

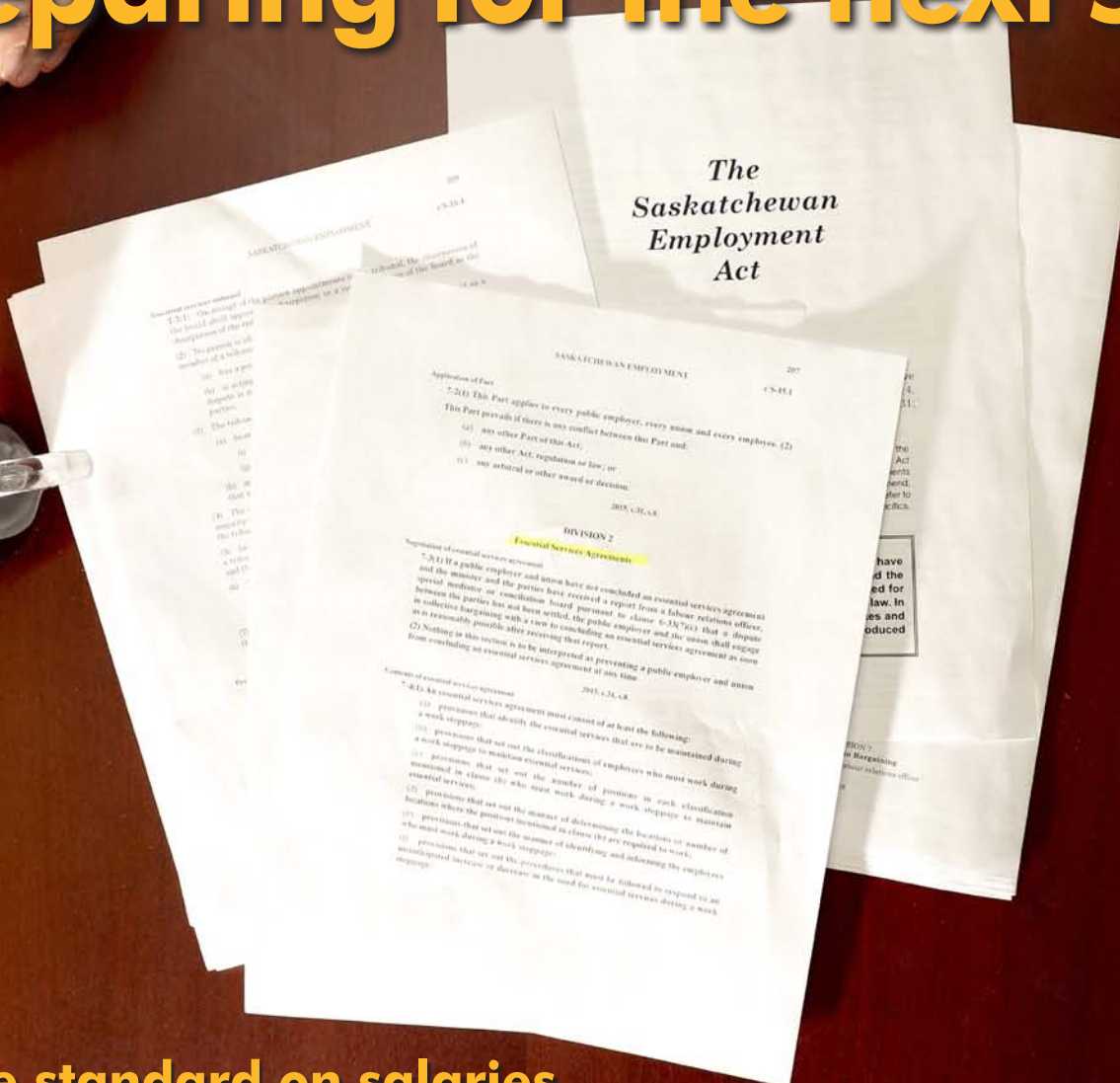


REPORT ON BARGAINING

PS/GE BARGAINING UNIT

DECEMBER 2018

Talks break down: Preparing for the next step



Double standard on salaries
Seniors' suppers a success
Peace Officers' Memorial 2018

SGEU

Talks break

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**Your PS/GE
Bargaining Committee
met with the employer
several times in
October 2018.**

**After numerous attempts,
we were able to get
the employer to agree
that negotiations
should pick up
where they left off
— with the previous
Memorandum of
Agreement, which
was voted down
by the membership.**

On October 31, the employer provided the bargaining committee with a proposal that they said was as far as they were willing to go. This offer did not include an increase in wages from their previous offer, and there was nothing offered on an increase to pension contributions. At that time, talks broke down.

Going forward

Since talks broke down, we have been meeting with the employer for the sole purpose of negotiating an Essential Services Agreement, which must be in place before job action can be taken. We are working to achieve this agreement as quickly as possible, and are taking steps in preparation for potential job action. The Provincial Strike Committee and local strike committees continue to conduct secondary strike votes around the province.

If you have any questions, please contact your local representative (see p. 24 for contact information).

Two-tiered compensation system

While government refuses to offer fair wage increases or an increase to pension contributions to public service workers, it is handing over millions of dollars in raises to Crown executives, MLAs, and the premier's political staff. The following are just a few examples:

- Compensation for executives and senior managers at Saskatchewan's main Crown corporations rose by 12 per cent in 2017-18. That's an extra \$2.3 million, paid to less than 80 high-earning employees.

down



- The much-talked-about 3.5 per cent pay cut for MLAs was reversed this year, meaning government MLAs received an extra \$200,000.
- This year, the Sask Party government appointed 13 of its MLAs as “Legislative Secretaries” — special titles that come with extra allowances of \$3,000 or more per year.
- Government MLAs are entitled to a 9 per cent matched pension — the highest rate

allowed by the CRA, and significantly higher than most in-scope employees receive.

- Nine staffers, who make up Premier Scott Moe’s inner circle, earn between \$12,500 and \$22,329 *per month*. Altogether, these nine earn over \$1.6 million per year.

Government claims it needs to make cuts in order to balance the budget. But it’s clear that there’s a double standard when it comes to fair wage increases, and who is expected to pay for its mismanagement and waste.

Where did the money go?

Billboard campaign holds Sask Party

SGEU Public Service has launched a province-wide billboard campaign to hold the Sask Party government accountable for its wasteful spending and financial mismanagement. The billboards ask individual Sask Party MLAs to provide an answer to the question: **"Where did the money go?"**

When the Sask Party took office, the province had a rainy day fund of \$1.53 billion and was experiencing record revenues. Even government's throne speech in October 2017 said, "Saskatchewan has enjoyed a decade of growth." In fact, the speech mentioned our province's "decade of growth" not once, but six times.

So **where did the money go?** Today, Saskatchewan is \$17.75 billion in debt. This debt is a result of the Sask Party government's poor financial choices, and wasn't created by the people of Saskatchewan. Despite this, government is forcing working people and families to pay the price.

Our cost of living has gone up. Seniors are still paying more for long-term care. Working families are still paying tax on kids' clothes, home repairs, and restaurant meals, and higher PST on everything. Post-secondary students face skyrocketing tuition fees and cuts to programs. The number of workers who provide vital public services is being cut back through attrition. People who need support to keep a roof over their heads are being told that their housing supplement is disappearing. And government wants working people to take wage rollbacks.

Our billboards are forcing Sask Party MLAs to provide answers, but unfortunately, they're only providing half truths. In Yorkton and Prince Albert, Greg Ottenbreit and Joe Hargrave claimed the money went to Saskatchewan people. Both Ottenbreit and Hargrave failed to mention the billions of dollars that were wasted on pet projects, and that went to out-of-province consultants and big corporations.

MLA Joe Hargrave: WHERE DID THE MONEY GO?

government accountable

Here is a long list of Sask Party waste and mismanagement, showing where the money went:

GTH land scam: Millions in taxpayers' money was wasted buying land at inflated prices. And millions ended up in the pockets of a Sask Party donor and an Alberta business associate of former cabinet minister Bill Boyd.

The GTH itself: Land purchases cost \$13 million, and legal settlements totalled \$11 million. The GTH is \$40 million in debt and growing, and interest charges on its loan exceed \$500,000 a year.

Private bus service subsidy: The Sask Party government provided a \$500,000 subsidy to the GTH's bus service, which shuttles employees of the private businesses at the GTH to and from Regina. During the past four years, the GTH has used the contractor to provide a bus service designed primarily for employees of the Loblaws warehouse. Loblaws had a net profit last year of \$1.5 billion.

Over-priced consultants: Government is handing out hundreds of millions to consultants. Spending on consultants rose by 228 per cent between 2009 and 2014.

Lean: \$40 million was handed to a U.S. consultant, and a U of S study found that for every dollar saved by Lean, the province spent \$1,511.

Liquor privatization: Tens of millions will be lost each year. The main reason: government dropped the mark-up to give private retailers a wider profit margin.

Payouts to unsuccessful bidders: In 2016, the province paid \$5.6 million in honorariums to corporations that were unsuccessful bidders on P3 projects.

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

More MLAs: The Sask Party added three new MLAs to the Legislature at a cost of almost \$700,000 a year.

Premier's political staff: Taxpayers picked up the tab for a huge increase in salaries and benefits to the premier's political staff — an 85 per cent increase since 2009.

Smart meters: After spending \$37 million on smart meters, SaskPower had to remove and replace all of them, at a cost of as much as \$15 million more.

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

Crown privatization: In 2013, the Sask Party government sold 69 per cent of Information Services Corporation. In just the first three years of privatization, the public forewent \$41 million in lost revenue. By 2025, we will have foregone more revenue than we got from the sale of ISC shares.

Cannabis profit giveaways: The Sask Party government chose to hand over the wholesaling and retailing sides of the cannabis industry to private companies. Rather than let a publicly-owned entity collect profits for Saskatchewan people, the revenue will instead go to a few owners and shareholders — with small local businesses disadvantaged by a model that favours big corporations.

"When the Sask Party took office, the province had a rainy day fund of \$1.53 billion and was experiencing record revenues. Today, Saskatchewan is \$17.75 billion in debt."

Accountability rally draws hundreds

Our “Where did the money go?” billboards inspired Saskatchewan people and other unions to join with SGEU in calling on government to make better spending choices. At a rally for accountability in October, hundreds of people gathered in front of the Legislature to ask the Sask Party government where the money went, and to demand it start putting Saskatchewan people first.



Where did the money go?

Government gives Crown executives huge raises

While the provincial government refuses to offer decent wage increases to public employees, it's giving lavish pay raises to Crown corporation executives.



The 2017-2018 payee disclosure report for the Crown Investments Corporation of Saskatchewan shows major compensation increases for senior managers. At SaskPower, senior management compensation costs increased by 19.8 per cent compared to the previous year, and at SaskTel, they rose by 14.8 per cent.

The pay increases are most striking at the individual level. Former SaskPower executive Brian Ketcheson received a year-over-year pay increase of \$275,000. SaskPower CEO Michael Marsh also did quite well for himself, receiving an \$80,000 raise. His counterpart at SGI, Andrew Cartmell, collected an extra \$105,000.

These huge pay increases were received during 2017-18 — the year when Crown executives and other senior political figures supposedly

took a 3.5 per cent wage cut to “show leadership.”

Government continues to try and reduce compensation costs. And while it expects everyday working people to bear the burden of those cuts, it's clear that well-connected executives have nothing to worry about.

**At SaskPower,
senior management
compensation costs
increased by 19.8 per cent.**

Public Service sponsors team in Light the Night walk

It was a cold evening for this year's Light the Night walk on October 13, but that didn't stop retired PS/GE negotiating committee member Hank Lashta and his team from finishing the walk.

"It was one of the coldest falls I can remember, and the 13th was the coldest day," says Hank. "But we prevailed."

The Light the Night walk is an annual fundraiser for the Leukemia & Lymphoma Society of Canada, in support of cancer research and patient support services. Teams carry lanterns during a twilight walk in Saskatoon to show support for patients and survivors, and to commemorate lost loved ones.

The Public Service sponsored Hank and his team.

"It is a good cause," says Hank. "Your donation will go into funding research, which will, in the near future, I believe, lead to a cure for blood diseases."

When Hank received a transplant in February 2012, there were no other treatments that would've helped had he experienced a relapse. Now there are two new treatments, one of which Hank is using. New CAR-T treatments are also currently being developed, which involve training a patient's T-cells to recognize and attack cancerous cells.

Hank is grateful for the support from the Public Service.



Police and Peace Officers' Memorial



A delegation of 10 Public Service members represented the PS/GE Bargaining Unit at the 41st annual Canadian Police and Peace Officers' Memorial Service in Ottawa in September. Our delegation was made up of conservation officers, highway patrol officers, corrections officers and young offender workers.

Canadian Police and Peace Officers' Memorial Day commemorates those law enforcement

personnel who have lost their lives in the line of duty. This year, six new names were added to the official memorial in Ottawa, bringing the total of fallen officers to 865. These names are engraved on the Honour Roll tablets along the perimeter wall on Parliament Hill.

We are proud to represent many members who do the difficult but vital work of protecting Saskatchewan's people, property, and natural resources.

Members of the Public Service were among those who attended the National Peace Officers' Memorial in Ottawa this fall.

Congratulations to PS/GE members who received the Protective Services Medal

Nine active PS/GE members were among the recipients of the 2018 Saskatchewan Protective Services Medal, which was awarded in October.

The medal honours those who have completed 25 years of service in the emergency services field, which includes law enforcement, firefighting, EMS, mobile crisis and family outreach services, and correctional services.

Congratulations to the following members — and thank you for your dedicated service to protecting the people of Saskatchewan.



Ministry of Corrections and Policing

Shauna Anderson
Roman Ewanchuk
Alan Bzdel
Wesley Elder
Farren Gulka
Kevin Kerr
Cyril Pryce
Mary Peters

Ministry of Environment

Connie Bradburn

Information technology, human rights

With the advent of the digital era, the line between home and work has become blurred. Several studies have shown that the generation that never switches off is working longer hours and regularly working on their personal time. Clearswift, a global software security company, published a report dubbing these workers as Generation Standby — employees who expect greater levels of mobility and flexibility in return for being continually connected. This flexibility does not come free. Always being 'on' has increased psychological distress and reduced family satisfaction for an increasing number of working people.

More employees are answering personal cell phones, blogging, tweeting and accessing social networking websites both at home and on the job.

On the flip side, Canadian workplaces are experiencing an ever-increasing number of employees who are answering personal cell phones, blogging, tweeting and accessing social networking websites both at home and on the job.

We have all witnessed the power of the internet. Today people are connected almost instantaneously, worldwide, to share interests, to buy and sell goods and to meet for social and romantic purposes. However, this ability to attract the attention of a worldwide audience has its pitfalls. There is an inherent vulnerability to the confidentiality of information with some web-based email services and social networking sites. Information that is sent or

posted using these sites can easily be accessed by an unintended audience. Electronic communications can easily be forwarded, either deliberately or inadvertently, to other recipients. Problematic behaviours in the workplace, such as bullying and harassment, can be exacerbated by the potential for constant and anonymous electronic communication.

There is a growing desire by Canadian employers to use social networks to screen potential job applicants; however, there are pitfalls for employers. Job applicants are protected by human rights legislation — and screening questions must be related to an individual's ability to perform a job.

There have been several legal developments involving technology and the workplace. The Alberta Grievance Board upheld the dismissal of an employee for making disparaging remarks about co-workers in her personal blog. They acknowledged that the employee had the right to create a blog and was entitled to her own opinion about her co-workers. However, displaying those opinions in a public forum irreparably severed the employment relationship, even though the postings were made on her own time. The termination was upheld.

The Alberta Court of Appeal determined that an employee could be dismissed for cause after using their employer's computer to send e-mail messages of a pornographic, obscene or otherwise inappropriate nature. The court stated that the employer had a right to set ethical, professional and operational standards for their workplaces, including the right to limit and restrict the terms and conditions of computer usage. It went on to say that the employee had no reasonable expectation of privacy when accessing the employer's technology even if limited personal use of the computer is permitted.

and harassment

Several arbitrators have held that an employer assumes liability if it fails to act when pornographic, racist or other derogatory material is viewed at or transmitted from the worksite. It cannot turn a blind eye to discrimination or harassment within the workplace, either. Such behaviour can have the effect of poisoning the work environment, denying equal opportunity to all employees, damaging individual and corporate reputations, and adversely affecting the health and well-being of those who are impacted.

Instant access to private information can be tempting — but accessing records for personal purposes has resulted in disciplinary measures ranging from several days suspension, up to and including termination. The ability for governments to collect and store massive amounts of personal information not only enables them to provide more effective services, but it also raises the potential for privacy breaches and subsequent liability.

The key to minimizing personal and organizational liability is to think privacy



first. Legislation, regulations and written, comprehensive policies act as a protection for both the employer and employee. It is an employer's responsibility to provide education on these guidelines and an employee's responsibility to understand and adhere to them. Policies governing SGEU members can be found in Section 1100 of the Government of Saskatchewan Human Resource Manual, found at <https://taskroom.sp.saskatchewan.ca/how-do-i/access-the-human-resource-manual>

Respectful workplace

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

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

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

Remember, everyone has a responsibility to prevent harassment.

Seniors' appreciation suppers

On October 14, the Prince Albert and District Labour Council held a seniors' supper, supported by the SGEU Public Service. A special thank you to Labour Relations Officer Bonnie McRae, who was instrumental in organizing the event and ensuring its success.

In Regina, the SGEU Public Service held an appreciation supper for seniors on October 21 at the Regina Senior Citizens' Centre. It was a huge success, with seniors starting to arrive two hours before the doors opened and a line up out to the street that lasted for four hours. Attendance reached maximum capacity, and the feedback we received from seniors was very positive.

We would like to thank all of the volunteers who assisted in making the supper a huge success. A special thank you to negotiating committee member George McLeod, who organized the event and ensured it went off without a hitch.

Above right: Prince Albert seniors enjoying their supper.

Right: Regina volunteers at the SGEU Public Service supper.

Below: The Regina supper was a hit with all who attended.



Thank you, SGEU Public Service, on behalf of the Regina Senior Citizens' Centre

Every year, for the past three years, SGEU Public Service has sponsored a free turkey dinner at our Senior Citizens' Centre on Winnipeg Street in Regina. We, as an organization, look forward every year to helping facilitate this supper — a fantastic event that is well attended and very much appreciated.

The supper is not only about the food; it's about inclusion, which means a lot to many seniors in Regina. We appreciate SGEU and their members for acknowledging the importance of giving back to seniors. Each volunteer at the supper made the seniors feel welcomed and special. Thank you to all the dedicated volunteers and SGEU members.

This year, our Board of Directors commissioned a piece of artwork by retired SGEU member Dale Kilbride. Dale was a dedicated public service worker for many years. After he retired, Dale was afflicted with Alzheimer's Disease, but he was able to take his memories from travelling the province during his career and put them into beautiful artwork. Dale comes to the Senior Citizens' Centre to paint, which has had a positive effect on him and everyone around him.

The Regina Senior Citizens' Centre is fortunate to have the SGEU Public Service as a partner. Not only do they provide a yearly meal, but they also help support our Home Help Services. These services enable people over 55 to live independently in their own home. It is the mission of the Regina Senior Citizens' Centre to foster and deliver programs and services to people 55 and older to sustain independent, healthy and active lifestyles. All our services are based on income so that all seniors in Regina qualify regardless of income, race or religion. It is because of the kind donation from SGEU Public Service that we can keep our rates affordable.

On behalf of the Board of Directors and the dedicated staff of the Regina Senior Citizens' Centre, we want to extend our sincerest appreciation and gratitude for all that you do.

Thank you!

**It's because of the
kind donation from
SGEU Public Service
that we can keep our
rates affordable.**

Below: Chair of the PS/GE Negotiating Committee Barry Nowoselsky (centre) accepting one of Dale Kilbride's paintings.



Provisions for term employees on mat

Due to some recent questions, the following clarifies when a term employee is eligible for Maternity/Parental/Adoption Leave Top Up and/or Special Retroactive Payment Benefits, and what constitutes a break in service for a term employee on maternity/parental/adoption leave.



Directive

A term employee who commences their maternity leave **prior to the expiry of their term appointment** is eligible to receive Top Up and/or Special Retroactive Payment Benefits, if they return to work for the Government of Saskatchewan within 24 months of commencing their leave. A definite leave of absence will be approved until the end of the employee's term appointment. Thereafter, the employee is deemed to have residual rights for up to 24 months from the commencement of the leave. The Term employee will be deemed to have a break in service if they do not return to work for the Government of Saskatchewan at the conclusion of their residual rights¹ period. If the employee does not return to work for the Government of Saskatchewan within 24 months of commencing their leave, they will

not be eligible to receive top up and/or Special Retroactive Payment Benefits, and their seniority will be deemed broken. These provisions will also apply to Parental and Adoption Leaves.

A term employee whose **term appointment ends and who then has a baby** is not eligible to receive Top Up and/or Special Retroactive Payment Benefits. If the term employee has a baby within the 180 days from the conclusion of their term appointment, the 180-day clock stops. The 180-day clock will stop for 17 weeks. (The stopping of the clock is an accommodation for the employee given that they are not deemed able to return to work.) This accommodation will not be made for individuals adopting a child or providing parental care.

If the employer knows that the employee is pregnant before they leave their employment, there should be discussions with the employee advising that they can suspend their 180-day clock after the baby is born for 17 weeks. (If this does not happen, the employer can review the situation, and adjust the 180-day clock accordingly.) Upon the conclusion of the 17-week period, the 180-day clock recommences.

For example, if 130 days after the end of the employee's term assignment, the employee gives birth to a baby, the 180-day clock is suspended for 17 weeks. After that, the 180-day count down recommences, whereby the individual has 50 days in which to obtain employment with the Government of Saskatchewan. Failing that, the employee will be deemed to have a break in service.

This applies to all term employees covered under the PS/GE Collective Bargaining Agreement. The eligibility requirements for the Top Up and/or Special Retroactive Payment Benefits also apply to all term out-of-scope employees.

ernity/legal adoption/parental leave

Authority

Labour Relations and Compensation

References

Public Service Regulations Sections 67(3) and 76(1)

Endnotes

1 “Residual rights” would be the period of time that would be reasonably approved for a maternity leave if the employment were to continue. If the employee’s term appointment expires while on leave, the employer does not have an obligation to extend the term. Therefore, the non-permanent employee’s employment would be terminated. However, as the employee is on a maternity leave, the residual rights period allows for the employee to be afforded the same leave period as would a permanent employee or a term employee who has a term of 24 months.

If an employee’s term expires prior to the commencement of a maternity leave, there is no residual rights period, as their employment was terminated prior to the leave.




MOURN. REMEMBER. AND TAKE ACTION.

We remember the 14 women slain at Montreal’s École Polytechnique on Dec. 6, 1989. The missing and murdered Indigenous women and girls here in Saskatchewan. And the daily toll of violence against women everywhere.

Let’s support those who speak out. And let’s take action to end the violence—now and for generations to come.



SGEU PS/GE Golf Tournament

Saturday June 1, 2019

North Battleford, Saskatchewan

Jackfish Lodge

Shot Gun Start 1:00 p.m.

\$150/player (includes all fees, golf cart and supper)

Register with payment before May 24, 2019

by contacting George at 306.402.7141 or Richard at 306.775.7214

**First 100 golfers accepted.
There will be four hole-in-
one prizes sponsored by
RBC Dominion Securities.**

**Putting contest will be
taking place at the
tournament.**

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

Troubling trend emerges

Sask Party's privatization agenda

The Sask Party government recently spent \$15,000 to renovate the Legislative Building cafeteria before handing it over to a private company — and it's not the first time government has gifted a private corporation with newly renovated or brand-new assets.

The following are some examples of government investing in public assets shortly before, or shortly after, selling them off.

- In 2015, correctional food services were handed over to Compass Group Canada. In the following year's budget, the government allocated \$4.1 million to purchase new kitchen equipment and upgrade the Prince Albert Correctional Centre Kitchen.
- During the winding down of STC, the Crown bus company had three brand-new 22-passenger buses, worth \$500,000, sitting unused in a depot. They were auctioned off in a fire sale.
- The North Sask Laundry in Prince Albert underwent a \$6.9 million expansion in 2009, but was shut down in 2015 when laundry services were contracted out to a single Regina facility run by K-Bro Linen.
- The Court of Queen's Bench in Weyburn was closed in 2017, just four years after the courthouse underwent an extensive \$8.4 million renovation.



SGEU Long-Term Disability Plan

Filing a long-term disability claim

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

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

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

Article 23.1 of the Public Service Collective Bargaining Agreement reads:

"A. Any employee who has been 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. Once approved for LTD, added protection is provided for members even though you may be collecting WCB.

Compensation for WCB benefits are as per Article 23.2 B of the Collective Bargaining Agreement, which reads:

"Total compensation received by an employee shall not exceed normal earnings. Permanent and probationary employees shall be compensated on the following basis:

1. from and including the date of injury until not more than one (1) year from the date of injury, the employee shall receive his normal earnings and any benefits payable from Workers' Compensation shall be paid directly to the Employer on behalf of the employee;

2. after one (1) year from the date of injury to not more than two (2) years from the date of injury or until the employee's sick leave credits are exhausted, whichever occurs first, the employee shall receive his normal earnings and any benefits payable from Workers' Compensation shall be paid directly to the Employer on behalf of the employee. The difference between the employee's normal earnings and the benefit payable from Workers' Compensation will be charged against the employee's available sick leave credits;
3. for purposes above the Permanent Part-Time employee's normal earnings shall be the average of his last four (4) pay periods or as defined by the Workers' Compensation Board, whichever is greater;
4. notwithstanding the above, the Employer shall not make any payments to a Labour Service employee during the period of seasonal lay-off. During periods of seasonal lay-off, the employee shall receive payments directly from the Workers' Compensation Board only;
5. pending receipt of payments from the Workers' Compensation Board, an employee shall receive normal earnings, provided however, that the Employer in its discretion may limit such earnings to the amount of an employee's accumulated sick leave credits as at the commencement of her disability. Proof of disability will be required before such payments are made;
6. after two (2) years from the date of injury or when the employee's sick leave credits are exhausted, whichever occurs first, the employee shall receive payments directly from the Workers' Compensation Board only."

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

If the WCB or SGI claim is terminated prematurely, the member can remain eligible for LTD benefits. SGEU will also provide advocacy to help the member appeal their WCB or SGI claim.

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 you have not been informed, contact your Human Resources department to get the amount owing. 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 to you.

Members on a Leave of Absence are also required to pay Long-Term Disability premiums for the first year of the leave. This ensures you have LTD coverage during your first year of

the LOA. If the LOA is longer than one year, you can apply to the SGEU LTD Plan for an extension of coverage. Your Human Resources department should also provide the amount you are required to pay to the SGEU LTD Plan. If the employer has not provided you with the LTD premium amount to pay, please call the SGEU LTD Benefits Clerk at 306-775-7209.

Sick Leave Rebate

Once an SGEU Public Service member retires or 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."

The Excess Sick Leave Rebate Form can be found at: https://www.sgeu.org/public/images/LTD/2017_ESL_Rebate_Form2.pdf

Or you may contact the SGEU Benefits Clerk at 306-775-7209.

$$\begin{aligned} &(\text{LTD dues rate} \times \text{gross daily salary}) \\ &\quad \times \text{unused sick days} \\ &= \text{Excess Sick Leave Rebate} \end{aligned}$$

Discount program for Public Service members

Savings at your fingertips



As a member of the Public Service, you are entitled to countless savings from merchants in hundreds of locations across Canada. We are part of the Endless Savings and More program that allows you to get great deals — and it's all available from your smartphone.

How to sign up for savings: If you have an Android phone, go to the Google Play store and search for the Endless Savings and More app. If you have an iPhone, go to the App store and search for Endless Savings and More app. Install the app and open it. When prompted, the organization code is: psge. Enter your name and email address and agree to the terms and conditions. The discounts from the app will be updated on your phone.

Business Vendor	Location	Discount	Notes
24 Fit	412 Dewdney Ave., Regina	Save 20% on monthly fitness classes	Show SGEU membership card at payment
Co-operators Insurance	All of Saskatchewan	Phone 1-800-387-1963 to save up to 40% on home, condo, or tenant insurance	To redeem, mention SGEU when calling
Envision Floor Cleaning	645 Park St., Regina	10% discount on most items. Some exceptions apply. Consult store staff for details.	Show SGEU membership card at payment
Evolution Fitness	Regina	Go to www.evolutionfitness.ca/sgeu to sign up for the discount	
Fabutan	145 15th St., Prince Albert	25% more minutes on package, \$15 spray tans and 15% off all products	Show SGEU membership card at payment
Fabutan	380 C 2nd Ave. N., Saskatoon	25% more minutes on tanning package, \$15 spray tans and buy a 30-day red light package and get an extra week free	Show SGEU membership card at payment
Factory Optical	All of Saskatchewan	Choose an offer: 40% off a complete pair of glasses; 50% off lenses; 50% off frames with the purchase of Rx lenses; 2 for 1 + one complete kids' pair free; 2 for 1 + free polarization	Show SGEU membership card at payment
Fitness Focus	1250 Ontario Ave., Saskatoon	No-contract memberships, zero annual fees, silver \$16 strength or fitness biweekly fees, gold \$21 biweekly, add childcare \$10 biweekly (for the family)	Show SGEU membership card at payment
Fountain Tire	1020 Victoria Ave. E., Regina	Save 10% on everything except dealer parts	Show SGEU membership card at payment
Fourth Avenue Vision Center	102 – 1114 22nd St. W., Saskatoon (SGEU bldg.)	Save 30% off frames when buying a complete pair	Show SGEU membership card at payment

Business Vendor	Location	Discount	Notes
Frontrunner Footwear	650 13th St. E., Prince Albert	10% discount on work footwear (black polishable)	Show SGEU membership card at payment
Gene's Cycle and Sport	270 32nd St. W., Prince Albert	Save 15% on all regular priced items	Show SGEU membership card at payment
Heritage Optical	4712 50th Ave., Lloydminster	Save 15% off frames and lenses	Show SGEU membership card at payment
P.A.C. – Pumphouse Athletic Club	27 B Second Ave. N., Yorkton	Save \$10 on the "Join the PAC" monthly gym membership	Show SGEU membership card at payment
Professional Western Computers	424 Victoria Ave. E., Regina	Save 10% on in-store labour only, valid one time only	Show SGEU membership card at payment
Rogers	All of Saskatchewan	Save 30% on Rogers smartphone programs	Identify as an ESM customer and contact Colin Moore
Sherwin Williams	All of Saskatchewan	Paint Perks: 10% off regular prices and 30-40% off prices on holidays	Show SGEU membership card at payment
Tasha's Day Spa	925B 11th Ave., Regina	Save 10% on hair, nails, pedicure, manicure and laser	Show SGEU membership card at payment
Telus		Exclusive deals for you! 0\$ smartphones and a 20% discount off select 2-year plans, conditions apply	
The Wireless Age	1401 Broad St. and 4131 Rochdale Blvd., Regina	\$30 off purchase of a new device and 20% off accessories	Show SGEU membership card at payment
Touched by Grace	2706 13th Ave., Regina in Head to Heal Wellness Center	Save 10% on reflexology, craniosacral therapy, hypnotherapy or reiki	Show SGEU membership card at payment
Travel Discounts	All of Saskatchewan	Save 10-20% or more on all hotels and car rentals around the world	
The Coronet	3551 2nd Ave. W., Prince Albert	Room rate of \$101.15 plus tax on regular room (two queens or one king)	To redeem call 306-764-6441 and ask for the SGEU rate
TTH Law Firm	2012 McIntyre St., Regina	Save 20% off tariff real estate fees and 10% off estate planning fees	Show SGEU membership card at payment

Going paperless

If you would prefer to receive future copies of this publication via email rather than have a paper copy mailed to you, please let us know by emailing us at mis@sgeu.org

Keep in touch

If your contact information has changed, please let us know so we can help keep you up-to-date on important union issues. Send an email to mis@sgeu.org with your current information.

Interference in dispute condemned

"His involvement in this matter was clearly, in my opinion, a conflict of interest."

A provincial deputy minister has been criticized by a member of the Saskatchewan Labour Relations Board (LRB) for interfering in a union's internal dispute.

In 2015, Mike Carr — then the deputy minister of labour relations and workplace safety — intervened on behalf of a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. That member, Lyle Brady, had contacted Carr regarding safety concerns at a mine where he had recently worked, and about a decision by his union to stop dispatching him to worksites.

Carr wrote a letter to a psychiatrist, on official Ministry letterhead, seeking a professional opinion that Brady was fit to continue working. Carr also ghost-wrote a letter complaining about the union's decision to stop dispatching Brady to worksites. Rather than deal directly

and officially with the union, Carr provided this letter for Brady to sign and submit to the union under his own name.

Although Carr's involvement was noted during Labour Relations Board proceedings, Carr was never called to testify, and no action was taken against him.

In a July 13, 2018 decision of the LRB, board member John McCormick gave a dissenting opinion that strongly condemned Carr's involvement in the matter.

"I find it disturbing that Carr would be involved in this situation as the Deputy Minister of Labour Relations and Workplace Safety. Carr was the highest placed official in the Ministry ... His involvement in this matter was clearly, in my opinion, a conflict of interest and he should never have become involved in the events which took place."

Thank you
to SGEU Public Service members for
working to make life good here in Saskatchewan.
Happy holidays!



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		
Co-op Pharmacy	306-791-9301	\$11.40	Pharmasave	306-692-6433	\$11.40
Costco Pharmacy	306-789-2029	\$ 4.49	Loblaw Pharmacy	306-691-6035	\$11.40
London Drugs	306-546-1600	\$ 9.99	Rexall Pharmacy	306-694-5556	\$11.40
Pharmasave	306-789-5541	\$11.40	Safeway Pharmacy	306-694-2112	\$11.40
Rexall Pharmacy	306-543-1446	\$11.40			
Safeway Pharmacy	306-586-5140	\$11.60	Nipawin		
Shopper's Drug Mart	306-777-8040	\$11.60	Davis Rexall	306-862-3141	\$11.40
Superstore Pharmacy	306-546-6500	\$11.40			
Sobeys Pharmacy	306-546-5881	\$11.40	North Battleford		
Giant Tiger Pharmacy	306-949-8798	\$10.00	Fisher's Drug Store	306-445-6153	\$11.40
			Co-op Pharmacy	306-445-9800	\$11.40
			Walmart Pharmacy	306-445-8108	\$11.40
			Shopper's Drug Mart	306-445-6253	\$11.40
			Remedy Pharmacy	306-937-2600	\$11.40
			Prince Albert		
			Safeway Pharmacy	306-922-1242	\$11.40
			Superstore Pharmacy	306-953-8120	\$11.40
			Shopper's Drug Mart	306-922-6144	\$11.40
			Swift Current		
			Pharmasave	306-778-5362	\$11.40
			Co-op Pharmacy	306-778-8800	\$11.40
			Rexall Drug Store	306-773-4633	\$11.40
			Shopper's Drug Mart	306-773-5301	\$11.40
			Weyburn		
			Co-op Pharmacy	306-848-3663	\$11.40
			Drugstore Pharmacy	306-848-3407	\$11.40
			Pharmasave	306-848-3850	\$11.40
			Price Rite Pharmacy	306-842-4221	\$11.40
			Yorkton		
			Hearn's Westview		
			Pharmacy	306-783-4331	\$11.40
			Shopper's Drug Mart	306-783-9796	\$11.40
			Superstore Pharmacy	306-786-4035	\$11.40



BARGAINING COUNCIL MEMBERS

Bennett, Janice	Support Services	306-867-7951
Bossaer, Lori	Human Services	306-441-4601
Braniff, Merv	Trades and Technical	306-536-0503
Brown, Michelle	Support Services	306-425-9810
Cook, Donna	Trades and Technical	306-470-7076
Cossette, Robert	Administration and Communications	306-527-3522
Deck, Devin	Vehicle, Equipment and Operations	306-961-6644
Dixon, Ian	Vehicle, Equipment and Operations	306-450-0833
Hart, Pat	Administration and Communications	639-560-0945
Hogarth, Kirk	Trades and Technical	306-460-0281
Krasko, Jackie	Support Services	306-551-4908
Larson, Verne	Legal, Inspection and Regulatory	306-535-3670
Lusney, Bernadette	Human Services	306-539-3225
McCafferty, Corey	Human Services	306-270-9533
McKay, Tim	Vehicle, Equipment and Operations	306-240-4121
McLeod, George	Vehicle, Equipment and Operations	306-402-7141
McLeod, James	Legal, Inspection and Regulatory	306-725-8244
Nowoselsky, Barry	Chairperson	306-535-6778
Petryshyn, Johnny	Legal, Inspection and Regulatory	306-814-0071
Rudd, John	Administration and Communications	306-961-5206
Sawatzky, Kevin	Human Services	306-221-4669
Schommer, Cal	Legal, Inspection and Regulatory	306-370-3334
Shortt, David	Administration and Communications	306-441-0455
Switzer, Sterling	Legal, Inspection and Regulatory	306-590-8339
Thompson, Terry A.	Human Services	306-761-1794
Woytiuk, Curt	Support Services	306-531-7617
Zweifel, Lovyl	Trades and Technical	306-821-6194

LOCAL REPRESENTATIVES

De Ciman, Muna	1101	Regina	306-570-1568
Harvey, Jeff	1102	Saskatoon	306-881-9975
Trost, Mac	1103	North Battleford	306-441-3980
Dixon, Ian	1104	Weyburn	306-897-3175
Yuzik, Carol	1105	Prince Albert	306-940-8638
Cook, Earl	1107	Hudson Bay	306-470-7596
Miller, Ida	1108	Swift Current	306-741-0619
Achymichuk, Dale	1109	Wadena	306-338-8184
Goski, Denise	1110	Moose Jaw	306-631-4749
Hogarth, Mary Ann	1111	Kindersley	306-460-5196
Negotiating Committee	1112	Nipawin	306-775-7206
Haensel, Keith	1114	Melfort	306-921-9249
Riabko, Shawn	1115	Kamsack	306-621-2705
Schwartz, Ernie	1119	Dorintosh	306-240-5055
Warriner, Jennifer	1120	Alameda	306-485-9868
Lockhart, Brock	1121	Denare Beach	306-688-0135
Hansen, Kim	1122	Buffalo Narrows	306-235-7773

STEWARD SUPPORT

Remember that your stewards are there to assist you if you run into potential problems in your workplace.

If you are called into a meeting with a supervisor or manager that you think could lead to disciplinary action, take a steward with you.

New kilometer rate set

The kilometer rate you will be paid for using a private vehicle for work was updated on October 1, 2018 in accordance with Article 15.3.3 of the PS/GE Collective Bargaining Agreement. The rates are as follows:

Ordinary: 45.35 ¢/km

North of 54th parallel: 48.83 ¢/km

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

Car – subject to a minimum allowance of \$5.00 per day, \$1.50 per hour (prorated for shorter periods) for actual usage to a maximum of \$6.00 per day or 45.35 ¢/km, whichever is greater.

Truck – subject to a minimum allowance of \$5.00 per day, \$2.00 per hour for actual hauling time to a maximum of \$7.00 per day or 48.16 ¢/km, whichever is greater.

Floating holiday

The 2019 and 2020 PS/GE floating holidays are
Tuesday, July 2, 2019 and
Friday, July 31, 2020.