



GSU News

Everyone does better when EVERYONE does better Issue 2 - 2014

tuesday morning memo

Our weekly memo arrives in members' email inboxes every Tuesday morning.

Inside you will find

- GSU updates
- our calendar of events
- education opportunities
- prizes
- much more!

Do you receive our memo?

Sign up by sending an email to gsu.regina@sasktel.net.



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Arbitration to decide members' pay increase grievances

On September 29 and 30 an arbitrator heard the grievances of six GSU members who are challenging Viterra's pay for performance program and how management decisions are made when allocating annual wage increases under the terms of the collective agreement.

Each of the grievances being considered by the arbitrator involves an employee who achieved a "solid" or better performance rating, but received a wage increase lower than the bargained percentage wage increase provided for in GSU's collective agreements with Viterra.

Another facet of the arbitration is the grievance of an employee who was at the top of his pay range and was awarded a lump sum payment instead of an increase to his rate of pay in spite of the collective agreement wording which says, "...The parties recognize the salary ranges and the salary paid to individual employees are minimums."

"What is in play with these grievances is a test of the employer's commitment to

consistency, transparency, fairness and reasonability when management sold the pay for performance program to GSU members," said GSU general secretary Hugh Wagner.

"In the initial two or three years of the pay for performance program everybody received the full percentage wage increase in the collective agreement provided they had achieved a solid or better performance rating and were not a new employee with significantly less than one year of service," Wagner said. "However, in more recent times we've seen a ratcheting back on wage increases without any clear or explicable rationale from management."

The arbitrated grievances will test the validity of the pay for performance system. Whatever the outcome, GSU will continue to advocate and bargain for wage increases that respect employees' contributions to their employers' business while taking care of employees' rights to a decent income and regular wage increases for the work they do.

GSU will provide updates and report on the eventual arbitration decision.

ar.bi.tration (noun) The settling of disputes (especially labor disputes) between two parties by an impartial third party, whose decision the contending parties agree to accept. Arbitration is often used to resolve conflict diplomatically to prevent a more serious confrontation.
~ Dictionary.com

The inside scoop

It's time to reframe what it means to be a *union person*.

Being a union person can mean many things, including things you may not immediately identify as things that would make you a union person.

Being a union person doesn't mean you need to attend every meeting. It doesn't mean you are the first one to grab a picket sign and join a picket line. And it doesn't mean that you have to scream from the rooftops about what the union does for you.

A union person comes in many different packages. A union person cares about their co-workers. They believe a fair day's work entitles them to a fair day's pay. Union people value family and friends enough that they want to work reasonable hours, and they also want to work safely so they come home to their loved ones every night. A union person believes in vacation, fairness, and respect for themselves, their co-workers, and their employers.

There is no one description for a union person. I am a union person, and I hope that as you read this editorial note you realized you are a union person, too.



Hugh Wagner
General Secretary



GSU News

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GSU News is produced and printed
in-house by GSU staff members.

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Watch for these Upcoming events

AUTUMN 2014

GSU membership meetings
Watch your mail and email
for your meeting notice

Oct. 31

Joint Executive Council meeting
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.

Raising awareness of GSU in Saskatchewan communities

GSU has members in many communities throughout Saskatchewan. Yet we aren't necessarily well known in the community beyond our own members. Fortunately we are able to raise awareness of GSU and its members through our Dues Rebate and Community Connections programs.

Both programs encourage GSU members to use allotted funding to support community initiatives. Members discuss their outreach options at membership meetings and they are encouraged to use creative ways to stretch limited funding and find ways to participate in community endeavours.

The pictures and stories you see here are just a few of the ways that GSU have recently pitched in and helped out their communities.



GSU Local 4 (Grain Millers) sponsored the Canora Agricultural Society's pet show on August 17, 2014.

GSU's donation was used to sponsor the grand prize and ensure every participant received something for their efforts— even if they did not win a top prize.

This five-year-old horseman and his mighty steed took grand prize honours.



(L-r) Cheryl Popowich presented GSU Yorkton Sub-Locals 1.4 (Viterra) and 15.4 (CPS) Community Connection donation to Accent On Kids Early Learning and Childcare Centre Inc. in Yorkton. Rhonda Oystreck, Executive Director, accepted the cheque on behalf of the Centre.



GSU donated goodie bags to the mutton busters at the 3rd Annual Grenfell Bullarama on June 30. Each mutton buster went home with a GSU bag.

All funds raised at Bullarama and the Bullarama cabaret were donated back to the Grenfell community.

(Back row, black hat.) GSU Sub-Local 1.8 (Viterra Grenfell) member Quentin Ozirney is a Bullarama organizer and a mutton buster supporter.



Brittany
Bernauer



Mitchell
Brinton



Allison Collins

Brittany grew up in Humboldt, SK where she attended the Humboldt Collegiate Institute. She is attending the University of Saskatchewan pursuing a degree in the College of Education.

Brittany has worked as a summer student at the Crop Production Services Ag Retail in Humboldt. Her father is GSU member Randy Bernauer.

Mitchell grew up in Regina, SK. He is currently attending Dalhousie University in Halifax, Nova Scotia, where he is working toward an undergraduate degree with a double major in both economics and creative writing.

Mitchell is the son of GSU Local 1 member Joe Wilkie who works for Viterra in the Balgonie terminal.

Allison Collins was raised in Oxbow, SK. She is currently studying to complete her Bachelor of Science in nursing. She plans to travel and work as a registered nurse before earning her Master's degree in nursing to become a nurse practitioner.

Her mother, Mona Collins, works at Crop Production Services out of Oxbow and is a member of GSU Local 15.

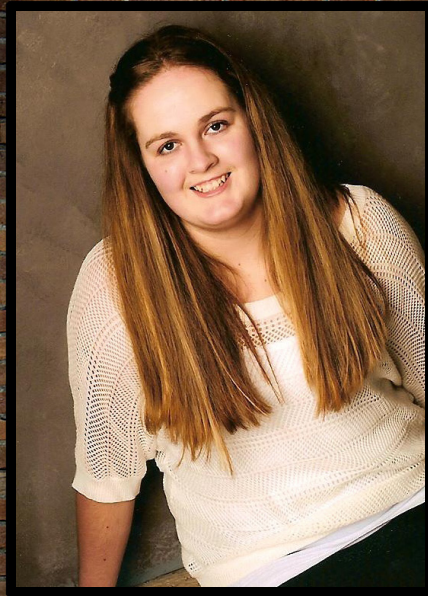
2014 GSU scholarship

"When one is educated one is more likely to be aware of his/her rights, and better able to make sure that those rights are respected. Education gives people choices—and the confidence to take advantage of those choices."

~ www.voicesofyouth.org



Alanna McPhail



Jesslynn
Speidelsbach



Amanda Worm

Alanna is attending the Automotive Service Technician program at SIAST. She plans to complete her apprenticeship and receive her journey person's ticket.

She is a strong advocate for the rights of people with disabilities in the workplace.

Alanna's mom, Brenda, is a member of GSU Local 5 working at the Western Producer in Saskatoon.

Jesslynn was born and raised in Grenfell, SK. She is a honour roll graduate of Grenfell High School.

Jesslynn is attending SIAST's Kelsey Campus in Saskatoon, enrolled in the combined Laboratory and X-Ray Technology diploma program.

Jesslynn's father is GSU Sub-Local 1.8 (Viterra - Grenfell) member Kevin Speidelsbach.

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 in Human Resources.

and bursary recipients

Congratulations to our 2014 scholarship and bursary recipients who were each selected to receive \$2,000 from GSU's scholarship and bursary programs.

Thank you to our 2014 GSU Scholarship Committee comprised of union officers Carolyn Illerbrun, Jim Brown, and Brett North for

selecting our five successful scholarship applicants. Thanks also to the First Nations University of Canada selection committee for choosing our 2014 bursary recipient.

Visit our web page - www.gsu.ca - for more information on our recipients and our scholarship and bursary program.

GSU camper reports back from SFL summer camp

Each year GSU sponsors up to three campers to attend the annual Saskatchewan Federation of Labour Summer Camp. This year's camp was held August 10 to 16 at the Calling Lakes Centre in Fort Qu'Appelle.

To be eligible for sponsorship, our campers must be the son or daughter of a GSU member and they must successfully register for the camp.

This year Paris Houlden - daughter of GSU Local 5 (Western Producer) member Michelle Houlden - was one of three campers sponsored by GSU. She sent us the following camp report.



Paris Houlden (pictured on far left) enjoyed trying new things, learning new things, and meeting new friends August 10 to 16 at SFL Camp at the Calling Lakes Centre in Fort Qu'Appelle.

"This summer, I was lucky enough to be sponsored by GSU to go to SFL for a week of camp, the same as my sister Geneva. Every year she would come home with stories about the camp, and I would get more and more excited each year.

This was my first year of camp, and I see what she

was talking about.

This camp has to have been probably the most fun thing I did all summer. I got to try and learn new things. And not just things that are just background knowledge, but things that I now use everyday, and can apply to my life; things like worker safety and ism's and how

to bargain for things I think is fair. I didn't expect the camp to have such a didactic influence on me, but it did. Not only did I learn though, I also met people that I can safely say are some of my best friends.

I'm so glad that I got to be one of the people GSU sponsored, and I hope that everybody gets to experience this camp. It's such a fun place to be at, and I would highly recommend it for everyone, Whether that be as a camper, yac, or councillor, you won't regret coming.

Thank you GSU.

Sincerely,
Paris Houlden"



(Left) SFL Campers using their GSU water bottles.

8 bargaining units added to GSU bargaining agenda

GSU had two bargaining units with Viterra in 2012. As a result of Glencore PCL's takeover, the union now has ten bargaining units heading into agreement renewal bargaining in autumn 2015.

When the dust settled in 2010 after Saskatchewan Wheat Pool's 2007 takeover of Agricore United, GSU members who used to work for the "Pool" or "AgPro" were assembled, as a result of decisions by the CIRB, into two Saskatchewan based bargaining units.

The resulting bargaining units were the Country Operations and Maintenance bargaining unit (GSU Local 1) and the Regina Head Office bargaining unit (GSU Local 2) which went into agreement renewal collective bargaining with Viterra in the fall of 2012.

Beforehand, Glencore PLC had announced its bid to takeover Viterra (March 2012) and to divest parts of the takeover target to Agrium/CPS, Richardson Pioneer and others as required by the regulators.

Since GSU's 2012 agreement renewal bargaining with Viterra was concluded, the Glencore takeover of Viterra and divestitures was consummated. This resulted in ten grain and agro operations in Saskatchewan going to Richardson Pioneer (GSU Local 14). The bulk of the remaining agro operations and some head

office components were sold by Glencore to Agrium/CPS (GSU Local 15) and the balance of the agro operations were sold off to four local cooperative associations and one new entrant, CHS (Edenwold).

Viterra/Glencore continues to operate with 32 grain handling facilities in Saskatchewan and the remains of the Regina head office (GSU Local 2).

The eventual impact of the Glencore takeover process was the loss of 100 or so "head office jobs" in Regina as the Agrium/Glencore/Richardson corporate "synergies" have taken their bite. In addition, jobs in the country have been eliminated by Agrium/CPS.

Each of the job eliminations in Regina head office and elsewhere in GSU's Saskatchewan based bargaining units have been covered by the union's bargained Article 24 income protection. However, the job losses and effects are inescapable for the local

economy and the union.

Where GSU had two bargaining units with Viterra in 2012, the union now has ten bargaining units heading into agreement renewal bargaining in the fall of 2015.

"Each of the "old" and "new" employers are bound by the original 2012-2015 collective agreements between Viterra and GSU," said GSU General Secretary Hugh Wagner. "And, honestly this presents the union with some logistical challenges."

"Having said that, I am confident that the new arrangement of bargaining units actually strengthens GSU's commitment to the best wages and conditions of employment that we've always taken pride in delivering," Wagner said. "We have the resources and affiliations with our labour partners such as ILWU Canada to give us a leg up to continue to do what we've always done; which is to provide top-notch representation to working people."

GSU's 2014/2015 bargaining schedule

- Local 7 - Heartland – notice to bargain has been served to the employer
- Locals 1 & 2 - Viterra – October 2015
- Local 14 - Pioneer – October 2015
- Local 15 - CPS/Agrium – October 2015
- Local 16 - Prince Albert Cooperative Association – October 2015
- Local 17 - Battlefords & District Cooperative Association – October 2015
- Local 18 - Lloydminster & District Cooperative Association – October 2015
- Local 19 - Prairie Cooperative Ltd. – October 2015
- CHS Edenwold – October 2015
- Local 3 - Unisource expires December 31, 2015
- Local 9 - HiPro Feeds expires December 31, 2015

GSU Defense Fund nears \$3.5 million in assets

GSU members have the advantage of being at the bargaining table knowing that they are backed by a large and stable defense fund.

The primary purposes of the GSU Defense Fund are to ensure and provide for the continued operation of GSU and to provide strike/lockout pay to members of GSU in the event they strike or are locked out.

The GSU Defense Fund is administered by a Board of Directors of five members of GSU in good standing who are not elected representatives to the Joint Executive Council of GSU.

On September 12, 2014, the Directors met in Regina to review the investments of the Fund. As a result of that meeting, the Directors

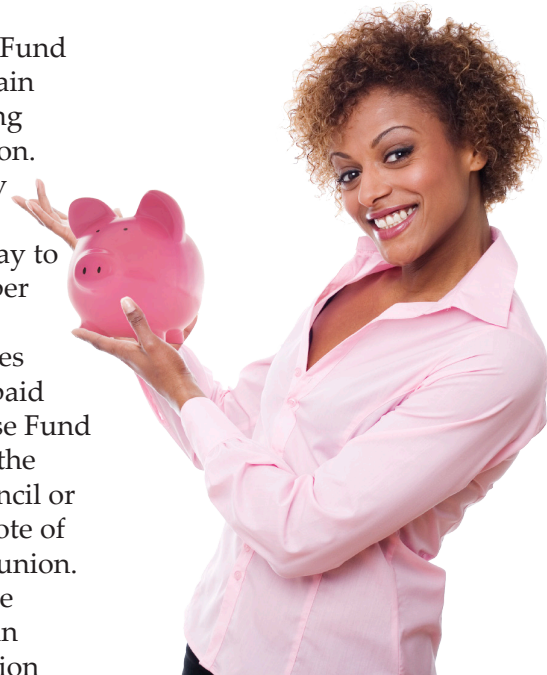
are pleased to report that the fund is closing in on \$3.5 million in assets (market values).

The GSU Defense Fund is required to maintain a minimum operating balance of \$2.5 million.

GSU members pay additional dues of 1 percent of regular pay to a maximum of \$10 per member per month. These additional dues will continue to be paid into the GSU Defense Fund until suspended by the Joint Executive Council or discontinued by a vote of the members of the union.

The GSU Executive Committee will again be submitting a motion for a vote at the autumn annual meetings of GSU members on continuing or

discontinuing the additional dues being paid into the GSU Defense Fund.



Enter our draw for Rider Tickets



Send us your name by email (gsu.regina@sasktel.net) or by fax (306.565.3430) and we will enter* you in our draw where you could win two tickets to the Riders' Nov. 8 game against the Eskimos.

Include the words **GSU News Rider tickets** in your entry and we will make sure we enter you in the draw. The deadline for entry is 9:00 a.m. Oct. 28.

*One entry per GSU member will be accepted. You must be a GSU member to be eligible to win. By accepting contest prizes, our contest winners authorize GSU to congratulate them on GSU's web page, social media sites, and other GSU publications.

Ridonkulous Street Slang urban DICTIONARY

Coordination Tongue

The act of unconsciously sticking ones tongue out while engaging in an activity that requires mental skill, physical coordination, and/or dexterity.

Trevor is always sticking his tongue out when he's going in for a lay-up in basketball. He has a serious case of coordination tongue.

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