



EXTRA! EXTRA!

Please note that these are the employers' proposals and they have not been negotiated at the time of this report.

The employer provided a general wage increase and a reduced proposal package to the negotiating committee on June 5, 2023.

The monetary offer is unacceptable to the members of PS/GE.

Lori Bossaer, chair of the PS/GE negotiating committee relayed this message to the employer very firmly.



Lori Bossaer
Chair of PS/GE
Negotiating Committee

Wage

The employer proposed a three-year term with the following general wage increases effective the first pay period on or after the following dates:

Year 1	2%	October 1, 2022
Year 2	2%	October 1, 2023
Year 3	2%	October 1, 2024

Verbal Explanations

Our union provided a monetary proposal to the employer at the meeting on June 5, that included a substantial wage increase, cost of living adjustments, retroactive payments, and no monetary items to be costed out of the economic increase.

Chair Lori Bossaer provided the below verbal explanations with the union's general wage increase proposal.

Our members deserve a living wage. Our current Collective Bargaining Agreement (CBA) that expired September 30, 2022, included the following general wage increases:

0%	October 1, 2017
0%	October 14, 2018
1%	October 13, 2019
1.3%	October 11, 2020
2%	October 10, 2021

We are all aware that inflation has exceeded these wage percentages and the offer provided by the employer is extremely unacceptable.

Designated Holidays

The employer has remained with the current designated holidays. They rejected our union's proposal to add an additional day, September 30, as Truth and Reconciliation Day.

Letters of Understanding (LOU)

- Jointly review and renegotiate LOU 98-05 Leave for Union Business during the interim. Meet within the first 90 days following the signing of the collective bargaining agreement (CBA).
- Form a working group within 90 days following the signing of the CBA to discuss issues relating to permanent part-time availability at Correction, Policing and Public Safety facilities.
- LOU 98-7 Instructional Family – Hours of Work – school year shall be defined as commencing September 1st and ending the 31st day of August following.

Staffing

Merit-based staffing for all level 10 to 14 positions (permanent full-time, permanent part-time, terms of nine months or more, and permanent labour service. Currently it is level 10 supervisors and all levels 11 to 14.

New Assessment for Staffing: The employer has proposed to amend the staffing language to include more generic terminology reflecting qualification in their anticipation of moving to the capability mode. The negotiating committee continues to have concerns related to how this change will impact the current competency profile or related assessment factors. All the core competencies in the CBA will be replaced with "qualification." This proposed replacement affects Article 6 staffing, qualifying for position, eligibility list, nature of examination and panels, permanent full-time and part-time staffing, appointments, pay administration and training rates.

Seniority

The employer put forward language in determining seniority of two or more employees who have the same bargaining unit seniority, using the last six digits of their social insurance number. The rationale has been to simplify the administration of seniority.

Hours of Work

The employer wants to change the ability for an employee to bank overtime hours by changing the “shall” to “may.” This means any overtime an employee works must have the approval of management to bank.

Meals

The employer has proposed to increase the in-province meal allowance to match the out-of-province amount. This would eliminate any out-of-province meal allowance.

Incidental Vehicle Use

The employer has proposed an increase of a flat rate on incidental usage. They are proposing the same rate for all vehicles without categorizing them as cars or trucks. Employer rationale is it will simplify the administration.

Standby Compensation

Standby pay will be paid at a rate of \$15 for each four-hour period, or portion. Currently \$10 for each four-hour period, or portion.

Your negotiating committee notes that standby pay has not increased since October 1, 2007. It should be better than the \$5 extra for a four-hour shift offered by the employer.

Shift Differential

Increase to \$2.25. Currently \$1.90 as of October 4, 2015.

Weekend Premium

Increase to \$1.45. Currently \$1.15 as of October 4, 2015.

Your negotiating committee notes that shift differential and weekend premiums have not seen an increase since October 4, 2015. The employer is offering a shift differential increase of only 35 cents and a weekend premium increase of only 30 cents.

Bargaining dates have been scheduled for July 2023 and we expect to have further discussion on outstanding proposals and any monetary items.

Discipline, Demotion Dismissal, Termination and Resignation Employee's Files

Regarding disciplinary documents on an employees' personal file, the employer has put forward that if an employee is on a leave of absence for greater than 30 days, the retention period shall be extended by the same length of time as the leave.

Discrimination and Harassment

The employer wants to remove the union's ability to participate in a jointly agreed to list of mediators and/or investigators to deal with complaints of harassment from the CBA.

Labour Service Employees

The employer would like to categorize labour service by putting the conditions of employment information in the same place within the CBA.

Other labour service proposals included:

- Probationary periods of 208 regular working days or two calendar years whichever comes first.
- Employees who are subject to seasonal layoff shall have their prorated vacation entitlement paid on a bi-weekly basis.
- Delayed layoff is voluntary and shall be offered to employees in order of seniority.
- An employee on seasonal layoff who fails to respond to notification of recall with two weeks will have been deemed to have resigned from the position.

Bulletin Boards

Provide SGEU with a location for a bulletin board at all practical work locations.

Professional Fees

Employer to pay the professional fees for all employees who are required either by statute or by an agency to be a member of a professional association. Provided the employee has not been reimbursed and is not eligible to be reimbursed from another employer.

Job Sharing and Variable Hours

Group Life Insurance: employees will be given the option to maintain their full coverage or reduce their coverage.

Bargaining Status

The PS/GE bargaining council met June 14-15 in Tisdale to review the employer's reduced package and monetary.

Bargaining dates have been scheduled for July 2023 and we expect to have further discussion on outstanding proposals and any monetary items.

Included with this report are the names and contact details of your negotiating committee, and local and component representatives to bargaining council. Please refer to this list if you have any questions.

Essential Services Challenge

On March 24, 2023, our union and lawyers met with Mediation Services and representatives from the government to discuss the challenge. Mediation is a required first step in the process. We have not had a response yet regarding the mediation meeting. For more information, visit sgeu.org/CharterChallenge.

With the summer season short in Saskatchewan, we wish all members an enjoyable summer with family and friends. Your negotiating committee will continue to bargain during this time and put pressure on the government to give us fair wages and benefits.

In solidarity,
PS/GE Negotiating Committee

Included with this report are the names and contact details of your negotiating committee, and local and component representatives to bargaining council. Please refer to this list if you have any questions.