

# **REPORT ON BARGAINING**

## **Public Service/Government Employment Sector**

October 2004

### **We have a tentative Collective Bargaining Agreement ....**

The PS/GE Negotiating Committee reached a tentative agreement with the Government of Saskatchewan on September 30, 2004. The PS/GE Bargaining Council reviewed the tentative agreement, approved taking it to the membership for a vote and recommended acceptance of the agreement.

The following are a number of highlights of the tentative agreement. Additional information will be provided at ratification meetings listed on pages 13 - 15. Check to see the date for the ratification meeting in your area. We encourage you to attend the meetings.

#### **1. Extended Health Plan**

In strike vote meetings throughout the province, members strongly supported the need to secure funding to maintain the existing health plan.

We were successful in securing the funding necessary to maintain the current health plan until December 31, 2007. The funding increase is based on a projected 26% increase in the Extended Health Plan contract at the time of renewal on January 1, 2006.

#### **2. Employment Security**

We successfully negotiated employment security for the 2005/2006 fiscal year. The employer has agreed that if permanent full-time and labour service positions are abolished during the 2005/06 fiscal year, affected permanent full-time and labour service employees will be offered an alternative employment option. If employees do not choose the alternate employment option, they will have recourse to the other articles in the CBA respecting job abolition.

In past years, we received the same guarantee in other employment security letters.

### 3. Hours of Work - Field Employees

During this round of negotiations, we met with members in field designations, listened to their concerns regarding field hours proposals. We were able to achieve significant improvements for occupations with field hours of work designation.

- **Review of field hours of work** The parties agreed that positions currently designated as field will be reviewed to determine if the work assignment/operation warrants the designation. The review will also identify any positions/functions not currently designated field where work assignments/operations warrant field designation.

The PSC will work with departments which have field-designated positions to review the department's operations/work arrangement and assess the appropriateness of the designation. The process will begin in DCRE. The target date for completion of the government-wide review is June 30, 2005

- Field employees will now be assigned **one designated day of rest per week**, which currently they do not have. The designated day of rest can be waived through modified hours of work arrangements between the parties.
- The **overtime threshold** has been reduced to 11 from 12 hours. The 11 hour overtime threshold can be waived through modified hours of work arrangements between the parties.
- **Phone calls after hours** Previous language did not allow field employees to be compensated for phone calls from management after work if the phone call did not involve a return to work. The statement excluding field employees has been removed. Field employees will now be paid for each hour (or portion thereof) worked or for a minimum of one half hour at appropriate overtime rates.
- **Under Article 9.5.1 A) 7. EDOs** accumulated in this time period will be paid out at one and one-half (1½) times an employee's regular hourly rate, rather than at straight time rates.

### 4. Workload in DCRE: the Workload Measurement Tool

Members of the Provincial Advisory Committee (PAC) have agree to an implementation team made up of two in-scope members from each of the two divisions: Employment and Income Assistance Division (EIAD) and Child and Family Services (CFS), from the Provincial Advisory Committee (PAC) and two management members. Membership and roles will be determined through project planning and subject to review by the PAC. The duties of the implementation teams shall be taken into consideration as part of their job duties.

Implementation has begun with the assignment of a Project Manager and the hiring of two full time researchers in November 2004. A project plan, including a schedule where actions, resources and scope are clearly identified will be provided to the PAC by December 15, 2004. Research and project management resources will be added as

necessary to ensure effective management and follow through of the implementation project.

The mandate of the implementation team shall be to ensure the efficient, effective application and review of the existing measurement tool by addressing research findings, developing protocols for decision making in the application of the measurement tool, and recommending changes to the pilot implementation and full scale implementation dates, if required. All recommendations for implementation including research findings, application protocols, and changes to the implementation date shall be referred to the PAC for final recommendation to the Deputy Minister.

## 5. No Contracting out

Premier Calvert has signed a letter reconfirming that the government does not intend to enter into new contracting out work arrangements that will affect the employment of permanent employees in the PS/GE Bargaining Unit.

## 6. Monetary Items

- **General wage increase** There will be a general wage increase of 0% - 1% -1% for the term of the agreement. Employees will receive a 1% general wage increase in the year 2004 and 2005.
- **Cost of Living Allowance** The parties agreed to a cost of living allowance (COLA), which provides a general wage increase on October 1, 2006. The COLA will be based on the percentage increase in the Consumer Price Index for Saskatchewan for the annual period of August 2005 through July 2006.
- **Use of ATVs** Employees who require the use of an ATV to perform the duties of their position and are not able to utilize employer-supplied ATVs will be reimbursed at commercial rental rates.
- **Private Residence** Accommodation in private residences will increase from \$25 per night to \$30 per night effective the first of the month following the signing of the CBA. The rate will increase to \$35 per night effective October 1, 2005.
- **Meals in Northern locations** The higher cost of meals in the far North has been a concern for employees travelling in the area. We negotiated language to allow payment over and above the current meal rates if supported by a receipt.
- **Meal allowances in and out of province** The meal rates will increase by \$1.00 for dinner and \$2.00 for supper.
- **Kilometre review** The review of the kilometre rate will now be automatic. The current rate will increase to \$.3673 for cars and \$.39 for trucks. The rate for travel north of the 54<sup>th</sup> parallel will increase to \$.41 per kilometre.

- **Professional fees** Reimbursement for professional fees will be paid at the 2003 schedules. Permanent part-time employees working 40% or more will now be reimbursed for the full cost of their fees. Professional fees for employees working less than 40% will be pro-rated.
- **Medicals for commercial driver's licenses** The employer agreed to develop a policy to reimburse the costs of medicals that are periodically required by SGI for the renewal of commercial driver's licenses. The policy will offset the cost of the medical once every 3 years to a maximum of \$50.
- **Shift differential** The rate will increase from \$1.25 to \$1.45 per hour, effective the 1<sup>st</sup> of the month following the signing of the MOA.
- **Weekend premium** The rate will increase from \$.25 to \$.40 per hour, effective the 1<sup>st</sup> of the month following the signing of the MOA.
- **Northern District Allowance and Custodial Allowances** The NDA and custodial allowance will increase by the same percentage as the economic wage increases.
- **Matched pension contributions** Effective October 1, 2005, pension contributions shall be changed as follows:
  1. The employee and Employer contributions shall be increased from 6.35% to 6.45% for employees in the Public Employees' Pension Plan;
  2. For employees in the Public Service Superannuation Plan, the employee and Employer contributions in the Public Employees' Pension Plan shall be increased from 1.35% to 1.45%.
- **Labour Service pension contributions** Labour Service contributory earnings for pension purposes will increase from \$38,000 to \$44,300 per year.
- **Adoption Leave** Employees who access adoption leave will receive a top-up of EI benefits to 95% of regular salary for 17 weeks. The criteria to access the top-up benefit will be the same as the Maternity Leave top-up.
- **Boot Allowance** Eligible employees in Saskatchewan Environment will receive an increase in their boot allowance from \$50 to \$100 per year.

## 7. Staffing

- **Eligibility lists** will no longer be unilateral. The new language provides for consultation with the union prior to the establishment of any eligibility list.
- **Term staffing** has now been reduced to six months and cannot be extended unless the position was posted or approved by the union. This is a major improvement in the area of staffing.

- **Permanent part-time access to work** Permanent part-time employees who work in 24 hour institutions will now have additional employment opportunities through increased access to work.

We negotiated language to allow employees from adult correctional facilities and young offender institutions to use their seniority second to employees in the seniority unit in similar facilities. This allows existing employees access to work before the general public.

- **Employees allowed leave to attend interviews** We reached agreement that employees who are participating in observation shifts as part of the interview process will be paid. Past practice has been inconsistent and some employees attending observation shifts were not compensated.
- **Pre-qualification for competitions** When a candidate has recently passed an interview and subsequently (up to one year) applies for another position with similar duties and responsibilities, the Public Service Commission may deem an interview unnecessary. Other assessment techniques may still be required and the senior qualified process will apply.

## 8. Prolonged Illness

We negotiated language to provide employees who are on prolonged illness with 24 months of definite leave. This now means the employer cannot permanently fill an employee's position while they are on a leave for prolonged illness for 24 months. In the past, members were placed on indefinite leave after 18 months and had no rights to their own position.

## 9. Workers' Compensation

We negotiated a major improvement in benefits for members who are injured on the job.

We reached agreement with the employer to change the current interpretation of "from date of injury" to reflect accessibility of benefits for up to a maximum of 2 years, or when the employee's sick leave credits are exhausted, whichever comes first. If the employee does not immediately leave the workplace on a full time basis, the 2 year time period would be determined on a cumulative basis beginning from the first date the employee does leave the workplace as a result of the injury.

## 10. Grievances

### A. Expedited staffing grievances

For the term of agreement, the parties agree to pilot an expedited process for new grievances related to the staffing of permanent full-time positions. By mutual agreement, grievances filed before the signing of the CBA can be included in this process.

The parties will review the effectiveness of the grievance pilot project after the term of the collective agreement to determine if changes need to be made to the process, and whether the pilot project should be extended, abandoned or become permanent.

## **B. Grievance time lines**

We reached agreement to address the timelines for moving grievances to Step 2. It has been our objective to ensure that grievances are moved to Step 2 in a more timely manner.

The new language reads: If settlement cannot be reached at Step 1, the Union, within 14 calendar days of receiving this decision, may take up the grievance with the Permanent Head. If the grievance is advanced to Step 2, the Union may request a meeting between the parties, which will be scheduled within 30 calendar days from the date of the request.

## **11. Northern Issues**

The parties agreed to conduct a joint review of the cost of living in the Northern Administrative District prior to the expiry of the collective agreement. The findings of the review will be used as a basis for discussions during the next round of bargaining.

## **12. Employment equity**

We reached a milestone regarding employee input in the designation of positions for employment equity. Currently, the employer has the right to designate which positions and how many positions will be posted as “employment equity.” With the new language, staff in a local work unit will have the opportunity to provide input respecting the plans for designated group hiring, particularly in their work unit.

In addition, workplaces will be consulted in the development of employment equity plans for the department.

We also recommended that the Joint Employment Equity Committee review LOU 98-4 to address any concerns regarding the definitions of membership in the designated groups and any needed appeal/challenge processes.

The Joint Employment Equity Committee will also look at creating a mechanism to enable employees to ask that decisions to designate specific positions be revisited when such a designation may have an unintended negative impact.

## **13. The Definition of a Day**

The “Definition of a Day” in the current agreement has been an issue for many years for shift workers, specifically members who work in adult correctional centres. We were able to negotiate language into the Collective Bargaining Agreement (CBA) that had been agreed to in previous “hours of work” negotiations. The language agreed to is:

*When there is no shift in a facility/unit that overlaps over a midnight, a day shall be defined as the twenty-four (24) hour period from midnight to the following midnight.*

*When there is a shift in a facility/unit that overlaps over a midnight, a day shall be defined as the twenty-four (24) hour period commencing the start of the first shift of the day. The first shift of the day shall be determined at the local level.*

*Any hours worked beyond eight (8), or the agreed to hours in a modified work pattern in excess of eight (8) hours per day, in any twenty-four (24) hour period will be compensated at the appropriate overtime rates.*

#### **14. Classification**

We agreed to a provision in the reclass area that allows employees to receive retroactive pay beyond the required six months in exceptional circumstances. Due to restrictions in the previous language, some members did not receive retroactive pay back to their date of assignment.

#### **15. Probation**

New language in the agreement will now specify that if employees are not notified that they have not successfully completed their initial probationary period by the expiry date, they shall be appointed to permanent status.

#### **16. Start Date seniority**

The two parties agreed to implement "start date" seniority. A conversion process will be used for current employees and will include:

- All existing employees will be ranked on the seniority list according to the seniority they have earned prior to the implementation date. Each employee's position on the seniority roster on the date of implementation will thereafter remain constant.
- After being ranked on the seniority list, accrual from that point forward will be based simply on employment.
- Employees hired after the conversion date will be placed on the seniority list in order of the date they were hired.

The expected implementation date for Start Date Seniority is October 1, 2005. The methodology for establishing the start date for new employees will provide a seniority date that reflects the straight time paid hours during the employee's initial probationary period.

The current system used to accrue seniority contains many errors, can be subjective and is open to manipulation by management.

- Our agreement currently credits members with seniority for hours worked and, in many situations, for hours that were not worked. It has been difficult to maintain accurate records using the current system and difficult for the union to monitor.

- The current seniority system allows managers to favour some employees over others.
- Access to work can also be affected by management favouring certain employees over others, depending on how much work is available.
- The current system may discriminate against employees in permanent part-time and labour service jobs who cannot work full-time due to medical reasons, family status, work location or for other personal reasons.

### **17. Youth initiatives**

We agreed to provide access to seniority to summer students who pay union dues.

### **18. Mandatory training on an EDO**

We have agreement from the employer that if an employee is directed to attend a training course on a scheduled EDO, the employee can ask to bank the EDO at time and a half or receive pay at one and half times his/her hourly rate.

### **19. Reporting for work guarantee**

We negotiated a new article to ensure that members, who are scheduled to work and who report for work but are then advised that they are not needed, shall be assigned to work for two hours or paid for two hours at their regular rate of pay.

### **20. Job share/variable hours**

We reached agreement that employees on a subsequent probation can now access the provisions for job sharing and variable hours. Prior to this agreement, employees on a subsequent probation were not eligible to access this provision.

### **21. Supplemented salary ranges**

The current standards of evaluation that determine whether occupations receive a salary supplement have been based solely on hiring and retention criteria. Due to concerns the union has raised around these specific criteria, the employer has agreed to review and evaluate the present criteria used to implement salary supplements.

### **22. Advanced vacation leave for permanent part-time**

A provision will be added to the CBA outlining the current practice by which permanent part-time employees are advanced vacation leave.

### **23. Sick leave**

The parties agreed that the LOU 01-19 will continue to replace the provisions of Article 17.4.1 C for the term of the agreement. This article was placed in abeyance during the last round of bargaining and will continue to remain in abeyance for the term of this agreement.

## **24. Access to vacation leave/time in lieu**

New language governing access to vacation leave and time in lieu has been negotiated for employees in 24-hour facilities or on part-time call-in lists.

In the past, concerns were raised regarding the inability of part-time employees to access their vacation leave or time in lieu if they have not been scheduled to work. We negotiated language that allows part-time employees to access these leaves without having to be scheduled to work.

## **25. Disciplinary meetings**

We negotiated language that will now require the employer to advise an employee of the option to have a union representative at any meeting where discipline, including termination, is being imposed.

This language was necessary because employees were being called to meetings for disciplinary purposes and the employer was not obligated to inform them of their option to have a union representative present.

## **26. Joint Central Union Management Committee (CUMC)**

In previous rounds of bargaining, there has been a dispute about which party is funding the CUMC for the term of the contract.

We were able to negotiate language that clearly identifies that the employer will provide funding at \$83,000 per fiscal year non-cumulative.

## **27. Special Labour Force Provisions Sections 12 & 13 – Overtime on Saturdays and Sundays**

We reached agreement to amend Article 28, Section 11 & 12 so all employees, regardless of status, will be paid at double time for working Saturdays and Sundays.

The past agreement paid Labour Service and Public Service employees differently for working Saturdays and Sundays.

## **28. Voluntary flu vaccination**

The employer will introduce a voluntary flu vaccination program for employees of executive government this fall.

The employer is currently arranging clinics throughout the province and preparing information and communications materials for Human Resource branches to distribute to employees.

Because public clinics start in mid-October and some employees may already have attended a clinic, the arrangements for employees are:

- Clinics are being co-ordinated throughout the province through various service providers. The methods of service delivery will vary by location depending on the number of employees and services available. The employer is attempting to provide a wide range of dates and times to accommodate shift work and employees who may be away when a clinic is scheduled in their location.
- All active employees appointed under *The Public Service Act* are eligible. Family members are **not** eligible. Active employees are defined as those on payroll and receiving a paycheque during the vaccination period. The program is not available to employees on leaves of absence or seasonal lay-off.
- Employees who wish to receive a flu vaccination are expected to attend the clinics scheduled in their region. They will be provided with an authorization form that will enable the health care service provider to bill departments (rather than have employees pay and be reimbursed). It is not the intent of the program to reimburse employees who receive the vaccination through their own preferred method.
- A communication package is in its final stages and will be forwarded to Human Resources for distribution in departments early next week.

## **29. Component-based bargaining**

The PS/GE Bargaining Unit is made up of six components. Currently each component has a representative on the Negotiating Committee. The union has asked the employer to consider component bargaining to begin in the next round of bargaining.

Each component will then be responsible for bargaining specific issues that affect only their component members. A master agreement will also be negotiated to ensure that all bargaining unit members maintain the same terms and conditions of employment.

Many provinces in Canada presently have component-based bargaining. The details of the structure for bargaining will be negotiated between the parties.

### **1. Indemnity policy draft**

The employer has agreed to change the indemnity policy to reflect many of the issues the union has had with respect to the application of the policy and access to it. Some of the changes include:

- Employees shall be eligible for assistance with legal services if, as a result of performing their duties in good faith and within the scope of employment, they are charged, sued or required to appear before a judicial inquiry.
- The employee shall be allowed leave with pay to seek legal counsel and appear in court in accordance with this policy.
- The employee may be placed on leave with pay until the completion of an investigation or resolution of criminal charges against the employee.
- The fee for private legal consultation fees will increase from \$500 to \$750, if an employee faces criminal charges arising from actions carried out in the scope of

their employment. The fee arrangement is no longer tied to the Saskatchewan Legal Aid Commission rates.

- Employees will be entitled to hire a lawyer of their own choice subject to the fee arrangement being approved by the Permanent Head in consultation with Saskatchewan Justice.
- Legal services will be provided by Saskatchewan Justice for employees who have been sued as a result of good faith actions arising in the course of their employment.

### **31. Teachers**

Teacher therapists and correspondence school teachers will be provided with a maximum of five (5) professional development days per fiscal year.

### **32. Nurses in Corrections and Public Safety**

A Letter of Understanding was negotiated at the bargaining table for nurses who work in adult correctional facilities and young offender facilities. The LOU addresses issues of scheduling, recognition of previous experience, hiring graduate nurses, and funding for continuing education as well as the development of a strategy for succession planning for medical units.

### **33. Corrections Side Table**

The Corrections group had a number of Corrections-specific issues that were brought to the main table. The parties agreed to have representatives of this component meet with employer representatives and bring recommendations to the main table.

The following are some of the agreed-to items:

- **Article 7.9** SIAST has given notice that it will no longer participate in or provide the equivalency determination service or process. Current research and review of alternative models is underway, therefore, Article 7.9 will remain in place; however, the parties recognize the need for a new model and commit to negotiate revisions to this article once the above noted research is completed.
- **Permanent part-time issues** The employer will continue with its commitment to maintain the departmental committee already established to review and make recommendations on addressing specific issues arising from PPT employment, including identifying the appropriate ratio of PFT vs PPT positions for each facility as well as exploring options to maximize PPT staff to address retention issues.
- **Rest periods** Members have asked to have their rest breaks away from their work station/unit. The employer has proposed the development of a department-wide policy with employee input, including the development of standing orders for the facilities to address the unique needs at each location.

- **Pension** The employer has agreed to research the 25 year pension to enable both parties to become familiar with the benefits and challenges associated with various pension scenarios.
- **Uniforms** The department supports, in consultation with union representation, a regular review of the existing uniform policy in order to recommend changes, if deemed necessary. The policy will not be amended prior to consultation with employees.

A Terms of Reference, including mandate, expectations, timeframes, etc., will be developed to enable a 2 person committee to conduct a province-wide survey of each facility. The current uniform committee will be maintained during the survey and the 2 person sub committee (one mgmt/one union) will be made up of members of the existing larger committee.

- **Wellness** To address wellness in correctional facilities, the employer will establish a committee (including the OH&S consultant) to identify health and wellness issues related to the correctional facility work environment and the impact of the nature of the work on wellness.

The committee will be tasked with developing a Terms of Reference to guide the work. Following are some examples:

- Research/review existing wellness programs (internal and external programs) for templates and applicability.
  - Investigate possible opportunities for access to resources (for example, through both internal work unit budgets, and external grants, partnerships and/or educational material).
  - Identify priorities, available resources and future resources.
- **Grievances** The parties agreed to a list of priority grievances and to schedule third party processes to resolve these matters by June 30, 2005.

## **Ratification meetings**

We have included a brief overview of some of the highlights of the tentative agreement. We encourage you to attend the ratification meeting scheduled in your area to hear more details about the agreement.

**RATIFICATION MEETINGS - 2004**

<b>Regina Local 1101</b>		<b>Local Rep</b>	<b>Dan Elberg</b>	<b>924-9000</b>
<b>Date</b>	<b>Time</b>	<b>Location</b>		
October 26	5:15 p.m.	Court House, 177 Segwun Avenue Fort Qu'Appelle		
October 27	12:00 noon 5:15 p.m.	Ramada Hotel, Conference Room 1818 Victoria Avenue, Regina		
October 28	12:00 noon 5:15 p.m.	Ramada Hotel, Conference Room 1818 Victoria Avenue, Regina		
October 29	12:00 noon	Regina Inn, 1975 Broad Street, Regina		
November 1	10:00 a.m. 12:00 noon 7:00 p.m.	SGEU, 1440 Broadway Avenue, Regina		
November 2	5:15 p.m. 7:00 p.m.	SGEU, 1440 Broadway Avenue, Regina		

<b>Saskatoon Local 1102</b>		<b>Local Rep</b>	<b>Terry Ullman</b>	<b>933-7247</b>
<b>Date</b>	<b>Time</b>	<b>Location</b>		
November 2	10:00 a.m. 5:00 p.m. 7:00 p.m.	Army Navy Airforce Veterans 359 1 <sup>st</sup> Avenue North, Saskatoon		
November 4	12:00 noon 7:00 p.m.	Army Navy Airforce Veterans 359 1 <sup>st</sup> Avenue North, Saskatoon		
November 5	12:00 noon 5:15 p.m.	Army Navy Airforce Veterans 359 1 <sup>st</sup> Avenue North, Saskatoon		

<b>Battlefords Local 1103</b>		<b>Local Rep</b>	<b>Jack Duvall</b>	<b>446-7819</b>
<b>Date</b>	<b>Time</b>	<b>Location</b>		
November 9	6:00 p.m.	Provincial Building, 2 <sup>nd</sup> floor Boardroom 4815-50 <sup>th</sup> Street, Lloydminster		
November 10	12:00 noon 6:00 p.m.	Elks Hall, 792-111 <sup>th</sup> Street, North Battleford		

<b>Weyburn Local 1104</b>		<b>Local Rep</b>	<b>James Beblow</b>	<b>842-2437</b>
<b>Date</b>	<b>Time</b>	<b>Location</b>		
November 3	12:00 Noon	Highways Shop, Carlyle		
November 3	7:00 p.m.	Odd Fellows Hall 122 4 <sup>th</sup> Street North East, Weyburn		

<b>Prince Albert Local 1105</b>		<b>Local Rep</b>	<b>Tim Earing</b>	<b>953-2474</b>
<b>Date</b>	<b>Time</b>	<b>Location</b>		
November 3	12:00 noon 5:15 p.m. 7:15 p.m.	Prince Albert Union Centre, 107 – 8 <sup>th</sup> Street East		
November 4	10:00 a.m. 12:00 noon 3:00 p.m.	Prince Albert Union Centre, 107 – 8 <sup>th</sup> Street East		

**Hudson Bay Local 1107 Local Rep JoAnne Belesky 522-8571 ext. 206**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 4	12:00 noon	Greenwater, Maintenance Shop
November 4	6:30 p.m.	Hudson Bay Parish Hall

**Swift Current Local 1108 Local Rep Danny Wilson 778-8359**

<b>Date</b>	<b>Time</b>	<b>Location</b>
October 27	12:00 noon	Highways Shop, Shaunavon
October 27	4:00 p.m.	Cypress Hills Provincial Park – Park Office
October 27	7:00 p.m.	Legion Hall, Maple Creek
October 28	12:00 noon 7:00 p.m.	El Wood Building, Room 405 112-12 Cheadle Street West, Swift Current

**Humboldt Local 1109 Local Rep Dwayne Jonasson 554-5459**

<b>Date</b>	<b>Time</b>	<b>Location</b>
October 27	7:00 p.m.	Court House, Humboldt

**Moose Jaw Local 1110 Local Rep Gregg Bathgate 694-3652**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 1	12:00 noon 7:00 p.m.	SEIU Hall, 39 Athabasca Street West Moose Jaw
November 1	3:30 p.m.	Bar B Inn, Assiniboia

**Rosetown Local 1111 Local Rep Kirk Hogarth 463-5400**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 1	12:00 noon	Agriculture Board Room 410 Saskatchewan Avenue West, Outlook
November 1	5:00 p.m.	Highways Shop, North Service Road West Rosetown
November 2	5:00 p.m.	Government Building 2 <sup>nd</sup> . Floor 113 2 <sup>nd</sup> Avenue East, Kindersley

**Nipawin Local 1112 Local Rep Brian York 862-1781 / 873-5334**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 9	12:00 noon	Kin Hall 1301 – 100 <sup>th</sup> Street, Tisdale
November 10	5:30 p.m.	Odd Fellows Hall, 307 Centre Street Nipawin

**Melfort Local 1114                      Local Rep                      Caren Zimmerman                      752-5563**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 4	7:00 p.m.	Northeast Leisure Centre, Meeting Room 1 206 Bemister Avenue East, Melfort

**Yorkton Local 1115                      Local Rep                      Sid Wonitowy                      786-1651**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 2	12:00 noon	Provincial Building, 276 2 <sup>nd</sup> Avenue West, Melville
November 2	4:00 p.m.	Maintenance Shop, Duck Mountain
November 3	7:00 p.m.	St. Mary's Cultural Centre, 240 Wellington Avenue, Yorkton

**Meadow Lake Local 1119                      Local Rep                      Ernie Schwartz                      236-7691**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 8	12:00 noon	Senior Centre, 1 <sup>st</sup> Street West Goodsoil
November 8	7:00 p.m.	United Church, 502 – 6 <sup>th</sup> Avenue West Meadow Lake

**Estevan Local 1120                      Local Rep                      John Lay                      637-4545**

<b>Date</b>	<b>Time</b>	<b>Location</b>
October 26	5:00 p.m.	1219 - 5 <sup>th</sup> Street, 2 <sup>nd</sup> Floor Boardroom Estevan (Old Government Building)

**Missinipe Local 1121                      Local Rep                      Andy Cook                      425-4234**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 8	7:00 p.m.	RJ's Motel, Creighton
November 9	5:15 p.m. 7:00 p.m.	Legion Hall, La Ronge

**Buffalo Narrows Local 1122                      Local Rep                      Herb Norton                      235-1753**

<b>Date</b>	<b>Time</b>	<b>Location</b>
November 10	12:00 noon	Friendship Centre, Ille a la Crosse
November 10	4:00 p.m.	Court House, La Loche
November 10	7:00 p.m.	Curling Rink Lounge, Buffalo Narrows