

REPORT ON BARGAINING

Gabriel Dumont Institute Bargaining Unit

April, 2005

Greetings to All GDI/DTI Members

Provincial Council Meeting and SGEU Convention

As one of the Education Sector Provincial Council representatives, I attended the Provincial Council (PC) meeting in Regina on March 16, 2005. SGEU's 92nd Annual Convention immediately followed the PC meeting and was held March 17 - 19 at the Delta Hotel in Regina. There are 20,000 members of SGEU with 301 delegates eligible to attend Convention. The Education Sector has 3,126 members, and we are able to send 31 delegates to convention. Of the 31 delegates, four attended from GDI/DTI: Cecile O'Neil, Erma Taylor, Doreen Roy & Marilyn Belhumeur. Congratulations to Erma for taking home the major door prize of a two day holiday at Eagle Point Resort in La Ronge.

Elections at SGEU's Annual Convention

Under the SGEU Constitution, the Treasurer and Board of Trustees members are elected in odd-numbered years. No one challenged Marie Amor for the position of Treasurer, therefore she was acclaimed for another term. Thirteen people were nominated for the Board of Trustees with seven accepting the nomination. The nominees were Cindy Howden, Bruce Remple, Kevin Selinger, Herb Norton, Al Ryder, Jim Marcia & Ron Beurivage. Cindy Howden, Kevin Selinger & Bruce Remple were elected to the Board of Trustees.

Convention Resolutions

Numerous resolutions were brought to the convention floor. Provincial Council submitted several that would provide some cost-saving measures for SGEU including reviewing the size of PC, reviewing the number of standing committees, holding a biennial convention, and reducing the number of delegates to convention. These were tabled or referred to PC to bring back to the 2006 convention. An important note is that dues will remain at 1.5%. If you have questions about convention, please contact me.

Finances

SGEU has a \$9.5 million budget with a deficit this year of slightly over \$500,000 and an accumulated deficit of over \$2 million. A huge effort is underway to control spending and reduce costs. Richard Schramm was hired as Controller last May and he has been

...2

working with the EDO and Treasurer to introduce accounting systems that are in line with accepted industry standards. Meyers Norris & Penny did a thorough audit of SGEU's finances this past year and identified many problems with the accounting systems that have been in place at SGEU for the last twenty years. The firm was awarded the audit for the coming year as well. Some of SGEU's deficit is due to the change in the accounting system, some is due to not budgeting for the retroactive pay for settling the Local 481 contract settlement, and some is due to unbudgeted on-going expenses.

Convention 2005 came to a close on Saturday, March 19th. Due to extreme road conditions (and the Highways Hotline not recommending travel), I, along with many other delegates, spent another night in Regina. Unfortunately, the road conditions remained very poor on Sunday and it was a very long nerve-wracking trip home. Due to the unpredictable Saskatchewan weather in March, a motion was passed at convention to move convention to April. However, since the hotel has already been booked for 2006, the change in convention date won't take effect until 2007.

Provincial Council will meet for four days in June, combining the June and September meetings. The PC will review, refine and update the Strategic Plan and will also work on developing a financial plan. Eliminating the September meeting will help reduce the costs of PC.

Dave MacNeil, our AAA, has been on medical leave since January. Dave's position has now been posted as a temporary position for up to one year. The closing date for applications was March 28th, 2005. Our best wishes to Dave for a speedy recovery. Juanita Willerton has been working with us in Dave's absence.

Bargaining Committee Activities

The Bargaining Committee was scheduled to meet on January 13th in Saskatoon but because of the extreme cold, the meeting was rescheduled to February 17th. Due to illness, Bob Lindsay was unable to attend the February meeting. Aaron Desjarlais did not attend. The day was not lost, however, as Juanita and I met to discuss a number of issues we're working on.

The Bargaining Committee has asked for clarification of some of the decisions made by the Joint Job Evaluation Committee. Phil Johnson (who used to work for SGEU but is a consultant now) will continue to work with us to help us understand the decision-making process. At Phil's suggestion, the Bargaining Committee asked Erma Taylor to attend our March 8th meeting to provide answers to some of our questions. We have tentatively set a date to meet with Phil on April 13th at the SGEU office in Saskatoon. We will have more on this for you in a later report.

In 2001, the GDI Board/Management and SGEU agreed to work in partnership in the development of a gender-neutral "equal pay for work of equal value" Joint Job Evaluation. That process is nearing completion. Our next step is to negotiate with management. Please refer to past newsletters from the Joint Job Evaluation Committee which explains the process.

Benefits Committee

The Benefits Committee met with Management on Wednesday, February 16th in Saskatoon. A report, prepared by Bente Huntley, is attached. I would like to thank Bente and Linda for all their hard work.

Seniority Lists

Seniority List errors and omissions were submitted to Geordy McCaffrey EDO for corrections. The list was adjusted promptly and has been e-mailed to all locales. Please advise if your department did not receive a copy. I would like to thank Management for their cooperation and prompt attention in making the requested changes. The EDO has advised the Bargaining Committee that the new list will be prepared after the end of June as per the CBA. The union's only request to Management is that because GDI/DTI have one CBA, we are one unit and there is no need to separate the seniority between GDI/DTI. Management agreed to this request.

ULD 5 Getting to Know Your Union

The meeting dates have not yet been set to hold the ULD course in Regina and Saskatoon. Watch for notices and plan to attend the ULD when it is offered.

If you have any questions or comments, please contact a member of the Negotiating Committee.

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

On behalf of the Bargaining Committee members
Aaron Desjarlais and Bob Lindsay