

the PS/GE

# bargaining

report

JUNE 2022

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**The votes are in;  
your new reps are ...**

**SGEU**

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### 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](mailto:mis@sgeu.org) with your updated information, including:

- Home mailing address
- Home phone number
- Personal cell phone number
- Personal email address
- Any other important contact 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](mailto:mis@sgeu.org).

## SGEU offices

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Prince Albert, SK S6V 3A8  
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# Message from the Chair

**A**s the newly elected Chairperson of the PS/GE Bargaining Unit, it is an honour to lead the PS/GE Bargaining Unit into the upcoming round of bargaining. I have been involved in our union in many capacities for over 28 years and look forward, along with my new team and bargaining council, to working with and for the members.

The PS/GE Negotiating Committee and Bargaining Council were elected in May at the Proposals Conference where delegates reviewed and voted on proposals from the membership and elected representatives who will be guiding negotiations in this round of bargaining. You can find out who the new representatives are on pages 4 and 5.

During my term in office, I will be leading the bargaining team at the table to speak to the proposals members have indicated are priorities for them. Though we may not be successful in all, we will as always do our best and keep the membership informed. I look forward to participating in membership meetings when called upon, to ensure the negotiating team and bargaining council are educated on their roles and responsibilities to the members of this bargaining unit.

In solidarity,  
Lori Bossaer



## Thank You, Barry!

After more than 40 years of involvement with our union, Barry Nowoselsky, chairperson of the PS/GE bargaining unit, began his retirement in June 2022. Many SGEU members will know of Nowoselsky's tireless commitment to supporting our union, advocating for Saskatchewan workers, and protecting public services. His extensive knowledge about bargaining has helped secure fair contracts for thousands of workers in the public service. Through sponsoring local sports teams, events such as the annual seniors' supper, and golf tournaments to raise funds for charitable organizations, Nowoselsky has helped shape SGEU's contributions to our communities. Nowoselsky enters retirement leaving a decades-long legacy of advocacy on behalf of, and support for, SGEU members and workers in Saskatchewan.



# Negotiating Committee Bargaining Council

Effective May 26, 2022

## PS/GE Negotiating Committee

**Toll free 1-800-667-5221**

### **Lori Bossaer**

Chairperson  
C: 306-441-4601  
W: 306-775-7202

### **Corey McCafferty**

1st Vice-Chair and  
Human Services Chair  
C: 306-541-6157  
W: 306-775-7855

### **Justin Priel**

2nd Vice-Chair and  
Trades & Technical Chair  
C: 306-250-0554  
W: 306-775-7236

### **Robert Cossette**

Admin and  
Communications Chair  
C: 306-527-3522  
W: 306-775-7203

### **Hali Topinka**

Support Services Chair  
C: 306-531-4252  
W: 306-775-7248

### **George McLeod**

Vehicle, Equipment and  
Operations Chair  
C: 306-402-7141  
W: 306-775-7242

### **Mac Trost**

Legal, Inspection and  
Regulatory Chair  
C: 306-551-5165  
W: 306-775-7201

## PS/GE Bargaining Council

### Support Services

#### **Jackie Krasko**

C: 306-551-4908

#### **Carolyn Wilson**

H: 306 545-7031  
C: 306-530-3762

#### **Roberta Straub**

H: 306-631-0932

### Admin and Communications

#### **Tim Reeve**

C: 306-551-7552

#### **Rajesh Godera**

C: 306-201-5458

#### **Madelaine Michell**

C: 306-533-7964

#### **Cassandra Schroeder**

C: 306-460-4942

### Trades and Technical

#### **Merv Braniff**

H: 306-789-1559  
C: 306-737-5400

#### **Wayne Lilly**

C: 306-441-9016

## Human Services

#### **Christa Galbraith**

C: 306-750-7278

#### **Tyler Bollinger**

C: 306-274-7775

#### **John Beaudry**

C: 306-227-0687

#### **Roger Dusseault**

C: 306-981-5238

## Legal, Inspection and Regulatory

#### **Benji Hazen**

H: 306-757-5076  
C: 306-550-8684

#### **Todd McLeod**

C: 306-581-8633

#### **Johnny Petryshyn**

C: 306-814-0071

#### **John Urton**

H: 306-384-2674  
C: 306-290-4889

## Vehicle, Equipment and Operations

#### **Michael Douglas**

C: 306-222-2928

#### **Devin Deck**

C: 306-961-6644

#### **David Derr**

C: 306-921-5351



## Local Representatives to Bargaining Council

### Local 1101 (Regina)

Muna De Ciman  
C: 306-570-1568

### Local 1102 (Saskatoon)

Cal Schommer  
H: 306-649-2142  
C: 306-370-3334

### Local 1103 (Battlefords)

Lovyl Zweifel  
C: 306-821-6194

### Local 1104 (Weyburn)

Alan Erickson  
H: 306-869-2365  
C: 306-869-6760

### Local 1105 (Prince Albert)

Carol Yuzik  
C: 306-940-8638

### Local 1107 (Hudson Bay)

Earl Cook  
C: 306-470-7596

### Local 1108 (Swift Current)

Jeff Pratt  
H: 306-961-1920  
C: 306-661-7217

### Local 1109 (Humboldt)

Trina Knackstedt  
C: 306-287-7704

### Local 1110 (Moose Jaw)

Julie Henrikson  
C: 306-630-9769

### Local 1111 (Rosetown)

Verne Larson  
C: 306-867-6544

### Local 1112 (Nipawin)

Maria Jones  
C: 306-961-9022

### Local 1114 (Melfort)

Cody Osborne  
C: 306-752-6215

### Local 1115 (Yorkton)

Shawn Riabko  
H: 306-542-1202  
C: 306-621-2705

### Local 1119 (Meadow Lake)

Tyler Pouteaux  
C: 306-288-7307

### Local 1120 (Estevan)

Jennifer Warriner  
C: 306-485-9868

### Local 1121 (Missinipe)

Brady Yablonski  
C: 306-270-7326

### Local 1122 (Buffalo Narrows)

Steve Potvin  
C: 306-235-7222



# Young Workers Forum

## October 24-25, 2022 • Regina, SK

The Young Workers Forum for members aged 35 and under offers a unique opportunity to voice opinions, share ideas, and work together to achieve meaningful engagement in our union, address the challenges they face in unions, and discuss the contributions they can make to strengthen unions. The forum will provide a platform for young SGEU leaders to engage in a dialogue among themselves and to talk with SGEU leaders about advancing young workers' priorities within the union. The Young Workers Forum will share SGEU's goal of increasing young members' participation and representation in SGEU's structures and activities. For more info visit: [www.sgeu.org/ywf](http://www.sgeu.org/ywf)

# Call for Committee Representatives

**T**he PS/GE Bargaining Unit has several openings for members to participate on PS/GE Bargaining Unit committees. **If you are interested in a particular committee, please forward an email to the attention of Billie Kuntz at [bkuntz@sgeu.org](mailto:bkuntz@sgeu.org)**

To be considered, you are required to submit your qualifications and any experience you have for the specific committee/committees you are interested in. If you are interested in more than one committee, please submit separate applications.

**The deadline for submission is July 11, 2022 (5:00 p.m.).** Your application will be assessed by the PS/GE Negotiating Committee and their recommendations will be made to the PS/GE Bargaining Council.

## PS/GE Grievance Review Committee

This committee is comprised of six members. Applicants will identify the local they are from. This committee reviews grievances and makes recommendations to the PS/GE Screening Committee and/or recommends closure with appeal rights. Two members will be from each of the North, Central and Southern regions of the province.

- North includes the following locals: Prince Albert, Hudson Bay, Nipawin, Melfort, Meadow Lake, Missinippe and Buffalo Narrows.
- Central includes the following locals: Saskatoon, Battlefords, Humboldt, Rosetown.
- South includes the following locals: Regina, Weyburn, Swift Current, Moose Jaw, Estevan and Yorkton.

## PS/GE Screening Committee

This committee is comprised of four members. The committee serves as a decision-making body as to which grievances should proceed to 3<sup>rd</sup> party and which grievances should be withdrawn. They also serve as the first line of appeal from grievors.

## PS/GE Appeals Committee

This committee is comprised of six members. They are responsible for hearing grievance appeals from the grievor. The decision of this committee is final and binding regarding the disposition of the grievance.

## Health Plan Board of Trustees

These four members are Union Trustees on the Extended Health Plan Board of Trustees. The member interested shall submit their credentials and how they have the knowledge, skills, and abilities to negotiate and manage the plan. These four members will be appointed by the PS/GE Negotiating Committee and will be part of the board which includes management, PS/GE trustees and trustees from CUPE 600.

## PS/GE Panel Representative

The PS/GE Negotiating Committee is seeking two individuals (one in Saskatoon and one in Regina) as full-time PS/GE union panel representatives. This position will represent our union at the deliberations of any panel assigned by the panel rep coordinator. The position will be paid based on union leave at your current salary.

## Classification Appeal Panel Members

The PS/GE Negotiating Committee is seeking several members to be trained to participate in appeals from members regarding their classification. The appeal panel is comprised of both in-scope and out-of-scope members.

## Bread and Roses Award Winners

Each year, the SGEU Women's Committee presents the Bread and Roses awards to recognize and celebrate the work of women activists in our union.

The phrase 'bread and roses' comes from a speech by suffragist and workers' rights activist Helen Todd in the early 1900s. In her speech, Helen called for "bread for all, and roses too," meaning that workers deserve both fair and dignified working conditions.

This year, two PS/GE members received an award. Congratulations to Lori Bossaer and Kim Carley!



*Back row, L-R: Tanya Schmidt, Jennifer Curry, Trish Patey, Kim Carley*

*Front row, L-R: Melinda Squires, Janna Horn*

*Not pictured: Lori Bossaer, Heidi Groat, Rhonda Morin, Marney Robinson*

**Thank you for making a difference in our union!**

## Celebrating Lifetime Members



*L-R: Tim McKay, Bonnie Erickson, Adam Day*

SGEU Life Member Awards are bestowed annually as a special honour and recognition to members who are no longer active due to their retirement or because they have passed away. Nominees are submitted by Sectors, reviewed by a selection committee and forwarded to convention for approval. Recipients are those who have given their time and effort over many years to support members, strengthen the union, and contribute to the labour movement.

At this year's convention, Life Memberships were awarded to:

- Doug Blanc  
Public Service Sector
- Bonnie Erickson  
Health Sector
- Tim McKay  
Public Service Sector

Posthumous awards:

- Chris Day  
Crown Sector
- Shawna North  
Education Sector
- Pete Springsteen  
Public Service Sector



## Kilometre Rate

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, 2022.

The kilometre rates effective April 1, 2022 are as follows:

- Ordinary mileage is 50.78¢/km. North of the 54<sup>th</sup> parallel is 54.68¢/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 50.78¢/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 53.92¢/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.



**C**ongratulations on your retirement! With the SGEU Retiree Health Plan, you can maintain your health insurance coverage when you retire. Instead of worrying about insurance, you can focus on embracing lake life, tackling those DIY projects, and dreaming about your next trip to somewhere sunny!

### About the Plan

SGEU has partnered with Saskatchewan Blue Cross to offer a comprehensive, affordable health insurance plan to retiring SGEU members.

The SGEU Retiree Health Plan is a guaranteed plan.\* When you apply within 60 days of your retirement date, you won't have to complete a medical questionnaire!

**Your SGEU Retiree Health Plan features more than 20 health benefits, including:**

- Ambulance services
- Dental (basic and major)
- Eye exams and glasses/contact lenses
- Health practitioners, including massage therapists, chiropractors, physiotherapists, and more
- Hearing aids
- Hospital accommodation
- Prescription drugs
- Travel benefits

Visit [sgeu.org/retiree-health-plan](https://sgeu.org/retiree-health-plan) for more information.

\*Guaranteed Coverage: As an SGEU member, you're eligible to convert your insurance coverage to the SGEU Retiree Health Plan with no medical questionnaire required when you apply within 60 days of retiring.



# SGEU Brief Identifies Need for Ministry of Social Services to Make Immediate Changes

The 2022 *SGEU Brief on Workload, Staffing, Quality of Services, and Management Issues in the Ministry of Social Services* brief was based on the results of a two-part research project that included a telephone survey conducted in December 2021, with 236 SGEU members chosen at random to explore issues related to their work life. Part two of the project involved in-depth interviews with 30 Social Services workers and delved into more detail on topics raised in the telephone survey.

This year's survey indicates that circumstances are not improving, and the trajectory is unlikely to change if the Ministry does not take immediate and decisive steps to address the challenges faced by its workers.

The brief outlines a range of serious issues across three areas (Job Satisfaction and Effectiveness; Staffing Levels and Workload; and Worker Well-being) that are negatively

affecting Social Services workers and the quality of services they and the Ministry can deliver. Unaddressed occupational health and safety issues, inadequate lines of communication, and stress and burnout caused by unmanageable workloads were among the serious concerns raised by workers, leading to difficulties in recruiting and retaining staff.

PS/GE Negotiating Committee Chair Lori Bossaer held a meeting in April 2022 with senior government officials to express concerns and present a brief on *Workload, Staffing, Quality of Services, and Management Issues in the Ministry of Social Services*. Bossaer was joined by SGEU President Tracey Sauer, SGEU Labour Relations Officer Donna Cook, and frontline workers Chelsey Dorosh, Christi Fallows, Jillian Smith, and Susan Plosz.

Read the full report here:  
[www.sgeu.org/public-service](http://www.sgeu.org/public-service)

## Celebrating Pride Month



June provides an opportunity to celebrate two-spirit, lesbian, gay, bisexual, trans-gender, queer, intersex, asexual and pansexual people and communities. This month, and every month, SGEU is proud to celebrate the contributions gender and sexually diverse members make to our union and their communities! Visit [tinyurl.com/PrideInCanada](http://tinyurl.com/PrideInCanada) to learn about the history of Pride in Canada.

Regina Pride Parade, June 11, 2022

# Long-Term Disability Plan

## Filing a long-term disability 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 Long-Term Disability (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 (A) of the Public Service Collective Bargaining Agreement*

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 timeframes. 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.

## Leave of absence

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.

# PortaPlan insurance

## SGEU's PortaPlan offers:

- Term Life Insurance
- Accidental Death and Dismemberment
- 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, visit [sgeu.org](http://sgeu.org) or call Shane Osberg, Director, Disability Management Services, at 306-775-7204.

# National Indigenous History Month

June is National Indigenous History Month. It's an opportunity to recognize the rich history, heritage, resilience and diversity of First Nations, Inuit, and Métis Peoples across Canada.

Visit [canada.ca/National-Indigenous-History-Month](http://canada.ca/National-Indigenous-History-Month) to learn more.

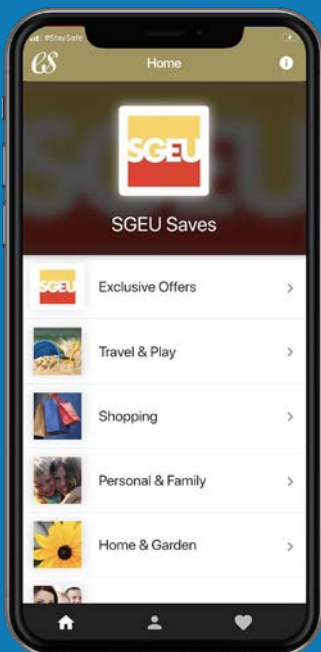
Canada





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

<b>Estevan</b>			<b>North Battleford</b>			<b>Saskatoon</b>		
Henders Drug	306.634.3666	\$11.85	Fisher's Drug Store	306.445.6153	\$11.85	<b>Costco North</b>	<b>306.933.4262</b>	<b>\$4.99</b>
Pharmasave	306.637.3802	\$11.85	Co-op Pharmacy	306.445.9800	\$11.85	<b>Costco South</b>	<b>306.700.2883</b>	<b>\$4.99</b>
Sobeys	306.637.2580	\$11.85	Shoppers Drug Mart	306.445.6253	\$11.85	Safeway		
<b>Hudson Bay</b>			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)		
<b>Kelvington</b>			<b>Prince Albert</b>			Superstore, 8th St E	306.956.1631	\$11.85
PharmaChoice	306.327.4662	\$11.85	Superstore	306.953.8120	\$11.85	Shoppers		
<b>Kindersley</b>			Safeway			Midtown Plaza	306.653.4866	\$11.85
Pharmasave	306.463.1655	\$11.85	South Hill Mall	306.922.1242	\$11.85	<b>London Drugs, 8 St. E</b>	<b>306.664.9521</b>	<b>\$11.49</b>
<b>La Ronge</b>			<b>Shoppers</b>			<b>Swift Current</b>		
La Ronge Drug Store	306.425.2252	\$11.85	<b>South Hill Mall</b>	<b>306.922.6144</b>	<b>\$11.00</b>	Pharmasave	306.778.5362	\$11.85
<b>Meadow Lake</b>			<b>Regina</b>			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	<b>Costco</b>	<b>306.271.0922</b>	<b>\$4.49</b>	Shoppers	306.773.5301	\$11.85
Madill's Drugs	306.236.5210	\$11.85	<b>London Drugs</b>			<b>Weyburn</b>		
<b>Moose Jaw</b>			<b>Prince of Wales</b>	<b>306.546.1600</b>	<b>\$11.49</b>	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	\$11.85
Superstore	306.691.6035	\$11.85	Rexall	306.543.1446	\$11.85	Pharmasave	306.848.3850	\$11.85
<b>Rexall</b>	<b>306.694.5556</b>	<b>\$11.15</b>	Safeway Southland	306.586.5140	\$11.85	<b>Yorkton</b>		
Safeway	306.693.8033	\$11.85	Shoppers Landmark	306.777.8040	\$11.85	Hearn's		
<b>Nipawin</b>			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



## Download the Endless Savings & More App today!

As a member of the PS/GE Bargaining Unit, you get savings at hundreds of businesses 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: CAT Footwear, GhostBed, Indigo.ca, RW&CO, Loblaw Optical, Lordco Auto Parts, HelloFresh, TurboTax, 1-800-GOT-JUNK? and Choice Hotels!



Available on the  
**App Store**



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