

REPORT
ON

BARGAINING

PUBLIC SERVICE SECTOR

SGEU

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Public Service Negotiating Committee members – Back row, left to right: Sandy Evanovich, Hank Lashta, Barry Nowoselsky, Steve Lane. Front row, left to right: Sandi Marcotte, Sid Wonitowy, Patrice Kelly.

Defending the right to bargain:

Challenging the essential services law that jeopardizes your right to better wages, benefits, and pension improvements

The Saskatchewan government — your employer — is launching an unprecedented attack on your rights as a union member and a citizen.

Why should you care?

You should care if you want to be able to make your mortgage payments, car payments and still be able to help your kids get post-secondary training.

You should care if you want to have more flexibility in your workplace, so you can be there when your children or your aging parent needs you.

You should care if you want to maintain a good extended health benefits plan.

You should care if you want to be able to retire some day with a decent pension.

You should care if you want your union to be able to negotiate for all of these positive changes in this round of bargaining and in the future.

The government's attack is designed to make it almost impossible for you to achieve improvements in your collective agreement.

sgcu.org

What is the government doing?

Through new essential services legislation, the government is invoking sweeping new powers that will strip away basic human rights you are entitled to under the Canadian Charter of Rights and Freedoms.

Labour rights are part of your human rights, according to international law and the Canadian Charter. This means that you have the right to negotiate some degree of control over your working conditions.

What the employer really wants: lower wages, weakened benefits

The new Public Service Essential Services Act takes away the bargaining power of your union. This means that the employer can virtually dictate a new collective agreement.

The employer’s goal will be to keep a lid on wage increases and block other positive changes to your union contract. It will be almost impossible to achieve better sick leave or family leave provisions, more flexible hours of work, or vacation entitlements.

This law stacks the deck in favour of the employer, and strikes at the very heart of free and fair collective bargaining.

Under the new law, the employer can designate a significant portion of the union membership as essential. These union members will be denied the right to take any form of job action.

The bottom line is that the essential services law cripples your union’s ability to conduct an effective strike to achieve improvements in your contract.

The government is violating your Charter rights to freedom of association and freedom of expression so that it can control the collective bargaining process.

What can happen to you

If you are deemed essential:

- you will be identified by name;
- you will not be allowed to participate in legal strike action;
- you will be subject to criminal prosecution and substantial fines if you take part in legal strike action;
- you will be required to perform all of your duties during job action, even though only a portion of most people’s work is considered essential.
- Even if you are off-duty, on vacation, or not scheduled to work, you will be prohibited from picketing or showing support for job action. The government is giving itself the power to tell you what you can and cannot do on your own time! This is a flagrant human rights violation and a move that must be stopped before it sets a dangerous precedent.

No government should be able to take away your basic rights of citizenship.

The new essential services law stacks the deck in favour of the employer, and strikes at the very heart of free and fair collective bargaining.

Underhanded ploy to weaken your rights

The government says that this law is intended to protect the health and safety of the public during a labour dispute. But that is not what this law is about. It's an underhanded strategy for weakening your rights as a worker and a union member, and for ensuring that the employer has the upper hand in every round of bargaining.

SGEU is concerned about ensuring the health and safety of the public it serves. We agreed in 2007 to negotiate an essential services agreement with the help of a special mediator. This was done, but this summer the government basically tore up that deal and brought in its own regulations that imposed its own terms.

This means that government has given itself the power to unilaterally impose its own essential services agreement that overrides any pre-existing contract language or arbitration award dealing with essential services. It has simply said that its law will prevail over earlier agreements bargained in good faith.

Where is your right to appeal?

Laws of this kind should provide for opportunities to appeal to a third party to reconsider employers' decisions. Yet this new law does not provide any recourse to challenge:

- the services to be deemed essential;
- the number of workers required to maintain essential services; or,
- the employees who will be named essential.

The Act only allows the Labour Relations Board to review the number of employees deemed essential, not the service itself or the names of individual employees.

It is possible for government to deem essential all the members of your union negotiating committee and your bargaining council.

Employers will take advantage

There is little doubt that employers will use this new law to designate more workers essential than are really needed to deliver essential services.

Health service providers are currently bargaining and their employer has named, on average, 75 per cent of the workforce essential. Many individuals have been deemed essential in case of job action, even though they are currently on leave, retired or working elsewhere.

Clearly, employers will use the broad powers in the essential services legislation to weaken the union and to strike a preemptive blow at any attempt at job action.

During a strike, management employees typically take on the work of striking union members. Under the new legislation, the employer does not have to take into account the number of out-of-scope managers available to perform essential duties. Strikes are often ultimately resolved because out-of-scope managers are exhausted doing the work of the bargaining unit while union members are off the job. This provision of the new law drives the number of people designated to be at work during a labour dispute up even higher.

Rally against essential services May 2008



With that many workers on the job during a labour dispute, it will be almost impossible to put enough pressure on the employer to get a good collective agreement.

Huge penalties for 'stepping out of line'

To try to ensure that unions and union members will not 'step out of line', the government has imposed outrageous penalties for challenging this unfair law:

A union that is found guilty of breaching the new law can be fined up to \$50,000 and an additional \$10,000 a day that the offence continues. An individual found guilty can be fined up to \$2,000 and an additional \$400 a day as long as the offence continues.

There is no doubt that our basic right to free collective bargaining has been stripped away. You are in danger of losing not only future improvements in your wages and working conditions, but some of the most basic rights of citizenship that we expect in a democratic country.

What is SGEU doing?

SGEU is taking action to defend your rights. Your Public Service bargaining unit has filed an Unfair Labour Practice (ULP) with the Saskatchewan Labour Relations Board (LRB) to prevent the government from moving ahead with its attack on its own employees. The ULP argues that SGEU members rights have been breached under the Canadian Charter of Rights and Freedoms, and under the Trade Union Act.

The Public Service bargaining unit is also challenging an award made by Colin Taylor which set out terms of an essential services agreement. We are asking for a judicial review of Taylor's decision, on a number of grounds, including that it does not provide an option for the parties to refer unresolved disputes to interest arbitration.

SGEU is also joining with the Saskatchewan Federation of Labour (SFL) and 24 other unions to challenge the essential services law (Bill 5) and Bill 6, which ushered in anti-worker changes to the Trade Union Act. The coalition of unions is arguing that these regressive laws are illegal under the Charter of Rights and Freedoms.

Our National Union of Public and General Employees (NUPGE), along with the SFL, SGEU and 17 other unions is awaiting the results of a complaint filed with the International Labour Organization (ILO) Committee on Freedom of Association.

What can you do?

Talk it up! Raise this issue with co-workers, friends and family members. Tell them about the government's attack on your rights. People need to know that our rights as workers and as citizens are being stripped away.

Speak out! Let your MLA and the Minister of Advanced Education, Employment and Labour know that you are determined to protect your rights, and that the essential services law has got to go!

Stay informed. It's important that you know what is happening in the struggle to maintain your rights. Check the SGEU website at www.sgeu.org for more information.

Support your union. There is strength in numbers, so if we stand together we can stop this attack on our rights. Stay posted for other actions your union may ask you to take.

Let's restore free collective bargaining!

Working together we can, and will, stop this attack on your rights and restore free and fair collective bargaining to the province of Saskatchewan.

Your workplace rights at risk

Update on bargaining

Many of the workplace rights and benefits we have achieved over the years are under attack by the government of Saskatchewan in the current round of bargaining.

The employer's bargaining agenda is clearly outlined in its proposal package, which we received at the bargaining table November 2, 2009. Gains we have made in areas such as seniority rights, hours of work, and rights for part-time employees are at risk.

There is little doubt that the employer is after serious concessions because it has the new essential services legislation to strengthen its hand at the bargaining table.

Some of the takeaways the employer is pressing for include:

Scope – The employer wants the ability to designate jobs out-of-scope without union approval or input. This would mean a significant increase in out-of-scope positions. This reduces the number of members in the union and ultimately weakens our bargaining power.

Time in lieu – The employer is proposing to reduce the current language that allows for employees to carry over 120 hours of time in lieu to only 40 hours.

Grievances – The employer is proposing that it only be responsible for paying a maximum of one year back pay to union members who win grievances. This could mean the loss of thousands of dollars to individual members.

Hours of Work – The employer is proposing to include all four hours of work designations in all occupation codes. This means that the employer can assign different hours of work to employees.

Seniority rights – The employer wants to erode seniority by adding more occupations to the youth hiring Letter of Understanding

(LOU). The employer has ample opportunity to hire youth through the normal staffing process. As well, the employer is also of the opinion that seniority has deterred them from hiring the most skilled employees. The principle of seniority calls for the senior qualified member to be offered the job.

The employer is also proposing to overlook bumping of youth and diversity employees in the event of job abolishment. This is an erosion of seniority rights and employment security.

Rights for part-time workers – The employer is proposing that anyone who holds multiple jobs be terminated from any position they have not worked in for 180 days. Currently, many permanent part-time employees work in more than one job within various ministries in order to work full-time hours. The employer wants to remove a worker from a call-in list if they have not worked for 180 days. We argue the 180 days rule only applies to employees who have a break in service from the employer, meaning executive government, not just a particular job within government!

Temporary Assignment of Higher Duties (TAHD) – The employer is proposing to delete the article that states TAHD will be offered to the senior employee. This was only added to the collective agreement in the last round of bargaining. Once again, the employer wants to pick and choose who will have access to TAHD.

The employer also wants to restrict the back-dating of TAHD to six months. Currently TAHD is paid to the date duties are assigned.

The employer wants to take away the union's authority to approve TAHD extensions over one year. This goes hand in hand with the employer's proposals to offer TAHD to any employee rather than to the senior qualified person. The employer would then have the unilateral right to assign whoever to the TAHD

rights at risk

and maintain them in the position as long as they choose.

Staffing panels – The employer wants to remove our right to have panel representatives on term staffing actions and panels where there are no in-service candidates.

The employer wants to prevent a panel representative from coming from the same work unit or branch where the staffing action is occurring.

Term staffing – The employer wants to revert back to hiring whoever they want if the term is for less than 12 months. (We recently gained the right to have positions posted if they are more than six-month terms.) The employer also wants to, in their opinion, simplify the approval process from the union. The employer does not like the fact that we deny extensions when they are not posted.

Term employees – The employer wants to eliminate the need to get agreement from the union to extend term appointments. This will allow the employer to bring in people off the street without the proper staffing process and without an end date to the term.

Probation – The employer is proposing that employees give six weeks notice during the subsequent probation if they wish to revert back to their former position.

Salary supplements – The employer proposes to unilaterally assign supplements to occupations without the union’s agreement. Allowing the employer to unilaterally assign supplements will further deteriorate the equal pay class plan, which already has several problems.

Sick leave – The employer wants to reinstate a provision removed from the collective agreement in the last round of bargaining that limits sick leave eligibility for permanent part-time staff who work on a call-in basis.

Union Management Committees – The employer is proposing that each ministry decide on their own how they will engage employees within their ministry. This will undermine the effectiveness of these committees.

Staffing competitions – Currently, the union must agree to the canceling of a competition once qualifications have been assessed. The employer wants to eliminate having the union’s agreement to cancel.

Probation – The employer wants to eliminate the need to get agreement from the union to extend the probationary period.

Job shares and variable hours – The employer is proposing to remove the requirement for the union to approve requests for these work arrangements. This would eliminate the union’s involvement in ensuring the member who has applied for a job share or variable hours will not be expected to perform 100% of the work on half time hours.

We are not aware of any issues or concerns with regard to approval of job shares and variable hours.

Letters of Understanding (LOU) – The employer has served notice to renegotiate more than 100 letters of understanding, the majority of which refer to corrections.

Job action – The employer is proposing that in a situation in which a number of staff call in sick on the same day, it could be considered a job action, and the union should be required to reimburse the employer for any expenses incurred, on the grounds that this is a job action. Apparently, the employer is of the opinion that not more than one staff should be sick on the same day.

Seniority – The employer wants our bargaining unit to recognize seniority of CUPE 600-3 members. Due process would be for the union to discuss reciprocal agreements not the employer to propose that this occur.

Wage increase – The employer has not presented the union with a monetary mandate as of this report.

We would like your feedback on the employer’s bargaining proposals. Please email sstrachan@sgeu.org with your views.

Improving your rights and benefits:

Union proposals for change

Your union is bringing forward a robust list of proposals for improvements to your collective agreement. These proposed changes reflect the recommendations made by you and fellow union members through the proposal gathering process that took place over the past year.

These are some highlights of the more than 200 proposals took to the bargaining table.

Wage increase – We have tabled the same wage package that the Saskatchewan Union of Nurses (SUN) received in its last round of bargaining. Why should we be treated differently?

Overtime – The employer has been changing how employees claim vacation leave and sick leave if they are in an overtime situation. The employer is removing a vacation or sick day so they will not incur overtime even if the overtime was worked early on in the averaging period.

Overtime should be offered by seniority. Currently, the employer chooses who receives overtime. The choice should not be made by the employer, but offered to the most senior in the work unit.

All overtime should be paid at double time.

We are proposing to remove the cap of 11 hours for field employees before overtime is applied.

All on-call hours should be paid at minimum wage.

Pay administration – We propose that permanent part-time employees be paid for each holiday designated within the pay period rather than be paid out 5.4%.

Long service incentives should be granted to long service employees.

Hours of work – Once again, we are proposing to delete field hours and regulated 37 $\frac{1}{3}$ hours of work and move everyone to a 36 hour work week with no loss in bi-weekly pay.

Shift schedules – We want to stop the employer from changing shifts with little or no notice. We are proposing that schedules be posted two weeks in advance.

Banking EDOs – We want the employer to allow a 40 hour carryover of banked EDOs rather than being forced to expend them prior to fiscal year end.

Pension – Increase matched contributions to 9% for all employees and look at phased-in retirement options.

Extended health – We are proposing that the employer pay health premiums and explore flexible health memberships.

Leaves of absence – Wage top-up for mandatory leaves, such as maternity leave, to be paid for 52 weeks, rather than the current 17 weeks.

Family responsibility – Pressing necessity and family leave should not be taken from sick leave credits.

Sick leave – Increase sick leave from 15 to 20 days per year.

Vacation – Increase vacation entitlement by additional day of vacation for every year beyond 22 years of service.

Allowances – Increase Northern District Allowance, camp differential and sleep-over pay. Pay professional fees in full for less than full-time employees and employees who are on Workers' Compensation or Long Term Disability.

proposals for change

Severance – Increase severance pay from one week to one month for each year of service.

Employment security – We want to ensure members’ job security for the term of the agreement. We also want to increase career assistance options and expand bumping options for permanent part-time employees.

Early retirement – In the event of job abolishment there should be an early retirement option for those eligible to retire.

Contracting out – We need changes to enhance no-contracting out provisions.

Class plan – The class plan has several inconsistencies and the union is proposing an entire review of the plan to address outstanding concerns.

Discipline – An employee who is suspended should receive full pay and benefits during the investigation. We are also proposing third party investigators in all internal investigations.

Discrimination – We want to prevent the employer from terminating employees for political reasons.

Grievances – We are proposing to expedite grievances for more timely settlements.

Union representation – Stewards should be allowed to investigate disputes which involve working after hours. The union is requesting the employer pay overtime if the investigation is outside a steward’s regular shift. Also, we are seeking assurance that the employer will not discriminate on the basis of union activity.

Panel representation – Currently the union does not receive sufficient notice of upcoming staffing actions to ensure that a union panel representative is able to attend. We are proposing mandatory notice of five working days prior to any staffing action taking place.

Designated staffing – We are proposing that on the second step in-service non-designated employees be reviewed before out-of-service candidates.

Seniority – We are proposing that for term and part-time staffing, seniority does not only apply from the seniority unit but service wide. This would mean all employees would have the right to apply for any in-service position.

Term postings – We are proposing that the employer post all term jobs not just those of six months or more.

Conversion from permanent part-time to permanent full-time – We propose a one-time conversion of part-time workers to full-time status based on specific eligibility criteria.

Probation – We are seeking language in the agreement that will ensure the employer is diligent in applying probationary reviews.

Workers’ Compensation – All benefits should be maintained and accumulated for workers on Workers’ Compensation. Time in lieu should be included in earnings for employees in modified work agreements.

Anti-harassment – We want a process to ensure consistency and to ensure that the policy meets the needs of our members. The present policy does not meet those needs.

Whistleblowers – We propose protection for whistleblowers.

Essential services – Employees designated essential should be paid accordingly.

Legal protection – We need to update the indemnification policy to ensure appropriate and adequate coverage for all employees.

Interest arbitration – We are proposing to add interest arbitration to the collective agreement.

Update on grievances

Resolving grievances continues to be one of the most challenging and rewarding activities within the union.

We are in the process of updating the grievance form and associated documents. There are also changes being implemented to our database to assist with organizing and reporting on grievance activity.

There have been some major successes for members through the arbitration process in recent months. A member who had been terminated received a suspension instead, and was awarded back pay. The arbitration award has been distributed to Bargaining Council so if you would like more detail please contact your Bargaining Council representative.

The second significant arbitration award provides us with clarification regarding the use of global staffing references. Applicant's references cannot be excluded prior to

obtaining global reference checks. Please contact your Bargaining Council representative for more detail.

We are settling other grievances, but often these resolutions are achieved on the eve of the scheduled arbitration. The settlements are welcome as they save money and attain a resolve in a timelier manner than through a formal arbitration.

Terminations continue to be our primary focus and it is a struggle to attain our goal as outlined by the timelines in the collective agreement.

The next round of Ready/Taylor Arbitration dates has been set for January 18-19, 2010.

The challenge is to continue to focus on grievance resolution and produce positive results and at the same time deal with collective bargaining and membership servicing.

Long Term Disability (LTD) update

Labour service dues – When SGEU's LTD Plan was originally developed, Labour Service employees paid LTD dues on their income as they earned it, and the onus was on each member to make sure they paid their own LTD coverage while they were on layoff. Many Labour Service members did not pay this coverage and were not covered during their layoff period which made them ineligible for benefits if they became disabled during the layoff period.

A change was made to require mandatory LTD coverage over the layoff period for labour service members. LTD dues payable were calculated on a member's "annualized salary" and were deducted over the first few pay cheques when they were recalled from layoff.

Currently, Labour Service members who take a term job during their layoff period are required to pay LTD dues on that job in addition to their Labour Service job. However, the LTD Plan allows these members to request a LTD 'dues holiday' from the term job through a written request to SGEU's LTD Benefit Plans Administrator Jeff McNaughton (jmcnaughton@sgeu.org).

If the members request for the dues holiday is approved, the LTD dues will cease being deducted on the term job on a go forward basis. (There will be no refund for dues already paid for the period passed). If the member is not paying LTD dues on the term job and becomes disabled, and their disability is such that s/he could still perform the duties of the Labour Service job but not the duties of the Term job, the member will not be eligible for LTD benefits.

Members on Workers' Compensation

Under our collective agreement, Art. 23.1 A, a member is required to apply for SGEU Long Term Disability (LTD) after being in receipt of benefits from Workers' Compensation for a period of 90 days.

This is a safety net in the event the member's Workers' Compensation benefits cease. As well, Workers' Compensation does not pay the member's pension after the first 12 months. If the LTD application has been accepted but no benefits are being paid, the LTD Plan can accept money from the member and pay it to

the pension plan. The employer will then be billed by the pension plan to pay their share.

The pension plan will not allow the member to pay money into the plan on their own.

If a member is receiving Workers' Compensation benefits and has been accepted on the LTD Plan, then LTD can help the member receive Canada Pension Plan (CPP) disability benefits by providing advocacy for her/him. The first year that a member is receiving benefits from Workers' Compensation, the CPP benefits would not be offset by WCB and after the first year the CPP benefits are offset by 50%.

Health plan update

The existing insurance contracts with Group Medical Services (GMS) for the employee and retiree Extended Health Care Plans expire December 31, 2009. The Extended Health Care Plan Joint Board of Trustees reviewed the renewal rates proposed by GMS and have recommended that the contracts be renewed effective January 1, 2010 for an additional two-year term.

The parties are in agreement on this matter and a recommendation has been made to the Minister of Finance to renew the insurance contracts. The Extended Health Care Plan Joint Board of Trustees is responsible to develop and administer the plans within the financial resources allocated. To ensure the long-term financial viability of each benefit plan in light of increases in the costs of providing extended health care coverage, no benefit amendments are being made at this time.

Foundation of Administrative Justice Training

Many stewards have received training from the Foundation of Administrative Justice.

This training provides an insight into legislation, grievance management and preparation and guidance on handling issues within the workplace.

This training is in addition to SGEU Union Leadership Development (ULD) courses.

NUPGE working sessions

Firefighter, highway, and probation officer representatives have been working collaboratively with their counterparts in other provinces through working sessions organized by the National Union of Provincial and General Employees' Union (NUPGE).

Firefighters and highways workers face a wide range of health and safety concerns as well as ongoing attacks on job security, wages and benefits. At the top of the list of concerns is the threat of privatization of services.

Probation officers also met with their provincial counterparts to discuss implications of changes to sentencing, including conditional sentences. This will have a significant impact on the work they do. Ensuring public safety is a fundamental part of their job, and the increase in workload and duties will hamper their ability to provide a service that meets the needs of the public. Probation officers have not been consulted about changes to legislation.



Firefighters meet in Buffalo Narrows to discuss concerns.

Children's Advocate progress report



Social services workers and Public Service Bargaining Council Members Arol Honsey and Pat Wilson.

The Children's Advocate released his progress report on foster home overcrowding on November 12th. We have been calling on government to acknowledge and address a crisis in the child welfare system for many years. The report and the fact that the ministry has accepted many of its recommendations substantiate the concerns we have been raising.

Although the ministry has made some improvements in a number of areas there remains a crisis in foster care and more has to be done. There are still too many overcrowded foster homes and workers are not getting the necessary support they need from the ministry to deal with workload pressures.

We will continue to monitor this area and will raise our concerns with the ministry and the public if needed.

Campaigns promote public services

**We continue to
promote the value
of the work we do.
The quality
public services
we provide
make Saskatchewan
a better place to live.**

The public service sector has launched two high profile campaigns this fall, which build on and enhance the key messages we have been developing for several years.

A TV ad campaign that aired in October warned the public of the potential dangers of turning licensing and inspections of mechanical equipment, such as elevators, amusement park rides and boilers over to private hands. The government is currently considering this option.

Highway workers safeguard Saskatchewan families and communities, and a pamphlet featuring the highways staff working as a team to keep the traveling public safe has been distributed throughout the province this month.

We will be working with our communications unit to develop upcoming campaigns for 2010. Check out the website at www.sgeu.org for more information on all of our campaigns.



Pharmacy dispensing fees

In order to keep the costs to our Extended Health Plan to a minimum, we encourage members to fill prescriptions at pharmacies with lower dispensing fees.

As of November, 2009

Pharmacy	Cost	Pharmacy	Cost
Regina		Prince Albert	
Sherwood Co-op	\$9.15	Safeway – South Hill Mall	\$8.49
Costco	\$4.49	Superstore – 15th St. E	\$8.63
Extra Foods – Albert St.	\$8.49	Shoppers – South Hill Mall	\$9.15
London Drugs	\$6.49	Zellers	\$7.97
Pharmasave – University Park	\$9.15		
Price Watchers – College Ave	\$9.15	Swift Current	
Rexall	\$9.15	Pharmasave	\$9.15
Safeway – Gordon Road	\$8.49	Rexall Drug Store	\$9.15
Shoppers – Landmark Mall	\$9.15	Pioneer Co-op	\$9.15
Superstore – Prince of Wales	\$8.49	Shoppers	\$9.15
Zellers – Victoria Square	\$6.99		
The Bay	\$6.99	Kelvington	
Sobey's – Rochdale	\$6.99	Davidson Drug	\$9.15
Saskatoon		Yorkton	
Safeway, Lawson Heights	\$8.49	Hearn's Westview Pharmacy	\$9.15
Superstore – 8th St. E	\$8.49	Shoppers	\$9.15
Shoppers – Midtown Plaza	\$9.15	Superstore	\$8.49
Zellers – Lawson Heights	\$6.99	Zellers	\$7.97
The Bay	\$6.99		
London Drugs	\$6.49	Nipawin	
		Davis Rexall	\$9.15
La Ronge Drug Store	\$8.63		
		Estevan	
Meadow Lake		Drugstore Pharmacy	\$8.49
Drugstore Pharmacy	\$9.13	Henders Drugs	\$9.15
Co-op	\$9.15	Pharmasave	\$9.15
Madill's Drugs	\$9.15	Sobey's	\$9.15
Moose Jaw		Weyburn	
Pharmasave – Main St. N	\$9.15	Co-op	\$9.15
Drugstore Pharmacy	\$8.97	Drugstore Pharmacy	\$8.49
Rexall	\$9.15	Price Rite	\$9.15
Safeway	\$8.49	Pharmasave	\$9.15
Zellers	\$7.49		
Pharmasave	\$9.15	Kindersley	
		Drugstore Pharmacy	\$8.97
Hudson Bay			
Pharmasave	\$9.15		

Public service committee members

Thank you to all the members who applied for or were appointed to sit on bargaining unit committees. Your dedication and involvement on the following committees is of great benefit to the PS/GE bargaining unit. It is with your assistance that the mandates of the various committees move forward.

PS/GE LTD Supervisory Committee Representatives

Angela Miller	Barb Dedi
Gary Ericson	Bonnie McRae
Debbie Kvamme	Tim McKay
Sid Wonitowy	Jack Duvall
Kirk Hogarth	Brian York

Class Plan Maintenance Committee

Tim McKay
Sid Wonitowy
Hank Lashta

Sector Grievance Committee

Herb Norton	Cam Kelly
Terry Ullman	Helen Hrynchak
John Lay	

Employee Family Assistance Plan (EFAP)

Tony Szmukier
Kenda Friesen

Support Services Committee

Sandi Marcotte	Joanne Hubick
Roseann Strelezki	Mary Ann Hogarth

Joint Rehab Committee

Sid Wonitowy
Bonnie McRae
Tim McKay

Pension Committee

Barry Nowoselsky
Gary Ericson
Sandy Evanovich

Anti-Privatization Committee

Victor Timm	Sid Wonitowy
Roseann Strelezki	Hagen Engelke
Rocky Krienke	

Joint Diversity Committee

Helen Hrynchak
Tanyann Belaney

Young Offenders Committee

Terry Ullman	Collin Finch
Cam Kelly	Leta Seiferling
Derek Reiger	Lori Bossaer
Pat Sander	Tannis Nichol

Highways Committee

Steve Lane	JoAnne Hubick
Tim McKay	Rocky Krienke
Jack Duvall	Landis Sather
Sid Wonitowy	Brian York
Randy Holderbein	Kurt Whitford
Dwayne Jonnasson	

Social Services Issues Committee

Kim Hoffman	Mabel Litowski
Connie Symchyck	Barb Dedi
Cam Kelly	Cheryl Mercredi
Tracy Haaland	

Health Plan Board of Trustees

Barry Nowoselsky	Tim Earing
Jack Duvall	Kirk Hogarth

Corrections Committee

Hank Lashta	Herb Norton
Victor Timm	Bonnie McRae
Curtis Jerome	Mike Cummings
Cathy Suchorab	Brandi Slonski
Jim Rusnak	Helen Hrynchak
Andi Beaver	

Regional Grievance Committees

North

Steve Kent	Ernie Schwartz
Roseann Strelezki	Bonnie McRae

Central

Cam Kelly	Terry Ullman
Helen Hrynchak	Lori Bossaer

South

Patrice Kelly	John Lay
Eugene Neb	Tammy Grant



A number of SGEU members participated in the Peace Officer's Memorial Parade in Ottawa in September.

Membership meetings

Upcoming membership meetings have been scheduled around the province from March 3 to April 1, 2010 to provide bargaining updates and to gather feedback from members.

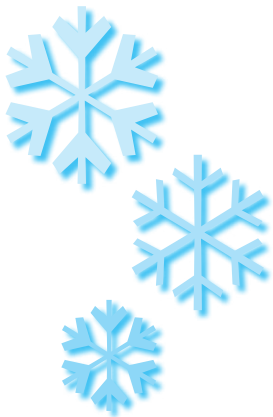
Information will be forthcoming on location, dates and times of the meetings in each local.

2010
floating
holiday
is
Friday
July 2

Bargaining Council

2009-12 Bargaining Council

Bathgate, Gregg	LR	694-4176	Marcotte, Sandi	SS	775-7855
Bossaer, Lori	HS	441-4601	McKay, Tim	VEO	240-7940
Cook, Andy	LR	425-6626	McRae, Bonnie	LIR	749-2982
Cook, Donna	LR	865-4501	Miller, Lyle	A&C	787-9095
Cossette, Robert	A&C	787-8033	Norton, Herb	LR	235-4271
Duvall, Jack	T&T	441-7094	Nowoselsky, Barry	Chair	775-7202
Engelke, Hagen	HS	446-7832	Rieger, Derek	LR	786-1681
Ericson, Gary	LR	825-6436	Sather, Landis	A&C	778-8359
Evanovich, Sandy	HS	775-7850	Schwartz, Ernie	LR	236-7540
Friesen, Kenda	T&T	463-5400	Seiferling, Leta	LR	527-0227
Hogarth, Kirk	LR	463-5400	Strelezki, Roseann	SS	240-5061
Hogarth, Mary Ann	SS	463-5422	Szmukier, Tony	HS	953-3238
Holderbein, Randy	T&T	778-8607	Timm, Victor	LIR	953-3000
Honsey, Arol	LR	778-8228	Ullman, Terry	LR	384-3911
Hrynchak, Helen	LIR	978-0824	Whitford, Kurt	LR	848-2442
Hubick, Joanne	SS	787-1238	Wonitowy, Sid	T&T	775-7203
Jonasson, Dwayne	LR	554-5459	York, Brian	LR	878-8823
Kelly, Cam	HS	933-7240			
Kelly, Patrice	A&C	775-7236			
Kent, Stephen	LR	953-3090	KEY		
Krienke, Rocky	VEO	287-8630	SS	Support Services	
Lane, Steve	VEO	775-7242	A&C	Administration and Communications	
Lanktree, Brian	A&C	536-2336	T&T	Trades and Technical	
Lashta, Hank	LIR	775-7201	LIR	Legal, Inspection & Regulatory	
		291-3003	HS	Human Services	
Lay, John	LR	637-4545	VEO	Vehicle, Equipment & Operations	
Litowski, Mabel	LR	752-6116	LR	Local Representative	



Holiday greetings

The holiday season is an opportunity to reflect on the values that are most important to us. Within the union movement, we have long identified the need to work together for equality and justice, in our workplaces, our province and the world outside our borders. This season is a time for us to celebrate our relationships at home, at work and in the community. And, it is also a time to re-affirm our commitment to working cooperatively to safeguard and enhance the equality, dignity and humanity of all.

Barry Nowoselsky, Public Service Negotiating Committee Chairperson