

Saskatchewan Government And General Employees' Union

REPORT ON BARGAINING

PS/GE Bargaining Update

May 2004

MAJOR ISSUES AT THE TABLE

Mandate

The employer continues to maintain the position that the mandate will be 0%-1%-1%. The Negotiating Committee has advised the employer to go back and talk to their principals about the mandate. We have expressed our disappointment in this offer. To date we have had no movement on the mandate and this is unacceptable to the Negotiating Committee.

Health Plan

We have asked the employer to provide additional funding for our health plan over and above the 0%-1%-1% mandate. If we do not receive additional funding for our health plan prior to December 2005, employees will be required to either pay premiums or face a reduction in benefits. The Negotiating Committee has taken the position that the issue around the funding of our health plan must be addressed. If ultimately, employees are required to pay premiums due to lack of funding, the Negotiating Committee would consider this to be a major take away in this round of bargaining.

Workload in the Dept. of Community Resources and Employment

The Negotiating Committee views this as a priority in this round of bargaining. The workload measurement tool is in the final stages of development and we continue to wait for the employer to advise us of the date of implementation. This issue **must** be resolved.

Hours of Work

We have had a number of discussions on hours of work issues but the employer has not agreed to any of the proposals. The Negotiating Committee has identified that this is a major priority and improvements must be made for institutional workers as well as employees working in a field hour designation.

In addition to the above, the employer has also provided responses on the following:

Temporary Assignment of Higher Duties (TAHD)

The employer is not prepared to relinquish this right, maintaining that they have the right to assign TAHD to whomever they choose. The Negotiating Committee has taken the position that the most senior qualified is to be offered TAHD.

Personal Harassment

We have had no agreement to include personal harassment in our Collective Agreement.

Liability/Indemnity Policy

To date the employer has been reluctant to deal with the issue of liability.

Contracting Out

We do not have a commitment from the employer to reduce contracting out within the Public Service.

Employment Security

The employer has refused to provide employment security language for the term of this Collective Agreement.

Operational Requirements

We have asked the employer to provide a definition of operational requirements. They have indicated they are not interested in doing so.

Removal of Disciplinary Documentation

The employer is not prepared to reduce the time limits on removal of disciplinary documents from employees' personnel files.

Change of Assignment

Management is not interested in union input into the assignment of duties

The employer has indicated that any improvements to the following items will have to be costed to the mandate:

Pension, Enhanced Dental, Extended Health, Retiree Extended Health, Shift Differential, Weekend Premium, Camp Differential, Winter Differential, Pilot and Flying Differential, TAHD, Standby and Overtime, Northern District Allowance, Northern Project Allowance, Sleep Over Allowance, Winter Maintenance Allowance, Professional Fees, Severance and Pay in Lieu of Notice, Tool Allowance, Maternity Leave Top-up, Apprenticeship Top-up.

UPCOMING INFORMATION

In the next few weeks, you will receive a notice of meetings that will be held throughout the province to provide updated information on bargaining. A strike vote will be conducted at these meetings.

Please make an effort to attend the meeting in your area. It is vital that members are informed of the issues in the bargaining unit. If you have any questions, please call the Negotiating Committee at 1-800-667-5221, ext. 206 or (306) 522-8571, ext. 206.

Extended Health Plan

GMS will soon be sending a new "Co-ordination of Benefits" form to each plan member. This form must be signed and returned to GMS by June 30, 2004. Please note that this is **standard practice** with medical insurance services whenever a new contract is signed. We recently renewed the two year extended health plan contract for January 2004 to December 2005.

Please note: to ensure coverage, you must complete the form and return it by June 30th.