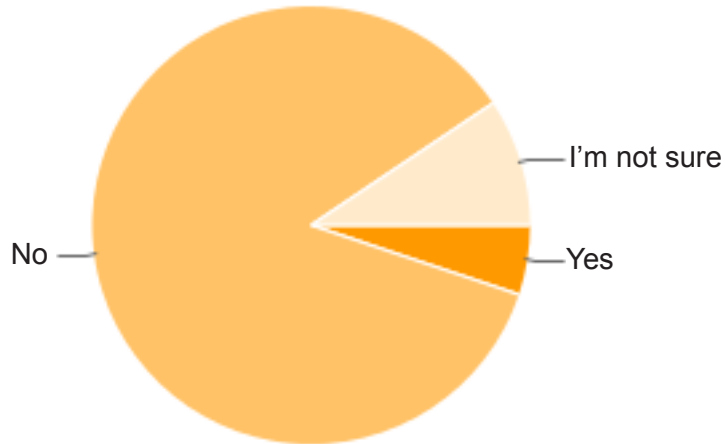




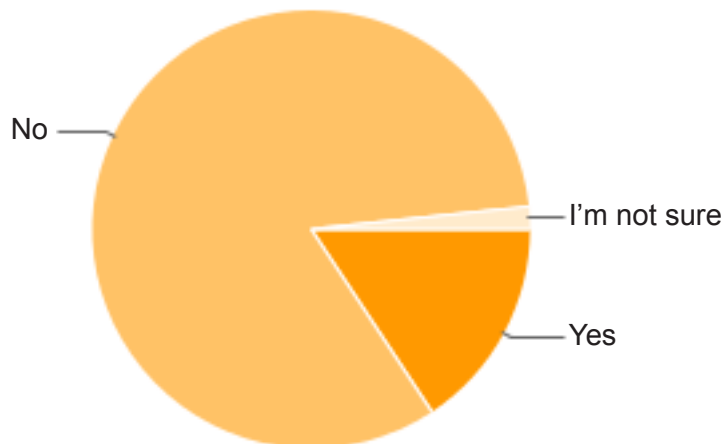
Sask. Labour Law Review Survey

July 2012

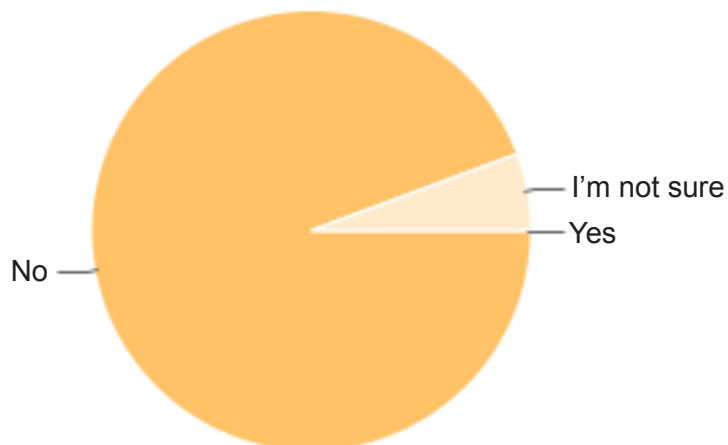
1. Do you think Saskatchewan should lower its labour standards?



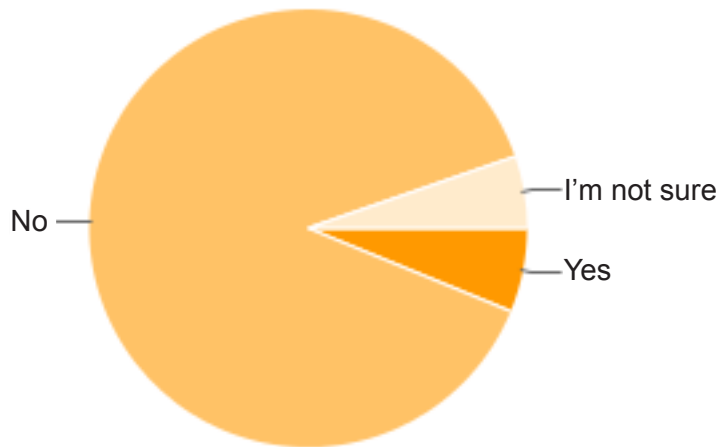
2. Do you think Saskatchewan should have lower vacation entitlement?



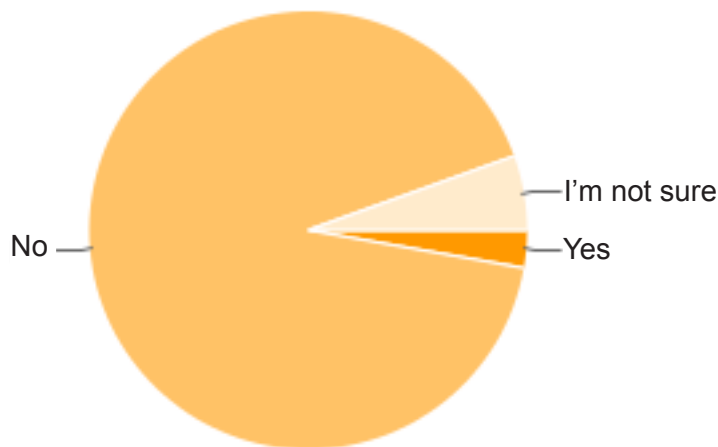
3. Do you think Saskatchewan should have fewer statutory holidays?



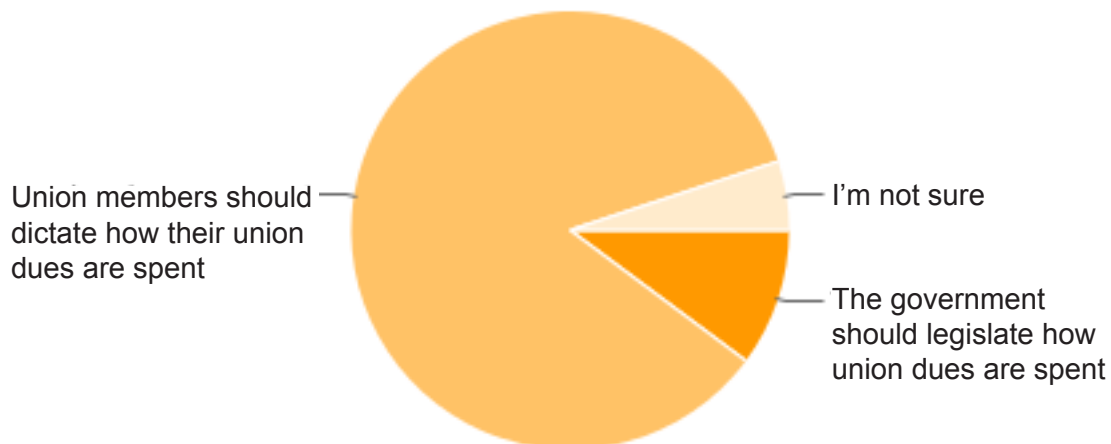
4. Do you think we should increase the length of the standard work weeks in Saskatchewan?



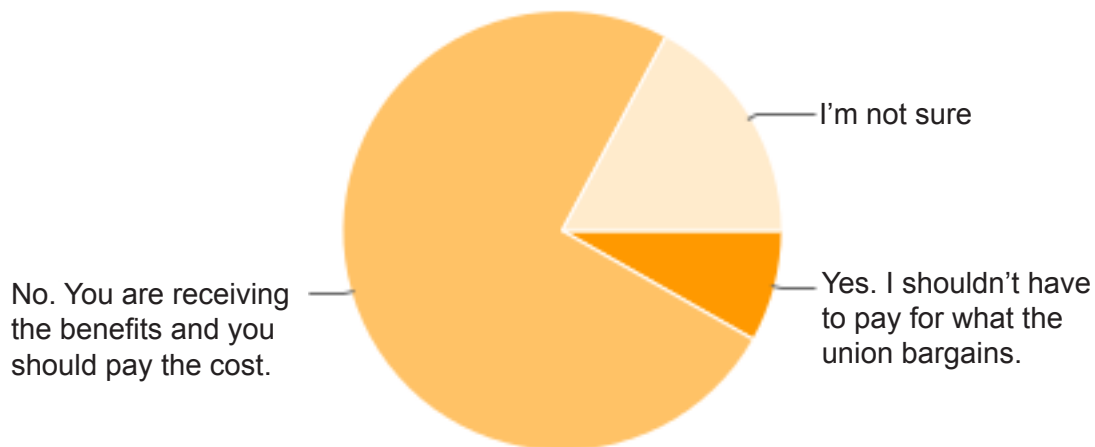
5. Do you think Saskatchewan needs a higher threshold of hours worked before overtime pay is required to be paid by employers?



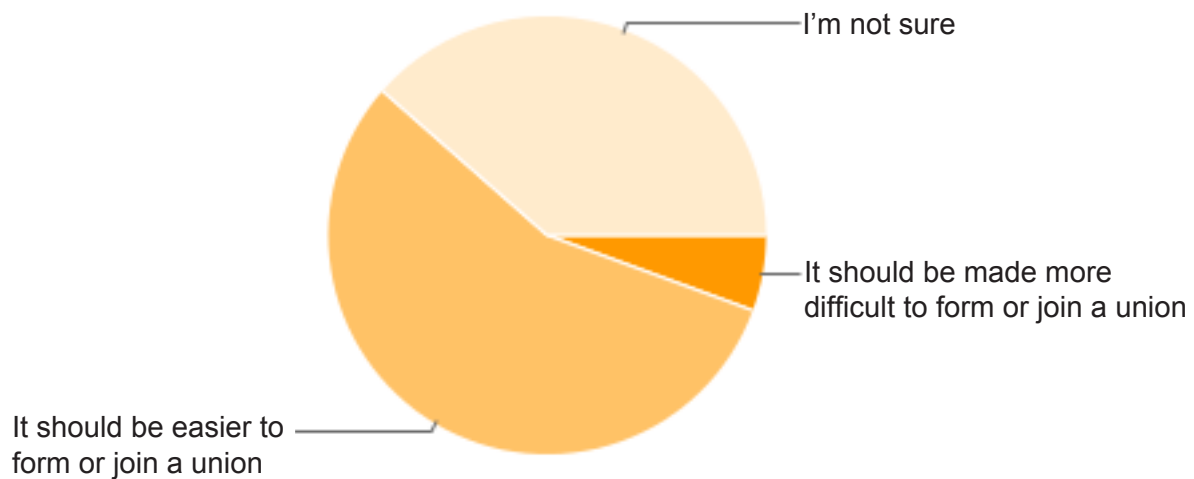
6. Should the government legislate how union dues are spent, or should decisions on spending union dues remain the business of the people who pay union dues?



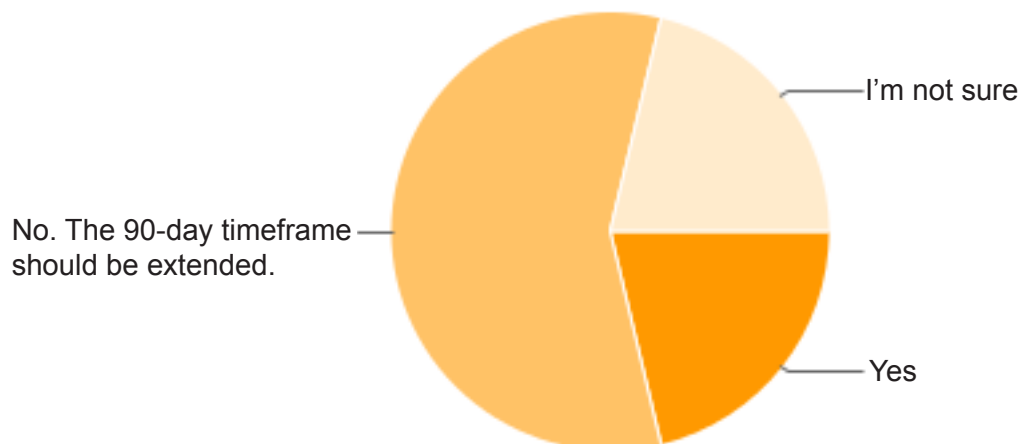
7. Should people who work for an employer where the workplace is unionized be able to opt out of paying union dues and still receive the benefits of collective bargaining without contributing to the cost?



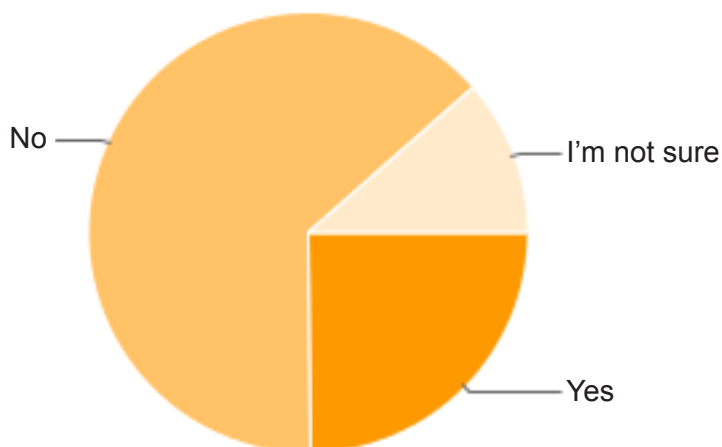
8. Should it be made more difficult or should it be made easier to form or join unions?



9. 15 Acts - 900 pages of legislation - 90 days. Is 90 days enough time an adequate review?



10. Do you think employers should be able to negotiate with individual employees to change or alter the standard hours of work (8 per day/40 per week) before they are required to pay overtime rates?



11. Please add any additional comments or information you would like to share about Saskatchewan's Labour Law Review. (optional)

- I believe that this Labour Law Review is taking us back in time. After many years of hard work by the people of Sask, we were able to obtain worker's rights. Now they want to take them away from us, I am not impressed with this review and believe that 90 days is not near long enough to review these proposed changes. We need to stand up for our rights now and into the future, not just for us, but for all working people.
- i figure this is another attempt by a union hating government to try and rewrite laws that have been put in place to protect all employees and benefit the employers so they can make greater profits on the backs of these employees . Typical of the government in power
- The wage gap between the richest and poorest keeps widening and now the government seeks to pit people against each other to make it even easier to take away the rights of us all. No matter how you vote, surely you can see that lower pay, longer hours and fewer rights don't benefit anyone except CEOs. Stop the SaskParty's 'labour law review' before we're all living in Third World conditions.
- Labour laws I feel are strict enough for both the employer and employee to follow. Big changes to hours/benefits should not be made at this time.
- Being a mother of two young children and a wife I already find it difficult to spend the required time with my family that I deem important, if laws change to require longer working hours and less vacation time I think it will increase family problems and possibly more split families
- The idea of changing labour laws and lowering these standards are only going to benefit big business not the front line people who are the face of the companies.
- proud supporter of the union

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- I truly believe that employees deserve all of the vacation they currently receive - How is it fair that work hours are extended AND vacation is minimized? If work hours are extended then vacation should also be extended, and vice versa.
- This province has varied weather patterns which should be accounted for out of public safety concerns. (Severe blizzards should not require the use of sick or vacation days)
- Something as important as labour laws, shouldn't be messed with by a government that has just been recently put into power. A moratorium, or plebiscite where everyone in the province of Saskatchewan can vote on any changes, as this affects everyone. The thought of Mr Wall's people taking it upon themselves to make certain "Tweeks" to the current labour laws, just to help him get voted in next time, cannot be tolerated.
- The Sask Party are trying to take labour rights away.
- Saskatchewan workers should be able to have a mutual agreement with their employers on what is to happen with their OT. All employees should be able to get sick time paid out when quitting, being fired or retiring. Saskatchewan workers should be able to get higher raises since the cost of living is sky rocketing so fast.
- This new gov't is trying every angle to rid the rights of the working person in this province as they are doing with Gov't workers and at the same time doubling up on Ministers (so they can pad their wallets and secure huge pensions). Load up the top with high paid individuals that accomplish very little and squeeze as much work out of the labor force for the least possible amount of pay and benefits. We have fought for these rights and there is no way we should back down and let this Gov't take them from us.
- Saskatchewan at present, is a good place to work and live. The economy is doing well which means businesses are doing well. I believe employees at these businesses should also do well. By lowering standards for labour, the worker will obviously have some lower standards in living.
- I truly believe 90 days is not enough time to review Saskatchewan's labour law. I believe it undermines employees rights by not allowing enough time to rationally consider and compare SK's laws to other jurisdictions. By rushing through something like this all fairness is removed.
- On the first question it should have an entitlement for 5 weeks vacation
- Leave alone the rules that allow for more family time. Also letting industry set hrs of work solely for their benefit is a slippery slope for all
- Unions are needed to maintain worker's rights.
- Life is too short to have less family time than we get now.

- The average hrs per week could be raised from 8 to 9 hrs per day before overtime is paid. If the pay schedule was more evenly distributed amongst its employees the govt would not have to lower its labor standards.
- People need life, if they are going to change anything they should change it to 4 days at 9 hours with optional lunch breaks. We need more days at home to foster family. People would be a lot happier in life with a little more rest.
- Union is doing good job of taking care of its employees, keeping us up to date & bargaining for us. Good Job, keep up the fight.
- Ww should be improving the labor laws for the worker not the employer. No kidding the employer would want the worker to work more for less with less vacation.
- Business in Saskatchewan should not need breaks in legislation if our economy is functioning. Overtime is a management decision as to how they run their basic business. It's also a driving indicator to add people to their workforce as labour does make for a huge budget expenditure. When economics of paying overtime vs hiring, that's a company decision. If they need to hire, it's good for the workforce as a whole and the provincial economy as it adds another taxpayer, which helps us enjoy our living standards, thus which helps us attract and bring in more people to keep the economy growing. When companies can negotiate outside labour standards, it never has worked in the employees favor. The company comes out good, but the employee gets exhausted, erodes their family balance. Business and individuals can function with current 40 hours. My brother works in the oil patch and used to work 12 hour shifts with 3 crews. They have now gone to 4 crews running 8 hours. He does miss the money, but fatigue is less, he feels better going to work, and he believes accident rates have declined. The shift to a safer workplace and a more aware workforce only happens if the people are alert. As a person fatigues, your judgement becomes impaired, you may try to take a "shortcut", and that's when accidents occur. Would like to have more time to review proposed legislation, but work calls.
- we seem to be moving in the wrong direction
- I am worried that there will be continuing attempts to ram harmful legislation down our throats.
- why are all the questions here about not increasing our labour rights and not just keeping them the same. These rights need to be improved on not just kept the same. Example. holidays. we need more not less. why would a survey be used to just keep the laws the same and not help people increase.
- If the Saskatchewan Government makes changes to the Labour Laws as outlined above it truly seems like this is the beginning of Communism in this province. We will definitely be going backwards and that really is too bad.
- I don't understand why we would get less holidays in a year? Also having to work longer work week also makes no sense to me. 40 hours a week is plenty. I, like most people work to live I don't live to work. If the Saskatchewan government wants me to work more a week/ a year then maybe they should pass a law that we deserve to get paid more so we then in

turn can retire at 45. That to me makes just as much sense. Maybe we should just adopt Europes work week hours?

- I think we have to get rid of the government and vote a party in that is not so anti-union.
- When I was much younger we were told that our work weeks would get shorter we would have more time for leisure etc and really just the oposite has happened.....so much for the future !!!!!
- I can't believe how much this government is working against the working class. It is like they want to show us who's the boss, so it is time we took a stand and showed them who's the boss!

Notes:

Answers to 11. are printed in the order they were received.

There are two "proud supporter of the union" comments. These comments were submitted on two surveys by two different survey participants.

All comments in 11. were left in their original state. There have been no corrections made.