



GSU News

Everyone does better when EVERYONE does better Issue 2 - 2015

2015 scholarship

GSU's scholarship committee will soon announce this year's scholarship recipients.

Watch www.gsu.ca and our **Tuesday Morning Memo** for details.



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Bargaining committees, union staff prepare for autumn negotiations

GSU will soon serve notice to begin collective bargaining and renew the collective agreements between union members and their employers in the following locals:

- Viterra (Locals 1 and 2)
- Richardson Pioneer (Local 14)
- Agrium/CPS (Local 15)
- Prince Albert Cooperative Association (Local 16)
- Battlefords and District Cooperative Ltd. (Local 17)
- Lloydminster and District Cooperative Association (Local 18)
- Prairie Cooperative Ltd. (Local 19), and
- CHS CanAgra (Local 20).

On June 18 GSU bargaining committees for Locals 1, 2, 14 and 15 gathered for a

combined meeting to review draft bargaining proposals based on priorities identified by GSU members and prepare for agreement renewal bargaining with their employers.

Locals 16 through 20 are meeting individually with GSU staff reps to elect bargaining committees, prepare their bargaining proposals, and strategize for success.

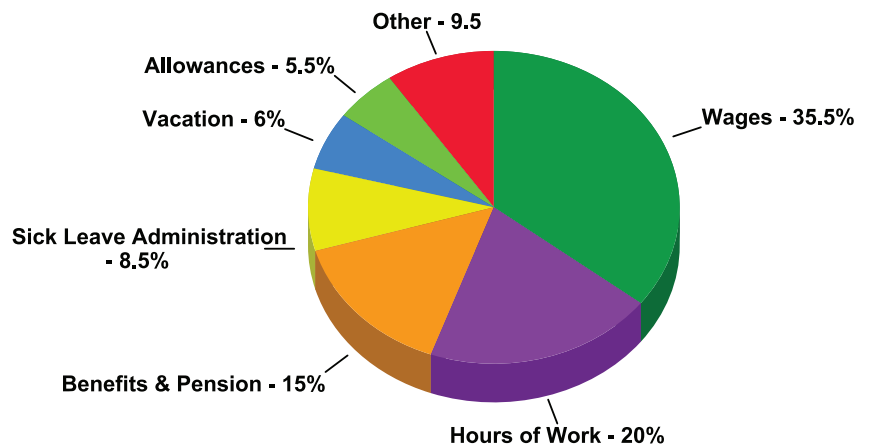
Stay Informed, Stay Connected

GSU will issue updates, hold meetings, and share feedback throughout the bargaining process.

Check the GSU web page at www.gsu.ca for bargaining updates and make sure that GSU has your current home email address and contact information.

Bargaining Priorities

As identified by members of Locals 1, 2, 14 & 15



The inside scoop

Have you made plans for summer holidays?

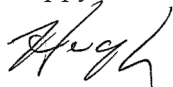
Saskatchewan workers are entitled by law to paid vacation to a maximum of four weeks (depending on the individual worker's length of service with an employer) under the Employment Standards provisions of the Saskatchewan Employment Act. GSU members consistently identify vacation as a bargaining priority and GSU bargaining committees work hard to negotiate additional vacation time above employment standards minimums for unionized workers in their collective agreements.

We all need an opportunity to escape from everyday life and work, including computers, smart phones, and social media. Whatever you hope to escape from, vacation offers you an opportunity to relax and unwind in whatever way you choose.

It's actually good for your health to take some time away from work. In a recent Tuesday Morning Memo we told you about a study which found that men who take regular vacations are 32 percent less likely to die of heart attacks, and 21 percent less likely to die early. And women who go on vacation have a 50 percent lower risk of heart attack. A vacation also helps relieve stress, boost your immune system, and lower your odds of suffering from stress related problems like adrenal dysfunction, headaches, and irritable bowel syndrome.

How long has it been since your last holiday? Too long? Make sure to use your vacation entitlements to get away from it all this summer.

Happy holidays.



Hugh Wagner
General Secretary



GSU News

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Want to see us? We will come to you.

Would you like a GSU staff rep to come meet with you or your co-workers about work issues or concerns with your collective agreement? Let us know.

Staff reps are available to meet privately with members, attend workplace meetings, or to organize education sessions at the request of members.

These services are provided to GSU members as a part of your union dues. There is no additional charge for assisting you.

CPS: Are you getting the runaround on your hours of work and overtime?

On June 22 GSU received a reply from HR at CPS regarding the issues raised about apparent interference with accurately recording overtime and/or changing time records once they've been submitted.

Unfortunately CPS's June 22 reply doesn't really address the issues raised. It says,

"...unionized CPS employees who are eligible and are required to work overtime, are compensated in accordance with the terms of the collective agreement."

The issues union members raised with GSU, which were in turn raised with CPS HR by the union, focused on complaints that employees were being told not to record overtime or when they did, their time worked reports were being altered to remove overtime recorded.

"If CPS's time and payroll system or divisional management won't let employees accurately record their time worked, GSU strongly recommends that each employee keep their own hours of work and overtime tally as well as a record of the times when their hours were altered.

Employees' own records could become important evidence in proving claims for overtime compensation down the road." ~ Hugh Wagner, GSU general secretary

On June 25 GSU general secretary Hugh Wagner wrote to CPS's Manager of Human Resources for Canada saying the following:

"Unfortunately, your reply to my May 29 email does not address why employees in Ag Retail Manager positions are being told not to record overtime hours worked or that when entered the time worked they record is being altered by Divisional Managers to eliminate overtime recorded. Either of these actions are unfair labour practices and/or violations of the collective agreement.

In addition, if a so called bonus plan interferes with the

exercise of employee rights or has the effect of unilaterally altering the collective agreement or attempting to incentivize individual opting out of rights then these too would constitute unfair labour practices, in my opinion..."

Wagner went on to insist that CPS instruct divisional managers to cease and desist from interfering with the employees' right to accurately record hours of work and to cease and desist from interfering in administration of the union. Wagner gave CPS until July 6 to comply with his request, failing which GSU's legal counsel will be instructed to proceed with appropriate legal action.



If the above header doesn't look familiar to you, you probably haven't signed up to receive GSU's *Tuesday Morning Memo*.

This electronic memo is delivered to GSU members by email every Tuesday morning. It features announcements, opportunities to win GSU

contests and gear, information on what is keeping GSU staff busy, and updates on important events within GSU membership and the labour community.

With the heavy bargaining calendar we have this autumn the memo will also include bargaining updates and links to reports.

Don't miss out!

Call Brittany at GSU Regina toll-free at 1.866.522.6686 or visit www.gsu.ca to sign up.



Rain fails to dampen spirits at Local 4 golf tournament

The weather was less than perfect on June 20, but it didn't keep GSU Local 4 (Grain Millers) golfers away from Yorkton's Cherrydale Golf Course for a day of food and fun with their co-workers and families. Several of the local's shift workers even managed to drop by for a quick visit and a little golf before heading off to work.

This is the third year the local has held a golf and banquet event. Local president Terry Schultz

shouldered most of the organizing duties and he already has plans for next year.

"It seems to be a popular event so as long as people are enjoying it we will keep doing it," Schultz reported. "We didn't have the best weather this year, but that didn't seem to dampen anyone's spirits. Some of us may even have used the weather as an excuse for our scores."

GSU Local 4 members work at Grain Millers in



(Left - l-r) Terry and Terry Schultz put their pedal to the metal and out ran the rain. (Right) Ken Kendall kept his eye on the ball at Yorkton's Cherrydale Golf Course.

Yorkton where they process oats for use in cereals, breads, bars and many other products served around the world.

WIN with GSU

FRIDAY, JULY 17 ROUGHRIDERS V. LIONS 8:00 P.M.

You could win two tickets to watch the Saskatchewan Roughriders take on the BC Lions on July 17.

It's easy to enter the draw

Send an email to gsu.regina@sasktel.net with the words GSU NEWS RIDER TICKETS in the subject line.

Deadline for receipt of entries is noon on Monday, July 13. The winner will be announced in the *Tuesday*

Morning Memo and on the GSU web page.

Watch to win

The season has just begun and we have lots of tickets to give away.

Watch your *Tuesday Morning Memo* and check GSU's web page at www.gsu.ca for upcoming contests.

Contest details are available on GSU's web page - www.gsu.ca.

Ridonkulous Street Slang

URBAN DICTIONARY

whoopsie wave

When you wave to someone you know and another person intercepts your wave mistakenly as if you are waving to them.

"I was waving to Eddy at the show and some random thought I was waving to him and waved back. Awkward."

The urban dictionary is a little nasty, a lot funny, and not for the faint hearted. Check it out at urbandictionary.com.