



GSU News

Everyone does better when EVERYONE does better Issue 1 - 2014

It's time to attend your membership meeting

GSU will be holding membership meetings over the next two months to review the Joint Executive Council's Annual Report, GSU's audited financial statements, and other union business.

Membership meetings are a good opportunity to get together with your co-workers and talk about workplace issues and to hear what goes on at the other workplaces of your employer.

Get a sneak preview of the Joint Executive Council's Annual Report on GSU's web page at www.gsu.ca.



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GSU convention delegates elect officers and Defense Fund directors

Delegates, officers and staff gathered at the Cedar Park Lodge on Blackstrap Lake for GSU's biennial policy convention on March 20, 21 and 22, 2014.

The policy convention is the governing representative body of GSU. Its decisions are made by majority vote of convention delegates. Business of GSU, including resolutions submitted by members, elected officers and/or convention delegates, is considered at the biennial convention. Resolutions, policy statements and reports adopted by the convention delegates become the policy of GSU.

Viterra's divestitures to Richardson Pioneer, CPS/Agrium, and Federated Co-op necessitated several changes to GSU's constitution and bylaws which were approved by convention delegates along with changes to the structure of the union's Joint Executive Council (board of directors). The amended bylaws and constitution are posted on GSU's web site at www.gsu.ca.

Changes in the structure of the membership base and Locals also lead to changes to the GSU's Defense Fund Board of directors.

Convention delegates voted in favour of general secretary Hugh Wagner's recommendation that at least three Directors of the GSU Defense Fund should be members of Local 1 (Viterra Operations/Maintenance) or Local 2 (Viterra Head Office) or Local 14 (Richardson Pioneer) and/or Local 15 (Agrium | CPS).

Mike Carlin (Local 15), Ron Gerlock (Local 8), Mel McCormick (Local 1), Karen Morrison (Local 5), Dennis Piasta (Local 14) were elected as directors of GSU Defense Fund for a two-year term.

In order to keep the administration of the Defense Fund at arm's length from the administration of the union, Directors cannot be elected representatives on GSU's Joint Executive Council.

Elections were also held for the union's top officers. Delegates congratulated president Carolyn Illerbrun, vice-presidents Jim Brown and Michelle Houlden, and general secretary Hugh Wagner as they were elected and subsequently sworn-in for a two-year term.

(Continued on page 4.)

Enter to win two tickets to the historic preseason **Roughriders** versus **RedBlacks** game on June 14. Details inside - page 6.



The inside scoop

It's important to have labour standards and collective agreements in place to protect workers, but laws and agreements need to be enforced to make sure they mean something.

GSU members can enforce their agreements by knowing their rights and making sure they are receiving the wages, benefits, and other entitlements their collective agreement provides.

GSU officers and staff are available to ensure you are treated fairly under the terms of your collective agreement and labour standards. We are here to help you in whatever way you need help.

We will work with you to find answers to your questions, assist you to solve problems in your workplace, recommend what course of action is best to follow, and work with you to find the solutions that work for you. We won't act on your behalf without consultation, direction, and approval from you, so call us toll-free or send us an email whenever you have a question or need assistance.



Hugh Wagner
General Secretary



GSU News

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Upcoming events

June–July **GSU membership meetings**
Watch your mail and email
for your meeting notice

August 10–16 **SFL Summer Camp**
Calling Lakes Centre
Fort Qu'Appelle, SK

Sept 11–13 **SFL OH&S Conference**
Regina, SK

Oct. 29–Nov. 1 **59th Annual
SFL Convention**
Regina, SK

Contact your elected officers or a GSU staff rep to learn more about our upcoming events what is involved. Information on these and other upcoming events is posted on GSU web page: www.gsu.ca.

CLC delegates elect new president and secretary treasurer

On May 8 nearly 4,600 delegates to the 27th convention of the Canadian Labour Congress made history by electing a new president, Hassan Yussuff (Unifor) and defeating the incumbent, Ken Georgetti (USWA) in a very close race where the margin of victory was 40 votes.

Yussuff was previously the secretary treasurer of the CLC. His election as president marks the first time in the history of the CLC that an incumbent president has been challenged and defeated in an election.

"I think the election result in the contest for the CLC presidency reflects a desire for change to a more assertive and contemporary leadership profile at the

head of the labour's national organization," said GSU general secretary Hugh Wagner. "GSU's elected leaders endorsed Brother Yussuff from the outset as we believe he is the right person who will bring what is required to get the job done."

CLC convention delegates also elected a new secretary treasurer, Barb Byers (SGEU and GSU), who is a familiar face to trade unionists in Saskatchewan and across the country. Byers had previously served the CLC as an executive vice president and before that as president of the Saskatchewan Federation of Labour. She was elected to her new position by a comfortable margin.

"GSU's elected leaders

also endorsed Sister Byers as we think she also brings what is needed to get the job done," said Wagner. "The labour movement in Canada has a lot of work to do to advance and defend the rights of working people whether unionized or not. Hassan Yussuff and Barb Byers will be key leaders in our struggle."

Marie Clarke-Walker (CUPE) was re-elected an executive vice president and Donald Lafleur (CUPW) was elected executive vice president for his first term, rounding out the executive leadership team of the CLC.

"We thank Ken Georgetti for his many years work and sacrifice on behalf of the labour movement," Wagner said. "All the best to him for the future."

CIRB decision maintains bargaining and representation rights

On April 17 the Canada Industrial Relations Board (CIRB) issued a unanimous decision confirming the continuation of the collective bargaining and union representation rights of employees working for Richardson Pioneer at the ten Saskatchewan locations acquired from Viterro. The CIRB decision was in response to an application by the employer to alter and potentially eliminate the bargaining and representation rights of the employees who had transferred to Richardson Pioneer on May 1, 2013.

"When the employer applied to the CIRB, GSU said its first priority was to defend the transferred employees' rights. That's what we did and we are very pleased with the outcome," said GSU general secretary Hugh Wagner. "We look forward to continuing our work with the employees at the ten unionized

locations and we invite Richardson Pioneer employees at the non-union locations to examine the clear benefits of union representation."



2014 GSU Convention

(Continued from page 1.)

GSU's 2013 audited financial statements were reviewed in detail as was the draft annual report of the Joint Executive Council. Both documents were approved and are available to members on the GSU web page and at upcoming membership meetings.

Delegates voted to work to defeat of Bills C-377 and C-525, and they voted to further provide financial support to the Saskatchewan Federation of Labour in its Supreme Court challenge of the provincial government's 2008 amendments to the Saskatchewan Trade Union Act and imposition of essential services legislation.

GSU legal counsel Ronni Nordal led delegates through a workshop on handling grievances, and GSU staff rep Steve Torgerson led a two-tiered workshop on how to conduct yourself in meetings and the necessity of social media awareness.

GSU's scholarship program was reviewed and convention delegates voted to change the deadline for receipt of scholarship applications. The change allows GSU's scholarship committee to choose scholarship recipients prior to the summer months and get the scholarship monies into the hands of the successful applicants prior to the start of the autumn semester.

"We appreciate the GSU members and officers who took time away from their workplaces and families to attend convention," said general secretary Hugh Wagner. "It's important for representatives of the Locals to get together to chart our course for the next two years. Their input keeps the work of the union relevant to the members and ensures we are doing what the members want done."

The next GSU policy convention will be held prior to the end of May in 2016. In the meantime, GSU's Joint Executive Council is responsible for governing the union between conventions.

If you have questions about the convention or if you are interested in becoming a delegate at the 2016 convention, contact the elected officers in your Local.

A thank you note from GSU member Glenn Outram

Delegates to GSU's biennial convention held a raffle for several door prizes. Proceeds from ticket sales were distributed to two GSU members who are experiencing considerable personal hardship as a result of illness. Glenn Outram sent GSU News the following letter expressing his appreciation.

"I would like to thank all those who attended the GSU Conference for the great gift you have given me. I am on this cancer journey for the third time and this has by far been the roughest. It eases my mind knowing I have the resources and your support behind me as I head into chemo and stem cell treatment. I again want to thank you and all those who have shown me support through these journeys.

I was quite humbled by everyone's generosity and thoughtfulness. This money is appreciated, as I'm still not sure what is in store for me when I go to Saskatoon for stem cell treatment.

Thanks.

In solidarity,
Glenn Outram"

Congratulations to GSU bursary recipient Amanda Worm

GSU staff rep Steve Torgerson was on hand to present our First Nations University of Canada bursary recipient, Amanda Worm, with her \$2,000 GSU bursary cheque on April 14 in Regina.

Amanda Worm recently completed her sixth semester of the university's Business Administration Program.

Amanda is a member of the Kawacatoose First Nation located near Raymore, SK. She has returned to school to continue her education and in Human Resources. Ultimately, Amanda hopes to inspire others by being a positive role model and find employment where she can create opportunities and employment for First Nations' people.

In addition to being a member of the Business Student Association and Student Ambassador at First Nations University of Canada, Amanda volunteers as the Aboriginal Representative and serves as a member for the Board of Directors for the Boys and Girls Club of Canada.



(L-r) GSU staff rep Steve Torgerson and bursary recipient Amanda Worm at the First Nations University of Canada's scholarship luncheon.

Her active role in her community earned her the Inspire Award, the Jean Shoebridge Memorial Book Prize, and a nomination for the YWCA's Women of Distinction Award for Community Leadership and enhancement in 2012.

"I would like to say that you and your team have assisted me in my goal to succeed and I am truly grateful," Amanda said in a letter sent to GSU. "Student

funding is limited and with your financial help it has assisted me with the high costs of our living expenses. I owe you a big thank you for your belief in me and giving me the opportunity to receive this bursary."

Information on GSU's First Nations University of Canada bursary can be found on GSU's web page at www.gsu.ca and on the university's web page at www.fnuniv.ca.



GSU scholarship applications are in the hands of our committee members

Thank you to everyone who submitted a scholarship application. GSU's scholarship committee will be reviewing the applications and selecting scholarship recipients by early July. Watch the GSU web page for information.



Send us a picture of you and a co-worker and you could each win two tickets to the June 14 Roughriders v. RedBlacks game



(L-r) Thumbs up as Local 1 members Steve Auger, Mike Ursu, and Barry Stirton from Viterra's Moose Jaw terminal got closer to quitting time on a weekend. Photo: Brett North.

Football season is finally here and we have four tickets for the season opener Roughriders versus Ottawa RedBlacks in Regina game to give away to two GSU members.

Send us a picture of you and a co-worker and we will enter you in our draw for tickets to the Roughriders first pre-season game against the RedBlacks.

Get your pictures to us by noon on Friday, June 6 and we will make the draw and notify our winners that afternoon.

Good luck!

CONTEST RULES:

You must be a GSU member to win.

Tickets are only valid for the date or period specified on the tickets. Once awarded, GSU is not liable for any ticket that has been lost, stolen, forged, damaged or tampered with in any way.

In accepting the tickets, the winner accepts all risks and liabilities involved with attending the event. By accepting the tickets, the winner authorizes GSU to publish his/her name and/or photograph in GSU communications.

Here's another chance to tell us what you think. Participate in our GSU survey

GSU members set the direction for the union, so it's important that you tell us what we are doing well and what you would like to see done differently.

Surveys will be distributed to GSU members using email addresses

and our Tuesday Morning Memo. A link to the survey will also be available on GSU's web page.

Everyone who completes and returns a GSU survey by June 30 will be entered in a draw to win two Labour Day tickets to watch the

Roughriders take on the Winnipeg Blue Bombers.

Watch the web page and the Tuesday Morning Memo for details. If you don't currently receive our emails, contact Brittany at the GSU office in Regina to update your contact information.

Local 8 (AEA/GSU) members vote to accept tentative agreements

Local 8.101 - Regina

Members of AEA/GSU Local 8.101 held a special meeting May 12 and voted to accept the terms of a tentative bargaining settlement reached with Advance Engineered Products on May 8. The previous collective agreement expired on October 31, 2103. Bargaining meetings with the Company were held in every month following expiry.

The bargaining situation was complicated by the Company's initial insistence that an important benefit known as attendance credits be severely curtailed or removed from the collective agreement altogether.

The Company's March 19 announcement of massive layoffs, slated for mid-May, had a chilling effect on the bargaining as attention shifted to the welfare of members facing layoff.

The situation changed again in April as layoff notices for

63 employees at the Regina Plant were rescinded and the prospect of layoff was pushed back to mid-July. Meanwhile, the agreement renewal bargaining plugged along as the AEA/GSU bargaining committee did its best to overcome obstacles to reaching a reasonable settlement.

On May 8 the Company removed the last impediment to a settlement and a tentative agreement was reached.

Local 8.102 - Saskatoon

On May 8, members of AEA/GSU Local 8.102 met and voted to accept the terms of a tentative bargaining settlement reached with Advance Engineered Products earlier that day.

Members had rejected an earlier final offer which didn't provide for accrual of attendance credits for future employees.

The previous collective agreement expired October 31,

2103, and there were numerous negotiation meetings with the company leading up to and following the expiration date.

The bargaining situation was complicated by a variety of issues, including the company's initial insistence that an important benefit known as attendance credits be severely curtailed or removed from the collective agreement altogether.

The company's March 19 announcement of the closure of the Saskatoon operation and mid-May layoffs for all employees, changed the focus of negotiations to workplace adjustment issues.

The focus of negotiations changed again on May 1 when the company advised the Local executive that there were talks around a joint venture involving the Saskatoon operation and facility.

On May 8 the company removed the last impediment to a settlement and a tentative agreement was reached.

questions, observations, and tips from GSU members

"Why is GSU involved in organizations outside the union?"

GSU's work for members extends beyond the borders of the union. By representing the interests of working people in organizations outside GSU we can influence or even change laws labour standards, and public awareness and perception of unions.

Participating on various boards and attending a wide variety of forums and functions offers GSU

a platform to share its message and the message of workers generally. Our involvement with influential groups and decision makers raises the profile of the union and may offer insight to those who may be unaware of the struggle of GSU members.

GSU representatives serve on the Saskatchewan Labour Relations Board, the Western Transportation Advisory Council, and the

Executive Council of the Saskatchewan Federation of Labour. We also send representatives to Saskatchewan Federation of Labour, Canadian Labour Congress and ILWU conventions and participate in political events and community events.

Do you have a question, comment, or situation you would like GSU to address here? Send your suggestions to [GSU News](#).

Wagner re-elected to WESTAC executive committee

On April 14, 2014, it was announced that GSU general secretary Hugh Wagner was re-elected to the executive committee of the Western Transportation Advisory Council (WESTAC).

WESTAC is a non-partisan, tripartite and non-profit transportation forum comprised of business, labour and government representatives in western Canada. WESTAC is a unique organization as a result of its business/labour/government composition. It is a pre-eminent meeting place of decision makers involved in all aspects of the transportation supply chain from the west coast of Canada to the Great Lakes. WESTAC was founded in 1973. GSU has been a member since 1978.

Big problems are like fires. They start small.

Identifying problems as soon as they arise benefits everyone. It's easier to solve problems when they are small, and sometimes a brief comment, email, or meeting is all that is needed to address a situation.

Is there a problem you think needs to be fixed? Contact an elected GSU officer or your GSU staff rep.

Also elected to the WESTAC executive committee were: Hon. Steve Ashton, Government of Manitoba; Hon. Wayne Drysdale, Government of Alberta; Don Krusel, Prince Rupert Port Authority; Hon. Don McMorris, Government of Saskatchewan; Capt. Kevin Obermeyer, Pacific Pilotage Authority; John Salt, Canadian Tire; Robin Silvester, Port Metro Vancouver; Pat Sinnott, Consolidated Fastfrate; and Steve Whitney, Canadian Pacific.

"WESTAC is a forum where we are able to engage with key transportation industry leaders while representing the issues of GSU members," Wagner said.

For more information about WESTAC visit their web page at www.westac.com.

Contacting GSU does not mean you are obligated to file a grievance. We will not contact your employer or act on your behalf without consultation, direction, and approval from you.

We will work with you to answer your questions, recommend a course of action, and find the solutions that work for you.



GSU general secretary and WESTAC executive member Hugh Wagner.

Ridonkulous Street Slang URBAN DICTIONARY

Roid Rage

Wanting to throw your Android device at the wall because it has never performed the way your Apple or Windows device did.

Anne: My Samsung phone is frozen and won't let me text! I hate this thing.

Jimmy: It sounds like you've got a bad case of roid rage. Maybe you should have bought an iPhone.

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



If you are a fan of Facebook come check out our [GSU Canada Facebook group](#). Ask for an invitation to the group and we will say yes.