

Why go it alone?

Join us and enjoy the advantages!

GSU

and the benefits for GSU members
employed by CPS in Saskatchewan

When there are problems in the workplace there are many factors to consider.

The foremost goal of GSU is to serve the needs of all members. GSU's financial and human resources are directed to providing service and protection for members.

As a member of GSU, you are never alone in facing changes and challenges. GSU representatives will work with you to find answers to your questions, recommend what course of action to follow, and work with you to find the solutions that work for you.

With your permission we will advocate in disputes, issues, contract interpretation, and other problems with your employer, workers' compensation, or employment insurance.

Contacting GSU does not mean you are obligated to act on our advice or file a grievance. We are simply here to assist you in any way we can. We will not contact your employer or act on your behalf without consultation, direction, and approval from you.

These services are provided to you as part of your union dues. There is no additional charge for assistance provided.

Collective agreements protect employees and are one of the most important benefits of belonging to a union. A collective agreement is a contract that describes the terms and conditions of employment for employees in their workplace, the rights of employees, and the obligations of the employer.

Some of the most popular collective agreement provisions covering GSU members who work for CPS are printed inside this brochure.



The following terms from the 2015 through 2019 CPS collective agreement are the result of the collective bargaining process between GSU members (who work for CPS), the bargaining representatives they elect, and your employer.

These are the rules both sides have agreed to abide by, and they are enforceable by arbitration.

As a result of company policy, you might have some of the same employment terms described in this leaflet, but GSU members have all of these terms of employment (and more) as a contractual right under the union's collective agreement with CPS.

Overtime

Under the GSU collective agreement with CPS, overtime hours are to be paid when an employee works in excess of their regular 8-hour day at a rate of 1½x for the first 4 hours. Beyond that, employees are to be paid 2x their regular straight time of pay.

Vacation pay is paid on overtime pay as provided in section 21.3 of Article 21 – Vacations of the GSU collective agreement.

Wages

• Customer Service Rep	\$32,954 - \$61,025
• Operations Support	\$32,954 - \$61,025
• Operations Lead	\$44,016 - \$81,580
• Agronomist	\$44,016 - \$81,580
• Assistant Manager	\$51,131 - \$94,629
• Crop Production Advisor	\$51,131 - \$94,629
• Seasonal Worker	\$32,954 - \$61,025

Wage Increases

GSU's collective agreement with CPS provides for aggregate wage increases of 2 percent in each of 2016, 2017, 2018, and 2019. Unionized employees also participate in the CPS bonus plan.

Demotion

When an employee is involuntarily demoted or their position is eliminated and they bid on or accept a demotion – the following applies:

- The employee shall continue to receive the wage/salary being received prior to demotion for a period up to 11 months
- Upon commencement of the 12th month, the employee's wage/salary is reduced to an appropriate rate within the range of the new position.

EI Top Up

CPS employees covered by GSU's collective agreement who have more than 520 days service with the company are entitled to a company-paid top up of their EI benefits when they are laid off. The EI top up (known as a supplemental employment benefit allowance) provides the laid off employee the equivalent of 75 percent of their regular pay, including EI benefits.

Eligibility for the EI top up is as follows:

- 520 to 779 working days service with the company
13 weeks of EI top up.
- 780 to 1,039 working days service with the company
20 weeks of EI top up.
- 1040 working days or more service with the company
26 weeks of EI top up.

Position Elimination, Notice Pay, EI Top Up and Severance Pay

From time to time companies amalgamate or close operations resulting in jobs being eliminated. When this happens, employees covered by GSU's collective agreement with CPS are entitled to 120 days' advance notice of job elimination or pay in lieu.

In addition, under the GSU collective agreement employees have the right to bid on other positions. If they are unsuccessful by the time the 120-day notice period expires, the affected employee can decide to:

- take severance pay (2 weeks' pay per year of service; pro-rated for partial years), or
- defer their severance pay for up to six months while going on EI benefits and being paid the EI top up equal to 75% of regular pay, including EI benefits, as provided by the GSU collective agreement.

The Right to Protection from Unjust Treatment and Unjust Dismissal

In an employment relationship there's always the chance that things can go sideways resulting in employees being treated unfairly or even being fired on occasion.

GSU members who are treated unfairly or unjustly by their employer have access and the right to the full representation by the union organization as they work through any given situation. There are no legal fees or charges. Union representation is paid for by members' monthly union dues.

Sick Leave

Employees earn and accumulate paid sick leave credits on the basis of 1¼ days per month of continuous service. Max accumulative sick leave credits shall be 250 working days.

Pressing Necessity and Bereavement Leave and Serious Illness Leave

Employees are eligible for paid leave to deal with the curves life delivers. Three kinds of paid leave from work are described in sections 13.3, 13.4 and 13.5 of Article 13 – Leaves of Absence of GSU's collective agreement with CPS.

Pension

As provided in GSU's collective agreement with CPS, regular full-time and regular part-time employees participate in a defined contribution pension plan maintained by the Company. The eligible employees are enrolled in the plan the first day of the month following completion of the 90-day service period.

Employees contribute 5% of their regular earnings to the plan. The Company contributes 6% of an employee's earning to the plan.

Vacation

GSU's collective agreement with CPS provides the following paid vacation entitlements:

- 0-4 years' service – 3 weeks paid vacation
- 5-9 years' service – 4 weeks paid vacation
- 10+ years' service – 5 weeks paid vacation.

GSU works with members every day to ensure they are treated fairly and receive the full measure of the collective agreement bargained on their behalf by their union.

You will soon have the opportunity to vote on whether to benefit from GSU representation. We hope you will join us and allow us to work with and for you.

Do you have questions, comments or concerns?

**Don't hesitate to contact us.
All inquiries are strictly confidential.**



Web page www.gsu.ca

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STRONGER together!