

# Appendix 1

## The Dome – a mirror for SGEU

The Dome has been a faithful mirror of the growth and development of the SGEU for over 55 years. The content, style and format of the Union's magazine has accurately reflected the prevailing attitudes and concerns of Saskatchewan public employees.

The first issue of the Dome was preceded by an introductory number in October, 1927, and carried a large question mark on its masthead while the first editor, W.F. Kerr (Commissioner of Publications for the government), solicited titles from Association members. J.H. Lee-Grayson and W. Stoot both submitted the name "The Dome" and were awarded \$5 each for their entry.

During the 1920s and '30's the content of the magazine reflected the Association's primary function of a social club. *The Dome* faithfully covered sporting activities, picnics, gossipy tidbits from each government department and regularly announced births, deaths, engagements, marriages and retirements in the civil service. Jokes, poetry, stories and the "Girl's Section" all provided social club information and entertainment but very little education.

The advent of unionization and collective bargaining in 1945 forced the SCSA to take the role of *The Dome* more seriously. A new vocabulary more appropriate to a union was introduced as terms such as affiliation, exclusions, arbitration and grievances became common and *The Dome* became more educational. It continued the "cultured and witty articles" of the "Old Dome" for many years but as

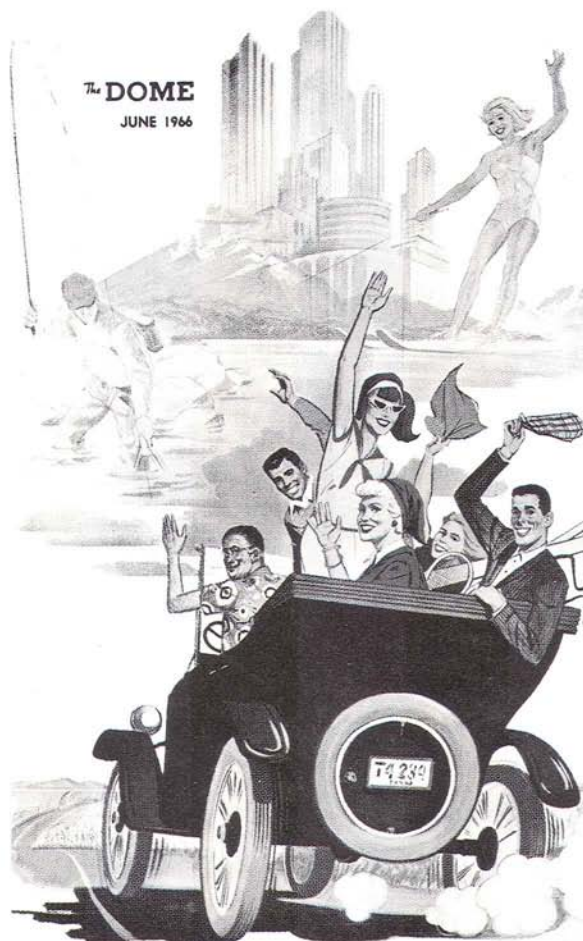
times changed, the social items and jokes were eventually subordinated to the educational needs of the union.

In response to those who mourned the demise of the "Old Dome", a 1963 editorial stated, "The policy of *The Dome* is to strive to educate and entertain but not the second at the expense of the first. The person



PRINCIPAL CONTENTY.		
Vol. 5	SEPTEMBER, 1932	No. 7
THE PRESIDENT ON MEMBERSHIP		
ASSOCIATION NOTES, LOCAL BRANCH NEWS, SPORTS, ETC.		
PUBLIC SERVANTS' MUTUAL BENEFIT SOCIETY		
HOLLYWOOD	THE FEMININE SLANT	

of mature mind must surely know that the association is engaged in a serious business vital to his economic welfare. The retention of bargaining rights, which are made more secure if the practice of collective bargaining is extended to other provinces, is the single most important fact to always keep in mind. It cannot



yield position to any other considerations. Hence, *The Dome* must strive to educate always, and to entertain, if and when we can. There is no other choice if we value our freedom to bargain collectively”.

In 1972 the magazine format was dropped in favour of a cheaper newspaper-type form. When *The Dome* was re-established as a magazine in 1974, the SGEA was in the process of becoming a union prepared to militantly defend its members. These new times required more open discussion on economics and politics in the pages of *The Dome* as the SGEU had to cope with inflation, wage controls and the fight for decent contracts.

The social and cultural changes of the 1970s were also reflected in *The Dome*. The traditional position of women in SGEU was being tackled in *The Dome* as women discussed the concerns and needs of working women. Letters to *The Dome* revealed the differing philosophies in the union with some promoting change and some longing for the “good old days” as a social club. Articles on concerns such as stress on the job and the effects of technology on workers were included as the scope of issues being tackled was extended. The second 1979 issue of *The Dome* dealt with SGEU members in Northern Saskatchewan, a group often ignored or neglected from the mainstream of union affairs. This concern for the members of the union, whatever they do or wherever they are, provides the general guide for those members own magazine.

Whatever its future, *The Dome* has mirrored the life of SGEU through its many stages of growth and in its pages are recorded the concerns and business of the membership. The volumes of *The Dome* are a rich treasure house for the student of collective bargaining in the public service and the history of SGEU before and after collective bargaining began could never have been written without the invaluable information contained in *The Dome*.

*The Dome* will likely continue in the years to come and remain an instrument of progressive change as the SGEU continues to grow and change.

# Appendix 5 -



Harry Willsmer  
1913 and 1923



George A. Palmer  
1926



Lou Jacobs  
1932

Edward Oliver  
1919 and 1921



J.E. Tanner  
1927



S. Adrian  
1933 and 1934

R.N. Blackburn  
1920

H.W. Martin  
1928

James E. Cox  
1935



C.W. Dill  
1922

S. Quiqq  
1929



George Dickson  
1936



M.B. Weekes  
1924



S.R. Parker  
1930 and 1931



W.B. Hodgson  
1937



Dr. F.C. Middleton  
1925

R.W. Neely  
1931 to 1932



# SGEU Presidents



*Dr. C.F.W. Hames*  
1938 and 1939



*W.W. Perrie*  
1939 to 1942



*John Geddes*  
1943, 1945  
and 1946



*A.T. Fuller*  
1944



*I.P. Burrell*  
1947



*Walter Sandstrom*  
1948 and 1949



*A. Bert Mayer*  
1950 to 1956



*Bill Bague*  
1957 to 1959



*L.W. Olason*  
1960 to 1963  
and 1966



*Jack Anderson*  
1964 to 1965



*Aubrey Ball*  
1967 to 1969



*Peter Martins*  
1970 to 1972



*Harold Brown*  
1973



*Ken Thomas*  
1974



*Earl Storey*  
1975 to 1979



*Jim Hayes*  
1980 to 1983

## Appendix 3

# First Executive Secretary Retires

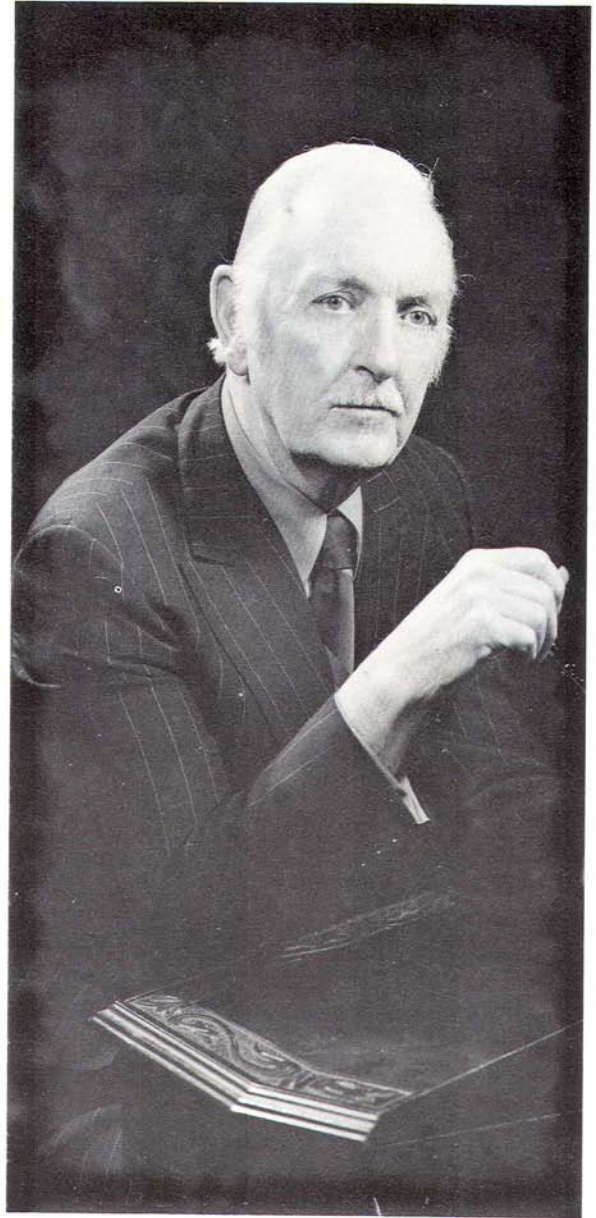
The Saskatchewan Government Employees' Union saw many presidents come and go in its first thirty years as a union, but from 1945 to 1973 the union was served by only one Executive Secretary, Bill Leonard. Leonard was hired in 1945, after impressing Saskatchewan Civil Service Association delegates at their 1944 convention with his knowledge of classification gained from working for the Alberta Civil Service Association.

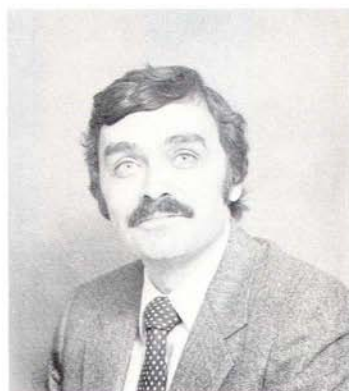
Raised on a Saskatchewan farm, Leonard's first task was to help prepare the Association's application for trade union status in 1944. Hired as the union's first full-time Executive Secretary, Bill was instrumental in building the SCSA. His many tasks over the years included union administration, negotiating collective agreements, fighting raids from other unions, editing *The Dome*, and being a persuasive proponent of collective bargaining for all public employees in Saskatchewan and across Canada. After thirty years, Leonard decided to retire and a special SGEA celebration was held June 15, 1973, to honour his contribution to the union.

Bill Leonard's retirement was perhaps also symbolic of the passing of the "old style" of trade unionism practiced by SGEU. Social and economic changes demanded a new response from public employees and the necessity of militant action challenged the approach followed by SGEU on its first thirty years as a union.

Leonard was succeeded by Ed Osiowy who served from 1974 to 1978 and was followed by Gerry "Pout" McDonald who served from 1978 to 1979.

In 1979, the SGEU hired Larry Brown as Chief Executive Office of SGEU. He quickly became a controversial figure both within SGEU and in the Saskatchewan labour movement.





# Appendix 4



Saskatchewan  
Civil Service  
Association



## Honour Roll of Life Members.

NAME	YEAR	NAME	YEAR
Ivon P. Burrell .	1950	Walter H. Boucher.	1956
George Dickson.	1951	J. J. Eisler	1956
William W. Perrie.	1951	Albert Mayer	1956
John Miller.	1952	H. J. Langston	1959
William Browne.	1952	E. J. Siller	1959
George Chant.	1952	Dorothy German	1961
James E. Cox.	1952	Dave Crighton	1961
George S. Cumming.	1952	James C. MacLeod	1962
John R. McDiarmid.	1952	Aubrey A. Ball	1962
T. R. Peacock.	1952	Nick Basarsky	1963
Walter Sandstrom.	1952	Donald A. Filchrist	1965
A. T. Fuller.	1952	George R. Leib	1965
W. J. Bague.	1953	Carl W. Byer	1966
L. W. Olauson.	1953	Alice Thehn	1967
Gladys Berney.	1954	Herna Measner	1967



## Appendix 5

### SGEU Branches

SGEU charters its locals (branches) under Article 5.1. of its constitution. SGEU has 20 locals, 18 of which are geographic, and 2 province wide.

Branch Number	Branch Name	Year Chartered	Membership	
			Dues Paying*	Registered
1	Regina	1913	5502	5867
2	Saskatoon	1928	1747	1876
3	Battlefords	1945	432	555
4	Weyburn	1928	181	257
5	Prince Albert	1929	1077	1488
6	Liquor Board	1943	528	528
7	Hudson Bay	1945	121	266
8	Swift Current	1931	353	489
9	Humboldt	1930	133	174
10	Moose Jaw	1931	659	762
11	Rosetown	1951	165	216
12	Nipawin	1954	192	278
14	Melfort	1954	245	255
15	Yorkton	1946	368	535
17	Wolseley	1947	146	162
19	Meadow Lake	1960	164	317
20	Estevan	1973	85	100
21	Missinipe	1974	328	462
22	Buffalo Narrows		118	160
23	Community Colleges		264	264
			<hr/> 12,808	<hr/> 14,944

\* As of February, 1984

## *Appendix 6*

# *Building Nationally: Provincial Government Employees Get Together*

Prior to about 1940, provincial government employee associations knew very little about each other and there were no such organizations in British Columbia or Manitoba. When the B.C. Government Employees Association was formed in 1942, the Alberta, B.C. and Saskatchewan associations began sending delegates to each other's conventions. Common interests and concerns became apparent and at the Alberta Convention in 1943 John Geddes, the president of SCSA, proposed that some form of formal organization be investigated to facilitate closer cooperation. It was an idea eagerly agreed to.

The Alberta Association took it upon themselves to draw up a blueprint which was approved by a conference of representatives of civil service associations from B.C., Alberta, Saskatchewan, Manitoba and Ontario in 1945. The following year they decided to set up a permanent organization with a uniform dues structure, so in 1947 the Canadian Council of Provincial Employee Associations (CCPEA) was born. The CCPEA served as a mechanism to share information on wages, benefits, legislation and other matters of common interest. However the organization wasn't provided the money or staff to be as effective as necessary and when employee associations began to push for collective bargaining rights in the early 1960s, the CCPEA floundered and was unable to meet the new challenges. It finally dissolved in 1961.

In 1962, the Canadian Federation of Government Employee Organizations (CFGEO) was founded with a clearer mandate regarding collective bargaining. CF "George" was established with a full-time executive secretary and a part-time assistant. The affiliates had differing degrees of commitment to trade unionism, and so it wasn't surprising that tensions developed in CFGEO. By the late '60s, the BCGEA was pushing hard for CFGEO to affiliate with the Canadian Labour Congress while the Ontario Association was vehemently opposed to such a move. Other conflicts emerged over the amount of control the national organization should have over affiliates and over matters of financing and representation.

The SGEA tried to conciliate the differences within CFGEO, but by 1971 CFGEO was also foundering and a conference sponsored by CFGEO in 1972 sought to establish a new organization to supercede them. But strong objections to the proposed amount of control the new central would have over individual affiliates, as well as controversy over whether to join the CLC, resulted in the failure of the conference. The new organization, to have been called the Canadian Alliance of Provincial Employees, never came about and CFGEO was dissolved.

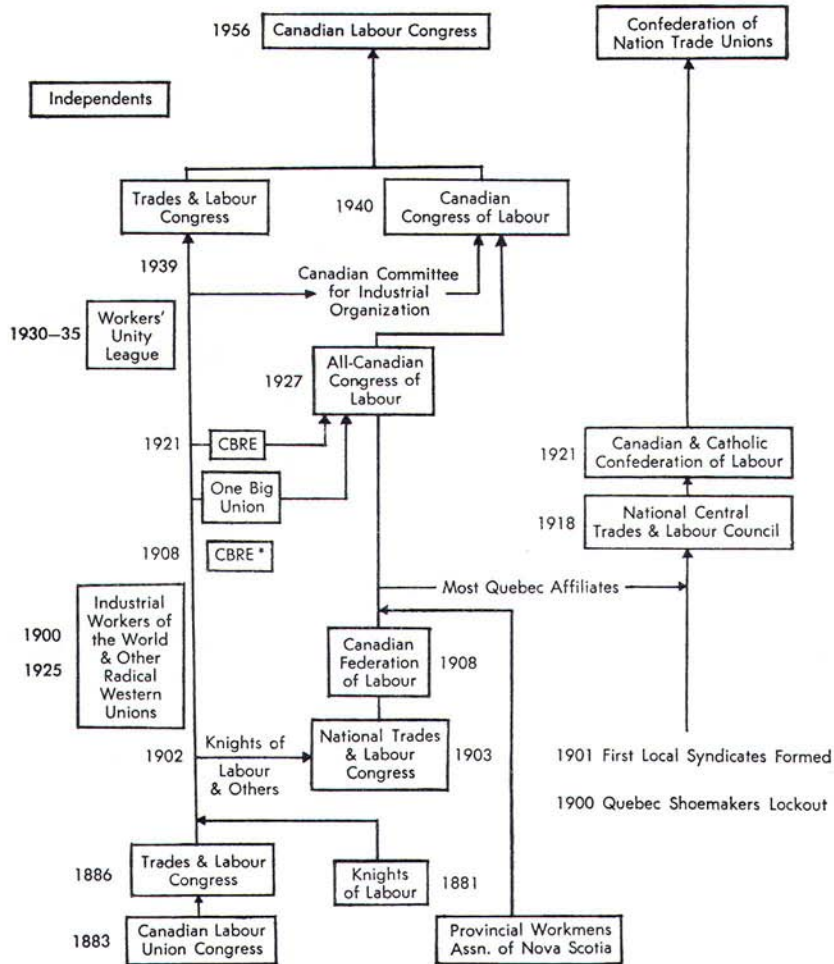
When the SGEA reaffiliated with the CLC in 1972, it was on the understanding that they would have to affiliate through a new national union of provincial

government employees. This proposal was objected to by the Canadian Union of Public Employees (CUPE) who argued that the CLC had given them jurisdiction over municipal and provincial employees. But the provincial associations began meeting in 1974 to draft a proposed constitution and draw up financial and staff requirements. Finally in May, 1976, delegates from B.C., Alberta, Saskatchewan, Manitoba and Prince Edward Island met and established the National Union of Provincial Government Employees (NUPGE). NUPGE was quickly accepted into the CLC and became its fifth largest union. The new organization provided autonomy for its provincial affiliates and set as its first tasks research and education. By the 1980s, almost all provincial employee associations and unions were affiliated with NUPGE and the CLC.

NUPGE had a fresh mandate to defend collective bargaining and provided a national voice for provincial employees when the federal and provincial governments cooperated in imposing wage controls. NUPGE has provided research and education on everything from technology and women's rights to union seminars and collective bargaining. Since its founding, NUPGE has broadened and expanded its scope and has become, by far, the most effective and successful of the national organizations.

Provincial government employees had finally built an organization that could pool the experiences and needs of government workers throughout Canada, while at the same time respecting the autonomy of each affiliate. During the strike by SGEU in 1979, NUPGE provided important financial and moral solidarity beyond what any preceding national organization would have been able to provide. NUPGE is decidedly an organization for trade unions, not social clubs, and allows for collective action on a national scale. It took 33 years to build, but this one appears to be working.

Table 1

*The History and Development of the Canadian Labour Movement*

1873-1877 Canadian Labour Union

1871 Local Trade Assemblies Begin to Emerge

1867 Knights of St. Crispin

1825-1860 Numerous Weak & Isolated Locals

1800-1825 Scattered Friendly Societies & Labour Circles

\*Canadian Brotherhood of Railway Employees

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