

Angling for world class lakes

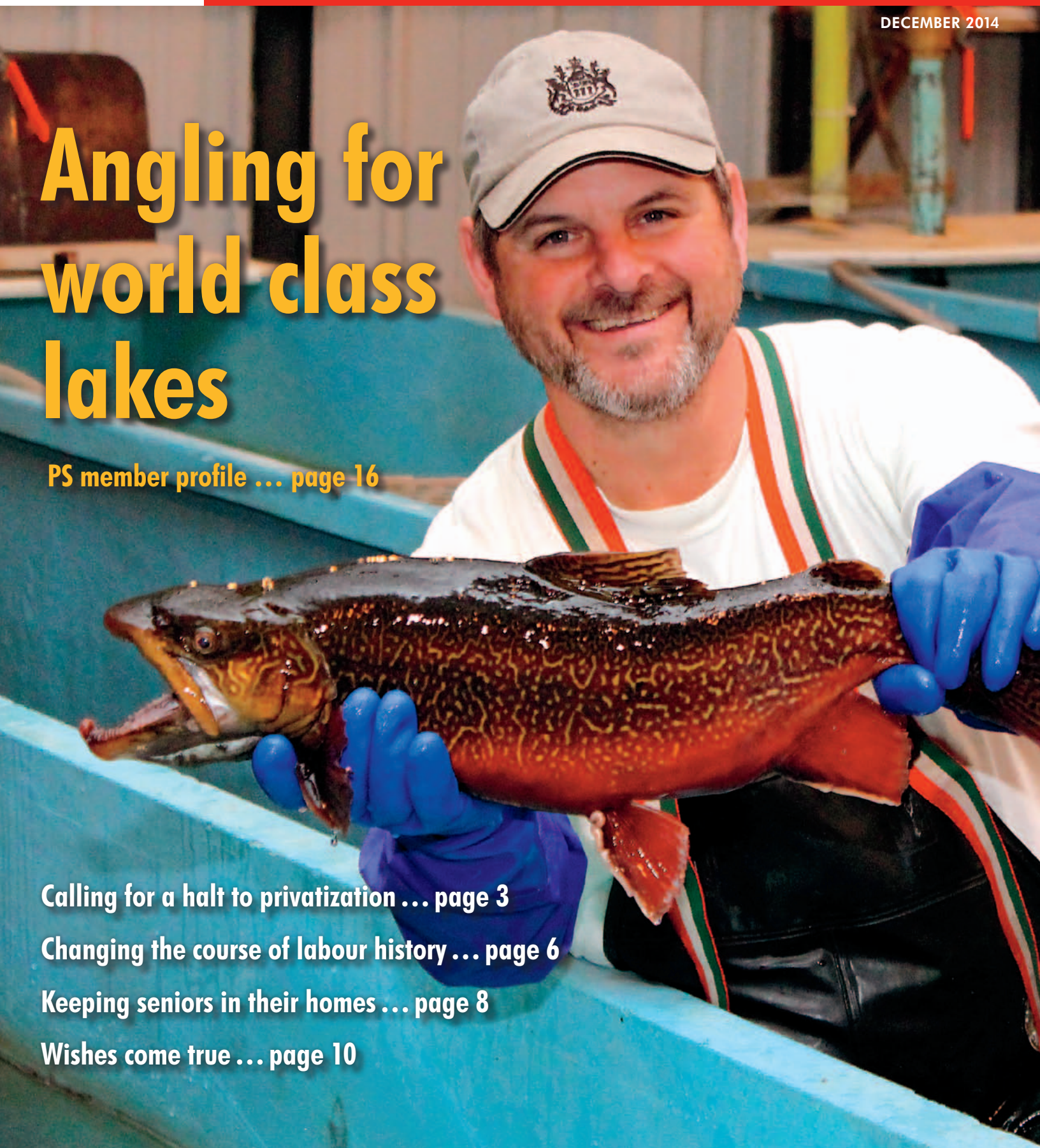
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Cover photo:
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Vice president's message

In this issue of your PSGE Bargaining Report, you will find a nod to what represents both endings and new beginnings.

It is with appreciation we salute three long-time PSGE members who have dedicated their careers to improving the conditions for labour in general as well as that of their fellow working members in their roles with us here at the Public Service. We hope their stories will inspire you to consider the broader context of your own work and the value of having a strong union in place to continue protecting and fighting for workplace improvements.

We also pay homage to the passing of Deb Hawreschuk, a long-time member who passed away this spring. We extend our best wishes to Deb's surviving husband, Dave, who was also a dedicated member before his retirement, as well as to all of you who had the chance to work with Deb over the years.

We also touch base on the implications of an eagerly-awaited Supreme Court decision brought forth in part by our union that promises sweeping and historic changes to labour across Canada. You'll also find news on privatization and how the P3 model is failing in Alberta and elsewhere and should be a warning for our province. It is an issue you will be hearing a lot more of as we continue to make sure our members and the public are aware of the perils of the current Saskatchewan trend to lean toward P3s.

You'll also find a new feature we plan to bring to each report wherein we introduce you to one fellow member in each issue. We consistently say we are proud of the breadth and depth of our PSGE membership, and this is our way of highlighting the hard work and professionalism to be found across the province. You will enjoy learning more about both Jeff Matity as well as the work being done making sure



the province's lakes are world-class angling waters.

And this is an exciting time of the year when the generosity of all of our members truly shines. It is through your support, for example, that seniors in Regina are able to stay in their homes and remain contributing member of their local communities. It is also a result of your donations that many provincial families will be getting a solid meal and gifts for their kids this Christmas, and your generosity will also be responsible for the ongoing wishes for sick children and care through our new childrens' hospital now being constructed. We trust these stories will ignite in you a desire to take some time from the busy holiday season to give where needed.

All the best to all our readers as we enter the festivities of the season, may good will find you in your own personal expression of the holiday.

Barry Nowoselsky
Public Service vice president

On the fast-track to privatization:

What you need to know to stop the sell-off

Even as government starts to fast-track privatization in Saskatchewan, evidence from other provinces shows that public services are a more cost-effective, reliable way to meet public needs.

There's been a flurry of privatization announcements in recent months. Major projects are being promoted as public-private partnerships (P3s): the new Regina bypass, the North Battleford Saskatchewan Hospital and an integrated mental health correctional centre, a Swift Current long-term care home, and nine joint-use schools.

Privatization plans are underway in food services in corrections and young offender centres, hospital laundries, and liquor sales. Government is also handing more contracts for services like highway maintenance to private companies. It's even talking about opening the door to two-tiered health care by allowing people to pay for quicker access to MRIs.

There's a lot at stake when public services are handed over to private interests. Once public assets are sold off, jobs eliminated, and public programs dismantled, it will be impossible to regain what we have lost.

If we want to stop the sell-off of our public services, we need to find out more about how P3 and privatization experiments in other provinces have failed.

THE PROBLEM WITH P3s

Alberta scraps P3 schools

When the Alberta government announced earlier this year that it was scrapping its plan to build 19 new schools as a public-private partnership, it was so unexpected that it made

national headlines and prompted people to question the P3 approach.

Alberta rejected the P3 process because it would have cost \$14 million more to have a consortium of private companies design, finance, build and maintain the schools than to simply have the public sector do it.

One major reason P3s are more costly is that governments can borrow money at much lower interest rates than private companies. Even Alberta's minister-in-charge admitted as much when explaining why the costs for a P3 were so much higher. "Because the Alberta government can borrow cheaper than anybody, even a P3 proponent," Infrastructure Minister Wayne Drysdale told CTV News.

Then there are the hidden P3 expenses. Government still has to pay steep legal fees to ensure that the contracts with companies

The largest benefactors of private highway services currently are private Alberta companies.



are clear and comprehensive. It has to pay for ongoing monitoring to ensure that the contract terms are met. Then there is the cost of ensuring that private shareholders receive a sufficient return on their investment. The private companies only take on projects where there is a significant profit to be made.

Given all the extra and unnecessary expenses related to P3s, it is not hard to see how costs can skyrocket. And, once the public asset is in private, not public hands, we lose the ability to control how the service is maintained.

HIGHWAYS WATCH

It's not just P3s threatening public services. There has been a steady drift of services to the private sector. For example, in highways, engineering services have been virtually turned over to the private sector. Alberta-based and other out-of-province companies are being paid millions for highway repair and maintenance work that should be done by Saskatchewan Ministry of Highways staff.

Before government goes too far down the private repair and maintenance road, it should

take a look at some of the disastrous results in other provinces.

Ontario fines private contractors for unsafe roads

Privatizing road maintenance has led to unsafe winter driving conditions in northwestern Ontario, sparking a public protest in -30°C temperatures in Vermillion Bay last winter, according to the Kenora Daily Miner. The Ministry of Transportation fined eight contractors for failing to meet maintenance standards, including not getting equipment on the road in a timely manner, and not addressing slippery conditions.

It would be difficult to return the work to the public sector, according to the ministry, because the workers have been laid off and the equipment sold. Instead, government will increase its efforts to monitor road conditions to ensure that the private companies fulfil their contract obligations.

Saskatchewan people need high-quality, reliable highway maintenance. The highways privatization experiment in Ontario should be a red flag for Saskatchewan residents.

Privatizing things like road maintenance has proved disastrous in other jurisdictions.



Stock photo



UNIVERSAL HEALTH CARE

This fall, Saskatchewan Party Premier Brad Wall took to his Twitter account to propose that our province permit private MRIs to become part of our health system. This would allow those who could afford it to pay for quicker access to treatment. The argument is that this would help shorten waiting lists by adding more capacity to the system.

The premier pointed to Alberta as a model, and most people assume that private MRI clinics there help keep wait times down.

But the reality is far different from the popular perception.

Longest waits for MRIs are in Alberta

Alberta has the second highest number of MRI scanners per capita in Canada. But, despite that, Alberta has the longest MRI wait times of any province in the country.

According to the Canadian Institute for Health Information, patients in Alberta can wait for 87 to 247 days for a scan, whereas Saskatchewan patients wait between 28 to 88 days.

Now Alberta is moving away from patient-

pay MRIs. This is another failed privatization experiment. It's one that not only fails to meet its basic goal of reducing wait times, but even more importantly, undermines the fundamental principle of Medicare.

In Saskatchewan, we have a commonly shared belief that it should be need, not the ability to pay, that determines who gets treatment first. Those who have paid for quicker access to an MRI are going to get their publicly-funded surgery ahead of those who cannot afford to pay to jump the line. That means universality and equal access are no longer hallmarks of our health care system.

Privatization is not a cheaper more efficient way to deliver public services. We need only look at experiences in other parts of Canada.

Public services make our province a place of shared prosperity, where public needs are met by qualified and committed women and men who call this province home — and who care about the work they do.

Public services are a solid investment in our province and our people. Let's work together to stop the sell-off. Visit IfYouLoveSaskatchewan.ca and sgcu.org to find out more.



Labour awaits monumental decision

The SFL legal team at the Supreme Court of Canada on May 16, 2014. From left to right, the lawyers consisted of Peter Barnacle (CUPE), Craig Bavis (SFL) and Rick Engel (SGEU).

**In Saskatchewan,
we have a long history
of placing a sacred trust
in the relationship
between workers and
their employers.
Anyone who knows the
history of this province
knows we have
always had a strong
grassroots value of
valuing labourers
for their hard work
building this province.
We've lost that spirit ...**

Whether they know it or not, workers across Canada are promised a major change in their working lives by an upcoming monumental Supreme Court decision with roots in the field of Saskatchewan labour.

For the first time in over 25 years, Canada's highest court is once again considering giving the right to strike protection under the freedom of association rights laid out in s.2(d) of the Charter of Rights and Freedoms, after the case against the Saskatchewan Government by a group of labour unions, including SGEU, was heard by Supreme Court judges last spring.

Either way, the dialogue surrounding what labour groups across the country describe as draconian labour laws consistently introduced by the Saskatchewan Party since taking power in 2007 setting labour gains for all Canadians back by decades has been opened for improvements.

After years of being a watchdog for workers in Saskatchewan after the Essential Services Act was passed in 2008 prohibiting many public sector workers from taking job action, in effect significantly restricting the union's ability to bargain a fair collective agreement, SGEU and its counterparts in the province are starting to see repairs to labour damages even before the Supreme Court releases its decision.

Unions force change

The labour community in Saskatchewan was responsible for amendments to the *Essential Services Act* after the province's Court of Queen's Bench called the act unconstitutional. While the Saskatchewan Court of Appeal allowed the government's appeal of that decision to stand, changes were forced to the act.

And while the amendments don't reach the previously-achieved rights and protections of labour in the province, some have been restored with the pressure. Unions are no longer forced to negotiate an essential services agreement before bargaining even begins, a stipulation that was costing labour excessive time and money. SGEU alone estimates it spent over a half a million dollars in the bargaining years of 2008 – 2009 to negotiate essential service agreements that were unnecessary and counter-productive.

In addition, labour won the right to have an arbitrator resolve any major bargaining impasses where so many employees have been declared essential under the government's new terms that it is impossible to offer a strike option. Unions believe this provision will allow for more seamless dispute resolution. Those changes were included in the *Saskatchewan Employment Act*, introduced by the Province of Saskatchewan after being pressured to softening the heavy-handedness of the *Essential Services Act*.

Meanwhile, the fact that the Supreme Court granted leave to appeal the case in order to make a determination on whether workers have the right to withdraw their labour as part of the collective bargaining process represents an opportunity for a new spirit of respect for workers across Canada.

Sacred and protected

SGEU and its counterparts aim to use this moment in history when the right to strike is being considered as something that should be sacred and protected to shine the light on the importance of bringing back a value and respect for labour here in Saskatchewan and across the country. In Saskatchewan, we have a long history of placing a sacred trust in the relationship between workers and their employers. Labour leaders say anyone who knows the history of this province knows we have always had a strong grassroots value of valuing labourers for their hard work building this province. Those forcing change say there has been a loss in that spirit in our bid to achieve these remarkable successes in our province's abundant resource industries, and it's time to start talking again about the workers behind that success. It's not all about shareholders and foreign investors, they say, and that we need to value the people working across this province helping to create this kind of booming economy.

The Supreme Court is expected to make its decision imminently.

Vacations integral for health

Vacations are an integral part of maintaining physical and mental health, says Sean Shannon, managing director of Expedia Canada. In the article 'Vacations Boost Job Satisfaction And Workplace Concentration' on the Benefits and Pensions Monitor website, he says regardless of the destination, even a short vacation can help relieve stress, increase overall happiness, and strengthen relationships.

Public Service donations keep seniors

Thanks to SGEU's Public Service donations, some 5,000 Regina seniors are able to stay in their homes as active members of their community, says the director of the Regina Senior Citizens' Centre.

SGEU Public Service has given both cash donations as well as the provision of a vehicle to the centre for the last three years, both of which are used to help seniors stay in their homes through home maintenance as well as transportation.

Three years ago, SGEU's PSGE began giving \$7,500 to the centre annually, along with a one-time gift of a new vehicle which allowed centre staff to since upgrade to a truck based on the success of the program. As of 2015, PSGE's bargaining unit decided to increase its annual contribution to \$10,000. The cash and vehicle provision is used to pay a third-party service to serve shut-ins around the city with housekeeping, yard, snow removal and maintenance services along with transportation, companionship visits, reassurance telephone calls and regular social events. The increase came as a God-send just as the centre was reeling from drastic cuts across the board, says Pierre Schweda, director of the centre.

"I can tell you unequivocally, SGEU Public Service is responsible for making sure many of

**"SGEU
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elderly
sustain their
independence."**



Pierre Schweda, director, Regina Senior Citizens' Centre

our city's elderly sustain their independence with healthy, active lifestyles and able to stay in their homes because without that funding, we simply wouldn't be able to provide our seniors with these services," says an impassioned Schweda.

The centre's mission is to foster, develop and deliver programs and services that encourage and facilitate people fifty-five years of age and over to sustain independent, healthy and active life-styles and to strive to enhance their interest and participation in community activities. A huge part of maintaining independence, says Schweda, is the ability to remain in one's home for as long as possible.

Schweda points to a national survey by Revera Inc. that determines Canadian boomers want a

Employees too optimistic about retirement

More than 40 per cent of Canadian employers believe their employees are too optimistic in their assessment of when they will be able to retire, says a Conference Board of Canada report. 'An Employer's Perspective: Retirement Savings and Preparedness,' a companion to the 'A Survey of Non-retirees and Retirees in Canada: Retirement Perspectives and Plans' report, also found close to 50 per cent of employers feel their employees are unaware of how much savings are needed for

retirement and a little over 30 per cent feel there is a lack of understanding of what their public pensions income (CPP/QPP, OAS) will be. While most public sector respondents have a defined benefit plan in place, 45 per cent of responding private sector organizations do not. Group RRSPs are the most common plan and are in place in 63 per cent of responding organizations. However, 70 per cent of respondents with defined benefit plans expressed concern about the sustainability of their plans.

in their homes

better aging experience than their parents and home care is a top priority.

"Poll after poll has shown senior citizens would prefer to stay in their homes rather than move to nursing homes. Studies have also shown it is less costly for our health care system, which pays for the care of most nursing home patients, if the needs of these citizens can be provided by home health care. So, finding ways to care for the elderly in their homes is a win-win, making this collaboration with SGEU integral to us."

In addition to the annual cash donation, PSGE's bargaining unit agreed to help the centre organize a fundraising event next year, and PSGE members are being asked to help organize the event and help out a good cause while they're at it.

"It means a lot to us to see that our donations are making a big impact," says Tim McKay. "Our members can feel good knowing this small effort makes a huge difference in the lives of people who really need it. We are hoping our members will see this even next year as a great way to feel really good about giving up some of their time to help out the seniors in our community."

PSGE has also agreed to help the centre staff coordinate a Hollywood-themed dinner party



to take place Saturday, March 14, 2015. All funds raised from ticket sales of the event, which will include cocktails and dancing alongside the dinner theatre, will support centre programs. To volunteer to help out with the event, please contact Mary Ann Harrison at 306-775-7203 or 306-541-4470.

Seniors, like those pictured above, say that without the SGEU Public Service annual donations, they wouldn't be able to remain in their homes while enjoying time spent with other seniors at the centre enjoying a variety of activities, including floor curling, below left.



We provide the following services:

Transportation – The club provides assisted transportation for appointments and other activities. In 2013, the centre provided 220 rides, approximately 4 rides per week, using about 300 volunteer hours.

Companionship visits – In-home visits to provide friendship and support thereby reducing isolation, loneliness, anxiety and depression. Approximately 350 hours of home visitation relying on 360 volunteer hours per year. (Two volunteers at a time visit some members.)

Reassurance telephone calls – Regularly scheduled check-in calls to ensure everything is okay or just to chat. 85 calls were made utilizing an estimated 100 volunteer hours in 2013 alone.

Social activities – Scheduled get-togethers with other club members (summer BBQs, Christmas dinner events, coffee sessions, etc.).



The Children's Wish Foundation of Canada has operated as an incorporated charity since August 17, 1984. We are very proud to say that in Saskatchewan during that time that we have come very close to granting 1,000 wishes to Saskatchewan children. Every year our community of wish children and their families expand throughout our communities. For example, in 2013, we granted 70 wishes which is our most ever in this province.

We are grateful for organizations like the Saskatchewan Government General Employees' Union that commit time, energy and resources toward these heartfelt magical wishes for Saskatchewan children. It is impossible to give a complete value to the support our organization has gained from the efforts of the SGEU Public Service over the years. Every wish is unique and has different budgets but EVERY wish is treated with the same magical intention and individual care.

We are celebrating our 30th Anniversary with a special publication of 30 Wish Stories from our 30-year history in Saskatchewan. The following are two of these moving stories that will appear in the book.

Every effort and dollar of support the SGEU Public Service organization has provided to our Saskatchewan Wish Children has created memories and stories for so many families!

Gay Oldhaver, Director
The Children's Wish Foundation of Canada, Saskatchewan

Thirty years of

Special hoop dreams for one special player

Mitch says he's had a passion for basketball player since he was in Grade 4.

"In January of 2008, my right knee started getting sore. My parents and I thought that I probably hurt my knee playing basketball so my mom took me to a physiotherapist for treatment. My knee kept getting more painful so I went to our family doctor. He thought it was more serious than a sports injury and sent me right away for an x-ray. The next day, I saw a pediatric orthopedic surgeon. She ordered an MRI, CT and bone scans to make a diagnosis, but she was pretty sure from the original x-ray that I had a cancerous tumour in my right femur, just above my knee. I had a biopsy done on March 4, 2008 to confirm that it was a type of bone cancer called osteosarcoma. It is the same type of cancer that Terry Fox had.

"Before I went for my first chemotherapy treatment, my parents and I met with my oncologist, a social worker and one of the Pediatric Cancer Centre nurses to go over my treatment. They also mentioned that I would be eligible for a wish with the Children's Wish Foundation. At that point, I didn't really think about making a wish. I knew that I had to have many rounds of chemotherapy and a major surgery (including a rotationplasty done in Vancouver). I wanted to wait until my treatment was completely finished before I made my wish.

"My wish was to meet Kobe Bryant, an NBA all-star that plays for the Los Angeles Lakers. He has been my favourite player since I began following NBA and playing basketball myself. I thought maybe he could give me a few pointers for improving my shot. I am working hard with a sports physiotherapist so that I can return to playing the sport that I love."



wishes coming true in Saskatchewan



Mitch's wish came true and he got to meet his hero, and now Mitch is set to attend the Wheelchair Basketball Academy at the University of Toronto, pursuing his basketball dreams.

A camping enthusiast gets decked out with a new camper

David was born with giant Omphalocele Ventricular Septal Defect; a condition that causes the organs to herniate outside the body through the baby's umbilical cord. The little boy from Humboldt, Saskatchewan, spent much of his early life in hospitals here and in Calgary.

The Calgary Chapter of the Children's Wish Foundation approached David's parents one day in 2011. His immune system was severely



weakened, which meant that a travel wish would not be possible. Instead, his parents encouraged David to think about camping. David, who hates crowds anyway, wished for a camper.

"He's such a little outdoorsmen," says his mom, Tracy. A camper meant the family could build their "own little wonderland."

With funds supplied by the Children's Wish Foundation, the family approached their home town RV dealership, South 20 Dodge. "They really stepped up," says Brent, David's dad, of the camper and service provided by the dealership. "They went above and beyond."

David's camper allows him to enjoy the outdoors with his family and provides them with the additional benefit of a relaxing place to call home during their trips to Calgary Children's Hospital.

Tribute to Deb Hawreschuk

The Public Service Sector is pleased to honour the memory of Deb Hawreschuk and pay tribute to her years of service as a dedicated SGEU member.

She had been active for many years in SGEU, within her workplace, within Local 1102, and provincially. Deb began her employment with the Government of Saskatchewan at the Saskatoon Correctional Centre in the fall of 1981 with the opening of the new Saskatoon Correctional Center. She worked in all of the administrative occupational codes until finally settling in to the position of main receptionist at the facility. Deb held this position for over 25 years. Deb was the first smiling face staff members saw when they arrived for work.

Deb became a steward at the Saskatoon Correctional Center in 1984. Her clerical skills were a huge benefit to the stewards council. She was the minute taker, maintained the SCC grievance files, and issues list among many other responsibilities. Deb was the go to person whenever other stewards needed a policy or other written documentation. She always knew where it was, found it and gave it to the requester. Deb was one of the original stewards from the very first SCC Stewards Council.

Deb was active in Local 1102 and became the secretary treasurer in 1999. As secretary treasurer she was involved in many of the local's committees — finance and balloting were but two examples. Deb transformed Local 1102 from a paper system to a computerized system and she brought organization and order to the local. She used her clerical



Deb was the first smiling face staff members saw when they arrived for work.

knowledge to run the local and all of its committee work which was a major accomplishment. Deb was a valuable resource for the local.

Deb represented Local 1102 at SGEU conventions for many years and had attended numerous SFL conventions. Deb attended the 2010 NUPGE convention as an observer. For many years Deb attended Saskatoon and District Labour Council annual meetings.

Deb served as a provincial council alternate for both the local and the sector for over eight years and took her responsibilities as an alternate very seriously. She attended the majority of provincial council meetings over this time frame.

Deb attended the PSGE proposals conference as a support service component delegate.

Deb passed away on April 9, 2014 and is sorely missed. She is survived by her husband Dave Hawreschuk.

Give some locks for a great cause

A little hair loss can make huge gains in helping serve the healthcare needs of Saskatchewan children.

Organizers of the wildly successful public service inaugural fundraising event, Sheer 'n' Shine, are urging fellow members to consider parting with a few locks to ensure the second annual event of its kind makes an even more powerful impact.

Participants who shaved or cut their hair last year raised \$20,920.55 for the Children's Hospital Foundation of Saskatchewan (CHFS) charity event in short order, and volunteers are looking forward to surpassing that result this year when the 2015 fundraising begins next month.

Funding will be put toward the construction of the new Children's Hospital of Saskatchewan, which officially began on September 25 with a scheduled opening slated for 2017.

"The Children's Hospital is so important to our province, we really wanted to contribute," says SGEU's Curt Woytiuk, who was among the SGEU participants of the event last spring. "We really wanted to show we care about our community and are willing to look externally at community needs and help out where we can by encouraging our individual members to raise donations through this opportunity that also happens to be a chance for staff to have a lot of fun and do some bonding. This year we'd like to see a whole lot more members come forward so we can raise even more money than we did in our first year for this new hospital being built right now. You don't have to shave your hair right off, you can cut your hair, or if you have a bald head, you can have your chest waxed like I did," laughs Woytiuk. "We'd like to see more members participating and having fun with this — daring each other, upping the ante, anything to raise more funds for the foundation."

Founded in 1992 by two pediatric specialists, the CHFS was created in response to an immense need for resources that specifically addressed the advancement of children's healthcare in Saskatchewan. Since then, the foundation has been instrumental in providing funding for critical pediatric needs within the province. The foundation's mission is to enhance children's healthcare in Saskatchewan is helping to create a healthy future for all provincial children and families.

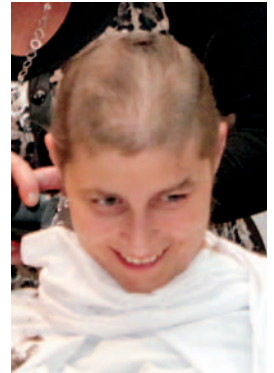
State-of-the-art new facility underway

Recognizing the need for a facility that would be tailored to care for the unique needs of the pediatric population, the CHFS began a quest toward their ultimate goal in 2003 — a new dedicated maternal and pediatric facility for Saskatchewan. The new Children's Hospital of Saskatchewan will change the face of maternal and pediatric healthcare in Saskatchewan by not only offering access to state-of-the-art equipment and technology, but also delivering compassionate care for the entire family unit.

In addition to raising funds for the new hospital, the CHFS is supportive of current pediatric needs in Saskatchewan. By funding equipment, technology, research and education today, the CHFS is helping to care for children and families now and in the future Children's Hospital of Saskatchewan.

"Maybe someday your family or the neighbour's family will need to use that hospital and it is just a good feeling to be able to support it. Be a hero, show your co-workers and your friends and family that hair will not get in your way of becoming a hero to a sick child."

Please contact Curt Woytiuk at cwoytiuk@sgeu.org for pledge forms.



PSGE member, Linda Peters, was one of the brave participants in Sheer 'n' Shine last year, shaving off her beautiful long locks she had grown for 16 years to help children in need. She challenges her counterparts to part with some precious hair for a rewarding experience giving to a great cause.

Changes to the PSGE Collective Agreement

The language of the current PSGE Collective Agreement has been enhanced in the areas of maternity leave and minimum call-out provisions after enactment of *The Saskatchewan Employment Act* and will be applied accordingly.

Maternity/Paternity/Adoption Leave

Article 18.1.1.A) requires that employees be employed for at least 20 weeks in the 52 weeks immediately preceding the leave as one of the criteria to be granted leave.

Section 2-43 of *The Saskatchewan Employment Act* states the employees in the employer's service for more than 13 consecutive weeks are entitled to an employment leave.

Minimum Call-Out Provisions

Article 9.2 B) requires the employer to pay two hours if management schedules an employee to work, is aware that work will not be available and fails to notify the employee prior to start time.

Section 3(8) of *The Minimum Wage Regulations, 2014* requires that employees who are required to report for duty, other than overtime, be paid a minimum sum of three times the employee's hourly wage whether the employee is required to be on duty for three hours or not.

Record of Employment

Since 2007 Service Canada has only accepted online applications for Employment Insurance Benefits. The Employee Service Centre submits all records of employment (ROE) electronically to Service Canada.

Effective September 1, 2014, the Employee Service Centre discontinued sending paper

copies to employees. All records of employment information is available on-line for viewing or printing if desired for employees who are registered with a My Service Canada Account.

If you plan to apply for employment insurance (EI) benefits it is recommended that you submit your EI application as soon as you experience an interruption in earnings. It is not necessary to confirm whether your ROE has been received by Service Canada prior to submitting your application.

Competition Seniority for Term Employees and Completion of Initial Probation for Permanent Full-time and Part-time Employees

Term employees will acquire the right to be included in an in-service competition upon completion of the equivalent of an initial probationary period. Permanent full time and part time will have the right after completion of initial probation. The initial probationary period is 12 calendar months or 24 calendar months of actual service depending on time worked.

Appealing a Classification Decision

Changes occurred in the last round of bargaining to ensure the appeal process is not delayed. Article 5.5 of the PS/GE Collective Agreement indicates that you will have 15 days to appeal a classification decision once you receive the written notice.

What has changed is that the appellant must provide written rationale within 90 calendar days from the date the appellant receives the appeal acknowledgement. If this is not received by the commission within the 90 calendar days your appeal will be considered withdrawn.

ement

Seniority

Your seniority will be considered broken/ended for any of the following reasons and upon rehire you will be required to serve an initial probationary period and can then request credit for your previous seniority. Article 8.1.A)9 states:

- i) Dismissal
- ii) Resignation or retirement
- iii) An interval of non-employment with the employer of greater than 180 consecutive calendar days (except while on the reemployment list).
- iv) Continuous layoff of a permanent employee due to lack of work in excess of three years (removal from reemployment list).
- v) Failure to return to work within seven calendar days of notification of reemployment after permanent layoff, or after an approved leave of absence (if failure is a

result of illness or for reasons satisfactory to the commission it will not be considered a break in service).

Grievances

Since our last bargaining report, we continue to fluctuate between 145 and 155 active grievances. The labour relations officers and grievance committees are diligently working to resolve grievances. They had case management meetings in November which we anticipate will provide resolution to several grievances and have a number of scheduled dates for arbitration.

Over the past few years we have been providing training to the stewards and have seen stewards utilizing this training daily to resolve issues. The bargaining unit wants to thank stewards, LRO's and grievance committee members for their work on disputes and/or grievance resolution.

Retirement expensive

Retirement is expensive and will become even more expensive in the future with improved longevity, says Jean-Claude Ménard, Canada's chief actuary.

In the presentation 'Living to 100 ... will the CPP be sustainable?' at the SOA annual meeting, he said projection of mortality rates is a difficult exercise, since future mortality rates are highly uncertain, especially for people older than age 90. However, the most recent CPP actuarial report states that with the legislated contribution rate of 9.9 per cent, contributions are more than sufficient to cover expenditures until 2023. Starting from 2023, a proportion of investment income is required to pay the expenditures. In 2030, 22 per cent of investment earnings will be required to pay for benefits. Life expectancies at birth in 2013 projected under the best-estimate assumptions for the CPP are 86 years for males and 89 for females.

At the same time, the report identifies high uncertainty related to future mortality improvements. In particular, if life expectancies continue to increase at the current rate, especially for ages 75 to 89, the long-term mortality assumptions will need to be adjusted. However, the probability of living to 100 is under 10 per cent.

PSGE member profile

Life-long passion reels Jeff Matity into life



“Saskatchewan is a major destination for freshwater angling in North America and it’s known world-wide for native species such as walleye, pike and lake trout.

We support a lot of fisheries that are high profile, such as Diefenbaker Lake, with both walleye and trout. Our work does go toward maintaining our heritage for generations to come and our reputation world-wide.”

Jeff Matity

A self-proclaimed “fish junkie,” Jeff Matity’s passion for fisheries work started at a very early age growing up on a farm near Whitewood, Saskatchewan.

“I always loved fishing. My most exciting part of my life out at the farm was growing trout in our dug out and getting boot fulls just about every day as a kid.”

His parents used to always tell him “after the work’s done, it’s time to fish,” but now he gets to do what he enjoys most as his career.

Matity first began working as a fisheries technician at the Fort Qu’Appelle Fish Culture Station in 1991 while he was an undergraduate student at the U of S.

There he learned about the biological needs of fish throughout their entire life cycle, how to harvest fish eggs, and perform various water quality and property maintenance activities in the facility.

As a fish culture tech, Matity was later stationed in Prince Albert, and then worked alongside other fisheries biologists on various projects for Sask Environment in Saskatoon. In the summer of 1996, he taught fisheries seminars and completed a Bachelor of Education degree from the U of S.

Matity spent the next 18 years teaching in a variety of positions and was also a school principal at one point.

During his years as an educator, Matity earned a Bachelor of Science degree from the U of S and became a published scientist in the Journal of Chemical Ecology for his research on predator/prey interactions in micro-habitats.

In 2012, he came back to his old stomping grounds at the Fort Qu’Appelle Fish Culture Station, and has been happily pursuing his passion for fisheries work there since then.

of feeding Saskatchewan waters with fish

"We work with the government of Saskatchewan and the wildlife federation to create angling opportunities. It's good for the people of Saskatchewan. It enhances the area and it even enhances the quality of water a lot of times."

Filling Saskatchewan lakes with fish

As the only hatchery in the entire province, the work Matity and his team do is vastly important for ensuring there are adequate fish populations in Saskatchewan lakes.

There is a lot of work that goes into running the hatchery's three seasonal programs. The trout season runs from the winter to the spring, while the native species (walleye and pike) season runs from spring to early summer. The public tourism season at which time sanitizing and other maintenance is performed to prepare the facility for the following season, goes from summer to early fall.

Fish culture techs are responsible for dealing with all aspects of providing veterinary care for the fish within these three programs. For the trout program, brood stock fish are kept at the facility all year round. The eggs are hatched there and the fry are grown into fingerlings prior to being distributed to water bodies throughout the province.

Around one million fingerlings and fry trout are reared at the hatchery each year, 750,000 of which are exclusively rainbow trout, while the rest are a mixture of brook trout, brown trout, tiger trout, splake trout and lake trout.

Trout country

Jeff and his coworkers refer to rainbow trout as their "production fish" because they are able to produce hundreds of thousands of rainbow trout from a few brood stock fish every year.



This is partly because rainbow trout are able to tolerate a variety of different water quality environments and provide excellent egg quality and fry production.

"There's nothing that I don't love about rainbow trout as a producer," says Matity.

"You're guaranteed close to 90% of your eggs hatching, and of those, 90% are healthy fry that are going to grow into stockable fingerlings in comparison to some of the other trout species, where 50%, at best, hatch and of that 50% we lose another 50% to abnormal development."

Rainbow trout are also known to be able to thrive on artificial food and are very easy to grow into a suitable size to adapt into a natural environment.

"At 750,000 it's obvious that rainbow trout are a huge part of our program and the reason we can create fisheries almost overnight. It would take years to grow pike, walleye and even perch up to angling size, but as long as you have water, you can have trout fishery in a year," he added.

Millions of eggs are hatched from stock fish maintained at the facility to help stock provincial lakes.

Depending on the species, the stage at which station stock is distributed to select water bodies in Saskatchewan ranges from the fertilized egg stage to adult. The majority however, are released during the fingerling and fry stages.

On average, the hatchery stocks about one million trout and about 10 million walleye in over 130 lakes throughout the province annually. The crew travels far and wide, sometimes for 14 hours straight, spending full days working to ensure the stock are released at appropriate times.

"Saskatchewan is a major destination for freshwater angling in North America and it's known world-wide for native species such as walleye, pike and lake trout. We support a lot of fisheries that are high profile, such as Diefenbaker Lake, with both walleye and trout. Our work does go toward maintaining our heritage for generations to come and our reputation world-wide," said Matity.

Apart from working at the hatchery, Matity loves enjoying the scenery of the valley with his wife Lori and his son, Ben. They spend their spare time downhill skiing and snowmobiling

over the winter and camping out at Katepwa lake in the summer months. They also go on several fishing trips year-round, which is one of their favourite activities.

Matity and his brother Jason are also educators who network with other anglers world-wide. Together they carry on the legacy of their former fishing show, "Reel 'Em In," which they co-created and co-hosted on CTV from 2004-2010.

Through the numerous contacts they've made over the years, they continue to host television celebrities for projects in the province to spotlight the fisheries in Saskatchewan. They've worked with organizations such as Outdoor Canada and In-Fisherman Magazine in the U.S.

You can find the Matity brothers' educational videos and upcoming fishing seminars posted on their "Matity's Get Fishing" website available at matitysgetfishing.com. You can also stop by the Fish Culture Station in Fort Qu'Appelle to see Jeff and his coworkers in action. The best time to tour the facility is in the summer months. The Fish Culture Station is located west on Highway #210 five kilometres from Fort Qu'Appelle.

Jeff Matity and his coworkers help make sure Saskatchewan lakes are a major angling tourism destination.



Pension news from the Public Employees Benefits Agency

PEPP steps – the default fund

If a new Public Employees' Pension Plan member does not actively elect an investment fund, contributions are automatically invested in the default fund. The PEPP Steps Fund is our default fund and this is a solid investment choice for any PEPP member.

PEPP Steps is a lifecycle investment fund made up of 12 steps. Steps are in five-year segments based on age. The investments within the steps become more conservative with age. The theory behind this is that investors tend to want to minimize risk as they approach retirement, so Step 11 (age 75-79) will be more conservatively invested than Step 3 (age 35-39). This fund automatically moves your account to the next Step at five year intervals.

Prior to PEPP Steps becoming the default fund, the Balanced Fund was the default fund for members. Balanced Fund was and is designed to provide relatively balanced potential risk and return with the goal of the fund being long-term capital growth. The switch in default funds reflected a more appropriate investment option for Plan members who prefer a hands-off approach to investing and remain in PEPP as a 'defaulted' choice member. PEPP Steps is a leading edge investment option in the pension field. Think of it as an assembly line and your pension is the end product. You enter the fund at the step that matches your age. Your account is automatically moved along the assembly line over the years investing your pension more conservatively as you age. So, if you can't decide on a fund when you enrol in the plan your contributions will default into PEPP Steps. The beauty of PEPP Steps is if you are unsure of investing, or if you need more time to make a choice, or just aren't interested, PEPP Steps will handle it for you.

Whether you have 'defaulted' into PEPP Steps, or you chose to invest in PEPP Steps, this fund is a sound, long-term investment choice for any member. PEPP offers eight different investment funds to choose from. The funds range from conservative to aggressive to help you meet your own retirement objectives.

If you decide at any time that you want something more conservative, or perhaps something more aggressive, you may transfer to another investment fund within the plan. PEPP reports changes in Steps or investment funds in your semi-annual PEPP Member Statement.

PEPP members are responsible for monitoring their pension savings and they should review their PEPP investment choices periodically to ensure that they are not too conservative or aggressive.

Denmark toughening oversight

Denmark will toughen oversight of the \$500 billion industry after regulators observed a surge in risk-taking linked in part to more widespread use of hedge funds. The Financial Supervisory Authority will require pension funds to submit quarterly reports on their alternative investments to track their use of hedge funds, exposure to private equity, and infrastructure projects. The decision follows fund failures to account adequately for risks in their investment strategies. The regulatory clampdown comes as Denmark deals with risks it says are inherent to a system due to be introduced across the European Union in 2016. The new rules will allow pension funds to invest according to a so-called prudent person model, rather than setting outright limits. In Denmark, the approach has proven problematic for the only EU country to have adopted the model as it's not clear what a prudent investment is.

Saluting long-time service

After dedicating
much of their careers
to helping improve
labour standards
and relations,
PSGE salutes
three of its
outstanding members
as they head into
new chapters
in their lives.

Helen Hrynychak

Helen began working for the Government of Saskatchewan as a corrections worker at the Saskatoon Correctional Centre in 1988 up until her retirement last April.

Helen's extensive involvement in the union started when she was elected as a steward in 1989, a role she was dedicated to up until her retirement. She also served as an acting chief steward on several occasions over the years.

Helen was very active in the Saskatoon Public Service Local 1102 from 1995-2014 and she held the executive chair position of the Equity, Occupational Health & Safety Committee, and membership and organization committees at separate times and was the Local vice chair at the time of her retirement.

She also served on the provincial council Women's Standing Committee from 2008-2014, was the first vice-chair of the license inspection regulatory component for two years, and took over as the executive chair during that time for nearly a year.

She also sat on the administration and former central region grievance committees for a number of years, was a member of provincial council and a panel representative for 20 years, as well as a member of bargaining council, the provincial corrections, and the Provincial Institutional Operations Committee (PIOC) for nearly 10 years.

"As an adult corrections committee member, the work I did on PIOC was very important to me because it dealt directly with policy and procedure of our employment at adult correctional facilities."

Helen was also very passionate about her work in her capacity as the NUPGE VP from 2009-2014.

"I wouldn't have known about a lot of things if I wasn't involved in NUPGE. It really opened

"I still believe there is a lot of work to be done and change that needs to occur and I know I will keep on doing my part to ensure that happens for my children and grandkids."



my eyes to what was going on in other provinces and countries. I liked learning about the daily ongoings of parliament and how the bills presented there were impacting our union. I really liked being able to tell people about what's coming down the pipe. I loved that role, to me, that was my most memorable over the years."

Since retiring in the spring, Helen has been keeping busy with renovating her house and looking after her grandkids.

When we asked her about her summer, she said she spent it in Saskatchewan, "looking after my little babies in my flower beds," relaxing at her son's cabin at Candle Lake and entertaining guests.

"It's been wonderful sitting on my deck and enjoying the summer and doing things at the spur of the moment because you don't have to wake up at 4:30 to be at work the next day."

Helen admitted that it took her three months before she adjusted to the fact that she didn't have to get up to go to work anymore. She said she has caught herself rushing to look at the clock on several occasions wondering when her next shift was.

While the yard work and caring for her grandkids kept her busy over the summer, she is unsure how she will spend her time over the winter. She said she is planning to take her routine trip to Cuba with her husband, but admits it will be a new experience to have so much time on her hands during the long winter months.

After she's through with the renovations and landscaping, Helen plans on continuing her activism by joining retiree organizations to advocate for pensions and benefits.

"I still believe there is a lot of work to be done and change that needs to occur and I know I will keep on doing my part to ensure that happens for my children and grandkids."

Cam Kelly

Cam first began working for the Government of Saskatchewan in the Ministry of Social Services as a practicum student during the winter of 1979. He then took on a temporary position in income assistance and following that was hired permanently in Child and Family Services. During his time there Cam served as a steward and then as chief steward.

In 1990 Cam went to work at Saskatoon's Kilburn Hall Youth Centre where he was employed in a number of positions, including youth facility worker, team leader, and unit supervisor.

Cam remained employed there and was extensively involved with the union as a steward in the work place, and in a number of other roles until his retirement in November 2014.

Over the years on the local level Cam served on the grievance, bylaws, social, and agreements committees among others and served as President of the Saskatoon Public Service Local 1102 from 2002 for 12 years.



"I always had that orientation where I was interested in my rights and other people's rights in the workplace."

Provincially, Cam served on provincial council and various standing committees. Cam also served on the PSGE Bargaining Council for almost 20 years and the Public Service Negotiating Committee for almost 5 years. Cam was elected vice chair of the Public Service Sector for about 12 years.

Grievances were one of his major areas of interest which led him to take specialized training for grievance handling through the Foundation of Administrative Justice.

"I always had the orientation to stand up for my rights and the rights of others in the workplace."

Cam filed many grievances, ran numerous step-two meetings and assisted labour relations officers with various arbitrations through his involvement in this area. He was also elected as chair of the Central Regional Grievance Committee for a number of years and as a member of the Public Service Sector Grievance Committee. More recently he has been serving as a member of the Public Service Screening Committee.

Negotiating with the Ministry of Justice and the Public Service Commission in a review of the hours of work agreements within the Young Offender facilities was a major project Cam took part in along with Terry Ullman, Lori Bossaer and Pat Sander.

"I was very happy that we were successfully able to complete that review process. It was very frustrating and anger producing at times but it is very satisfying when you can accomplish something that is difficult. We came out of it in a stronger position with a positive result. We all felt it was a big accomplishment."

Cam was also very active and passionate in the area of Occupational Health & Safety. He was employee co-chair of the Kilburn Hall Local OH&S committee for about 10 years. He was also employee co-chair for the OH&S council of the ministry. Cam was a member and subsequent chair of the SGEU OH&S and environment committee for about 15

years. He also served several terms on the SFL OH&S and Workers' Compensation Board (WCB) committees and worked with them in conjunction with SGEU to draft briefs for both the OH&S and WCB Committee of Reviews.

Cam spent the majority of his time working with others to make a difference in the workplace and for the union. He said it will be a big change for him to retire. Cam's wife, Nancy is not ready to retire herself and will continue to work. Cam plans to look after the house and cook healthy meals.

"You get close to a lot of people that you're working with every day so I will be missing the people and I expect that I will also miss the union activist type role where you're involved to effect change."

Cam still plans on keeping in touch with the union when he is not travelling with his wife or looking after his grandchildren.

He is really looking forward to have more time to spend with his family and focus on his health. Starting a new exercise regime is a top priority for him. Down the road Cam is also considering participating in retiree organizations so he can share his expertise and continue to bring about positive changes in the labour movement.

Terry Ullman

Terry began working for the Government of Saskatchewan as a youth facility worker at the Saskatoon Kilburn Hall Youth Centre in 1982. After 32 years of dedicated service, she will be starting a new journey into retirement at the end of December 2014.

"As a shift-worker, I was partnered with a lot of different people in my career, and I believe I took a bit of each of them to build who I became as a worker," she said.

"I really appreciated the differences in all of them and I'm going to really miss the people I worked with and the different kids I've seen

throughout the years. You spend so many hours with these people they become like family."

Terry became heavily involved with the union not long after she began working at Kilburn Hall. She was a dedicated steward from 1985 until her retirement and a chief steward for nearly twenty years.

Over the next two decades, she served on a number of committees. Terry was a member of the Public Service sector grievance committee and the Public Service screening committee for the last several years. She also served on the regional grievance committee since 1987, the young offender committee since 1989, and the young offender union management committee for the past 16 years.

For many years, Terry has represented the young offender committee at the NUPGE corrections working group held annually in Ottawa and has marched in the National Police and Peace Officer Memorial in both Regina and Ottawa.

She received certification and completed all of the specialized grievance-handling courses provided through the Foundation of Administrative Justice and participated as the union nominee on many arbitration panels and ran countless step two meetings.

Terry has been a member of the PSGE bargaining council for the past 20 years and has been the Local 1102 bargaining representative on bargaining council for the past 16 years. She also served as one of the original members on the PSGE class plan steering committee.

She also served as a provincial council member for the past 13 years and has been well known for her excellent provincial council reports to Local 1102. Terry was involved with various provincial council committees, including the committee to review committees. She was also a member of the SGEU negotiating committee with Local 481 for two rounds of bargaining.



"I think it's extremely important to educate people about the value of unions to ensure the rights and privileges they have brought remain for my children, grandchildren and future generations."

Terry chaired the young offender committee from 1996 up until her retirement, and has also chaired Saskatoon Local 1102's agreement, education and membership committees over the years.

She also sat on the Saskatoon Public Service Local 1102 social, bylaws, occupational health and safety and membership committees over the past 25 years.

"I really believe in the union, that's what kept me involved," she said.

"I think it's extremely important to educate people about the value of unions to ensure the rights and privileges they have brought remain for my children, grandchildren and future generations."

In her retirement, Terry is looking forward to spending more time with her husband, six sisters, and grandson. She is excited to have more time to travel the world, attend Rider games when she pleases, and tend to her garden.

She is also planning on doing some volunteer work and getting politically active through union retiree and other organizations.

Don't get stuck without coverage

Your union does not want you to get stuck without coverage if you have been injured or suffer a disability on the job.

SGEU has developed its own Long Term Disability (LTD) Plan with the primary responsibility to ensure that the membership is provided with income protection and/or services to those members who are disabled by illness or injury. The SGEU LTD plan exceeds industry standards and is member-owned and governed, and LTD benefits are non-taxable.

There are major reasons to remember to sign on to the plan, says Jack Duvall, chair of SGEU's LTD supervisory committee.

Many of SGEU's bargaining units, including those in public service, have voted to join the LTD Plan as a group and are required to sign on to the program, something they will want to do in any case for their own protection.

"If a member has been injured at work, they may be receiving benefits from either Saskatchewan Government Insurance (SGI) or they may be getting Workers' Compensation Board (WCB) benefits, which replaces up to 100 per cent of wages," explains Duvall. "But if their case is dropped by the WCB, our LTD program picks up the slack, so it's crucial for members to remember to sign on in order to get their full benefits."

Article 23.1 of the Public Service Collective Bargaining Agreement reiterates this requirement:

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 Long Term Disability claims within the set timelines. Eligible members only have one year to apply for SGEU LTD benefits from the date of injury or disability in order to collect claims.

Article 11.1 of the SGEU LTD plan text 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.

That means if a member who has experienced an injury and is being dropped from Worker's Comp, if it has been over a year from the date of the injury it is too late to receive the valuable benefits of SGEU's LTD plan.

"As their union, we just want to encourage all our members not to wait until it is too late to sign on to LTD. Our job is to protect them and make sure they get all the help they can get at a time when they are already suffering as a result of an injury or job-related disability," says Duvall.

Once approved for LTD, it provides added protection for members, including those collecting WCB benefits.

During the first year a member is collecting WCB the worker is paid directly from the employer and regular pension contributions are made. After the first year benefits are paid directly from WCB to the member and pension contributions are not forwarded from WCB to the members' pension plan. If the member has been approved for LTD, arrangements can be made with the LTD plan 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. The SGEU will also provide advocacy to help the member appeal their WCB or SGI claim.

Leave of absence

When a member accesses a Leave of Absence (LOA) from their employment 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 the premiums are not paid within 30 days of commencement of the leave of absence, the Group Life Insurance will no longer be available.

Members on a leave of absence are also required to pay Long Term Disability premiums for the first year of the leave to ensure coverage during the first year of the LOA. If the LOA is longer than one year, members can apply to the SGEU LTD Plan for an extension of coverage. 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 a SGEU Public Service member retires or they have reached 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 times gross daily salary
times unused sick days = Excess Sick Leave Rebate.

"Overall, even though the members who have the LTD package in their agreement are required to sign on to it, it's important they are reminded and encouraged to do so to make sure their extended health and pension benefits remain intact," says Duvall.

The Excess Sick Leave Rebate Form can be found at: sgeu.org or contact the SGEU Benefits Clerk at 306-775-7209

Health primary reason for retirement

Choosing a retirement date may be harder than believed, says the '2014 Sun Life Canadian Health Index.' It shows that almost 70 per cent of retired Canadians did not stop working on the date they planned. Among those Canadians who did not retire as planned, 41 per cent cited personal health as the primary reason for retiring earlier. In fact, almost half of Canadians (45 per cent) have experienced a health event with nearly a quarter (23 per cent) of them impacted by a mental health issue. "Our research shows that Canadians who are not financially prepared to retire typically say they will work longer to compensate, but, unfortunately, they may not have that choice," says Kevin Dougherty, president, of Sun Life Financial Canada. Though Canadians cite that deteriorating health is a top concern (66 per cent) as they age, only 22 per cent have saved money or otherwise planned for healthcare expenses in retirement.

Canadians no healthier today

Canadians are not any healthier than they were a decade ago, despite having much more knowledge of what makes up a healthy lifestyle, says a publication of a Conference Board of Canada research project that makes the case for healthy active living. "An alarming number of Canadians are moving very little, sitting too long, eating poorly, not getting enough sleep, drinking too much, and continuing to smoke," says Thy Dinh, senior research associate. "Even though average life expectancy has increased, the progress made in previous decades such as lowering smoking rates appears to have plateaued. There is an urgent need to support Canadians in adopting healthier lifestyles and create a national culture of wellness."

The research shows the prevalence of several chronic conditions has risen since 2003; stagnant or declining levels of Canadians who lead healthy active lives are associated with increases in chronic conditions; and almost one-third of children are overweight or obese which increases the risk of developing conditions such as cardiovascular disease, cancer, hypertension, diabetes, or depression.

Local happenings

Local 1103, North Battleford

Local 1103 North Battleford made the day of two local residents when it handed out two \$500 scholarships. One of the grants was given to Grady Nash, the son of a worker at the North Battleford Youth Centre. The other grant was awarded to Tiandra Ewanchuck, the daughter of an admin staff member of North Battleford's adult probations division.

Local 1105, Prince Albert

Prince Albert Local 1105 is planning an educational symposium. Topics will include Occupational Health and Safety, duty to accommodate, LTD and grievance writing and process.

The local will also host a kids' Christmas bowling party at Monto Bowl on December 14

from 10am – 2pm. Bowling, pizza and a visit from Santa will round out the festivities. To have your kids attend, please send the name, gender and age of each child to Carol Yuzik at carolyy1105@hotmail.ca.

Local executive members also extend a friendly reminder to members to attend monthly meetings on the third Monday of each month at 7:30 pm to be held at the union hall. The local wishes to encourage all members to come out and take part.

Local 1109, Humboldt

Humboldt Local 1109 invites all its members and spouse/guest for a festive night of bowling, dinner and a short meeting December 5. Contact Dale Achtymichuk (306) 338-6254 to RSVP and for further details. Posters will be sent to work locations.



Local 1108, Swift Current

PSGE Local 1108 invites all their members to bring the whole family out for festive bonding over a children's movie afternoon.

Cinema Twin Theatre, Swift Current

Sunday, December 7, 2014

Doors Open at 12:30 and show starts at 1:00 pm

Includes free soft drink and popcorn for children

Gifts with Santa after the movie
(Gifts for children 10 years and under
that are accompanied by a parent)

Grandchildren of members welcome

For further information, please contact Laura Reid,
Ministry of the Economy at 778-3739 (home)

SGEU PSGE Annual Golf Tournament

Saturday, June 13, 2015
Melfort Golf & Country Club

Shot Gun Start 12:30 p.m.

\$125/player (including, golfing, cart & supper)

Register with payment before May 22, 2015 by contacting:

Jack – 306-480-7221 or Richard – 306-775-7214
1440 Broadway Avenue, Regina, SK S4P 1E2

First 100 golfers accepted

RBC will be sponsoring several hole in ones:

Hole #17 – \$25,000

Hole #5 – Trip to the Fairmount Resort

Hole #3 – Golf gear

Hole #15 – Golf equipment plus shopping cash

Many more door prizes!

All proceeds from
the tournament will
be donated to the
Saskatchewan Chapter
of the Children's Wish
Foundation



A little cash goes a long way to help

**"I don't know about you
but my memories of Christmas
growing up are not about what
kind of fancy toy I got that year
but of sitting around a table
with family eating a good
Christmas dinner of fresh food ...
This is a chance to really see
where your money is going
to make a huge difference
in the lives of so many."**

Todd Sandin

All PSGE members across the province are being asked to once again tap into their generosity this year to help give less fortunate Saskatchewan families a little joy of the season through a donation to the food bank.

Last year SGEU's Public Service Sector and the Public Service Commission sponsored a food drive across the public service which raised \$10,000 in financial donations and 8,000 lbs of food for Saskatchewan Food Banks.

This year PSGE is asking everyone to dig deep and work together to beat last year's donations. The goal this year is to collect over \$12,000 in financial donations and 9,000 lbs of food during the collection drive which will take place December 1-14.

Members are asked to bring non-perishable food items and place them in the collection containers which will be provided to each work area.

In addition to food donations, Todd Sandin, director of the Regina Food Bank, is urging members to click on the simplified web portal called the Holiday Virtual Food Drive for seamless cash donations.

"Our cash donations are equally important because of the power we have to buy in bulk and the support we receive from local grocers, we can help so many more families with additional cash donations from our community," says Sandin.

Every year, the Regina Food Bank purchases specific fresh items to put together over 1,500 Christmas Hampers for families in need. These hampers consist of items that encompass a holiday meal, as well as breakfast in the morning. Specifically, cash donations will be put toward \$75 hampers that will include stuffing, pasta, lentils, rice, bacon, apple pie, ham or turkey, juice, potatoes, fruit, margarine, eggs, dinner rolls, bread, and mixed veggies.





Volunteers help put together the food hampers made possible by generous donations including those from SGEU PSGE staff.

"We also do something unique in Canada for food banks in that we've partnered with our Salvation Army counterparts to make sure each child of our families in need also get toys in our hampers so all our kids in need can also have something really special under the tree."

It only takes a moment to bring a food item or donate cash through the portal to make the difference between a stressful and a joy-filled Christmas for many families across the province.

"I don't know about you but my memories of Christmas growing up are not about what kind of fancy toy I got that year but of sitting around a table with family eating a good Christmas dinner of fresh food. It would cost these families a lot more than the \$75 dollars it costs us to put these hampers together and a lot of families simply can't afford providing a great meal or two and gifts for their kids. At any time of year the cost of that would be a stretch but at Christmas, it presents a real strain and source of stress for so many. This is a chance to really see where your money is going to make a huge difference in the lives of so many."

All \$10 plus donations come with a tax receipt and can be made at:

Reginafoodbank.ca

You can also visit Canadahelps.org where you will find instructions to donate to Saskatchewan Food Banks. After choosing your nearest food bank, you can specify SGEU to help tally our total donations.

The hampers are given to families December 19-22.

Happy Holidays from the Public Service

Thank-you for participating in our annual Christmas food bank drive.

Let's make sure that no one goes hungry this holiday season.

Committee Representatives

The PSGE Bargaining Unit has a number of openings for members to participate on committees.

Please write a letter of intention to apply including the committee in which you are interested. **Note: If you are applying for more than one committee, you must submit a separate application outlining your interest and qualifications for each committee.** Mail your letter to the attention of: Shelley Strachan at the SGEU head office, 1440 Broadway Avenue, Regina, SK, S4P 1E2 or send via email to sstrachan@sgeu.org.

Deadline for applications is 5:00 pm, January 5, 2015. Your application will be assessed by the PSGE Negotiating Committee and recommendations will be made to the PSGE Bargaining Council. Alternate members are being sought for the following committees. Members from PSGE are eligible to apply.

Social Services Issues Committee

This committee works to resolve issues and ensure a healthy and safe workplace for members who work for the Ministry of Social Services.

Members are required to be from either the income security or family services areas of the

ministry. The members will be selected to reflect various geographic locations.

Regional Grievance Committees

These committees review grievances at all stages of the grievance process in their respective geographical area and assist in gathering information as needed to ensure grievances are dealt with on a timely basis.

This committee makes recommendations to the screening committee. Each of the three (3) regional committees is seeking alternate members.

1. North Regional Grievance Committee:
Eligible members will be a member of one of the following locals: Prince Albert; Hudson Bay; Nipawin; Melfort; Meadow Lake; Missinipie; or Buffalo Narrows.
2. Central Regional Grievance Committee:
Eligible members will be a member of one of the following locals: Saskatoon; Battlefords; Humboldt; Rosetown.
3. South Regional Grievance Committee:
Eligible members will be a member of one of the following locals: Regina; Weyburn; Swift Current; Moose Jaw; Estevan or Yorkton.

Screening Committee

This committee serves as the screening committee for PSGE Bargaining Unit grievances. This includes making decisions concerning which grievances should proceed to third party dispute resolution and which grievances should be withdrawn.

PSGE Appeal Committee

The PSGE Appeal Committee serves as the appeal body for all grievance appeals in the PSGE.



Pharmacy dispensing fees

In order to keep the costs to our extended health plan to a minimum, we encourage members to fill prescriptions at pharmacies with lower dispensing fees.

Pharmacy		Cost	Pharmacy		Cost
Regina			Moose Jaw		
Sherwood Co-op	306-791-9301	\$10.75	Pharmasave, Main St N	306-692-6433	\$10.75
Costco*	306-789-8838	\$ 4.49	Drugstore Pharmacy	306-691-6035	\$ 9.99
Extra Foods – Albert St	306-790-2550	\$ 9.99	Rexall	306-694-5556	\$10.75
London Drugs	306-546-1600	\$ 7.49	Safeway	306-694-2112	\$10.75
Pharmasave			Nipawin		
– University Park	306-789-5541	\$10.75	Davis Rexall	306-862-3141	\$10.75
Rexall	306-543-1446	\$10.75	North Battleford		
Safeway – Gordon Road	306-586-5140	\$10.75	Fisher's Drug Store	306-445-6153	\$10.75
Shoppers			Co-op Pharmacy	306-445-9800	\$10.75
– Landmark Mall	306-777-8040	\$10.75	Walmart	306-445-8108	\$10.75
Superstore			Shopper's Drug Mart	306-445-6253	\$10.75
– Prince of Wales	306-546-6500	\$ 9.99	Pharmasave	306-937-2600	\$10.75
Sobey's – Rochdale	306-546-5881	\$10.75	Battleford Drug Mart	306-937-3303	\$10.75
Saskatoon			Prince Albert		
Safeway			Safeway		
– Lawson Heights	306-934-8185	\$10.75	– South Hill Mall	306-922-1242	\$10.75
For up to three months supply			Superstore – 15th St E	306-953-8120	\$ 9.99
Superstore – 8th St E	306-956-1631	\$ 9.99	Shoppers		
Shoppers			– South Hill Mall	306-922-6144	\$10.75
– Midtown Plaza	306-653-4866	\$10.75	Swift Current		
Extra Foods	306-249-9200	\$ 9.99	Pharmasave	306-778-5362	\$10.75
London Drugs	306-664-9521	\$ 7.49	Rexall Drug Store	306-773-4633	\$10.75
Estevan			Pioneer Co-op	306-778-8800	\$10.75
Henders Drugs	306-634-3666	\$10.75	Shoppers	306-773-5301	\$10.75
Pharmasave	306-637-3802	\$10.75	Weyburn		
Sobey's	306-637-2580	\$10.75	Co-op	306-848-3663	\$10.75
Hudson Bay			Drugstore Pharmacy	306-848-3407	\$ 9.99
Pharmasave	306-865-2663	\$10.75	Price Rite	306-842-4221	\$10.75
Kelvington			Pharmasave	306-848-3850	\$10.75
Kelvington Pharmacy	306-327-4662	\$10.75	Yorkton		
Kindersley			Hearn's Westview		
Drugstore Pharmacy	306-463-1655	\$10.75	Pharmacy	306-783-4331	\$10.75
La Ronge			Shoppers	306-783-9796	\$10.75
La Ronge Drug Store	306-425-2252	\$10.75	Superstore	306-786-4035	\$ 9.99
Meadow Lake			*Costco has the lowest dispensing fee.		
Drugstore Pharmacy	306-236-8330	\$10.75			
Co-op	306-236-6366	\$10.75			
Madill's Drugs	306-236-5210	\$10.75			



Bargaining Council Members

Almquist, Conni	LR	891-9062	Nakonechny, Murray	T&T	621-9059
Ashdown, Mitch	LR	554-4133	Nichol, Tannis	HS	221-6863
Bossaer, Lori	HS	441-4601	Norton, Herb	LR	235-1753
Brown, Michelle	SS	425-9810	Nowoselsky, Barry	HS	775-7202
Burtney, Lindsay	LIR	980-7420	Peters, Linda	HS	441-0828
Calow, Mike	HS	222-4539	Ponton, Bonnie	SS	370-6075
Clarke, Sarina	T&T	584-9046	Rieger, Derek	LR	551-5446
Clements, Teresa	LR	535-2565	Sander, Pat	LR	940-9358
Cossette, Robert	A&C	527-3522	Schwartz, Ernie	LR	236-7540
Deck, Devin	VEO	961-6644	Shortt, David	A&C	446-4557
Duvall, Jack	T&T	480-7221	Stevens, Travis	LIR	540-8633
Gelsinger, Craig	LIR	536-9697	Taylor, Keelie	SS	251-1687
Goski, Denise	LR	691-5360	Thompson, Terry A.	HS	761-1794
Harrison, Mary Ann	A&C	726-2059	Trost, Mac	LR	445-5020
Hildebrand, Ed	VEO	693-2986	Ullman, Terry	LR	933-7247
Hill, Lorie	LIR	380-8178	Whitford, Kurt	T&T	861-7287
Hogarth, Kirk	LR	463-9327	Woytiuk, Curt	SS	531-7617
Hogarth, Mary Ann	SS	460-5196	York, Brian	LR	878-8823
Honsey, Arol	LR	778-8228			
Kelly, Patrice	A&C	541-4470			
Lee, Cenedella	LR	425-3786			
Lee, Jack	A&C	425-3786			
Lowey, Victor	LR	634-9485			
McKay, Tim	VEO	240-4121			
McRae, Bonnie	LIR	291-3003			

KEY

SS	Support Services
A&C	Administration and Communications
T&T	Trades and Technical
LIR	Legal, Inspection & Regulatory
HS	Human Services
VEO	Vehicle, Equipment & Operations
LR	Local Representative

Travel allowance

In accordance with Article 15.3.3 of the PSC/SGEU collective agreement, kilometer rates effective October 1, 2014 are as follows:

Ordinary	North of 54th Parallel
42.27¢/km	45.52¢/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 per day, \$1.50 per hour (prorated for shorter periods) for actual usage to a maximum of \$6 per day or 42.27¢/km, whichever is greater.
- Truck – subject to a minimum allowance of \$5 per day, \$2 per hour for actual hauling time to a maximum of \$7 per day or 44.89¢/km, whichever is greater.

Going paperless

We continue to have more members wanting to receive the Bargaining Report by email. If you prefer to receive future Bargaining Reports electronically rather than have a paper copy mailed to you, please let us know, send your email address to: mis@sgeu.org