

the PS/GE **bulletin**

October 2020

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Your Chance to Make a Difference



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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.

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You Can Make a Difference

A Message from the Chair
of the PS/GE Negotiating Committee



The provincial election is your chance to make a difference in the way you are treated at work.

If you want to improve the conditions you are working under, you need to **get out and vote**. It's time to elect a government that puts the needs of working people and their families first.

I don't need to remind you about what has happened in the past several years.

Wage Freezes and Austerity Budgets

For too many years, public sector workers have been forced to accept minimal wage increases, often taking zeros. The current government has been blunt about what we can expect in the years to come. **They have promised no increases to salaries into the foreseeable future.**

The provincial government is using the current COVID-19 pandemic as an excuse to not give any economic increases to workers over the next several years. They've been clear that Saskatchewan people should expect **belt-tightening and austerity budgets** in the coming years.

Don't be fooled! The financial problems faced by the province are **not** new. These problems weren't caused by the pandemic and they weren't caused by public sector employees.

Over the past several years, the government has squandered billions of dollars on costly mega-projects, bungled initiatives and sweetheart deals for their big-money corporate donors. The government failed to deliver balanced budgets and they didn't save a dime for a rainy day, even during economic boom times.

Now, the economy has gotten worse and the mistakes and bad decisions of the government are catching up to them. There's no reason why public employees and their families should pay the price for the government's mismanagement.

Those of us who work in the public sector have kept our province going by providing vital programs and services to the people of Saskatchewan. **We have been there through thick and thin** – there's no better example than the dedication shown by thousands of PS/GE essential workers who've remained on the job since day one of the COVID-19 pandemic.

Collective Bargaining and Essential Services Legislation

The legislation governing **Saskatchewan's collective bargaining process has to change**. No one was happy with the process we experienced in the last round of bargaining. Too often, our hands were tied by the essential services rules in the *Saskatchewan Employment Act*. Despite assurances that collective bargaining was possible, that's not what we

found when faced with the reality at the bargaining table.

We discovered that when bargaining reaches an impasse, there is virtually no chance of getting to binding arbitration under the current legislation. **The government has set up roadblocks** in the process that clearly take away the opportunity for collective bargaining in the province, by preventing unions from making use of binding arbitration and other tools that help put pressure on the employer.

What can you do?

You have the ability to send a clear message to the government that it is unacceptable to expect public sector workers to accept wage freezes in contract negotiations. You also shouldn't accept the existing legislation that takes away the ability to bargain fairly.

The way the government has treated working people should be unacceptable to all of us and our families.

During this provincial election, when a candidate shows up at your door asking for your support, be sure to **ask them where they stand when it comes to fairness for working people**. Do they support strong, quality public services and the people who deliver those services? Do they agree with wage freezes and job cuts in the public service? Will they work to remove the roadblocks in the legislation that governs collective bargaining so tools such as binding arbitration are easier to access? Do they support a union member's right to fair collective bargaining?

If you don't want to accept wages freezes, and if you want the ability to engage in fair collective bargaining, then **get out and vote for a government that will commit to do better**. Our politicians need to realize that **working people won't settle for being treated unfairly and with such disrespect**.

In solidarity,
Barry Nowoselsky

Ask your candidate

Your future wages, working conditions, benefits, pensions — even whether or not you have a job — will be determined by the politicians who form the next government. Take the time to find out where they stand on the issues that matter to you.

Ask the candidates in your constituency:

- Do they support strong, quality public services?
- Do they support cutting jobs in the provincial government workforce?
- Do they support privatizing public services? If so, which ones?
- Do they support a union member's right to free collective bargaining?
- Would they support amending the essential services law to include binding arbitration — to allow an impartial third party to resolve labour disputes? Would they remove roadblocks in the current legislation that prevent the ability to move to binding arbitration?

PLAN TO VOTE

MAIL-IN — BALLOT —

Request your mail-in ballot from Elections SK
www.elections.sk.ca/votebymail/

Vote-by-mail application requests must be received
by October 15, 2020.



ABSENTEE — VOTING —

Vote today at a Returning Office

For those unable to vote at an advance poll or on polling day, you can
vote at any Returning Office in the province.

Visit elections.sk.ca to find your local Returning Office and to confirm
office hours.

ADVANCE — VOTING —

Tues., October 20 to Sat., October 24
12 pm to 8 pm

Check your voter information card or elections.sk.ca
for your recommended voting location.
Bring ID and a mask!



ELECTION — DAY —

Monday, October 26
9 am to 8 pm

Your voter information card will detail your assigned voting location.
Election day is the last day to vote.

**An employee who is eligible to vote must be allowed three
consecutive hours for the purpose of casting their ballot.**

How did the province get into this financial mess?

Provincial government waste and mismanagement

GTH land scam – The provincial government paid three times more than the appraised value for land near the Global Transportation Hub (GTH). Millions in taxpayers' money was wasted buying land at inflated prices. Somewhere along the line, millions ended up in the pockets of land speculators, including a Sask Party donor and an Alberta business associate of former GTH Minister Bill Boyd.

The GTH itself – The Hub wasted taxpayers' money by paying out almost as much to settle lawsuits over land purchases as it spent on actually buying the land it occupies. Land purchases cost \$13 million and legal settlements totaled \$11 million. The GTH is \$46 million in debt and growing, and interest charges on its loan exceed \$1.4 million last year.

**Government
is handing out
hundreds of millions
to costly consultants.**

Over-priced consultants – Government is handing out hundreds of millions to costly consultants. Spending on consultants rose by 228% between 2009 and 2014. The Ministry of Highways spent 400% more on outside consultants.

Lean – \$40 million was handed to a U.S. consultant to improve efficiency in health care. After the problem-ridden program was cancelled early, a University of Saskatchewan study found that the province spent \$1,511 for every dollar saved by Lean.

Liquor privatization – Tens of millions in revenue will be lost each year, according to an independent financial analysis – the fallout from privatizing liquor sales. The main reason: government dropped the mark-up to give private retailers a wider profit margin.

Payouts to unsuccessful corporate bidders – In 2016 alone, the province paid \$5.6 million in honorariums to corporations who were the unsuccessful bidders on P3 infrastructure projects.

Regina Bypass – Nearly \$2 billion was handed to a French multinational corporation to build a bypass around Regina. An Alberta company is being paid an undisclosed amount to plow and sand the 60 kms of highway for 30 years.



More MLAs – The government added three new MLAs to the Legislature in time for the 2016 election. The cost to taxpayers: with salaries and expenses, close to \$700,000 a year.

Premier's political staff – Seven members of the premier's inner circle earned a total of \$1.2 million in 2018-19 – an average salary of \$172,000.

Smart meters – After spending \$37 million on smart meters, SaskPower was forced to remove and replace all 105,000 of the potentially-defective meters, at a cost of as much as \$15 million more.

Carbon Capture – SaskPower was forced to pay almost \$20 million in penalties to Cenovus Energy, when the new \$1.5 billion Boundary Dam carbon capture and storage plant failed to capture enough carbon to sell to the energy company.

Crown Privatization – In 2013, the government sold off 69% of Information Services Corporation, the Crown that operated the land and business registries. Before privatization, the Saskatchewan treasury typically received 90% of ISC's net income; now it receives 29%. In just the first six years of privatization, Saskatchewan forewent \$97 million in lost revenue. At this rate, by 2023, the province will have lost more in foregone revenue than it earned from the sale of ISC shares.

Cannabis profit giveaways – Saskatchewan is the only province in Canada to hand over both the wholesaling and retailing sides of the cannabis industry to private companies. Rather than let a publicly-owned entity collect profits for Saskatchewan people, the proceeds from a market worth an estimated \$250 million per year will instead go to a few owners and shareholders — with small local businesses disadvantaged by a model that favours big corporations.

1 Dr. Jason Childs and George Hartner, "An Effective Retail and Distribution Model for Recreational Cannabis." Johnson Shoyama Graduate School of Public Policy, December 2017.

Workers deserve rights restored

"The government has granted itself the power to control the bargaining process. This gives it the ability to erode the economic and workplace gains we have made over the years," according to Nowoselsky.

"We need to challenge the government on every front available to us. Legal challenges are one avenue," he says.

"But we should remember that government workers are also citizens with democratic rights. Let's make sure we hold the politicians accountable for their actions in other forums as well. Tell the election candidates you want your rights restored," says Nowoselsky.

A government legacy:

Costly megaprojects and financial bungling

The provincial government leadership is quick to lay the blame for its financial problems on the pandemic and the drop in resource prices. But it's becoming more obvious every day that the real issue is the government's own financial bungling, especially on costly megaprojects.

The Regina-based Global Transportation Hub (GTH) is a case in point. The government paid out \$13 million to buy land for the GTH. Then, it wasted another \$11 million just to settle legal disputes with landowners.

After all the money spent setting it up, the GTH has become a financial disaster. It hasn't sold any land since 2017, despite a \$1.4 million contract with a private real estate firm to try and find buyers. The GTH is \$46 million in debt, and last year it paid out over \$1.4 million just in interest charges.

It's not only the financial mismanagement. There's also the issue of taxpayers' money squandered in the land scams that made millions for party donors. We also have to add the cost of the multi-year RCMP investigation into the land deals. On top of that, there's the fact that the provincial government has refused to hold a public inquiry into the details surrounding those deals.

It is hard to fathom a government choosing to waste money on over-priced pet projects and shady business schemes, even as it cut public services to families, school kids, and seniors, and shut down the STC bus service. The GTH is a blatant reminder of who pays the price for the government's financial incompetence and ruthless cuts to programs and services over the years.



Sometimes the rules don't apply to everyone!

Government has claimed many times over the years that it needs to freeze wages for workers or make cuts to programs, services or jobs in order to balance the budget.

But it's clear that there's a double standard when it comes to fair wage increases, and who is expected to pay for government mismanagement and waste.

- After the 2017/18 provincial budget, MLAs agreed to lower their own salaries by 3.5 per cent to help reduce the massive deficit announced that year, at the same time as they were suggesting that provincial government employees take a similar cut. However, the MLAs quietly reversed their own pay cut a few months later, and MLA salaries were returned to their original base amount for the following year.

- In 2018, the provincial government appointed 13 of its MLAs as "Legislative Secretaries" — special titles that come with extra allowances of \$3,000 or more per year. In the summer of 2017, Freedom of Information requests for any records of work done by legislative secretaries yielded no documents. The government's response was that not all legislative secretaries produce reports.
- Government MLAs are entitled to a 9 per cent matched pension — the highest rate allowed by the Canada Revenue Agency, and higher than most in-scope employees receive.
- In 2019, seven staffers who make up the premier's inner circle, earned between \$150,000 and \$217,000 per year, for a total of \$1.2 million.
- Compensation for executives and senior managers at Saskatchewan's main Crown corporations rose by 12 per cent in 2017-18. That's an extra \$2.3 million, paid to less than 80 high-earning employees

Compensation for executives and senior managers ... rose by 12 per cent in 2017-18.

The Perils of P3s

Over the past several years, the Saskatchewan government has committed billions of dollars to Public-Private Partnerships, or P3s.

Under these contracts, groups of private companies – often including multinational megacorporations – don't just build public infrastructure: they maintain and operate it for decades, receiving annual payments from the government. Taxpayers essentially rent their own roads and buildings, usually for a period of 30 years.

Though P3s have been promoted as a way to save money and transfer risk to the private sector, the actual results have been very different. The story of P3s in Saskatchewan has been one of secrecy, runaway budgets, and flawed projects.

The Regina Bypass was originally budgeted to cost \$400 million; by the time the project was complete, that had ballooned to \$1.9 billion, not counting land costs. A company from Alberta has a 30-year contract to plow and maintain the 60km of road, but no one knows how much they're being paid to do so – the pricing breakdown of the multibillion dollar deal is kept secret even from the provincial government.

The Saskatchewan Hospital North Battleford, a \$407 million psychiatric care facility, has been riddled with problems from the start. The panelling in its exterior walls failed during construction and to be replaced; its roof needed complete replacement just two months after it opened; its drinking water was contaminated; and water leaks caused areas of the hospital to be closed and patients to be constantly relocated. An audit of the facility ultimately found 200 construction-related problems, and determined that quality assurance plans were not followed.

Nine new joint-use schools were built in Saskatoon, Regina, Warman, and Martensville

The importance of maintaining a respectful workplace

A respectful workplace supports the physical, psychological, and social well-being of all employees. **In a respectful workplace:**

- Employees are valued;
- Communication is polite and courteous;
- People are treated as they wish to be treated;
- Conflict is addressed in a positive and respectful manner; and
- Disrespectful behaviour and harassment are addressed.

We all deserve a respectful workplace. When people at work offend, embarrass or humiliate us, it hurts our dignity and well-being. It also hurts our working relationships and can lower our productivity. Over time, disrespect in the workplace can lead to an unhealthy work environment and a high rate of employee turnover.

Remember, everyone has a responsibility to prevent harassment.

at a cost of \$635 million. Once they opened, teachers were forbidden to open the windows for a year, and were instructed to treat their classrooms like “leased space.” They’re not allowed to use push pins or stickers to decorate their classrooms, and putting up shelves requires written permission from the private company maintaining the schools.

Saskatchewan is hardly the only province to see poor results from P3 projects. School boards in Edmonton have been unable to fix flooded and muddy schoolyards, and forced to phone Toronto to change the temperature in overheated classrooms. In Nova Scotia, over half the tolls paid by drivers on the Cobequid Pass toll highway were pocketed as interest payments by private investors, and the provincial government never saw a penny of the \$151 million in revenues the project was supposed to bring in.

It’s not just shoddy construction and secrecy, though. Because they rely on private-sector borrowing with steeper interest rates, P3s cost more than traditional public ownership of infrastructure. Ontario’s auditor general reviewed 74 P3 projects, and found that together they cost taxpayers \$8 billion more than if the government had financed and managed them. And that toll highway in Nova Scotia? The auditor general of that province found it would have been “significantly” cheaper to leave the whole thing in the hands of the public sector. Meanwhile, here in Saskatchewan, the annual maintenance costs for our brand new P3 schools are four times as high per school as for other schools in the province – most of which are decades old.

P3s have been an expensive failure, in Saskatchewan and across Canada. It’s time for our government to recognize that.



\$quandered investments

We expect our government to spend public money wisely. Unfortunately, they have a habit of doing the opposite, and sinking public money into assets that are then shut down or handed over to the private sector. Consider these examples:

- Correctional food services were handed over to Compass Group Canada in November 2015. The next year’s provincial budget allocated \$4.1 million to purchase new kitchen equipment and upgrade the Prince Albert Correctional Centre kitchen.
- The Court of Queen’s Bench in the Weyburn courthouse was closed in January 2017, just four years after the courthouse underwent an extensive \$8.4 million renovation.
- When the rapid winding-down of STC was announced in the 2017-18 provincial budget, the Crown bus company had three brand-new 22-passenger busses, together worth half a million dollars, sitting unused in a depot. They were auctioned off, untouched, with the rest of STC’s assets. Recently an Alberta man listed several former STC busses for sale on AutoTrader for \$9,000 each or best offer.
- The North Sask Laundry in Prince Albert underwent a \$6.9 million expansion in 2009, then was shut down in October 2015 when laundry services were contracted out to a single Regina facility run by K-Bro Linen.
- The provincial government spent \$15,000 renovating the Legislative Building cafeteria in preparation to handed over to a private operator in October 2018.

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 to 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 the event of death of a child, \$5000 benefit payable to the parent. \$19.92 annually and insures all children.
- Young Adult Security Insurance
 - For children ages 18 to 25, same basis as Term Life Insurance
 - Non-smoker – \$5.51 annually per \$20,000 unit
 - Smoker – \$12.93 annually per \$20,000 unit

For additional information on the PortaPlan application form, please visit sgeu.org or call Shane Osbert, Director of Disability Management Services at 306-775-7204.

Designated holidays	Holiday	2020		2021	
		Actual Date	Observed On	Actual Date	Observed On
	New Year's Day	Jan 1	Jan 1	Jan 1	Jan 1
	Family Day	Feb 17	Feb 17	Feb 15	Feb 15
	Good Friday	Apr 10	Apr 10	Apr 2	Apr 2
	Victoria Day	May 18	May 18	May 24	May 24
	Canada Day	July 1	July 1	July 1	July 1
	Floating Holiday	July 31	July 31	July 2	July 2
	Saskatchewan Day	Aug 3	Aug 3	Aug 2	Aug 2
	Labour Day	Sep 7	Sep 7	Sep 6	Sep 6
	Thanksgiving	Oct 12	Oct 12	Oct 11	Oct 11
	Remembrance Day	Nov 11	Nov 11	Nov 11	Nov 11
	Christmas Day	Dec 25	Dec 25	Dec 25	Dec 24
	Boxing Day	Dec 26	Dec 28	Dec 26	Dec 27

Grievances

The PS/GE Bargaining Unit has several dispute resolution processes to ensure grievances are dealt with in a timely manner. Grievances are processed and reviewed by a Labour Relations Officer (LRO) and through several grievance committees made up of members who have been trained in grievance management.

After the bargaining unit added a case management grievance process to deal with grievances, we have fewer than 100 grievances in the PS/GE Bargaining Unit. Mr. Vince Ready has been the Arbitrator for case management since 2007. He is well versed in our collective agreement and is one of the most highly regarded arbitrators in Canada.

Case management is only one mechanism used to deal with grievances. We also utilize single panel arbitrations, mediation/arbitration, and expedited arbitrations. The bargaining unit is committed to dealing with grievances in a timely manner.

Understanding Grievances

What's the difference?

Individual grievances are grievances filed on behalf of an individual union member. Typically only one person, the grievor, is affected by the outcome of the grievance. Most often, they are grievances filed over disciplinary matters, but individual grievances can also be over scheduling work, overtime, hours of work, Temporary Assignment of Higher Duties (TAHD), pay or various other issues. Individual grievances cannot be filed by the individual; they must be submitted by a steward, a Labour Relations Officer or the PS/GE Negotiating Committee.



Group grievances are filed on behalf of an identifiable group of union members and must be submitted by a Labour Relations Officer. Members of the group are named on the grievance form or, if it's a large group, a sheet with those names is attached to the grievance form. Issues grieved in group grievances could include issues similar to those in individual grievances, with the exception of discipline.

Policy grievances are filed over the interpretation of the Collective Bargaining Agreement (CBA), or when many members are affected or when the union is challenging the application of CBA language across the entire public service. Policy grievances are filed by Labour Relations Officers or by the Negotiating Committee. Stewards do not file policy grievances.

Any time you are considering filing a grievance, try first to resolve your issue at the local level through discussions with your supervisor or director. The Collective Bargaining Agreement (Article 21.1A) states: "Every effort should be made to resolve problems through dialogue at the local level prior to going to grievance. The parties agree to ensure full explanation of issues during initial discussions at the local level."

After this discussion, if a grievance still has to be filed, you should first consult the language in the CBA. Many grievances do not involve a violation of the CBA, so are difficult to resolve. To learn more about how to handle a grievance, you are encouraged to become familiar with the grievance procedure as laid out in Article 21 of the CBA.

Help keep our Extended Health Care Plan viable

The Extended Health Care Plan Joint Board of Trustees is required to develop and administer the Plan within the resources allocated. Maintaining benefit levels with increasing costs of benefits is a challenge.

Your cooperation in ensuring proper coordination of benefits is a significant contribution to the ongoing viability of the Plan.

The following information outlines some major features of your prescription drug coverage:

Saskatchewan Formulary and Exception Drug Status (EDS)

Your Extended Health Care Plan provides coverage for drugs listed under the Saskatchewan Formulary.

Some drugs are listed as Exception Drug Status (EDS) which require approval prior to being eligible for reimbursement.

Physicians, dentists, duly qualified optometrists (or other authorized staff), nurse practitioners and pharmacists may apply for EDS on your behalf. You must submit the EDS approval letter you receive from the Ministry of Health to Great-West Life in order to be eligible for reimbursement.

The ability to properly coordinate benefits has a significant financial impact on your Extended Health Care Plan.



Prescription Drug Days Supply

The costs of prescription medication covered under the Extended Health Care Plan should be of interest to all plan members.

In some circumstances having a prescription filled for a longer period of time can also save on costs by reducing the number of times a dispensing fee is charged. If you or a family member is stabilized on a maintenance drug therapy for long-term, you may wish to request a longer supply from your doctor and pharmacist.

The contract between the Ministry of Health and provincial pharmacies does not preclude the pharmacy from providing more than a 34 day supply for one dispensing fee.

You should talk to your pharmacy about their days supply policy.

Seniors' Drug Plan (SDP)

The Seniors' Drug Plan is a benefit program whereby eligible members 65 years and older pay a maximum of \$25 for prescription drugs listed on the Saskatchewan Formulary and those approved under Exception Drug Status. Your eligibility is determined by age and the income reported on your income tax return filed with the Canada Revenue Agency.

Great-West Life will send a letter to all members who are age 64½ asking them to apply for the Seniors' Drug Plan.

The Seniors' Drug Plan will mail a letter to the member to advise whether coverage has been approved or declined. A copy of this letter must then be sent to Great-West Life. If you do not apply for coverage with the Seniors' Drug Plan, your prescription drug benefits with Great-West Life will be suspended until you do so.

Special Support Program (SSP)

The Special Support Program is an income-tested program that helps members with high drug costs in relation to their income. Eligible members will receive a deductible and/or co-payment on their prescription drugs for each calendar year which in turn reduces the costs of your Extended Health Care Plan.

When your drug claims reach a designated amount in a calendar year (\$750 single or \$1,200 family) you will receive a letter from Great-West Life requesting you apply to the Special Support Program. You will receive a letter advising whether coverage has been approved or declined. A copy of this letter must then be sent to Great-West Life. If you do not apply for coverage, your prescription drug benefits with Great-West Life will be suspended until you do so.

Your application to the Seniors' Drug Plan or Special Support Program will ensure the proper coordination of benefits by Great-West Life in those instances where insurance coverage exists from more than one source.

Alcohol and Drug Testing Policy for Employees in Safety-Sensitive Positions (Draft Policy)

The employer is in the process of drafting a policy for Alcohol and Drug Testing for employees who work in safety-sensitive positions. This testing will apply after a workplace incident. A list of safety-sensitive positions will be attached to the policy. This policy has not yet been finalized.

Group life insurance

Payment of group life insurance premiums is optional during a definite or indefinite leave of absence. If you are on a leave of absence for up to one year and wish to continue your group life insurance coverage, you may do so by providing post-dated cheques to Public Employees Benefits Agency. PEBA will also accept post-dated cheques for approved leaves longer than one year, up to a maximum of three years.

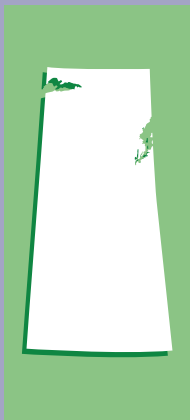
LTD dues refund upon retirement

We would like to remind members who retire with unused sick leave that they may request a refund of **LTD dues** payable on that excess sick leave. Members may apply for this refund on retirement, and within one (1) year after their retirement date. Contact LTD at 1-800-667-5221 ext 209 or visit www.sgeu.org/ltd.

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**

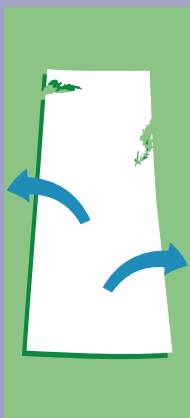
partial days:

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**

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 October 1, 2020, are as follows:

Ordinary mileage is 45.35¢/km. North of the 54th parallel is 48.83¢/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 45.35¢/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 48.16 ¢/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.

Pharmacy dispensing fees

Estevan

Henders Drugs	306.634.3666	\$11.60
Pharmasave	306.637.3802	\$11.60
Sobeys	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	Refused
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North Battleford

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

Battleford

Remedy's Rx	306.937.2600	\$11.40
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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	\$10.99
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
Sobeys 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 Rd.	306.249.9200	\$11.60
London Drugs,		
8 St. E	306.664.9521	\$10.99

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



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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

Roy Romanow Provincial Lab Transfer

Effective September 27, 2020, all employees working at the provincial lab have been transferred to CUPE Local 5430. This transfer was a result of responsibility for the laboratory being transferred to the Saskatchewan Health Authority (SHA). CUPE is the bargaining agent for SHA laboratory staff in the former Regina Qu'Appelle Health Region, where the Roy Romanow lab is located.

On behalf of our bargaining unit we want to thank the members of the lab for their hard work and long hours dedicated to ensuring the people of Saskatchewan are safe, particularly during the COVID-19 pandemic. We wish them all the best, and while they may no longer be SGEU members, we know they will continue to serve Saskatchewan with skill and dependability.

Already cut to the bone

Saskatchewan public services have already been cut to the bone, leaving gaps in the workforce and chronic understaffing in vital areas, like child protection and correctional services. More than 1,900 government jobs were cut between 2010 and 2014. Now, many workers struggle to deal with unmanageable workloads, and families who need services suffer the consequences.

Additional cuts will place even more strain on overburdened staff and the people they serve.

Wages for government employees have not kept up with the cost of living. In real dollar terms, government workers already take home less today than they did a decade ago.

Temporary Assignment of Higher Duties (TAHD)

During the last round of collective bargaining and during ratification we outlined to members the changes regarding a flat rate for TAHD under 30 days, which was to be finalized within six months following signing of the Collective Bargaining Agreement.

TAHD will be restricted to 30 days or less and be paid at a flat rate of 8% on a member's hourly rate. An assignment of over 30 days will be considered a Temporary Reclassification, and will be subject to appropriate salary administration rules. The language will be reflected in the next collective agreement. For more information about TAHD, please refer to Article 12 of the CBA.



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.

Wooden bowl

A frail old man went to live with his son, daughter-in-law, and 4-year-old grandson.

The old man's hands trembled, his eyesight was blurred, and his step faltered. The family ate together at the table. But the elderly grandfather's shaky hands and failing sight made eating difficult. Peas rolled off his spoon onto the floor. When he grasped the glass, milk spilled on the tablecloth.

The son and daughter-in-law became irritated with the mess. "We must do something about father," said the son. "I've had enough of his spilled milk, noisy eating, and food on the floor." So the husband and wife set a small table in the corner. There, Grandfather ate alone while the rest of the family enjoyed dinner. Since Grandfather had broken a dish or two, his food was served in a wooden bowl! When the family glanced in Grandfather's direction, sometimes he had a tear in his eye as he sat alone. Still, the only words the couple had for him were sharp admonitions when he dropped a fork or spilled food.

The 4-year-old watched it all in silence.

One evening before supper, the father noticed his son playing with wood scraps on the floor.



He asked the child sweetly, "What are you making?" Just as sweetly, the boy responded, "Oh, I am making a little bowl for you and Mama to eat your food in when I grow up." The 4-year-old smiled and went back to work.

The words so struck the parents that they were speechless. Then tears started to stream down their cheeks. Though no word was spoken, both knew what must be done.

That evening the husband took Grandfather's hand and gently led him back to the family table. For the remainder of his days he ate every meal with the family. And for some reason, neither husband nor wife seemed to care any longer when a fork was dropped, milk spilled, or the tablecloth soiled.

Moral: You reap what you sow. Regardless of your relationship with your parents, you'll miss them when they're gone from your life. Always respect, care for and love them.

Anonymous (Reprinted from *Rumour Has It*)

Remote Work Policy (Draft Policy)

The employer is currently working on a policy for when employer-employee remote work arrangements may be appropriate. Representatives from the union and bargaining unit have met with the employer to raise suggestions and concerns about the policy. The employer has committed to review these concerns and suggestions as they continue to draft the policy.

This policy has not yet been finalized.

We believe this policy will benefit employees who, for a variety of reasons, are required to work remotely in some capacity. The employer will roll out the policy to employees when it has been completed.

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.



Members like you are what makes our union strong!

Your Local reps

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1109 Wadena

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1112 Nipawin/Tisdale

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1115 Yorkton

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