

the PS/GE

bargaining

report

Sept. 2021

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Important survey inside!



A message from the PS/GE negotiating committee chair



Another Labour Day has come and gone. It's the one day each year set aside to celebrate working people and remember the contributions made by the labour movement to bring about better working conditions in Canada. We now enjoy the benefits of an eight-hour workday, minimum wage, health benefits, parental leave, sick leave, and safer workplaces through Occupational Health and Safety laws.

This day is also an opportunity to remember the hardships and battles faced by working people. Sadly, those struggles are not over — something that became all too clear during the pandemic as those on the front lines kept Saskatchewan residents safe. We can thank many members of SGEU's PS/GE bargaining unit — especially those working as corrections officers, highway patrol officers, child protection workers, conservation officers, and judicial officers — for their hard work during this time.

The provincial government lauded these essential frontline workers as heroes. However, their actions fell short when workers and their families needed the most support.

At times, members and their elected union leaders had to fight to ensure workers had proper PPE in their workplaces. Despite recommendations from government medical experts, workers in communal settings such as correctional centres and young offender facilities

weren't given priority in the provincial vaccine roll-out strategy. Nor was rapid testing deployed at these facilities until well into the height of the pandemic, although hundreds of thousands of test kits from the federal government were sitting in storage.

As a result, many PS/GE members were at high risk of exposure to COVID-19 while carrying out their duties — and jeopardized their families and communities because the government failed to act quickly and responsibly. Unfortunately, several PS/GE members contracted the virus, including some who ended up in the hospital and others who continue to suffer from long-lasting symptoms.

Many PS/GE members dealt with the pressure and uncertainty of changing work conditions while transitioning from the office to working from home and returning to the office as the pandemic progressed. For many, this also included the stress of juggling changing childcare arrangements because of school and daycare closures and limitations.

Countless PS/GE members and their families suffered financially as well. The government was ill-prepared to deal with employees who were forced to isolate themselves due to COVID-19 exposures. From the start, PS/GE representatives and labour relations officers worked to establish protocols so that members

"... your input will help inform the work of the negotiating committee in the weeks and months ahead."

were not required to use sick time or vacation leave in these situations. Although the provincial government used some of the available federal funding to create programs providing wage top-ups for essential service workers, the programs were a stop-gap measure and often excluded large numbers of people because of strict eligibility criteria.

Recently, the Sask government's financial documents showed it didn't spend all of the funds it received from the federal government for COVID-relief programs, creating hardships for many. Saskatchewan people won't soon forget the ways the government let us down during this difficult time.

The next few months are an important time as we start preparing for another round of contract negotiations — an opportunity to voice your opinions on the changes you would like to see in your next collective bargaining agreement. Pages six to nine will provide information about submitting a proposal. You will also find a survey and a list of proposal gathering meetings throughout the province. Please take the time to attend your local proposals gathering meeting.

Thank you for the work you do on an ongoing basis to provide essential programs and services across our province. I hope you were able to relax and rejuvenate and enjoy some time with family and friends this summer.

market review

market trends and developments reprinted from the Public Employees Benefits Agency

Equity and fixed-income markets advanced, alternative investments gained, and the Plan's foreign currency position had a net positive influence on returns on a Plan year-to-date basis. Market details:

- The FTSE Canada Universe Bond Index advanced 2.6 per cent, while money market investments were unchanged.
- The S&P/TSX Composite Index increased 11.2 per cent, while gains for Canadian small/mid cap stock indices ranged between 6.5 and 10.3 per cent.
- In the U.S., the S&P 500 Index gained 14.5 per cent in U.S. dollars and rose 15.0 per cent in Canadian dollar terms as the U.S. dollar strengthened versus the Canadian dollar. The unhedged Russell 2000 Index advanced 3.3 per cent.
- The unhedged MSCI ACWI Index gained 11.6 per cent, the unhedged MSCI World Index rose 13.1 per cent, and the unhedged MSCI EAFE Small Cap Index advanced 9.9 per cent. The unhedged MSCI Emerging Market Equity Index gained 1.2 per cent.

In solidarity,



Barry Nowoselsky, Chair
PS/GE Negotiating Committee

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Local reps

1101 Regina
Muna De Ciman
306.570.1568

1102 Saskatoon
Kim Carley
306.260.0195

1103 Battlefords
Mac Trost
306.441.3980

1104 Weyburn
Alan Erickson
306.869.6760

1105 Prince Albert
Carol Yuzik
306.940.8638

1107 Hudson Bay
Earl Cook
306.470.7596

1108 Swift Current
Vacant
(contact negotiating committee
306.775.7206)

1109 Humboldt
Dale Achtymichuk
306.338.8184

1110 Moose Jaw
Denise Goski
306.631.4749

1111 Rosetown
Janice Bennett
306.867.7951

1112 Nipawin/Tisdale
Vacant
(contact negotiating committee
306.775.7206)

1114 Melfort
Cody Osborne
306.920.7149

1115 Yorkton
Shawn Riabko
306.621.2705

1119 Meadow Lake
Roseann Strelezki
306.814.7884

1120 Estevan
Jennifer Warriner
306.485.9868

**1121 La Ronge/
Missinipe**
Brock Lockhart
306.688.0135

1122 Buffalo Narrows
Kim Hansen
306.235.7738

PS/GE

Children's Wish Golf Tournament

August 28, 2021, Melfort

The PS/GE Bargaining Unit would like to thank all the teams that took part in the tournament along with all the volunteers that ensured everything went off without a hitch.

The bargaining unit would also like to express our thanks and appreciation to the following sponsors who donated to the event and helped in ensuring the tournament was a success.

- Keith Paavo of RBC
- PS/GE Bargaining Unit
- Toshiba
- Allied Printers
- Gerrand Rath Johnson
- Meyers Norris Penny
- The Co-operators
- SGEU Central
- National Union of Public and General Employees
- Saskatchewan Federation of Labour
- Double Tree By Hilton
- Gold Eagle Lodge
- Barry Nowoselsky
- Dam Good Garlic (By Darren Sauer)
- Blue Cross
- Great Western Brewing
- Melfort Golf and Country Club

As always, all proceeds from the golf tournament are donated to the Saskatchewan Chapter of the Children's Wish Foundation.



SGEU offices

REGINA

1011 Devonshire Dr. N
Regina, SK S4X 2X4

PH: 306.522.8571
TF: 1.800.667.5221
FAX: 306.347.7822

SASKATOON

201, 1114-22nd St. W
Saskatoon, SK S7M 0S5

PH: 306.652.1811
TF: 1.800.667.5221
FAX: 306.664.7134

PRINCE ALBERT

3-11th St. W.
Prince Albert, SK S6V 3A8

PH: 306.764.5201
TF: 1.800.667.9355
FAX: 306.763.4763

Congratulations to this year's winners!

Winning team (pictured above)

**Nathan Aholt, Tyler Wagner,
Tyler Hermann, and Austin Arval**

Longest drive (women's)

Diane Ralph

Longest drive (men's)

Tyler Wagner

Closest to the pin (women's)

Bonnie McRae

Closest to the pin (men's)

Dustin Campbell

Member survey

Please choose only five of the following and number your priorities from 1 to 5, with 1 being your highest priority.

- | | |
|--|---|
| _____ Discipline/
Termination | _____ Maternity/
Parental Leave |
| _____ Eligibility Lists | _____ Pressing
Necessity |
| _____ Employment
Security | _____ Sick Leave |
| _____ Grievances | _____ Family
Leave |
| _____ Harassment | _____ Vacation
Leave |
| _____ Probation | _____ Pension
Overtime |
| _____ Diversity
Staffing | _____ Union
Management
Committee |
| _____ General Staffing | _____ Wages |
| _____ Term Staffing | _____ Meal
Allowances |
| _____ Temporary
Assignment
of Higher
Duties | _____ Northern
District
Allowance |
| _____ Health Plan | _____ Other: |
| _____ Hours of
Work | _____ |
| _____ Leaves of
Absence | _____ |

Submit your priorities by January 31, 2022 to:

Bev Radons, SGEU
1011 Devonshire Drive N
Regina, SK S4X 4X4

or by email to bradons@sgeu.org

The results of this survey will be presented at the proposals conference in 2022.

Bargaining update

**The PS/GE Collective
Bargaining Agreement expires
in September 2022. Now is the
time to have your voice as a
member heard!**

Changes and improvements are most often the result of ideas coming from members out in the field. Please feel free to fill out the survey on the left and send it back to us with your thoughts. On the following pages you will find a list of dates, times, and locations of local proposals gathering meetings, as well as your proposals form.

The survey contains a list of items that will be important in the next round of bargaining. We want to know how important each item is to you. Please choose five items from the list and number them in order of importance with 1 being the most important.



Local proposals gathering schedule

1101 Regina

Tues., Nov. 23 @ 7:00 p.m.
Atlas Hotel, 4177 Albert St.
Local rep: Muna De Ciman
306.570.1568

1108 Swift Current

Wed., Dec. 8 @ 7:00 p.m.
Eagles Club
1910 South Service Rd. W.
Local rep: Vacant (contact neg.
committee 306.775.7206)

1115 Yorkton

Thurs., Dec. 2 @ 5:00 p.m.
Gallagher Centre, National Bank
Room C, 455 Broadway St. W
Local rep: Shawn Riabko
306.621.2705

1102 Saskatoon

Wed., Jan. 19 @ 7:00 p.m.
Saskatoon Inn, 2002 Airport Dr.
Ballroom B
Local rep: Kim Carley
306.260.0195

1109 Humboldt

Mon., Jan. 10 @ 7:00 p.m.
Royal Canadian Legion
202 3rd St. E, Wynyard
Local rep: Dale Achtymichuk
306.338.8184

1119 Meadow Lake

Mon., Nov. 22 @ 5:30 p.m.
Meadow Lake Alliance Church
Gymnasium, 805 5th St. W.
Local rep: Roseann Strelezki
306.814.7884

1103 Battlefords

Tues., Nov. 16 @ 7:00 p.m.
Western Development Museum
SK-16 & SK-40, North Battleford
Local rep: Mac Trost
306.441.3980

1110 Moose Jaw

Tues., Dec. 7 @ 7:00 p.m.
Moose Jaw Union Centre
1402 Caribou St. W
Local rep: Denise Goski
306.631.4749

1120 Estevan

Tues., Nov. 30 @ 6:00 p.m.
Western Star Hotel
303 Kensington Ave.
Local rep: Jennifer Warriner
306.485.9868

1104 Weyburn

Thurs., Nov. 18 @ 6:00 p.m.
McKenna Hall
317 3rd St. NE
Local rep: Alan Erickson
306.869.6760

1111 Rosetown

Sat., Nov. 20 @ 1:00 p.m.
Royal Canadian Legion
118 2nd Ave E, Kindersley
Local rep: Janice Bennett
306.867.7951

1121 La Ronge/Missinipe

Wed., Jan. 12 @ 7:00 p.m.
Royal Canadian Legion
1400 La Ronge Ave.
Local rep: Brock Lockhart
306.688.0135

1105 Prince Albert

Mon., Nov. 22 @ 7:00 p.m.
Prince Albert Exhibition Grounds
Main Hall, 815 Exhibition Dr.
Local rep: Carol Yuzik
306.940.8638

1112 Nipawin/Tisdale

Thurs., Dec. 9 @ 6:30 p.m.
Northern Greens Resort
222 Evergreen Dr., Nipawin
Local rep: Vacant (contact neg.
committee 306.775.7206)

1122 Buffalo Narrows

Mon., Nov. 29 @ 7:00 p.m.
Lakeview Complex Arena
Tom St.
Local rep: Kim Hansen
306.235.7738

1107 Hudson Bay

Tues., Dec. 14 @ 6:30 p.m.
Hudson Bay Town Office
Gymnasium Hall, 304 Main St.
Local rep: Earl Cook
306.470.7596

1114 Melfort

Wed., Jan. 5 @ 5:00 p.m.
Kerry Vickar Centre
206 Bemister Ave. E.
Local rep: Cody Osborne
306.920.7149

2022 PS/GE Collective Bargaining Proposal form

Note: Proposals are to be submitted at your local proposal meeting *only*. For meeting dates, please see page 7.

Proposals must be submitted using this form only and must include your name and address. **Proposals that are unsigned or submitted in another format will not be accepted. The form will be available on our website on November 10.**

Please PRINT

Name: _____ Home address: _____

Home phone: _____ Work phone: _____

PS/GE local # _____ Job title (not your occupation code): _____

Ministry: _____ Work Location: _____

Signature: _____ Date: _____

Please identify the type of proposal you are submitting:

- General Component Health/Dental (Health plan proposals will be referred to the Health Plan Board of Trustees for consideration)

- Your Occupation Code: _____ Your Component: Support Services
 Human Services
 Admin & Communications
 Legal, Inspection & Regulatory
 Trades & Technical
 Vehicle, Equipment & Operations

Please submit one proposal per form. Please PRINT.

Identify the subject matter or issue you wish to raise pertaining to the PS/GE CBA.



Retirement profile:

Tim McKay

Reflecting on 36 years as an SGEU member and why it's important to get involved in your union

Tim McKay cares deeply about fairness at work. Maybe that's why he has earned the trust and respect of so many of his fellow union members over the years.

Since the 1980s, Tim has been elected as a union leader within SGEU's PS/GE Bargaining Unit. There's not much he hasn't done — having been a shop steward, member of his local executive and the PS/GE negotiating committee and bargaining council, provincial council member, PS/GE strike committee member, PS/GE Vehicle Equipment and Operations Component chair, member of a number of the union's long-term disability and health plan committees, and delegate to SGEU, SFL, and NUPGE conventions. Throughout the years, Tim also sharpened his skills to better represent members through leadership training provided or sponsored by the union.

Tim's first experience with the union was in 1976, as a student working for the Department of Tourism and Renewable Resources. He was on recall at the time and noticed his employer had hired someone new to fill a vacant position, violating the collective agreement. Realizing this, Tim worked with his union steward to file a grievance and fix this injustice.

A few years later, Tim was elected as a shop steward for his workplace — the Meadow Lake Correctional Camp. Shortly after, the government served notice that the camp was being shut down. Tim found himself thrust into a challenging situation as he worked to ensure those employed at the camp were treated fairly and compassionately during the transition. It was a stressful experience, but he quickly learned how to interpret and apply the intricacies of a collective agreement, and took pride in supporting and advocating for others in his workplace. This experience kicked off his lifelong commitment to helping others and building the union.

Throughout his years as an SGEU member, Tim saw his role as that of a referee — someone who makes sure both sides follow the contract and that everything is done fairly. "To succeed at that, listening is always important. You can't assume you know all the answers — you need to keep an open mind to another person's opinion or point of view," he says.

After working for the Ministry of Highways for more than 25 years, Tim retired in July 2020. When asked about his proudest accomplishments, Tim is quick to talk about his

many experiences negotiating improvements to various collective agreements. “It was hard work, but it was satisfying, especially where inconsistencies were sorted out so that all members would be treated fairly instead of based on where they live or who they know.”

In particular, Tim remembers his role negotiating a northern housing allowance for highways workers situated north of Meath Park and the signing of the Winter Works Letter of Understanding 98-11 highways workers — both of which brought important improvements in the lives of the members involved.

Tim believes more members should consider serving in an elected position within the union. “Believe me, it’s not all glory, there’s a lot of hard work involved — but the experience is invaluable. You learn so much about how the union works and how it can help you and others in the workplace. And it’s a way to make a difference.”

He encourages all members to get more involved by attending their local meetings and speaking up. “Don’t sit back and let life go by, be respectful but let your opinion be heard so the union knows what you think.”

At the recent SGEU convention, Tim was awarded an SGEU Lifetime Membership to recognize his many years of leadership and commitment to the union.

“I’m very grateful,” said Tim. “To me, it’s a real honour to be a lifetime member. It shows that people appreciate the work you put in to uphold the rights of workers and to equalize the playing field between workers and management.”

Although he’s retired from his job and his work with SGEU, Tim plans to keep busy by spending more time with his family and farming his land at Dorintosh in northwest Saskatchewan. He’s thankful to the people he met along the way — to those who put their trust in him and those he worked with and learned from over the years. He’s also quick to acknowledge the support of his family during the times he was away from home because of his work with the union.

“I would not have been able to do all that I did without such an understanding family.”

"Believe me, it's not all glory, there's a lot of hard work involved — but the experience is invaluable. You learn so much about how the union works and how it can help you and others in the workplace."

What are the responsibilities of a steward?

A steward is one of the most recognizable and important positions within the labour movement. They are the first person members will approach for information or assistance in resolving workplace issues, and are often the first contact a member will have with their union.

Stewards are the link between members, management, your local, and SGEU. They are representatives of the union and have significant influence over how members view the union.

Within their bylaws, each local in the PS/GE bargaining unit has an election process to choose stewards and chief stewards.

Chief stewards

A chief steward supports other stewards and assists in dealing with workplace issues. They are the conduit to labour relations officers and other SGEU staff. Chief stewards ensure that all stewards, including themselves will be registered for SGEU training opportunities.



Chief stewards are responsible for assigning a trained union panel representative for permanent, part-time, and term staffing competitions within their zone. The employer may contact the SGEU panel coordinator and may send out a call for a panel representative if required.

Stewards

Stewards support and work with their chief steward to resolve conflict in the workplace. They make sure the collective agreement is being adhered to by identifying violations, investigating complaints, meeting with management to solve problems, and filing grievances if necessary.

Grievances, Investigations, and Representation

Individuals cannot file their own grievances; it must be a steward, labour relations officer, or a member of the PS/GE negotiating committee.

Group grievances or grievances affecting more than one ministry must be submitted by a labour relations officer or PS/GE negotiating committee member. Stewards, unless directed to do so, do not file group grievances.

Policy or interpretation grievances must be filed by the PS/GE negotiating committee.

Prior to filing a grievance, the steward should consult with the chief steward, who will consult with a labour relations officer if necessary. In the absence of a chief steward, a steward will consult with a labour relations officer, prior to filing a grievance.

Stewards are required to immediately forward all notes and all documentation pertaining to all meetings/grievance meetings/investigations, etc. to a labour relations officer to ensure they will be available when required.

If you have any questions in regards to the duties of a chief steward or steward you can call the SGEU labour relations officer assigned to your ministry.



Download the Endless Savings & More App today!

As a member of the PS/GE Bargaining Unit, you get savings at hundreds of stores across Canada through our app.

To download, search for Endless Savings & More in the app store or Google Play. The organization code is: SGEU

Enjoy exclusive offers from: The Body Shop, TELUS SmartHome Security, WorldRemit (Online Money Transfers), Form Smart Swim Goggles, and Simba Sleep!



Did you know some pharmacies charge lower dispensing fees for prescriptions?

Estevan			North Battleford			Saskatoon		
Henders Drug	306.634.3666	\$11.85	Fisher's Drug Store	306.445.6153	\$11.85	Costco North	306.933.4262	\$4.99
Pharmasave	306.637.3802	\$11.85	Co-op Pharmacy	306.445.9800	\$11.85	Costco South	306.700.2883	\$4.99
Sobeys	306.637.2580	\$11.85	Shoppers Drug Mart	306.445.6253	\$11.85	Safeway		
Hudson Bay			Pharmasave	306.446.0022	\$11.85	Lawson Heights	306.934.8185	\$11.85
Pharmasave	306.865.2663	\$11.85	Battleford Remedy's RX	306.937.2600	\$11.85	(up to a three month supply)		
Kelvington			Prince Albert			Superstore, 8th St E	306.956.1631	\$11.85
PharmaChoice	306.327.4662	\$11.85	Superstore	306.953.8120	\$11.85	Shoppers		
Kindersley			Safeway			Midtown Plaza	306.653.4866	\$11.85
Pharmasave	306.463.1655	\$11.85	South Hill Mall	306.922.1242	\$11.85	London Drugs, 8 St. E	306.664.9521	\$10.99
La Ronge			Shoppers			Swift Current		
La Ronge Drug Store	306.425.2252	\$11.85	South Hill Mall	306.922.6144	\$11.45	Pharmasave	306.778.5362	\$11.85
Meadow Lake			Regina			Rexall	306.773.4633	\$11.85
DRUGstore Pharmacy	306.236.8330	\$11.85	Sherwood Co-op	306.791.9301	\$11.85	Co-op Home Centre	306.778.8800	\$11.85
Co-op	306.236.6366	\$11.85	Costco	306.271.0922	\$4.49	Shoppers	306.773.5301	\$11.85
Madill's Drugs	306.236.5210	\$11.85	London Drugs			Weyburn		
Moose Jaw			Prince of Wales	306.546.1600	\$10.99	Prairie Sky Co-op	306.848.3663	\$11.85
Pharmasave			Pharmasave			DRUGstore Pharmacy	306.848.3407	\$11.85
Main St. N	306.692.6433	\$11.85	University Park	306.791.9780	\$11.85	Price Rite Drugs	306.842.4221	\$11.60
Superstore	306.691.6035	\$11.85	Rexall	306.543.1446	\$11.85	Pharmasave	306.848.3850	\$11.85
Rexall	306.694.5556	\$11.85	Safeway Southland	306.586.5140	\$11.85	Yorkton		
Safeway	306.693.8033	\$11.85	Shoppers Landmark	306.777.8040	\$11.85	Hearn's		
Nipawin			Superstore			Westview Pharmacy	306.783.4331	\$11.85
Davis Rexall	306.862.3141	\$11.85	Prince of Wales	306.546.6500	\$11.85	Shoppers	306.783.9796	\$11.85
			Sobeys Rochdale	306.546.5881	\$11.85	Superstore	306.786.4035	\$11.85

Committee representatives wanted for the Classification Appeal Panel

The PS/GE Negotiating Committee is seeking several members to participate in the Classification Appeal Panel.

The appeal panel is a group of both in-scope and out-of-scope members that hear classification appeals. As a representative of the PS/GE Bargaining Unit, you will be trained to participate in hearing classification appeals.

Please apply with a letter or email, clearly indicating your interest and qualifications for the committee.

Send your application to:

Bev Radons
1011 Devonshire Drive North
Regina, SK S4X 2X4 or bradons@sgeu.org.

Deadline for applications is Sunday, October 31, 2021 at 5:00 p.m.

Keep in touch

If your contact information has changed, please let us know so we can keep you up to date on important union issues. Send an email to mis@sgeu.org with your updated information and include your:

- home mailing address
- home phone number
- personal cell phone number
- personal email address
- any other important contact information

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Be smart.

Show you care.

Get vaccinated

for the ones

you love.