

Saskatchewan Government And General Employees' Union **COMMUNICATION**

Gabriel Dumont Institute Bargaining Unit

October 2005

Greetings

Bargaining Committee Activities

Since the last communiqué in April 2005, our bargaining unit has been assigned a new Agreement Administration Advisor (AAA). Don MacDonald works in the Saskatoon SGEU office and comes to GDI with many years of experience. Welcome, Don.

The Bargaining Committee met with Don for the first time on May 27th in Saskatoon. Our discussions included the Joint Job Evaluation (JJE) process (clarifying questions and problems, our role and the Letter of Understanding), hiring practices, increments, evaluations, defining and clarifying the probationary period, and discussing the SGEU membership list. We then met with management in the afternoon to further clarify many of the topics discussed.

On June 29th, we met with management in Saskatoon to discuss the process of implementing the JJE results. Phil Johnson, a job evaluation consultant, also attended the meeting. (Phil has worked with the committee since the beginning of the JJE process). Other discussion included the seniority list, sessional instructors, the provincial mandate and CBA in general.

The Bargaining Committee met in the morning on September 13th in Saskatoon, followed by a meeting with management in the afternoon. The agenda included: the new university/GDI contract, the hiring process and a protocol in the event CUPE goes on strike. We also approved funding for Linda Lysuk to attend a four day workshop on pensions in Saskatoon. We trust the knowledge gained at this workshop will be a great benefit for all our members.

The changed government financial "mandate" of 0,1,1% and the cost-of-living allowance (COLA) given to other bargaining units were also discussed. Management has written to the Minister of Learning, Andrew Thompson, supporting a wage increase over the 0,1,1% mandate and the COLA for us. We are very pleased with this positive initiative by management. We await further word and will let you know as soon as this matter is settled.

Other agenda items discussed: the delay in the new seniority lists, the problem with the availability of union leave forms prior to meetings, and whether the new coordinators would be hired in-scope or out-of-scope.

Don MacDonald will meet with the Brett Vandale and Erma Taylor, co-chairs of the JJE Committee, in October to draft a Memorandum of Understanding (MOU). Our intention is to sign a Letter of Understanding (LOU) subject to ratification by the members.

...2

Gabriel Dumont Institute Staff Meeting

We understand that management has asked for approval from the Board of Directors to hold a staff meeting in Saskatoon in December. If the Board approves the meeting, we have asked Mr. McCaffrey, EDO, if time can be set aside for all of us to meet to discuss some pressing union matters. We will be working with management to arrange time for the union meeting and will advise everyone as soon as the details have been worked out.

Although our business agenda will be full, it will be good for the membership to get together again to discuss our common goals and problems and renew our commitment to working together.

The GDI Bargaining Guidelines require some changes. The Negotiating Committee is currently revising the guidelines and we anticipate having them ready for approval at the December meeting.

Education Sector

The Education Sector Executive Table Officers met in Saskatoon on Saturday August 13th. The agenda is attached. Aaron & I attended the Education Sector Executive meeting in Saskatoon on Saturday Sept 10th.

The Education Sector Annual General Meeting (AGM) will be held October 29th at the Radisson Hotel in Saskatoon. Travel arrangements will be finalized and registrants notified as early as possible. Elections will be held at the AGM including: Sector Chair, 1st Vice President, and 2nd Vice President. To be eligible to run for the Sector Chair or 1st Vice President, a candidate must be a Bargaining Unit Chair. The 2nd Vice President can be any Education Sector member.

SGEU Provincial Council

At the June Provincial Council meeting in Watrous, the tone was set early when the Public Service/General Employment Bargaining Unit (PS/GE) announced they were investigating decertification from SGEU. The PS/GE is the largest bargaining unit in SGEU with approximately 12,000 members. By comparison, the Education Sector has a membership of approximately 3,000. The PS/GE believe that as the largest contributors to the SGEU coffers with the largest number of members, they are not being treated as they should be or would like to be. This created great dissension at the meeting and, for the most part, derailed the strategic planning sessions that were scheduled.

The Executive of the Education sector would like to know what you think and how you feel about this matter. Please send your feedback to me and I will bring it forward at the AGM.

Strategic Planning

The chairs of all SGEU bargaining units are scheduled to meet in Regina on Oct. 28th. This is an initiative of the Strategic Planning Committee to enable SGEU to have a more coordinated, organized bargaining strategy common throughout the organization. We know there is strength in numbers and our goal is to strengthen our position at the bargaining table when we meet with our employers.

Respectfully submitted,
Cecile O'Neil
Chair, GDI/DTI Bargaining Committee

On behalf of the Bargaining Committee members
Aaron Desjarlais
Bob Lindsay