

the PS/GE bulletin

June 2020

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The
Effects of
COVID-19

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Bargaining
Update

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Member
Profile



SGEU PS/GE

Golf Tournament

SATURDAY, SEPTEMBER 12, 2020
MELFORT GOLF AND COUNTRY CLUB
SHOTGUN START 11:00 A.M.
PUTTING CONTEST!
4 HOLE-IN-ONE PRIZES!



- \$150/player (includes golf cart and supper)
- Register with payment before September 4, 2020 by contacting George at 306.402.7141 or Richard at 306.775.7214 (first 100 golfers accepted)

ALL PROCEEDS DONATED TO THE SASKATCHEWAN CHILDREN'S WISH FOUNDATION

UNLESS DISALLOWED BY PUBLIC HEALTH DIRECTIVES, THE TOURNAMENT WILL PROCEED.

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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
Risa Erickson
306.527.8179

1109 Wadena
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
Ernie Schwartz
306.240.5055

1120 Estevan
Jennifer Warriner
306.485.9868

1121 La Ronge/ Missinipe
Brock Lockhart
306.688.0135

1122 Buffalo Narrows
Kim Hansen
306.235.7738



Floating holidays

Friday, July 31, 2020
 Friday, July 2, 2021
 Friday, July 29, 2022

SGEU offices

REGINA

1011 Devonshire Drive North
 Regina, SK S4X 2X4

PH: 306.522.8571
 TF: 1.800.667.5221
 FAX: 306.347.7822

SASKATOON

201, 1114-22nd Street West
 Saskatoon, SK S7M 0S5

PH: 306.652.1811
 TF: 1.800.667.5221
 FAX: 306.664.7134

PRINCE ALBERT

3-11th Street West
 Prince Albert, SK S6V 3A8

PH: 306.764.5201
 TF: 1.800.667.9355
 FAX: 306.763.4763

Pharmacy dispensing fees

Estevan

Henders Drug	306.634.3666	\$11.60
Pharmasave	306.637.3802	\$11.60
Sobey's	306.637.2580	\$11.60

Hudson Bay

Pharmasave	306.865.2663	\$11.60
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Kelvington

PharmaChoice	306.327.4662	\$11.60
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Kindersley

Pharmasave	306.463.1655	\$11.60
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La Ronge

La Ronge Drug Store	306.425.2252	\$11.60
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Meadow Lake

DRUGstore Pharmacy	306.236.8330	\$11.60
Co-op	306.236.6366	\$11.60
Madill's Drugs	306.236.5210	\$11.60

Moose Jaw

Pharmasave		
Main St. N	306.692.6433	\$11.60
Superstore	306.691.6035	\$11.60
Rexall	306.694.5556	\$11.60
Safeway	306.693.8033	\$11.60

Nipawin

Davis Rexall	306.862.3141	\$11.60
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North Battleford

Fisher's Drug Store	306.445.6153	\$11.60
Co-op Pharmacy	306.445.9800	\$11.60
Shopper's Drug Mart	306.445.6253	\$11.60
Pharmasave	306.446.0022	\$11.60
Battleford Drug Mart	306.937.3303	\$11.60

Prince Albert

Safeway		
South Hill Mall	306.922.1242	\$11.60
Superstore	306.953.8120	\$11.60
Shoppers		
South Hill Mall	306.922.6144	\$11.60

Regina

Sherwood Co-op	306.791.9301	\$11.60
Costco	306.271.0922	\$4.49
London Drugs		
Prince of Wales	306.546.1600	\$9.99
Pharmasave		
University Park	306.789-5541	\$11.60
Rexall	306.543.1446	\$11.60
Safeway Southland	306.586.5140	\$11.60
Shoppers Landmark	306.777.8040	\$11.60
Superstore		
Prince of Wales	306.546.6500	\$11.60
Sobey's Rochdale	306.546.5881	\$11.60

Saskatoon

Safeway		
Lawson Heights	306.934.8185	\$11.60
(up to a three months supply)		
Superstore, 8th St E	306.956.1631	\$11.60
Shoppers		
Midtown Plaza	306.653.4866	\$11.60
Extra Foods		
Wanaskewin Road	306.249.9200	\$11.60
London Drugs, 8 St. E	306.664.9521	\$9.99

Swift Current

Pharmasave	306.778.5362	\$11.60
Rexall	306.773.4633	\$11.60
Co-op Home Centre	306.778.8800	\$11.60
Shoppers	306.773.5301	\$11.60

Weyburn

Prairie Sky Co-op	306.848.3663	\$11.60
DRUGstore Pharmacy	306.848.3407	\$11.60
Price Rite Drugs	306.842.4221	\$11.60
Pharmasave	306.848.3850	\$11.60

Yorkton

Hearn's		
Westview Pharmacy	306.783.4331	\$11.60
Shoppers	306.783.9796	\$11.60
Superstore	306.786.4035	\$11.60



Steward support

Remember, your stewards are there to assist you if you run into problems in your workplace. If you are called into a meeting with a supervisor or manager that you think could lead to disciplinary action, take a steward with you. You can find your workplace steward at sgeu.org or by contacting SGEU.

" Everyone has an important role to play in keeping our province running and our communities safe."

From the Negotiating Committee

I want to thank all members for the work you do. Everyone has an important role to play in keeping our province running and our communities safe. Workers have done it all under challenging circumstances with great professionalism and dedication.

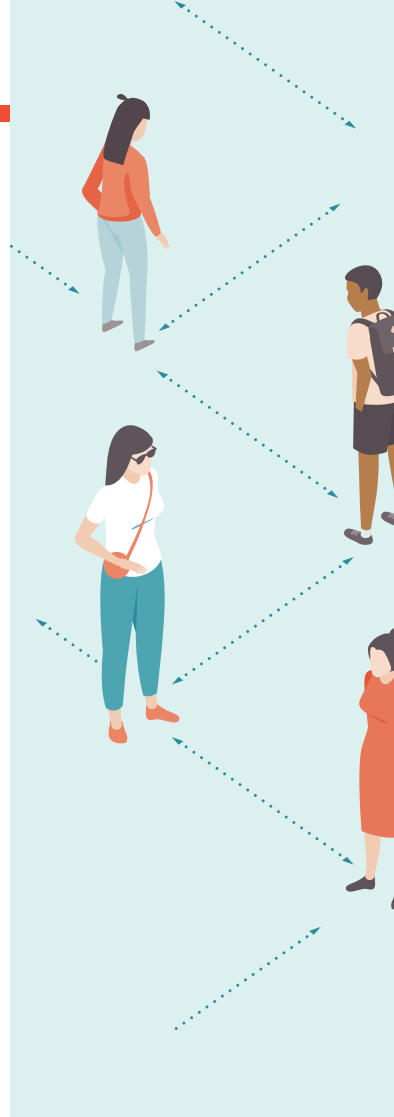
I would also like to extend a special thanks to all members who are designated essential and are showing up to work on the front lines daily.

As we move through phased-in re-opening, we wish all members and their families a safe, happy, and enjoyable summer.

Barry Nowoselsky
Negotiating Committee chair

COVID-19 update

The past few months have been difficult for everyone. Whether you are working the front lines to make sure people are healthy and safe, adjusting to working from home, dealing with extra childcare responsibilities or staying isolated, you are all doing your part to flatten the curve.



Over a decade ago, the SGEU PS/GE Bargaining Unit provided the employer with a comprehensive document sounding the alarm about the risk of pandemics. The message was very clear — it was not a question of whether there will be a pandemic, it was a question of when. We took the position that it was imperative that a pandemic plan be put in place for the province. The employer did not heed our warnings, and thus were not able to respond appropriately to deal with COVID-19.

Throughout this pandemic the employer has been in a reactive mode and many of the challenges we are facing could have and should have been addressed in a pandemic plan. There is no excuse for the government to not have been better prepared.

The employer is currently working on a plan for employees to return to work, but a timetable for the implementation of this plan has yet to be announced. As the employer moves through the re-open plan, managers will work with public health authorities to re-assess the impact of services provided and determine when employees should return to the workplace.

As we move through the next few months, the PS/GE Bargaining Unit will be working to ensure that return to work protocols are in place throughout the province.



SGEU presses government for pandemic pay and fair compensation for self-isolation

SGEU has pressed the employer for additional compensation for essential employees during the pandemic, either through a wage increase or bonus pay. Many employees have been working longer or irregular hours and putting themselves and their families at risk to ensure that the province keeps running and their communities are safe. The PS/GE Bargaining Unit provided information to the employer on what other jurisdictions are doing for public employees. The bargaining unit requested that the employer provide fair compensation for *all* essential employees.

Redeployment

Employees both in and out of scope were asked to fill out a survey to assess skills for potential redeployment. There were several issues and concerns regarding workers being asked to redeploy to different jurisdictions. We continue to monitor and are working through those issues and concerns with the employer. We have many members who have been redeployed to work in various areas throughout the province during the pandemic, e.g. security, contact tracing, roadblocks, cleaners, etc.

bargaining update

**... the employer
has agreed to
cover regular
salary for
anyone they
directed to go
home and
self-isolate ...**

Grievances

The PS/GE Bargaining Unit remains diligent in the grievance process. At present, there are less than 100 active grievances in the bargaining unit.

Since the onset of the pandemic, the case management process for grievances has been modified from face-to-face meetings to written briefs and video conferences.

We also continue to utilize other dispute resolution options to resolve grievances.

A policy grievance was filed on behalf of all employees who have been directed by the employer to leave work to self-isolate and were told they would have to utilize sick leave, time in lieu, vacation or employment insurance to cover lost wages.

As settlement to the grievance, the employer has agreed to cover regular salary for anyone they directed to go home and self-isolate because they may have been in contact with someone diagnosed with COVID-19 in the workplace. Employees that were sent home to self-isolate as a result of public health guidelines/directions, or sent home by the



employer to self-isolate, will have their entitlements/credits used replaced with regular time for coding purposes. These are employees who do not have the ability to work from home. Entitlements/credits used will be returned to the appropriate bank for future use. This will also include employees who returned from vacation after March 14, 2020 and were unaware of the orders to self-isolate. This will not apply to employees who went on vacation after the public health order and employees who were ill.

Maternity/ paternity/ adoption leave

Article 15.16

A) The Employer agrees to provide employees on Maternity/Legal Adoption/Parental Leave with a top-up from the gross maximum



weekly Employment Insurance (EI) benefit or 55% of the employee's regular salary (whichever is less) to 95% of the employee's regular salary for the first seventeen weeks of employment

A maternity leave benefit (as defined by EI for the birth mother) is for 15 weeks and will continue to be paid at 55%. The change in EI benefit from maternity to parental leave would only occur in the 16th week if the extended parental leave period is elected.

Note: As of December 3, 2017 employees have two options for parental leave:

1) elect a **standard parental leave** of 35 weeks calculated at 55% of weekly earnings

2) elect an **extended parental leave** period of 61 weeks calculated at 33% of weekly earnings

There is no option to elect a timeframe other than the above options and it cannot be amended once payment has started.

Conversion between maternity and parental benefits

If an employee on maternity leave chooses the new parental leave option it will convert from 55% to 33% when it switches from maternity to parental for EI benefits.

Meal allowances increase

The new rate for meal allowances came into effect February 1, 2020, as follows:

in province



Daily per diem allowance **\$51.00**

partial days:

breakfast **\$10.00**

lunch **\$18.00**

dinner **\$23.00**

out of province



Daily per diem allowance **\$61.00**

partial days:

breakfast **\$13.00**

lunch **\$20.00**

dinner **\$28.00**



Collective bargaining

The PS/GE Collective Bargaining Agreement was signed on January 8, 2020. The effective date of changes was February 1, 2020 unless otherwise stated.

Effective October 2019, pension increases for members who were not at 9% matched took effect.

In addition, Northern District Allowance, supplemented salary ranges and custodial allowances were increased as outlined in Article 15 of the Collective Bargaining Agreement.

Kilometre and off-street parking

In accordance with Article 15.3.3 of the PS/GE Collective Bargaining Agreement, the kilometre rate has been reviewed and adjusted effective April 1, 2020.

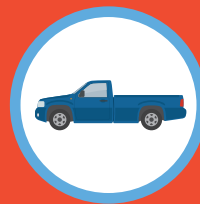
The kilometre rates effective April 1, 2020, are as follows:

Ordinary mileage is 46.25¢/km. North of the 54th parallel is 49.80¢/km.

The allowance payable to employees authorized on an incidental basis to use privately owned vehicles for government business is as follows:



Car – subject to a minimum allowance of \$5.00 per day or \$1.50 per hour (prorated for shorter periods) for actual usage to a maximum of \$6.00 per day or 46.25¢/km, whichever is greater.



Truck – subject to a minimum allowance of \$5.00 per day or \$2.00 per hour for actual hauling time to a maximum of \$7.00 per day or 49.11 ¢/km, whichever is greater.

The above rates are applicable to employees covered by the PS/GE Collective Agreement, the CUPE Local 600 Union Management Agreement, and to all out-of-scope employees.

Sask. Public Safety Agency and SaskBuilds

The Saskatchewan Public Safety Agency and SaskBuilds will remain within the PS/GE Collective Bargaining Agreement until an application is made to the Labour Relations

Board to form their own bargaining units.

In the interim, the PS/GE Negotiating Committee will be working with members from both of the agencies to prepare for separate bargaining units.

A conference for members of the Saskatchewan Public Safety Agency is scheduled for March 2021 in Prince Albert. The purpose of the conference will be for members to approve bargaining guidelines, formalize their structure and elect their negotiating committee.

... the PS/GE Negotiating Committee will be working with members from both of the agencies to prepare for separate bargaining units.

For more information, members of the Saskatchewan Public Safety Agency may contact:

Bonnie McRae
Labour Relations Officer, SGEU
306.764.5425
bmcr@sg.eu.org or

George McLeod
Vehicle, Equipment, and Operations Component Chair
PS/GE Negotiating Committee
306.402.7141
gmcled@sg.eu.org

For members of SaskBuilds:

A conference will be scheduled to approve bargaining guidelines, formalize their structure, and elect their negotiating committee.

For more information, members of SaskBuilds may contact:

Mary Ann Harrison
Labour Relations Officer, SGEU
306.775.7241
mharrison@sg.eu.org



member profile



Sandra Volden

Benefits specialist and
Human Resource Service Centre shop steward

Sandra (Sandy) Volden is a benefits specialist at the Human Resource Service Centre in Regina. She has had a number of roles within the Human Resource Service Centre before taking on her current role helping Public Service employees navigate all aspects of their benefit coverage.

Born and raised in Regina, Sandy played baseball and basketball competitively growing up and remains an avid sports fan, particularly of the Saskatchewan Roughriders and the Toronto Blue Jays. She also enjoys playing cards and traveling with a wide circle of friends.

Before joining the public service, Sandy had a number of jobs outside of government, working as a hairdresser and at a veterinary clinic. She also worked at the Regina Housing Authority, which led to a term position with the Ministry of Social Services, and according to Sandy, “They haven’t been able to get rid of me since!”

The team of benefit specialists Sandy works with are responsible for all aspects of benefit coverage “from birth to death,” such as adding new babies, student status, extended leaves, retirement, and

health coverage. The main focus of Sandy’s work is assisting the families of employees who have passed away.

“I reach out to the families and whether it’s the final pay, health coverage, or processing life insurance, I’m their main point of contact — but we have a one-team approach. We work together so that if they have questions, the person who’s grieving doesn’t have to speak to a whole bunch of different people. I work with the team to get them the answers.”

Sandy says that previous work in customer service has helped her do her current job.

“It can be difficult work sometimes but it’s also very rewarding,” says Sandy. “I want to make sure that there’s no extra stress for anyone who is already dealing with a very difficult time in their life. Even when people are very upset you have to have compassion and common sense. It’s a skill. I’m also lucky to work with a great group of people and a good team.”

Sandy has also been the SGEU shop steward since 2016. “I was at a point in my career where

I wanted to do more. I was interested in the process of how things are dealt with in SGEU and just started learning more and got myself involved. When there's problems I want to help someone solve those problems. I've done most of the jobs in this area and I think it's really helpful to have that understanding as the shop steward."

Sandy has found the training and support from SGEU helpful not just in her role of shop steward but in her work and life as a whole. "I did all the steward training and panel representation training. It was great how much was available to me. Learning how to listen and find out what people need before reacting is an important skill."

"I feel very supported by SGEU. I always know that if I have a question or need help solving a problem, I know I can pick up the phone and someone will work with me to get it done. Knowing I have that support means a lot to me."

**"I was at a point
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When there's problems
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those problems."**

Top 10 reasons to become a steward

- 1 It gives you the tools you need to help your co-workers and yourself.
- 2 It allows you to build a healthier and more democratic workplace.
- 3 It gives you the ability to protect and defend your rights in the workplace.
- 4 You become part of the solution.
- 5 It is a good way to learn more and gain confidence.
- 6 You can make new connections and build friendships.
- 7 It is one of the best ways of staying informed.
- 8 It is an opportunity to build new skills and practice old ones.
- 9 It is an opportunity to work with others on a whole range of work-related and community issues – privatization, child care, the environment, etc.
- 10 It is an opportunity to make a difference.



PortaPlan insurance

SGEU's PortaPlan offers:

- Term Life Insurance
- Accidental Death and Dismemberment

Insurance:

- Young Adult Security Insurance
- Dependent Life Insurance

Eligibility:

- SGEU members under age 65 who are Canadian residents, actively at work, and have not been absent for more than seven of the last 60 days
- Legal spouses of eligible members
- Dependent children of eligible members

Guarantee Period:

During the period of May 1 - July 31 each year, new members and spouses and children of eligible members are eligible to apply for one unit of \$20,000 Term Life without any statement of health.

The rates are listed in the PortaPlan Application.

Other Options include:

- Accidental Death and Dismemberment
 - \$12.72 annually per \$20,000 unit
- Dependent Children
 - In event of death of a child, \$5,000 benefit payable to the parent. \$19.92 annually and insures all children
- Young Adult Security Insurance
 - For children ages 16 - 25, same basis as Term Life for members.
 - Non-smoker - \$5.51 annually per \$20,000 unit
 - Smoker - \$12.93 per unit

For additional information or the PortaPlan application form please visit: sgeu.org or call Shane Osberg, director Disability Management Services, at 306.775.7204.

long term disability plan update

Filing a Long Term Disability (LTD) claim

SGEU members are reminded they have one year from date of injury to file a claim for disability as per Article 11.1 of the SGEU LTD Plan Text which reads:

“Give written notice of disability to the SGEU LTD Plan no later than one year from the first date of any period of continuous disability.”

It is important for members to apply for LTD even if they are collecting benefits from Workers' Compensation (WCB) or Saskatchewan Government Insurance (SGI). SGEU LTD Benefits are a total offset to the benefits received from WCB or SGI.

Article 23.1 of the Public Service Collective Bargaining Agreement

A) Any employee who is in receipt of Workers' Compensation Benefits for a period of 90 or more calendar days shall make application for the SGEU Long Term Disability Plan.



It is important for SGEU members to file their LTD claims within the set timelines. Once approved for LTD, added protection is provided for members even though you may be collecting WCB or SGI benefits.

Compensation for WCB benefits is as per Article 23.2 (B) of the Collective Bargaining Agreement

If the member has been approved for LTD, arrangements can be made between the employer and the member to ensure pension contributions are forwarded to the pension plan.

If the WCB or SGI claim is terminated prematurely the member can remain eligible for LTD benefits. SGEU will also provide advocacy to help the member appeal their WCB or SGI claim at no cost.

**SGEU will
also provide
advocacy
to help the
member appeal
their WCB or
SGI claim
at no cost.**

Leave of Absence (LOA)

When a member accesses a Leave of Absence (LOA) from their employer, the member must ensure they continue to pay their Group Life premiums. The amount owing per month will be provided by the member's payroll division. If you have not received this information, contact your Human Resources Branch. If the premiums are not paid within 30 days of commencement of the LOA, the Group Life Insurance will no longer be available to you.

Members on a LOA are also required to pay LTD premiums for the first year of the leave. This ensures you have LTD coverage during your first year of the LOA. If the LOA is longer than one year you can apply to the SGEU LTD Plan for an extension of coverage. Your

Human Resources department should also provide you with information about the amount you are required to pay to the SGEU LTD Plan.

If the employer has not provided you with the LTD premium amount to pay, please call the SGEU LTD benefits clerk at 306.775.7209.

Sick Leave Rebate

Once an SGEU Public Service member retires or reaches the age of 65 years, they are entitled to a rebate of unused sick leave as per Article 9.9 of the SGEU LTD Plan Text which reads:

Upon retirement, or reaching the age of 65 years, a member may apply to the SGEU LTD Plan for a rebate of SGEU LTD dues based on the following formula:

LTD dues rate X gross daily salary X unused sick days = Excess Sick Leave Rebate.

The Excess Sick Leave Rebate Form can be found on our website or by contacting the SGEU benefits clerk at 306.775.7209.

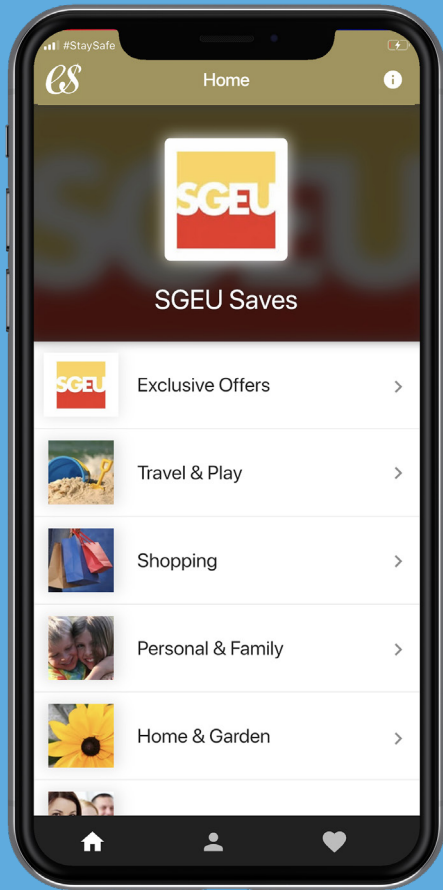
LTD dues rate

X gross daily salary

X unused sick days =

Excess Sick Leave Rebate





Download the Endless Savings & More app today!



As a member of the Public Service, you are entitled to savings from hundreds of merchants across Canada through the Endless Savings & More app.

Enjoy new offers from:

HelloFresh

TurboTax

Ardene

Nasty Gal Clothing

Canada's Gift Baskets

Starlight Lighting

Radisson Hotels

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

Keep in touch

If your contact information has changed, please let us know so we can help keep you up to date on important union issues. Send an email to **mis@sgeu.org** with your updated information, including your home mailing address, home phone number, personal mobile number, personal email address, and any other important information.

Going paperless?

If you prefer to receive future copies of this publication via email, please let us know by contacting us at **mis@sgeu.org**.

Family

fam·i·ly /'fam(ə)lē/ /'fæm(ə)li/

1. the basic unit in society
2. people not related by blood but who share deep and meaningful bonds
3. descendants of a common ancestor
4. a group of people united by certain convictions or a common affiliation

Family. It's what we are.

The National Union of Public and General Employees is the

British Columbia Government and Service Employees' Union (BCGEU)

Canadian Union of Brewery and General Workers (CUBGW local 325)

Health Sciences Association of Alberta (HSAA)

Health Sciences Association of British Columbia (HSABC)

Manitoba Government and General Employees' Union (MGEU)

New Brunswick Union of Public and Private Employees (NBU)

Newfoundland and Labrador Association of Public and Private Employees (NAPE)

Nova Scotia Government and General Employees Union (NSGEU)

Ontario Public Service Employees Union (OPSEU)

Prince Edward Island Union of Public Sector Employees (PEI UPSE)

Saskatchewan Government and General Employees' Union (SGEU)

National Union of Public and General Employees (NUPGE)

nupge.ca | unionsyeah.ca



NationalUnionofPublicandGeneralEmployees



NUPGE



nationalunionofpublic



copesepb ontario

