The other MCL Committee representatives are:

Sharon Friess, Retail Regulatory (Chair)
Kim Nordmarken, Health (Vice-Chair)
Mac Trost, Public Service
Sandra Pfiefer, Community Service
Marney Robinson, Education
Jackie Krasko, Human Rights/Equity

MCL meets again on November 28 and 29, 2016 in Regina.

G. Occupational Health and Safety/Environment - Beth Sveinbjornson, Vice-Chair

The committee currently consists of: Lorna Hamilton, Chair (Health), Beth Sveinbjornson, Vice Chair (Crown), Diane Langlois (Education), Bernadette Lusney (Public Service), Curt Woytiuk (Human Rights & Equity), Patricia Patey (Community Service), Patty Weber (Retail & Regulatory), Larry Buchinski (LRO/Staff Advisor) and Lori Jardine (AA).

The OH&S Standing Committee has met 3 times this past year. The meetings have been alternated between Regina and Saskatoon.

It has been a very busy year for the committee. Please see below for everything we have accomplished.

Website Updates

The OH&S Standing Committee has continued updating material on the SGEU website with help of the Communications department. The website can be found on sgeu.org under Our Union - Standing Committees. We are still working on getting more information posted and have been discussing ways to make OH&S information easier for our members to access.

2016 WCB Comp Institute

- The members of the OH&S Standing Committee were able to attend the 2016 WCB Comp Institute. This is a free annual learning event hosted by WCB that provides information on claims management, employer services and the prevention & management of workplace injuries. This year was the 19th annual event and all members of the OH&S Standing Committee found useful information in the breakout sessions that they selected. The WorkSafe Safe Worker & Safe Employer awards are also presented at this event.

2016 SGEU OH&S Scholarship

- After review and consideration of the 16 applications/essays, the OH&S Standing Committee awarded the \$500 scholarship to Roberto Sanchez, spouse of SGEU member Lisa Cadieux de Larios from Parkland Regional College, pending enrollment confirmation. Runner up was Johnathan Stolz.
- Due to the overwhelming response on this scholarship, the OH&S Standing Committee has requested additional budget to award two \$500 scholarships in 2017.

SFL OH&S Conference

- The SFL OH&S Conference took place September 7 - 9, 2016 and preference was given to Committee members/alternates and other people on their own OH&S Committee in the workplace and to first time attendees. 15 SGEU members were able to attend the conference this year.

OH&S Awards

- **WCB WorkSafe Saskatchewan Award**
 - Nominations due to Saskatchewan WCB by October 31, 2016. Next year the committee to bring out the WorkSafe Saskatchewan Youth Award.

- **SFL Bob Sass OH&S Award**

- Nominations due to SFL by October 7, 2016 and the award will be presented at the SFL 61st Annual Convention held in Regina October 26 to 29, 2016.

- ***NEW* OH&S Award from SGEU**

- The OH&S Standing Committee is working on the possibility of having a SGEU OH&S award that would be given each year to a SGEU member who has strived to improve or contribute to health and safety in their workplace by eliminating or reducing injury and illness. We hope to have this approved for next year, the recipient of the award would receive a gift that promotes safety and we have also requested that recognition be placed at the SGEU Regina office possibly by a tree painted on a wall that would have leaves with the winners names for each year.

Youth OH&S Standing Committee Member

- We requested that the OH&S Standing Committee be allowed to increase our membership by adding a Youth member, someone under 30 years to be elected at the Human Rights/Equity Conference. This request was approved by Provincial Council at the April meeting. We wanted this because young workers continue to lead the way with the most injuries and deaths in the workplace.

NAOSH Contest

- We ran a NAOSH contest in May with members submitting pictures wearing their Personal Protective Equipment (PPE). It was our first time running the contest. Please check on our Standing Committee webpage for next year's contest in May.

Leadership Development - OH&S Course Development

- The OH&S Standing Committee has suggested that a LD development for OH&S education be developed. Ongoing work on the LD material and review of the ideas and proposed course material are being done with the committee, Larry Buchinski (LRO/Staff Advisor) and Michael Sherar (SGEU Education Officer).

SGEU OH&S Standing Committee Manual

- The OH&S Standing Committee has spent a lot of time and discussion on updating our committee manual. The updates have been completed and it has been submitted for approval.

Union/Management OH&S Committees

- Kelly Hardy, Rod McCorriston and Bob Bymoen attend the meeting in September to discuss the issue of union representation on workplace OH&S Committees and the process going forward. The OH&S Standing Committee is still working

on getting the most up to date information entered for those members who are stewards and those who are on workplace OH&S Committee.

Workplace OH&S Committee Member Position/Election Package

- The Workplace OH&S Committee Member Position Election Package has now been approved by Provincial Council and consists of:
 - Call for Nominations
 - Member Nomination Form
 - Member Acceptance Form
 - Member Position Registration Form
- Communications to create fillable forms and then post the forms as one document on the website as the 'Workplace OH&S Committee Election Package.'

UPCOMING COMMITTEE MEETING DATES

- December 5/6, 2016 - Regina Office

In closing, I would like to ask that you take some time to visit the OH&S Standing Committee webpage and share with us anything you feel we should include in it.

H. Provincial Grievance - Jeff Herzberger

The Provincial Grievance Committee (PGC) schedules meetings based on our training needs and the number of appeals that are filed by members. Meetings are normally scheduled over a 2 day period in order to allow for committee business and preparation time, as well as to allow ample opportunity for appellants to present their appeals.

The PGC last met on September 29-30, 2016. I chaired the meeting and we discussed a number of topics, including:

- A review of outstanding grievances by Sector.
- A review of the SGEU Policy Manual to discuss proposed PGC amendments.
- A review of the 2016 budget and preparation of the 2017 budget for the PGC.
- Future meeting objectives for 2016-2017.
- A discussion of FOAJ certificate programs and how it relates to the PGC.
- A discussion regarding a FOAJ training proposal on assessing grievances.

- Other training and learning opportunities (ie: annual labour law review, etc).
- Election for PGC Chair and Vice Chair.

We have no appeals at this time. Sector Executives are requested to follow up on outstanding grievances, accept/reject settlements that are currently on the table and to keep moving old grievances through the process.

Amendments for the Policy manual will be brought forward to Provincial Council.

Part of our 2016 and 2017 budgets will be targeted towards combining future meetings with attendance at training events, such as the annual fall labour law review, for example. We considered the FOAJ training proposal on assessing grievances, however the cost appeared too high for the small size of our committee. The Public Service has attended this type of FOAJ training in the past. Should there be an opportunity for PGC members to join the Public Service at a future date, I would recommend funding be considered through the Crown Sector budget.

We decided to proceed with an election for Chair and Vice Chair. Former Vice Chair Cynthia Roney was acclaimed as Chair and I was acclaimed as the returning Vice Chair of the PGC. Cynthia is also our Provincial Council representative.

Our assigned LRO continues to be Glen Billingsley. Current Members of the PGC are:

Donna Christianson - (Retail Regulatory)

Cynthia Roney - (Health Sector)

Lynette Gerski (Education Sector)

Ken Laing (Community Service Sector)

Sharon Rose (Equity)

I thank you for the opportunity to serve the Crown Sector on this Committee.

I. Women's - Jackie Currah

The committee met on October 4, 2016 in Regina, and the following agenda items were discussed:

March 8/2017 International Women's Day. Logistics and work on plans for the dinner which will be held in Regina on March 15, 2016 in commemoration of the Day.

PATHS Survey. The committee members were updated on the recent survey

conducted by the Provincial Association of Transition Houses and Services (PATHS) on the intimate partner violence (survey attached). The next step of the project is to conduct a focus group. The objectives of the focus group is to gather input from workers and survivors on the impact of intimate partner violence in the workplace and possible solution. A meeting was held on October 11, 2016 with Bob Bymoen and the PATHS staff to discuss the format and direction of the



focus group. (Dates for upcoming focus group and contact information is attached).

The committee members attended the Sisters in Spirit Gathering which was held on October 4, 2016 at the First Nations University of Canada in honor of the missing and murdered Indigenous women and girls. The committee donated coffee and hot chocolate for the event. We set up and served food to over 100 guests at the event. The committee's work and donation of the coffee and hot chocolate was recognized and appreciated by the organizers of the event.

Upcoming Events: October 24/2016: Make it our Business workshop training at the Ramada Hotel from 9:00 am to 4:30 pm. The cost is free and lunch will be provided. Registration is limited to 60 participants to register for the Workshop Training please call Crystal at 306-522-3515 or paths.services@sasktel.net.

This training will provide information and Education to help Employers and Employees prevent and respond to Domestic Violence in the workplace. It is part of (PATHS) three (3) years intimate partner violence funded by the Status of Women Canada of which SGEU Women's committee is a partner with PATHS and a member of the Women Committee seats on the Steering Committee.

October 26, 2016 - Regina Community Partnership Against Violence Breakfast at the Italian Club, 2148 Connaught St at 8:00 a.m.; Cost is \$200 for a table of 8. Speakers will be Barb Byers. For tickets call Crystal at 306.522.3515 or paths.services@sasktel.net.

The Minister of Justice and Attorney General has proclaimed October 27-31 as the first violence prevention week in Saskatchewan.

December 6, 2016: The National Day of Remembrance and Action on Violence Against Women. There will be a candle light vigil to commemorate the 1989 Montreal Massacre at the Artesian on 2622 13th Ave. SGEU Women's committee is donating coffee/tea and dainties for the event.

The next Committee meeting is scheduled for January 24, 2016 in Saskatoon.

8. Bargaining Units Reports:

A. ISC- Steve LaVallee (Dave Secuur is on leave)

They have finished Bargaining. They have one outstanding grievance. They have revamped the Corporations Branch computer system-from paper based too online, as a result there were new job descriptions. Through this process they have had two retirements, and all FTE received a position. In fact, they could be hiring more people.

ISC Management are doing a scope review. There are meeting dates set up for the week of October 24th. In this scope review the committee is hearing 19 positions out of 187 in-scope members are up for discussion.

During bargaining the Employer came to the table with a lot of take-a-ways, but in the end did not enforce them.

They moved to a 4-year agreement.

(7.5 over 4 years: 2, 1.75, 1.75, 2)

No change to pension.

Their agreement has yet to be printed as they are waiting for the appendices from the employer which include the pay schedules.

B. Living Skies Housing Authority - Mannie HA Amyotte

- Our current Collective Agreement is due to expire December 31, 2016
- Currently our Local has 21 active members.
- The last Bargaining Committee consisting of Rick Hadubiak, Marion Telfer and John Wolfe is no longer functional. Marion and John have both stepped down and Rick has taken a Management position
- Nominations were held for new Representatives and three new members were acclaimed. Mannie Amyotte, Andrew Edwards and Mike Vereschagin will form the new Bargaining Committee and will attend the necessary developmental training sessions for Bargaining and Stewardship
- Joe Pylatuk is the SGEU representative for our Local and will begin gathering proposals in the near future for this round of bargaining.
- Housing Inspector, Rick Overend has retired from the Regina office and his position has been filled by Mannie Amyotte
- Contract Administrator, Rick Hadubiak has taken a managerial role and his position has been filled by Garry Frank
- There are no outstanding grievances that I am aware of
- The new Bargaining Committee is looking forward to the next round of negotiations and representing our local at the table

C. Meewasin Valley Authority (MVA) – Andrew Whiting

- Province to review Meewasin Act this fall to determine amount of statutory funding for Meewasin to operate with. Whatever the decision is Meewasin staff and projects will have to adapt to resources provided.
- Provincial SGEU has provided funding for SGEU Communications

department to produce a pamphlet and six - two minute videos that profile the depth and breadth that Meewasin is involved in the Saskatoon community. The videos will be released to web based formats this fall to create awareness and support of Meewasin from citizens of Saskatoon.

- With the release of the videos the Meewasin Bargaining Unit will hold a membership meeting to discuss current issues as Meewasin staff and projects continue to discover ripple effects of the July 1, 2016 closure of the Meewasin Valley Centre and loss of three full time permanent interpretive staff.
- Meewasin BU will request a meeting with the newly developing Meewasin Union Management Committee to discuss relevant matters.

D. Melfort Housing Authority (MHA) - Monica Sochaski (reporting)

Our members have continued to perform our duties through some difficult managerial styles. We are currently gearing up for bargaining to begin in early 2017. Our Local has a new LRO - Nicole Alberts - out of the Saskatoon office. She sounds very capable and organized. We are looking forward to having her guide us through the negotiating process. Our deadline for submitting nominations for our Local Executive/Negotiating Committee is June. Gathering proposals will be interesting. Many of the members are tired of being "set up to fail", based on management's expectations, given the current workload and lack of support in the form of hiring even temporary part-time personnel. Given the current environment, the feeling is that we will not succumb to pressure, but hold true to our needs during the negotiating process, regardless of how long it takes. As a member of the Negotiating Committee (hopefully), it is my goal to stay the course until all members are satisfied with the outcome.

E. Moose Jaw Housing Authority (MJHA) - Carole Capel-Wile

The Moose Jaw Housing Authority is quickly approaching the expiry of its current collective agreement. We are hoping to get to the table and conclude talks by the time our current agreement expires on Dec 31, 2016. We have completed elections for our Negotiating Committee and at the time are completing the process of proposal gathering. We have suffered through a fair number of management and personal changes over the last few years which have resulted in a lot of uncertainty in our work place causing an increased level of stress for all staff. Although we have no outstanding grievances, that doesn't mean we haven't had our challenges requiring a fair amount of Union resources and intervention to manage. We have had two complaints filed with the Human rights Commission, one of which is still working its way through that process. Micromanagement by Saskatchewan Housing is causing turmoil within our management group which is in turn causing our employer to make decisions that negatively affect our membership. While we continue to navigate through these rough waters, the

membership remains strong and counting on the union to protect their rights. Unfortunately at this point, there are not a lot of positive gains to report, but we are confident the future, although uncertain, is brighter.

F. Regina Housing Authority (RHA) - Vacant (LRO Reporting)

No changes from last report. Joe is still looking for members to run for positions. Their agreement expires Dec, 2017. The front office staff are impressed with the new (female) manager that is coming on.

Joe continues to represent the members and their Manager calls me when there are issues.

G. Saskatchewan Arts Board (SAB) - Sabrina Cataldo

There were 6 dates set, but now has been informed that the package has not been approved by the "new" government.

H. Saskatchewan Assessment Management Agency (SAMA) - Jeff Sedor

Currently gathering proposals cut off date is September 15, 2016 Proposal vetting meeting October 6, 2016 Proposals conference is going to be held October 26-27, 2016 Negotiating committee members are Jeff Sedor, Leah, Byklum and Tammie Hardy.

I attended ULD 20C in Regina June 23-24, 2016

Management is preparing to deliver pay band data for job evaluation this fall.

I will be attending a anti-privatization meeting on September 20, 2016. If anyone has any questions or concerns they would like brought forward please email me:

Jeff.sedor@sama.sk.ca

I. Saskatchewan Crop Insurance Corp (SCIC) - Alan Evans

In February, we held our elections for the bargaining committee, we all got re-elected by acclamation. Our chair person is Alan Evans, Patricia Tailon, Michele Kozak and myself, Glen Rowden. As well, we had elections for other committees and shop stewards.

We held our proposal conference in late June, not all members were approved union leave as management said this was a busy time of the year for the corporation and due to operational requirements, some would be denied leave.

We have not started bargaining yet as the employer has not received approval for their package. Initially we had dates in July to exchange proposal packages as well as August to start bargaining but management cancelled. So we are at a standstill as far as starting the bargaining process.

To date, we have had one grievance. It has just been filed so it is in the beginning stages.

Our contract runs out at the end of this month.

J. Saskatchewan Pork Institute (SPI) - Vacant - No Report

K. South Saskatchewan River Irrigation (SSRID) - Lyle Leverton - No Report.

L. Tourism - Kyle Robinson

Overall things have been very quiet over the summer months and there are no outstanding issues at the time.

We still have one outstanding grievance, awaiting an arbitration hearing. The member is currently on LTD. It is my understanding there are still discussions going on regarding a settlement.

We have one vacant position that has been put into abeyance.

Two of our summer employees in the Visitor Services Center have been extended. One until the end of Oct, and the other until March 18, 2017 to cover a maternity leave.

M. Wascana Centre Authority (WCA) - Greg Peterson

The privatization of the park has begun. The workers have heard in the news that it has been approved to go forward with the privatization. Management has just said, it is not for sure yet, and will not give any comments.

N. Yorkton Housing Authority (YHA) - Debbie Griener

Hi everyone we are doing fine at YHA. We are in the process of joining up with Melville housing, all is good so far. We will be getting ready to bargain next year. So far all is well, take care everyone. Workers Compensation Board (WCB) - Debbie Wallace

- Ongoing process improvement at our workplace; huddles; white board observance
- Monthly Union/Management meetings
- Monthly Steward meetings
- Increase in respectful workplace complaints
- Investigation and subsequent independent third party brought in for a workplace assessment and subsequent mediation in one very toxic area — still working in this regard today and will be ongoing into the New Year

- Between old, closed and new grievances - maintain about 5 at any given point
- Regina and Saskatoon Offices - continuing poor morale - employee engagement survey results show lowest in history
- Monthly, sometimes weekly, meetings with management to address the growing morale issues, coverage and workload issues (specific to Operations but more of a focus on Case Management)
- VP of HR & Communications retiring February 2016 VP of Operations terminated
- Director of Operations terminated
- Temporary VP's assigned to Case Management & Adjudication
- Suspension of huddles, white boards (introduction of daily check ins, one-on-one meetings with staff and respective supervisor)
- Additional positions created (case managers, vocational rehabilitation specialists, payment specialists, case manager supports as well as changes to existing positions in Service Excellence and will be additional positions posted in this area to address training needs)
- New NC Elections spring of 2016
- June new NC & LRO started process of preparing for proposals conference and bargaining
- CBA expires December 2016 - hoped to be at the table by November 1st however this is on hold while we await our Employer's package approval by the Government who is experiencing a significant backlog - we provided official notice last week to our Employer to bargain and we maintain hopeful to secure at least a couple of days prior to the end of this year to at least exchange packages and then hopefully into full bargaining in the New Year

1. Elections:

A. Crown Sector VP/Chair

Steve LaVallee has been nominated.

Once, twice, In by Acclamation.

Crown Sector Vice - Chair Chris Day has been nominated.

Once, twice, In by Acclamation.

Crown Sector Secretary Jackie Currah has been elected.

~~Debbie Wallace nominated by Beth S.~~

Monica S made a motion to destroy the ballot, seconded by Carole C, All in favour, Carried.

B. SGEU Provincial Standing Committee & Alternates as required

Provincial Council - 2017-2019 (comes into effect after convention) Steve LaVallee – automatic

Chris Day Tanya Buchinski Melinda Squires

~~Jackie Currah Beth Sveinbjornson Sharon Schewaga~~

Debbie made a motion to destroy ballots, seconded by Carole, Carried.

Alternates:

Jackie Currah First Alternate
Beth Sveinbjornson two members are tied
Kim Weichel

Carolyn made a motion to destroy ballots, seconded by Tammie, Carried

Beth Sveinbjornson Second Alternate

Kim Weichel Third Alternate

Kim made a motion to destroy the ballots, seconded by Carole, Carried.

Standing Committee Members

Anti-privatization (2 year)

Jeff Sedor

~~Sharon Schwaga (decline the nomination)~~

~~Carolyn M (decline the nomination)~~

Alternate:

Melinda Squires

~~Debbie Wallace~~

Monica made a motion to destroy the ballots, seconded by Patricia, Carried

Education and Publicity (2 year)

Chris Day

Alternate: Jared H

~~Tanya B—decline the nomination~~

Fair Committee (2 year)

~~Jocelyn Hargreaves~~

Mannie Amyotte

Kim W made a motion for Steve L to follow up with Jocelyn to see if she would be interested in being the alternate position, seconded by Jeff H, Carried.

Kim W made a motion to destroy the ballots, seconded by Monica S, Carried.

Membership\Constitution and Legislation (MC&L) (4 years)

Tanya Buchinski - in by acclamation.

Kim W was nominated as Alternate, acclaimed.

Occupational Health and Safety\Environment (OH&S) (2 years)

Beth Sveinbjornson

Alternate: Syed Waris

Beth S made a motion to destroy the ballots, seconded by Mannie A, Carried

Provincial Grievance (4 years)

Jeff Herzberger

~~Tanya Buchinski~~

Sharon S made a motion to destroy the ballots, seconded by Kim W, Carried

Alternate:

Tanya Buchinski

Sabrina Cataldo

Kim W made a motion to destroy the ballots, seconded by Carole C, Carried

Women's Committee (2 yr)

Jackie Currah in by acclamation

Alternate

~~Tammie H~~

Sabrina C

Sector News Committee

Carolyn M – declined

~~Syed Waris~~

Tanya Buchinski

~~Jared Hungle~~

Tammie Hardy

Sabrina Cataldo

Mannie Amyotte

Kyle Robinson

Balance in by acclamation

C. Delegates and alternates to the following Conventions:

i. SGEU - April 20-22, 2017 - Prince Albert

Provincial council –automatics

11 spots – delegates

Beth S

Tammie Hardy

Debbie Wallace

Sabrina C

Monica S

Carole

Mannie A

Sharon S

Kyle Robinson

Kim W

Melinda Squires

Kim W made a motion that names outside of the 11 will be submitted as automatics to the alternate list, seconded by Sharon S. Carried.

Kim W made a motion to destroy the ballots, seconded by Carole C, Carried

Alternates:

Jared Hungle- 1st alternate

Patricia Taillon - 4th

Syed Waris - 3rd

Connie Elliot - 2nd

Alan Evans - 5th alternate

Kim W made a motion to destroy the ballots, seconded by Carole C, Carried

Sabrina made a motion that the first two alternates will become observers. If anyone cancels above them, they will move up the list to delegate. Seconded by Sharon S. All in favour, Carried.

ii. SFL - October 26-29, 2017 –Saskatoon

~~Beth S~~

~~Tanya B –they have attended 2016 Monica S – 1st~~

Carole C2nd

Mannie A 3rd

Melinda S 4th

Connie E 5th
Debbie W 6th
Waris 7th
Jocelyn H 8th

Kim made a motion to send 3 additional people (above our 2) to SFL. Seconded by Connie, all in favour, Carried.

Monica made the motion that the order of the alternates are the order elected. Seconded by Carole C, Carried.

iii. CLC Convention - May 8 -12, 2017 - Toronto

Kim W made a motion, that if the Crown sector is allowed an extra spot, we will send a second person, seconded by Carolyn. All in favour,

~~Jocelyn Hargreaves~~

Mannie

~~Beth S~~

~~Waris~~

~~Tammie~~

~~Debbie W~~

~~Sharon S~~

~~Tanya B~~

~~Kyle~~

Alternate\observer:

Kim W

Jackie C

Two ties -two votes

They will draw one name from a hat.

Jackie Currah.

Alternate - Kim Weichel

Tanya B made a motion to destroy all ballots, seconded by Connie E, Carried

2. Budgets
Handout
A. Sector

Debbie made a motion to accept the financial statement as presented, seconded by Beth S, All in favour. Carried.

3. Crown Sector Budget
Handout.

There should be some money attached to the Newsletter Committee as we have elected people to this committee. Jeff H made a motion to transfer \$500 from misc to newsletter committee, seconded by Connie E, All in favour. Carried.

There are several people that are close to completing their FOAJ. Tanya B made a motion to financially support these members get their certificate, seconded by Waris, All in favour, Carried.

Chris made a motion to accept the budget as amended, seconded by Kyle R, all in favour, Carried.

Education Committee (Submitted with Sector)

4. Resolutions to 2017 Convention

Tanya made a motion to submit to convention, seconded by Jeff, Carried

5. Changes to Crown Sector Bylaws

6. Old Business - None

7. Business from the minutes

7. New Business:

a. Good and welfare?

8. Adjournment

Debbie made a motion to adjourn.