

JUNE 2015

A woman with blonde hair, wearing a white lab coat and purple nitrile gloves, is shown in profile. She is holding a petri dish with a yellow agar medium and is looking at it through a large, white, circular magnifying lamp. The lamp has a black handle and a power switch. In the background, there are stacks of petri dishes with various colored agar media (red, orange, yellow, green) and a blue rack holding more petri dishes. The scene is set in a laboratory environment.

Examining

a day in the life
at the Saskatchewan
Disease Control Lab

PSGE member profile
of Santana Strieb,
professional medical
lab technologist
... page 10

Why it's better to Own it! ...page 3
Restoring balance in labour relations ... page 4
Getting your voice heard ... page 13



Welcome to our summer edition of your Bargaining Report

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sgen.org

Cover photo:
Santana Strieb, lab tech
By: Kathryn Engel

In our world, we are entering an important season as we reach out with an invitation to hear from you, our membership, as we start the process of preparation leading up to contract negotiations in the fall of 2016. Between now and then we will be meeting with members to hear from you about any changes or additions you would like to see in your next collective bargaining agreement. In this issue, you will find details of the upcoming proposals gathering meetings in your area, and you are also invited to fill out the inserted survey expressing your opinion about what is most important to you to include in your CBA. Historically, unions fought long and hard to give workers the right to have a say and a stake in their workplaces, and I hope you will exercise that right.

Also in this issue, you will find our feature of one of the members employed as a medical lab tech over at the Saskatchewan Disease Control Lab. You might not be aware of the fact that our province is home to the most state-of-the-art facility of its kind in the country. We're proud to showcase both the leading edge research going on in the facility as well as the professionalism of our members working hard every day in public health care delivery. Thank-you to Santana and the supervisor staff over at the facility for giving us a bird's eye view of the important work taking place to keep us all healthy and safe.

Read on for an update on the new law drafted and under review in the province following the Supreme Court victory for labour in Saskatchewan. We will continue to offer collaboration with our provincial government

in this opportunity to design a labour platform based on the principals of respect and dignity.

You will also find news on the brand new *Own It!* campaign designed to bring awareness to the grassroots benefits to every citizen of the province when public services and resources are maintained and protected collectively.

We hope you enjoy this edition of the Bargaining Report and as always, I welcome your feedback.

Take care and have a great summer,

Barry Nowoselsky
Chair
SGEU PSGE Negotiating Committee



Own it! say YES to public services

Members of SGEU are invited to say YES to keeping and strengthening public services and crown corporations, and to send that message to politicians in the lead-up to the next provincial election.

"Own it! Saskatchewan belongs to everyone" is a new project that will give union members, and all citizens, a voice in a province-wide discussion about the future of public services and crowns.

"Public services help keep our province strong. We encourage all SGEU members to get involved and speak out to make sure we keep what we've built so it is there for our children and grandchildren," says Bob Bymoen, SGEU president.

What's at stake?

Everyone in Saskatchewan benefits from public services and crown corporations. If government is planning to sell off those services and put those benefits at risk, we all need to know what is at stake, and should have a chance to take part in the conversation to stop costly privatization initiatives.

Own it! gives Saskatchewan people the chance to learn more about privatization, share their views, and sign a petition to stop the sell-off of public services and crowns.

"The risk to public services is real. The government is quietly selling off services and assets it has taken us decades to build. Once those public assets are gone, they're gone. Money that flowed into our shared revenues will go to profits for out-of-province corporations — with no public accountability," Bymoen says.

Costs skyrocket

Own it! will help raise awareness of what is at risk if we continue to privatize public services. Costs skyrocket when public service work is privatized. For example, consulting costs have risen by more than 400 per cent in the Saskatchewan Ministry of Highways over the past five years. Private companies charge hourly rates that are twice or more the amount that a public service worker would be paid for doing the job. "That's not good news for Saskatchewan families, who foot the bill for the extra costs of contracting out," he adds.

Get involved!

Everyone is invited to join the *Own it!* project to speak out for public services that are affordable, and that cover everyone.

Find information and resources at OwnYourSask.ca.



Landmark victory at the Supreme Court

Your workplace rights now protected

Your right to take job action to improve your wages and working conditions has been formally recognized by the Supreme Court of Canada.

The ground-breaking decision is the result of a seven-year legal battle, which ended with the country's top court declaring the Saskatchewan government's essential services law unconstitutional.

It's an unprecedented victory for all working families, and it will help to restore some balance to labour relations in the Saskatchewan public service.

Good faith bargaining protected

The Supreme Court ruled January 30, 2015 that the right to strike is an integral part of a good faith collective bargaining process, and is fundamental to the freedom of association

provisions in the *Charter of Rights and Freedoms*. The Saskatchewan *Public Services Essential Services Act*, passed in May 2008, shifted the balance of power to the employer, leaving workers virtually no options for achieving their bargaining goals.

When the essential services law took away the right to strike, it also robbed workers of the power to bargain a fair collective agreement. SGEU always believed the law went too far. It gave government the unilateral right to determine which services were essential, and did not offer any reasonable options for resolving bargaining disputes, such as arbitration. Labour movement leaders always believed the law handed government too much power, and now the Supreme Court has agreed.

New legislation must be fair

SGEU was part of a group of Saskatchewan unions headed by the province's federation of labour that challenged the legislation.

The Saskatchewan government has been given a year to make changes to the essential services law. New legislation has been drafted and SGEU and other unions are reviewing it and making recommendations to government to help ensure the next law is balanced and fair.

It took a determined and collective effort to successfully challenge a fundamentally unfair law that put at risk the gains workers have made over decades. SGEU is proud of what has been achieved for workers' rights in Saskatchewan and across the country.



Annual eye exams for diabetic patients now covered by the province

People living with diabetes in Saskatchewan will benefit from improved access to vision care. The province now provides coverage for annual eye examinations for diabetic patients, effective October 1, 2014.

"Maintaining good eye health is an important aspect of diabetes management," Health Minister Dustin Duncan said. "This new service will remove financial barriers and ensure timely access to vision care for people living with diabetes in our province."

Clinical practice guidelines for the management of residents with diabetes recommend annual eye exams to ensure optimal monitoring and care. The newly introduced coverage will reduce out-of-pocket costs, improve access to an eye examination, and facilitate early treatment of eye issues related to diabetes.

The eye exam coverage for diabetics is part of a new agreement between the Ministry of Health and the Saskatchewan Association of Optometrists.

"As our population ages, we can expect an increase in the incidence of diabetic eye disease; therefore, the demand for optometric services will significantly increase," Saskatchewan Association of Optometrists President Dr. Kevin Woodard said. "We applaud the Minister of Health and the Saskatchewan government for their foresight in managing the future needs of the people of Saskatchewan. Doctors of Optometry will continue to collaborate and communicate with ophthalmologists, family physicians and other health care providers to ensure the best possible patient outcomes for the eye health of our patients."

"We are pleased to see the Government of Saskatchewan's decision to help preserve and



prevent vision loss — a possible secondary complication for those living with diabetes," Canadian Diabetes Association Regional Director for Saskatchewan Warren Wagner said. "Receiving comprehensive annual eye examinations is essential to catch retinal changes as early as possible and ultimately help preserve vision for the more than 90,000 people living with diabetes in the province."

Annual eye examinations are currently covered by the province for all children under the age of 18.

"Expanding the coverage to include adults with diabetes is part of our commitment to provide better access to primary health services and patient-centred health care for our residents," Duncan said.

Saskatchewan has also proclaimed October as Children's Vision Month. Children's Vision Month is marked across Canada, and is dedicated to raising awareness of the impact undiagnosed vision problems can have on children's learning and development.

Oops ... don't tell me ... that I forgot

As baby boomers reach their golden years, following a rough recession period, many have money worries at the top of their minds.

In fact, in a recent survey conducted by the Chartered Professional Accountants of Canada, one quarter of Canadians aged 55 and older find it difficult to meet their monthly expenses.

That's a frightening prospect for people a decade out from retirement, says David Trahair, a Toronto CPA and bestselling author specializing in financial analysis. According to the same CPA survey, 46 per cent of respondents 55 and older wish they had saved more money when reflecting back on their working life.

"The big problem is people spending more than they make because of the ease of obtaining credit," says Trahair.

This practice gets people caught in a debt trap, so even if they are saving for retirement, their debt levels remain high and they carry this with them into retirement, which drives up their overall cost of living when they wrap up their working lives.

Trahair, who admits he is a conservative investor, says focusing on debt elimination is the best plan for people in their 50s trying to play catch-up on the eve of retirement.

"I'm not a fan of the stock market," he says. "We're told we can expect, on average, returns of 8-10 per cent per year, but with fees and people's emotions getting in the way, that rarely happens, especially on a short time line."

Instead, Trahair recommends people in their 50s focus on eliminating their debts and mortgage, then reducing personal spending and putting surplus money in a safe investment like a GIC, which offers a lower rate of return, but protects the investor's principal.

The generally accepted rule of thumb is that people will need 70 per cent of their pre-retirement income to live comfortably into retirement, but Trahair challenges this belief.

"If you go into retirement without debt or a mortgage, you will probably only need 40 per cent of your pre-retirement income to live," Trahair says. "Debt reduction forces you to be fiscally responsible and gets you in the habit of saving."



to save for my retirement

Trahair says the next step in getting real about retirement is sitting down and figuring out exactly how much money you will be getting from CPP and OAS and then determining the dollar amount you will need to top up these government payments. For people with little to no savings, CPP and OAS can be significant, on average about \$6,000 a year from each, according to Trahair.

Poll

What time of year do you spend the most money? (Poll Closed)

Spring	6.27% (64 votes)
Summer	39.71% (405 votes)
Fall	6.37% (65 votes)
Winter	47.65% (486 votes)

Total Votes: 1,020

The next step is to determine if you should be putting money in an RRSP or TFSA, and this depends on your marginal tax rate. Generally, those in higher income brackets benefit the most from the tax breaks offered by RRSPs.

"In Ontario, the top tax bracket is over 46 per cent. So if you make a \$10,000 RRSP

contribution you will get a \$4,600 refund," says Trahair. "That's when RRSPs work well, but for lower income people, they usually don't work well."

For those in lower tax brackets, Trahair recommends contributing to TFSAs instead.

"People run into trouble when they hope the stock market is going to bail out their bad financial habits. They're hoping a great 10 per cent rate of return is going to solve all their problems, so they get sucked into expensive mutual funds or they panic at the wrong time," he says. "People with only a decade to go can't afford to take those risks."



DC plans meet objectives

Ninety-seven per cent of defined contribution plan sponsors and 90 per cent of registered retirement savings plan (RRSP) sponsors say their plans are meeting their original capital accumulation plan (CAP) objectives, says a report sponsored by Great-West Life. The '2014 CAP Benchmark Report — *'Staying the course, with an eye on the future'* — shows plan sponsors understand the "four characteristics of successful CAPs," says Jeff Aarssen, senior vice-president, group retirement services for Great-West Life.

"Successful plans encourage early enrolment, promote meaningful contributions, lessen the impact of withdrawals, and provide appropriate investment choices," he says. The report also shows participation rates among eligible employees for DC plans rose to 94 per cent from 91 per cent in the previous year, but declined for group RRSPs to 53 per cent from 65 per cent. Group RRSPs are much more likely to be voluntary, and voluntary plans have significantly lower participation rates than mandatory plans.

Boomers and gen Xers say traditional

The vast majority of American baby boomers and generation X believe that the traditional definition of retirement is a “romantic fantasy of the past,” finds an Allianz Life study.

The study also finds more than eight in 10 (84%) from both generations said they feel that a retirement starting at age 65 spent “doing exactly what you want” is now unrealistic.

Gen X respondents were much more hopeless about their ability to achieve retirement goals and about their overall financial situation than were their boomer counterparts. More than two thirds (67%) of gen Xers agreed with the idea that supposed targets for how much you need to retire are way out of reach versus less than half of boomers (49%).

Canadians feel better prepared for retirement

Significantly more gen X respondents also admitted to getting “bogged down with uncertainty when planning for retirement” (64% versus 43% of boomers), believing it is “useless to plan for retirement when everything is so uncertain” (44% versus 31% of boomers), and feeling that they will “never have enough money to stop working” (68% versus 43% of boomers).

“While our study confirms that many boomers still lack confidence about their future, it reveals alarming realities about the significant angst and pessimism gen X feels regarding the current and future state of their finances,” says said Katie Libbe, Allianz Life vice-president of consumer insights. They’re the next generation that’s quickly approaching retirement and their hands-off approach to planning and preparation is alarming.”

Saving for retirement is a major financial goal for US millennials

Each generation in the study generally feels their circumstances have been tougher to manage. For example, both Gen Xers and Boomers think that their generation is burdened with more expenses (90% and 80% agreement, respectively), more uncertainty (86% and 72%) and more risk (78% and 64%) than their counterparts.

However, when it comes to jobs, money, and retirement, even baby boomers agreed that Generation X has it much tougher in the following areas: planning for retirement, saving money, keeping a job, staying out of debt, getting a job.

Despite clear concerns about their financial situations and prospects for a comfortable retirement, both generations are surprisingly relaxed about planning for their financial futures. More than half of each generation (boomers 65%, gen X 53%) agreed with the statement “when it comes to retirement, I just have this feeling that everything’s going to work out.”

Furthermore, a larger percentage of gen X respondents think they will “just figure it (retirement) out when I get there” (46% versus 36% of boomers) and “just don’t think about putting money away for the future” (52% versus 32% of boomers).



retirement is “unrealistic”

Nearly half of Americans saving virtually nothing

This “head-in-the-sand” approach to financial planning likely goes back to feelings of hopelessness these generations—particularly generation X—have about their current situation. Nearly three-quarters of gen Xers (72%) and 60% of boomers agree that it is “almost impossible to figure out what your (retirement) expenses are going to be.”

More than half of gen X respondents (52%) and nearly a third of boomers (32%) also agreed that with the amount of current expenses, they “just don’t think about putting money away for the future.” As such, nearly half of gen Xers (48%) and more than a quarter of boomers (27%) say they are not clear on how much money they’ll need to retire.

Positive returns predicted

Public equity markets are expected to post returns between 7.5 and eight per cent, while alternative asset classes are expected to post returns between five per cent (real estate and diversified hedge funds) and 7.5 per cent (private equities) in 2015, says Mercer’s ‘2015 Fearless Forecast’ survey. It says, however, Canadian and global institutional investment managers see fixed income returns as very low for 2015 (1.5 per cent for the FTSE TMX Canada Universe Index and 0.9 per cent for the FTSE TMX Canada Long Bond Index) and will trail the anticipated rate of Canadian inflation (1.9 per cent). Emerging and international equity markets are expected to outperform Canadian and US markets. As well, few managers expect negative returns from equities in 2015 and no manager expects negative returns from the US or emerging market indices.

Seniors invited to attend an appreciation supper

SGEU’s Public Service Sector is hosting a senior’s fun day of fine food and live music and is inviting all seniors to take part.

The event will take place at the Regina Senior Citizens Centre October 18 from noon until 4 pm. Country music star, Brian Sklar and his band, the Tex Pistols, will be entertaining the seniors for the afternoon.

One of Canada’s most awarded country music performers, Sklar has built a reputation as a world-class entertainer in Canada, the United States and Europe. His credits include 37 albums, numerous chart singles, and over 350 network and syndicated television shows.

The Regina Senior Citizens Centre is a nonprofit, member-based organization whose 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 lifestyles.

SGEU’s Public Service sector is a proud long-standing supporter of the centre and its provisions of services to area seniors.



A day in the life at one of Canada's most innovative centralized Examining the world of controlli

Every day in Saskatchewan, thousands of lab tests are ordered to help solve a plethora of medical questions and abnormalities for patients from all parts of the province.

And every day, a team of professional medical laboratory technologists like Santana Strieb are meticulously scrutinizing those tests to find immediate answers in the nation's newest centralized and most advanced provincial disease control laboratory.

"Every day, we could get upwards of 3,500 samples coming in here, and every one of those could represent ten different tests," muses Strieb as she carefully reaches her arms into an anaerobic chamber where she is growing the bacteria of a deep wound for further analysis. It's just one of an impressive fleet of high-tech equipment in the state-of-the-art facility.

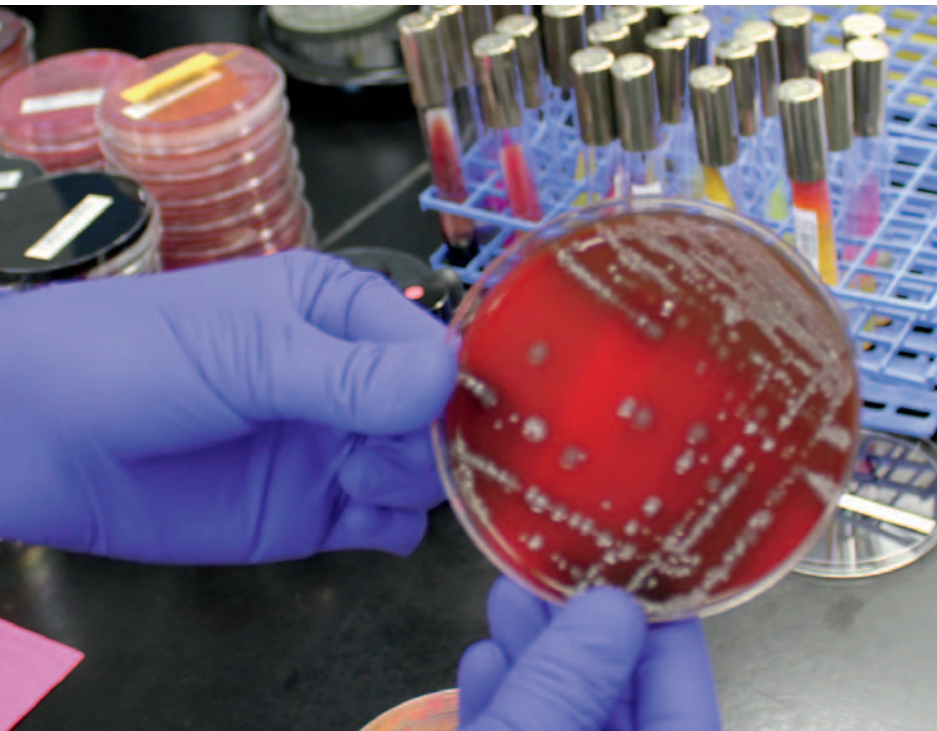
The \$55.5 million Saskatchewan Disease Control Laboratory (formerly called the

Saskatchewan Provincial Laboratory) was completed in 2010, resulting in one of the country's most modern public health laboratories for detecting and identifying diseases and outbreaks. This facility also works closely with the University of Regina and the University of Saskatchewan in applied research projects that seek to improve the care delivered to Saskatchewan citizens. Located along Regina's Research Drive adjacent to the University of Regina and home to some of the country's principal research projects, the lab is responsible for a variety of public health services. These include testing and monitoring of environmental specimens, food-borne illnesses, communicable disease, influenza and parasites. The lab also operates a number of important screening programs including the Maternal Serum Screening Program, the Newborn Screening Program and the Colorectal Cancer Screening Program.

SDCL has also been a leader in developing innovative technologies to improve patient care. As an example the laboratory has pioneered the development of a specialized molecular test that quickly and accurately tests for over 40 different infections including influenza, SARS, MERS and other evolving diseases. Using a single molecular swab, this new technology (the BioMark Fluidigm) allows for same-day turnaround which improves the care the system can provide to patients.

Meanwhile, professionals like Strieb quickly and efficiently conduct sophisticated analyses on samples that arrive from throughout the province. These samples can come from hospitals, long-term care facilities, or physician's offices. The team in the laboratory work in fast-paced yet coordinated environment to provide accurate and timely information to support patient diagnosis.

Santana Strieb examines bacteria growth of a blood clot to determine the cause and treatment of an infection.



labs of its kind ing diseases in Saskatchewan

"My job is different every day. I never know what I am going to find coming into the lab in the morning," says Strieb whose greatest challenge is staying acutely focussed on the hundreds of samples she examines, often simultaneously. "Our job is to grow the bacteria as quickly as possible and study it to properly identify it and find the cause of the infection and then make a series of recommendations for treatment. We do that within as fast of a turn-around time as possible, usually a day or two, so we can get that information back to the doctor who can get the patient treated quickly."

Working with a team of 150 full-time equivalents including lab techs and scientists in the massive facility, Strieb says the key to success in her work is keeping her mind open and thinking on her feet.

Besides the stress of keeping herself and coworkers unaffected by what can be highly-contagious and lethal diseases, Strieb carries the onus of proper identification of the samples in what she says is not a job for the faint of heart.

"You obviously have to be very detail orientated and work well under pressure and stress. In bacteriology, you have to know what's normal and what you should be expecting to find and what might be the cause of abnormalities. There's enormous pressure to be accurate and depend on your ability to think outside the box because there's rarely a pat answer. You have to apply your knowledge."

On any given day, Strieb and her fellow lab techs work on such a wide variety of samples she says she has to always stay on her toes for potential peril.

"Every once in a while I will come across something that I know right away needs to immediately be run up to our Level Three



Every day, lab techs including Strieb process hundreds of specimens from all parts of the province.



The anaerobic chamber is one of numerous state-of-the art pieces of equipment in the lab. In the cabinet an anaerobic atmosphere is maintained in order to grow the bacteria of specimens to determine factors such as causes of infections and potential treatment.

area and in that case you just have to follow proper protocol to get it handled properly and securely. We are set up to handle everything but the Level Four diseases which are those with no naturally-occurring organisms in Canada (mostly hemorrhagic fevers originating in parts of Africa), which are sent immediately to Winnipeg to the one lab in Canada designed just to handle those. Otherwise, we see and deal with everything here.”

One of the challenges facing Saskatchewan’s lab as well as those across North America include the headline-making outbreaks caused by a changing global environment. Scientists at the lab say they are constantly redefining what was previously considered ‘normal’ results because of parasites and diseases making their way across the planet quickly in a globalized world community.

Lab staff members are constantly being updated in their training in order to ensure the facility can handle any challenge.

The tight security helps mitigate the risks of bio-terrorism and contamination, which are also areas around which ongoing training and drills are conducted to make sure the facility is regulated according to Canada’s Human Pathogens and Toxins Act. The LEED-accredited facility (Leadership in Energy

and Environmental Design, the standard in green design) is the only lab in Canada to be designed with extensive consultation with the scientists who work in the facility to make the most use of the space. Before the construction of the new lab, scientists recall having to conduct testing in facilities across the province instead of in one centralized location, adding unnecessary delays in response time.

Placing a leading priority on disease control and public health is not new to the Province of Saskatchewan. A little-known historic fact no other province can boast is the origins of the province’s first provincial lab that was located in the top of the legislature dome. Leadership of the new lab report the fully-functioning dome lab existed even before Saskatchewan was officially a province, reflecting the spirit of commitment to excellence in public health that has marked the province and equated in such significances including being home to Medicare and now, one of the country’s most state-of-the art disease control centre.

It’s a dedication attracting professionals like Strieb who are following their inherent passion for science into the profession where they are proudly applying their training and talents in a world-class environment.

“I knew I was very interested in biology and sciences but I was also excited to start a career. I knew I didn’t want to spend four or five years in post-secondary schooling. The MLT program through SIAST was a two-year extensive hands-on course that spiked my interest,” recalls Strieb while simultaneously describing the specimen of a wound infection in the Petri dish in her hand. “I spent the day at SIAST (Saskatchewan Polytechnic) and I toured the lab training unit and I was interested. It was my on-the-job training here, however, that was the real eye-opener for me — I had no idea the extent of the work lab techs do every day. There’s a lot more to being a lab tech than taking blood.”

Strieb has been an SGEU Public Service member in her role as a lab tech at the centre for four years.

Locals Proposals Gathering Schedule 2015-16

1101 – Regina

Tuesday, November 17 at 7:00 p.m.
Ramada Hotel and Convention Centre
1919 Victoria Ave., Regina
Local Rep: Teresa Clements, 535-2565

1102 – Saskatoon

Tuesday, November 3, 7:00 p.m.
Army Navy and Air Force Veterans Hall
359 – 1st Ave. N. (downstairs), Saskatoon
PSGE Negotiating Committee, 775-7206

1103 – Battlefords

Wednesday, November 4, 7:00 p.m.
Don Ross Center, Room 107
891 99th St., North Battleford
Local Rep: Mac Trost, 441-3980

1104 – Weyburn

Wednesday, December 9, 7:00 p.m.
Perfect Inn & Suites
238 Sims Ave., Weyburn
Local Rep: Conni Almquist, 891-9062

1105 – Prince Albert

Thursday, November 12, 7:00 p.m.
East End Hall 2nd St.
10th Ave. E., Prince Albert
Local Rep: Shayne Morley, 961-8039

1107 – Hudson Bay

Thursday, November 5, 6:00 p.m.
Hudson Bay Town Office
Meeting Room
304 Main St., Hudson Bay
Local Rep: Donna Cook, 470-7076

1108 – Swift Current

Tuesday, November 10, 7:00 p.m.
Professional Building
#313 – 12 Cheadle St. W., Swift Current
Local Rep: Arol Honsey, 778-8228

1109 – Humboldt

Thursday, January 7, 2016, 7:00 p.m.
Ukrainian Hall
218 Ave. B E., Wynyard
Local Rep: Mitch Ashdown, 360-7021

Schedule continues on next page

BARGAINING 2016

Let your voice be heard!

The Public Service Collective Bargaining Agreement expires in September, 2016, and now is the time to have your voice as a member heard.

Changes and improvements are most often the result of the great ideas coming from members out in the field. Please feel free to fill out the survey here and send it back to us with your thoughts. Here, you will also find your proposals form as well as a list of dates, times and locations of local proposal gatherings meetings.

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



Remove this survey at perforation

BARGAINING SURVEY

The results of this survey will be taken to the proposal gatherings meetings.

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

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

To submit your priorities, remove this page and mail it to:

Shelley Strachen
SGEU Head Office
1011 Devonshire Drive North
Regina, SK S4X 2X4

Locals Proposals Gathering Schedule continued

1110 – Moose Jaw

Tuesday, November 24, 5:30 p.m.
Moose Jaw Union Centre
1402 Caribou St. W., Moose Jaw
Local Rep: Denise Goski, 691-5360

1111 – Rosetown

Monday, November 16, 7:00 p.m.
Wellbelove Building
113 2 Ave. E. – 2nd Floor, Kindersley
Local Rep: Kirk Hogarth, 463-9327

1112 – Nipawin

Wednesday, November 18, 7:00 p.m.
Tisdale Civic Centre, Tisdale Room
901 – 100th St., Tisdale
Local Rep: Brian York, 873-0636

1114 – Melfort

Thursday, December 1, 6:00 p.m.
Canalta Hotel
100 Stonegate, Hwy 6 S., Melfort
PSGE Negotiating Committee, 775-7206

1115 – Yorkton

Thursday, December 3, 7:00 p.m.
Gallagher Centre
455 Broadway St. W., Yorkton
PSGE Negotiating Committee, 775-7206

1119 – Meadow Lake

Tuesday, October 27, 6:00 p.m.
Sergeant Hall
401 3rd Ave. E., Meadow Lake
Local Rep: Ernie Schwartz, 236-7540 or 236-6042

1120 – Estevan

Monday, October 26, 7:00 p.m.
Days Inn Fireside Room
1305 – 9th St., Estevan
Local Rep: Victor Lowey, 421-8420

1121 – La Ronge

Wednesday, October 28, 7:00 p.m.
La Ronge Legion
1400 La Ronge Ave., La Ronge
Local Rep: Cenedella Lee, 425-3786

1122 – Buffalo Narrows

Wednesday, January 6, 2016, 7:00 p.m.
Curling Rink Lounge
Tom St., Buffalo Narrows
Local Rep: Herb Norton, 235-4271 or 235-7221

Proposal Form 2016 – Public Service Collective Bargaining

Proposals must be submitted on this form, **MUST** be signed and include your name and address. **Proposals that are unsigned or not in this format will not be accepted.** You may access the proposal form at: sgeu.org

☐ General ☐ Component ☐ Health/Dental
(Health Plan proposals will be referred to Health Plan Board of Trustees)

☐ Support Services ☐ Human Services ☐ Admin & Communications
☐ Legal, Inspection & Regulatory ☐ Trades & Technical ☐ Vehicle, Equipment & Operations

SUBJECT/TOPIC MATTER

Briefly outline your proposal. Explain what you would like to see changed or added to the collective agreement, by identifying the idea or concept of the changes. We do not require specific contract language.

[illegible]

If the purpose of your proposal is simply to clarify wording, give examples of problems, of misinterpretation of the current agreement. Identify the article you are clarifying.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

PLEASE PRINT

Signature: _____ Date: _____

Sign up to ensure coverage

Don't forget to take advantage of SGEU's signature insurance plan designed to cover you if you have been injured or suffer a disability off 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 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.

Many of SGEU's bargaining units, including the PSGE, have voted to join the LTD Plan as a group.

If you have been approved for and are receiving a Workers' Compensation Board (WCB) or Saskatchewan Government Insurance

(SGI) claim, you need to apply for LTD benefits. Article 23.1 of the PSGE CBA states, "An employee who has been in receipt of WCB for a period of 90 calendar days or more shall make application for the SGEU LTD plan."

In the event either the WCB or SGI discontinues your claim and you have substantiated medical under the SGEU LTD plan, that plan will cover you for as long as the medical evidence supports your claim.

Saskatchewan WCB has an insurable maximum amount of \$59,000 per year. If the members' WCB benefit is less than the SGEU LTD benefit amount, SGEU will top up the member's WCB benefit to the SGEU LTD benefit level. Being on an active LTD claim also ensures your extended health and dental benefits remain in place. Please visit sgeu.org/ltd for full details of the plan and how it benefits you.

Extended Health Care Plan

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 a long-term therapy, 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.



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	\$11.25	Pharmasave, Main St N	306-692-6433	\$11.25
Costco*	306-789-8838	\$ 4.49	Drugstore Pharmacy	306-691-6035	\$10.49
Extra Foods – Albert St	306-790-2550	\$10.49	Rexall	306-694-5556	\$11.25
London Drugs	306-546-1600	\$ 8.49	Safeway	306-694-2112	\$11.25
Pharmasave			Nipawin		
– University Park	306-789-5541	\$11.25	Davis Rexall	306-862-3141	\$11.25
Rexall	306-543-1446	\$11.25	North Battleford		
Safeway – Gordon Road	306-586-5140	\$11.25	Fisher's Drug Store	306-445-6153	\$11.25
Shoppers			Co-op Pharmacy	306-445-9800	\$11.25
– Landmark Mall	306-777-8040	\$11.25	Walmart	306-445-8108	\$11.25
Superstore			Shopper's Drug Mart	306-445-6253	\$11.25
– Prince of Wales	306-546-6500	\$10.49	Pharmasave	306-937-2600	\$11.25
Sobey's – Rochdale	306-546-5881	\$11.25	Battleford Drug Mart	306-937-3303	\$11.25
Saskatoon			Prince Albert		
Safeway			Safeway		
– Lawson Heights	306-934-8185	\$11.25	– South Hill Mall	306-922-1242	\$11.25
For up to three months supply			Superstore – 15th St E	306-953-8120	\$10.49
Superstore – 8th St E	306-956-1631	\$10.49	Shoppers		
Shoppers			– South Hill Mall	306-922-6144	\$11.25
– Midtown Plaza	306-653-4866	\$11.25	Swift Current		
Extra Foods	306-249-9200	\$10.49	Pharmasave	306-778-5362	\$11.25
London Drugs	306-664-9521	\$ 8.49	Rexall Drug Store	306-773-4633	\$11.25
Estevan			Pioneer Co-op	306-778-8800	\$11.25
Henders Drugs	306-634-3666	\$11.25	Shoppers	306-773-5301	\$11.25
Pharmasave	306-637-3802	\$11.25	Weyburn		
Sobey's	306-637-2580	\$11.25	Co-op	306-848-3663	\$11.25
Hudson Bay			Drugstore Pharmacy	306-848-3407	\$10.49
Pharmasave	306-865-2663	\$11.25	Price Rite	306-842-4221	\$11.25
Kelvington			Pharmasave	306-848-3850	\$11.25
Kelvington Pharmacy	306-327-4662	\$11.25	Yorkton		
Kindersley			Hearn's Westview		
Drugstore Pharmacy	306-463-1655	\$11.25	Pharmacy	306-783-4331	\$11.25
La Ronge			Shoppers	306-783-9796	\$11.25
La Ronge Drug Store	306-425-2252	\$11.25	Superstore	306-786-4035	\$10.49
Meadow Lake			*Costco has the lowest dispensing fee.		
Drugstore Pharmacy	306-236-8330	\$10.49			
Co-op	306-236-6366	\$11.25			
Madill's Drugs	306-236-5210	\$11.25			

Alternates needed for the Health Plan Board of Trustees

The Health Plan Board of Trustees is responsible for negotiating the contract for benefits for the PSGE Health Plan and the Retiree Health Plan, and for overseeing the overall operations of those plans.

There are currently openings for alternates to the Board of Trustees.

When applying for a position, you should include details of any experience you have as a board trustee.

The PSGE Bargaining Unit will provide the necessary training for members appointed as alternates so they are in a position to fulfill their duties as a trustee.

For those interested in applying, it is important to know that there is responsibility that comes with being a trustee of the health plan and that you are required to be willing to take the necessary training and attend meetings if called upon.

Alternates are also needed for Grievance Committees

The Regional Grievance 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.

These committees make recommendations to the screening committee. Alternates are needed for each of the three regional grievance committees. Please indicate your experience in dealing with grievances when you apply.

North Regional Grievance Committee: Eligible alternates will be members of any of the following locals: Prince Albert, Hudson Bay, Nipawin, Melfort, Meadow Lake, Missinipie or Buffalo Narrows.

Central Regional Grievance Committee: Eligible alternates will be members of the following locals: Saskatoon, Battlefords, Humboldt and Rosetown.

South Regional Grievance Committee: Eligible alternates will come from the locals of either Regina, Weyburn, Swift Current, Moose Jaw, Estevan or Yorkton.

Screening Committee: This committee is part of the grievance committee umbrella and makes decisions concerning which grievances should proceed to third-party dispute resolution and which grievances should be withdrawn. Please indicate your experience in dealing with grievances when you apply.

PSGE Appeal Committee: This committee serves as the appeal body for all grievance appeals in the PSGE. Please indicate your experience in dealing with grievances when you apply.

Please submit your application to serve as an alternate by August 17, 2015. If you are applying for more than one committee, you must submit separate applications outlining your interest and qualifications for each committee. Mail or email your application(s) for all committees to:

Shelley Strachan, sstrachan@sgeu.org or: SGEU, 1011 Devonshire Drive North, Regina, SK S4X 2X4

Bargaining Council Members

Almquist, Conni	LR	891-9062	McRae, Bonnie	LIR	291-3003
Ashdown, Mitch	LR	554-4133	Nakonechny, Murray	T&T	621-9059
Bossaer, Lori	HS	441-4601	Nichol, Tannis	HS	221-6863
Brown, Michelle	SS	425-9810	Norton, Herb	LR	235-1753
Burtney, Lindsay	LIR	980-7420	Nowoselsky, Barry	HS	775-7202
Calow, Mike	HS	222-4539	Peters, Linda	HS	441-0828
Clarke, Sarina	T&T	584-9046	Ponton, Bonnie	SS	370-6075
Clements, Teresa	LR	535-2565	Rieger, Derek	LR	551-5446
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	Woytiuk, Curt	SS	531-7617
Hill, Lorie	LIR	380-8178	York, Brian	LR	878-8823
Hogarth, Kirk	LR	463-9327			
Hogarth, Mary Ann	SS	460-5196			
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			

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

Food Bank

In December 2014 the SGEU's Public Service sponsored a food drive across the public service which was another successful year raising a generous amount in both financial donations and food for Saskatchewan Food Banks.

I want to thank everyone who participated in the food bank drive. Every year members are more generous than the last. I look forward to this years' campaign which will run from December 1-11, 2015.

Mary Ann Harrison, Component Chair,
Administration and Communications

Going paperless

We continue to have more members wanting to receive the Bargaining Report via 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