



SPRING 2013 ANNUAL REPORT

Joint Executive Council (JEC)

We welcome the opportunity to report to GSU members on the business of your union. We also urge all members to ask questions they may have regarding GSU's administration, finances and operations.

Members are the union.

GSU Constitution and Bylaws

As a result the impending divestiture of agro and grain handling operations by Glencore/Viterra to Agrium and Richardson International, the Joint Executive Council has exercised its authority under section 6 – Changes in Organization Structure of GSU's constitution to establish two new Locals, comprising members of GSU working in the union's Saskatchewan bargaining units of employees of Agrium Ltd. and Richardson International, respectively.

The new Locals 14 and 15 will inevitably require some adjustments to meet the needs of members as the final form of the divestitures becomes known.

GSU Finances

GSU continues to be in good financial shape. The audited financial statements which are included with this report show that GSU had an operating surplus of \$109,193 as of Dec. 31, 2012. All of GSU's financial commitments are current, and the union continues to have a solid financial base, as illustrated by the balance sheet in the audited financial statements.

Pages 12 and 13 of the audited financial statements describe the various expenses incurred by GSU during the 2012 fiscal year compared to the expenses incurred in 2011. Overall, GSU's operating expenses were on budget.

In 2012, GSU had lower, but still significant, legal expenses as a result of work related to the Glencore/Viterra divestitures, labour relations board applications, and general advice related to members' rights. Given numerous unknowns in the current environment, it is not expected expenses will decline in fiscal 2013.

A single grievance/arbitration that affects the rights and working conditions of a broad cross section of employees in a bargaining unit(s) can result in significant expenditures. Notwithstanding the costs associated with protecting employees' bargained rights, the benefits are also significant, as illustrated in GSU's arbitration win over Viterra's administration of vacation pay on overtime pay. To date, the amount paid into trust by Viterra in relation to the arbitration award is close to \$500,000.

Frustratingly, we are still waiting for a decision from the Saskatchewan Court of Appeal, which heard the company's application to overturn the arbitration award on Oct. 30, 2012.

GSU is continuing to commit resources to union education, community involvement, and member recognition.

From March 6 to 8, an education workshop was held for 35 members from around the union. Based on participants' feedback, the workshop was a success.



GSU staff rep Steve Torgerson leading a workshop at the March 2013 “Your Workplace” educational.

In addition to collective bargaining, servicing, and representation, it is essential to nurture the linkages and forge the relationships that renew and strengthen your union. To this end, GSU continues to be an active participant in the community and the labour movement, and we encourage more members to get even more involved.

GSU’s Community Connections initiative is another way for the union to give back to the communities our members live and work in. Building community is essential to the well being of our society. Prosperity is good for those who are able to share in a growing economy, but strong communities are the bedrock of democracy for working people.

With all of the foregoing said, GSU will incur substantial expenses in 2013 as a result of agreement renewal bargaining, building new relationships with new employers, and other contingencies those enterprises bring.

Labour Legislation

On Dec. 4, 2012, the Government of Saskatchewan introduced Bill 85 – The Saskatchewan Employment Act, is a sweeping re-write of 12 pieces of the province’s labour legislation, including the Labour Standards and Trade Union Acts.

Unfortunately, the proposed new Saskatchewan Employment Act does not clearly nor adequately reflect the majority consensus about reforming labour legislation, as expressed in the Advisory Committee appointed by the Minister of Labour Relations and Workplace Safety.

In the lead up to the introduction of Bill 85 and since then, GSU has worked closely with other unions and the SFL to build a campaign intended to convince the government to take the time to make certain the Saskatchewan Employment Act is at least as good, but preferably better, than the legislation it will replace.

So far, it appears the campaign by unions, but more importantly by union members, is having an impact on the government’s thinking and we may yet see amendments to Bill 85.

The essential question is whether government will repair and undo the damage to labour standards and labour relations legislation that the original version of the Act contains.

At the same time as the debate around Bill 85 has been joined, the labour movement nationally is contending with the prospect of Bill C-377, a private member’s bill that passed the House of Commons late last year and is now before the Senate.

Bill C-377 claims to be about transparency with regard to how union dues are spent. The proposed federal law is not based on any allegations or suggestion of wrong doing on the part of unions. It is only on the agenda because some politicians, pundits, and pro-business lobbyists are

promoting the idea that it is wrong for unions to advocate publicly for their members.

Unions in Canada, including GSU, publish their audited financial statements and union members have the right to raise any questions they may have regarding revenues, expenditures, and union resources. GSU has always encouraged its members to inquire about the expenditure of their union dues, and when they ask questions the answers are provided.

Bill C-377, on the other hand, would require unions to submit to extraordinary disclosure to the Canada Revenue Agency and to the public, by extension, for every significant expenditure. These proposed new rules will not apply to businesses, political parties or other institutions.

Should the government tell you how your union dues are accounted for and spent? Should governments pass freeloader laws and/or restrictive regulations when it comes to union dues? Would it not be better if governments acted more transparently themselves instead of trying to tell you how to run your union?

GSU Defense Fund

At Dec. 31, 2012, the GSU Defense Fund had overall assets of \$2.8 million based on market values.

In the fall of 2011, GSU borrowed an additional \$75,000 at six percent interest

to pay for renovations to the union office building in Regina. Repayment of the loan began Oct. 1, 2011.

At its autumn 2012 semi-annual meeting, the Joint Executive Council debated whether to recommend continuing or ceasing the additional dues being paid into the GSU Defense Fund. As a result of this debate, the Council submitted a motion to annual membership meetings recommending that the additional dues continue. The motion was voted on and approved by 82.52 percent of the members who voted.

Accordingly, the additional dues will continue to be paid for 2013, and will be voted on again at the annual meetings in the fall.

Union Communication, Education and Information

As mentioned earlier in this report, a proactive education program for members, elected officers and stewards continues to be a GSU priority. Devoting the effort and resources to union education is essential to a vital and vibrant union.

Internal union communication is a constantly evolving part of the GSU's functioning. We continue to publish a hard copy newsletter, periodic electronic information supplements and a topical web site. We have also begun limited experimental use of text messaging to report to union members.

Are there other ways GSU can keep you better informed? Let us know.

In April, GSU will again conduct a survey of members to determine what is expected, valued, and how the day-to-day operation of the union can be made more relevant to members.

One of the most effective ways to stimulate thinking and awareness about current issues occurs when you discuss these issues with one another and your neighbours. Getting people to talk with one another about the issues is essential for continued growth and improvement.

Awareness and discussion in relation to public policy are essential building blocks of active citizenship. Similarly, awareness and discussion about what is going on in your union is essential to an active and representative union.

GSU is committed to implementing the policies members have identified as crucial to their identification with their union.

2014 Policy Convention

In March 2014, GSU will hold its eleventh Biennial Policy Convention and delegates from around the union will gather to review and develop the union's policies and strategic plans.

We urge members to make attendance and resolutions to GSU Policy Conventions, Local meetings and other

union activities a priority. The world is a constantly changing place and it is essential for unions to adapt and change, while continuing to promote the core values of collective action, community, equality, and unity.

Collective Bargaining

Collective bargaining is one of the primary functions of GSU, and in 2012, bargaining the renewal and settlement of six collective agreements was on the union's agenda.

- Viterra Country Operations and Maintenance – Local 1 (Saskatchewan)
- Viterra Regina Head Office – Local 2
- Wild West Steelhead – Local 6
- Heartland Livestock – Local 7 (Saskatchewan)
- Advance Engineered Products – Local 8 (Regina Plant)
- Viterra/Hi-Pro Feed Mill – Local 9 (Chilliwack, BC)

In the first five instances, settlements approved by the members were achieved without disputes. In the case of Hi-Pro, it took a little bit longer, but a settlement was achieved in March 2013.

In 2013, GSU has already been hard at work, bargaining on behalf of the members of Local 4 (Grain Millers –

Yorkton) where members rejected a tentative settlement by a substantial majority on April 12. Additional membership meetings are being held in order to get direction from the members, conduct a strike vote, and bargain an improved settlement.

Local 5 at Western Producer will commence bargaining this summer and both Sub-Locals of Local 8 (Advance Engineered Products – Regina and Saskatoon) will each head to the table this fall. Local 12 members at Hillcrest Farms are also scheduled to serve

notice to bargain as early as October and begin bargaining before their current collective agreement expires on Dec. 20.

Thanks to the hard work and dedication of the union staff, together with the many committed members and elected officers, GSU continues to provide top notch assistance and service to workers in the union's bargaining units.

Without their collective and individual contributions, GSU would not function at the high-quality level we've all come to expect.

Choose a theme for GSU's 2014 convention

Plans are well underway for GSU's 2014 biennial convention March 20-22 near Dundurn, SK.

We want your suggestions for a theme that would help us set the tone for our next convention.

What phrase or quote do you think would be particularly meaningful to the GSU and inspire the main points of the convention?

Send us your theme ideas.

If we choose your idea as our 2014 convention theme we will give you two tickets to a regular season* Rider game. Everyone who sends us an idea will be entered in our Grey Cup ticket draw**.

* Labour Day game excluded.

** Send us many theme ideas as you wish. Maximum of one draw entry per member.



The Political Economic Climate

It seems these days that the political economic climate for organized labour or civil society is growing increasingly unfavourable.

A concerted right-wing assault on civil rights, labour rights and trade union rights is testing just how far we can be pushed before we push back.

All we have to do is consider what has happened or may be happening in relation to labour legislation, defined benefit pension plans, Old Age Security, and internet monitoring legislation, in order to get a sense that the rights of working people and citizens are under a concerted and well organized attack.

Those who campaign against trade unions and civil rights are well-funded by elements of the one percent of society who hold the wealth and power. Their campaign is aided by our own apathy, distraction, and the absence of a cohesive extra-parliamentary opposition.

The most reliable and enduring defenders of our society are the union movement, environmentalists, and our allies.

The union movement was founded on the principles that what we have, we want for all others, and an injury to one is an injury to all. We can't possibly sustain our

good fortune or improve on it if others around us are experiencing the destruction of their rights and welfare as citizens of this country.

If we sacrifice our environment and our freedom in the name of perceived security or material success, we will ultimately be left with nothing.

Organizing

GSU always follows up with groups of working people who are interested in working with us. If you know of workers who want to join our union, let us know.

GSU aims to be an agent of positive change in a less than ideal working environment. We do our best to protect workers from harassment and unfair treatment that some governmental regulations – like Bill 85 (The Saskatchewan Employment Act) may overlook. We strive to work with company management to provide systems which recognize merit, rather than favouritism, and we do our best to bring awareness and solutions to plights that society may not be aware of.

We are also able to provide resources – such as advice, legal information, and professional representation – that our members may not have access to on their own. And we firmly believe that a union is the strongest advocate for workers in any workplace.

Organizing requires acting on our beliefs, and it requires us to educate others about the positive power of being unionized. We do it because we should, and not because it's easy. If GSU's founders had been deterred by misfortune and hostility, there would be no GSU today.

Conclusion

In this annual report, we have reported on your union's business and presented an analysis of what is to be done.

As always it is a pleasure – and often a challenge – to serve you. We look forward to continuing to work with you and we encourage you to get involved and initiate the changes you want to see for your union in 2013, and beyond.

On behalf of the
Joint Executive Council
of Grain & General Services
Union (ILWU • Canada)



Hugh Wagner
GSU General Secretary

GRAIN AND GENERAL SERVICES UNION (ILWU • CANADA)

Financial Statements - Year Ended December 31, 2012

Prepared for GSU by *Mintz & Wallace Chartered Accountants LLP*

INDEPENDENT AUDITOR'S REPORT

**To the Joint Executive Council of:
Grain and General Services Union (ILWU. Canada)**

We have audited the accompanying financial statements of Grain and General Services Union (ILWU. Canada), which comprise the statements of financial position as at December 31, 2012, December 31, 2011 and January 1, 2011, and the statements of operations, changes in net assets and cash flows for the years ended December 31, 2012 and December 31, 2011, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Grain and General Services Union (ILWU. Canada) as at December 31, 2012, December 31, 2011 and January 1, 2011, and the results of its operations and its cash flows for the years ended December 31, 2012 and December 31, 2011 in accordance with Canadian accounting standards for not-for-profit organizations.

REGINA, Saskatchewan
April 17, 2013

Mintz & Wallace
Chartered Accountants LLP

Management's Responsibility for Financial Reporting

The financial statements of Grain and General Services Union (ILWU • Canada) have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. These statements include certain amounts based on management's estimates and judgments. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

The integrity and reliability of Grain and General Services Union (ILWU • Canada)'s reporting systems are achieved through the use of formal policies and procedures, the careful selection of employees and an appropriate division of responsibilities. These systems are designed to provide reasonable assurance that the financial information is reliable and accurate.

The Joint Executive Council is responsible for ensuring that management fulfills its responsibility for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Joint Executive Council meets periodically with management and auditors to review significant accounting, reporting and internal control matters. Following its review of the financial statements and discussions with the auditors, the Joint Executive Council reports to the members prior to their approval of the financial statements. The Council also considers, for review and approval by the members, the engagement or re-appointment of the external auditors.

The financial statements have been audited on behalf of the Union members by Mintz & Wallace Chartered Accountants LLP, in accordance with Canadian generally accepted auditing standards.

Carolyn Illerbrun
GSU President

Jim Brown
GSU Vice President

Mandy Windecker
GSU Vice President

Regina, Saskatchewan
April 17, 2013

Statement of Financial Position As at December 31, 2012

	Operating Fund	Solidarity Fund	Defense Fund	Certification Protection Fund	December 31, 2012 Total	December 31, 2011 Total	January 1, 2011 Total
ASSETS							
CURRENT							
Cash							
- Unrestricted	\$ 154,360	\$ -	\$ -	\$ -	\$ 154,360	\$ -	\$ 128,724
- Restricted	-	17,000	399,740	48,620	465,360	317,668	150,511
Accounts receivable	20,941	229	5,371	-	26,541	115,721	123,472
Interest receivable	-	-	3,624	-	3,624	3,687	3,550
Prepaid expenses	7,946	-	-	-	7,946	8,414	3,294
Interfund (Note 7)	66,885	5,845	(44,263)	(28,467)	-	-	-
	250,132	23,074	364,472	20,153	657,831	445,490	409,551
CAPITAL ASSETS (Note 4)	165,733	181	-	-	165,914	138,981	117,285
INTANGIBLE ASSETS (Note 5)	8,477	-	-	-	8,477	-	-
INVESTMENTS (Note 6)	-	-	2,379,685	-	2,379,685	2,277,080	2,475,479
	\$ 424,342	\$ 23,255	\$ 2,744,157	\$ 20,153	\$ 3,211,907	\$ 2,861,551	\$ 3,002,315

LIABILITIES AND NET ASSETS

CURRENT

Bank indebtedness (Note 8)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,406	\$ -
Accounts payable and accrued liabilities	71,266	-	-	-	71,266	17,225	59,336
Severance payable	-	-	-	-	-	-	87,651
Interest payable	<u>1,200</u>	-	-	-	<u>1,200</u>	<u>1,200</u>	<u>1,032</u>
	72,466	-	-	-	72,466	40,831	148,019

LONG-TERM LIABILITIES

Long-term interfund loan (Note 7)	51,351	-	(51,351)	-	-	-	-
Long-term debt (Note 9)	<u>40,000</u>	-	-	-	<u>40,000</u>	<u>40,000</u>	<u>40,000</u>
	<u>163,817</u>	-	<u>(51,351)</u>	-	112,466	<u>80,831</u>	<u>188,019</u>

NET ASSETS

Unrestricted	260,525	-	-	-	260,525	(113,095)	(121,147)
Restricted	-	<u>23,255</u>	<u>2,795,508</u>	<u>20,153</u>	2,838,916	<u>2,893,815</u>	<u>2,935,443</u>
	<u>260,525</u>	<u>23,255</u>	<u>2,795,508</u>	<u>20,153</u>	3,099,441	<u>2,780,720</u>	<u>2,814,296</u>
	<u>\$ 424,342</u>	<u>\$ 23,255</u>	<u>\$ 2,744,157</u>	<u>\$ 20,153</u>	\$ 3,211,907	<u>\$ 2,861,551</u>	<u>\$ 3,002,315</u>

See accompanying notes

**Statement of Operations and Net Assets
Year Ended December 31, 2012**

	<u>Operating Fund</u>	<u>Solidarity Fund</u>	<u>Defense Fund</u>	<u>Certification Protection Fund</u>	<u>2012 Total</u>	<u>2011 Total</u>
REVENUE						
Membership dues (Note 10)	\$ 1,304,665	\$ 9,308	\$ 187,688	\$ -	\$ 1,501,661	\$ 1,385,903
Miscellaneous income	3,156	-	-	-	3,156	3,154
Donations	-	-	-	-	-	300
Investment income (loss)	(2,515)	5	60,003	-	57,493	93,123
Unrealized gains (losses)	-	-	66,431	-	66,431	(272,234)
	<u>1,305,306</u>	<u>9,313</u>	<u>314,122</u>	<u>-</u>	1,628,741	<u>1,210,246</u>
EXPENDITURES (Schedules 1 & 2)						
Meetings	187,105	-	5,671	58,150	250,926	202,150
Administration	883,502	45	15,244	-	898,791	929,403
Affiliation and organization	81,815	7,950	-	26,847	116,612	87,000
Building	<u>43,691</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>43,691</u>	<u>25,269</u>
	<u>1,196,113</u>	<u>7,995</u>	<u>20,915</u>	<u>84,997</u>	1,310,020	<u>1,243,822</u>
EXCESS OF (EXPENDITURES) REVENUES						
	109,193	1,318	293,207	(84,997)	318,721	(33,576)
NET ASSETS - beginning of year	(113,095)	21,937	2,866,728	5,150	2,780,720	2,814,296
TRANSFERS (Note 7)	<u>264,427</u>	<u>-</u>	<u>(364,427)</u>	<u>100,000</u>	<u>-</u>	<u>-</u>
NET ASSETS - end of year	<u>\$ 260,525</u>	<u>\$ 23,255</u>	<u>\$ 2,795,508</u>	<u>\$ 20,153</u>	\$ 3,099,441	<u>\$ 2,780,720</u>
See		accompanying				notes

Statement of Cash Flow
Year Ended December 31, 2012

	Operating Fund	Solidarity Fund	Defense Fund	Certification Protection Fund	2012 Total	2011 Total
OPERATING ACTIVITIES						
Excess of revenues	\$ 109,193	\$ 1,318	\$ 293,207	\$ (84,997)	\$ 318,721	\$ (33,576)
Plus items which do not require cash outlay:						
- realized (gains) losses on sale of investments	-	-	(8,450)	-	(8,450)	(27,701)
- unrealized (gains) losses on market value adjustment	-	-	(66,431)	-	(66,431)	272,234
- amortization	9,916	45	-	-	9,961	4,567
	<u>119,109</u>	<u>1,363</u>	<u>218,326</u>	<u>(84,997)</u>	<u>253,801</u>	<u>215,524</u>
Net change in non-cash current assets and liabilities						
Accounts receivable	79,898	493	8,789	-	89,180	7,751
Interest receivable	-	-	63	-	63	(137)
Prepaid expenses	468	-	-	-	468	(5,120)
Accounts payable and accrued liabilities	<u>54,041</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>54,041</u>	<u>(129,594)</u>
Net cash from (used in) operating activities	<u>253,516</u>	<u>1,856</u>	<u>227,178</u>	<u>(84,997)</u>	<u>397,553</u>	<u>88,424</u>
FINANCING ACTIVITIES						
Interfund transfers (Note 7)	(71,519)	151	(55,737)	127,105	-	-
Proceeds from interfund loan	74,000	-	(74,000)	-	-	-
Repayment of interfund loan	<u>(33,860)</u>	<u>-</u>	<u>33,860</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net cash from financing activities	<u>(31,379)</u>	<u>151</u>	<u>(95,877)</u>	<u>127,105</u>	<u>-</u>	<u>-</u>
INVESTING ACTIVITIES						
Purchase of investments	-	-	(294,943)	-	(294,943)	(267,442)
Proceeds on sale of investments	-	-	267,219	-	267,219	221,308
Purchase of capital assets	(34,775)	-	-	-	(34,775)	(26,263)
Purchase of tangible assets	<u>(10,596)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(10,596)</u>	<u>-</u>
Net cash from investing activities	<u>(45,371)</u>	<u>-</u>	<u>(27,724)</u>	<u>-</u>	<u>(73,095)</u>	<u>(72,397)</u>
INCREASE IN CASH RESOURCES						
	176,766	2,007	103,577	42,108	324,458	16,027
CASH - beginning of year	<u>(22,406)</u>	<u>14,993</u>	<u>296,163</u>	<u>6,512</u>	<u>295,262</u>	<u>279,235</u>
CASH - end of year	<u>\$ 154,360</u>	<u>\$ 17,000</u>	<u>\$ 399,740</u>	<u>\$ 48,620</u>	<u>\$ 619,720</u>	<u>\$ 295,262</u>
Cash consists of the following:						
Unrestricted	\$ 154,360	\$ -	\$ -	\$ -	\$ 154,360	\$ -
Restricted	-	17,000	399,740	48,620	465,360	317,668
Bank indebtedness	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(22,406)</u>
	<u>\$ 154,360</u>	<u>\$ 17,000</u>	<u>\$ 399,740</u>	<u>\$ 48,620</u>	<u>\$ 619,720</u>	<u>\$ 295,262</u>

See accompanying notes

**Notes to the Financial Statements
December 31, 2012**

1. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

During the year the company adopted Canadian accounting standards for not-for-profit organizations (ASNFPO). These financial statements are the first prepared in accordance with these standards. The adoption of ASNFPO had no impact on net assets as at January 1, 2011 or revenues and expenditures or cash flow for the year ended December 31, 2011 as previously reported in accordance with pre-changeover Canadian generally accepted accounting principles.

2. NATURE OF OPERATIONS

Grain and General Services Union (ILWU•Canada) (the Union) is a not-for-profit organization and as such, it is exempt from income taxes. Its sole purpose is to represent employees of:

Local 1 - Viterra (operations and maintenance)	Local 7 - Heartland Livestock Services
Local 2 - Viterra (head office)	Local 8 - Advance Employees Assoc.
Local 3 - Unisource Canada Inc.	Local 11 - PrintWest Communications
Local 4 - Grain Millers Canada Corp.	Local 12 - Hillcrest Farms
Local 5 - Western Producer Publications (GVIC)	Local 13 - IATSE #295
Local 6 - Wild West Steelhead	

The Union is certified to represent these employees by the Canada Labour Code and the appropriate Provincial Labour Relations Acts. The Union also provides administrative, arbitration, bargaining and research services.

3. SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the Union have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies are:

Revenue recognition

Membership dues are recognized in the period in which they are withheld from the member by the bargaining unit.

The Union follows the restricted fund method of accounting for contributions. Restricted contributions related to general operations are recognized as revenue of the Operating Fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

Unrestricted contributions are recognized as revenue of the Operating Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The portion of unrestricted contributions to be used for international and local development is recognized as revenue of the Solidarity Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributions for member use in the event of a strike are recognized as revenue in the Defense Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Fund accounting

A portion of the monies received by the Union may only be used for specific purposes and accordingly are accounted for in separate funds. Temporary transfers of monies between these funds are recorded as interfund receivables/payables. Permanent transfers are recorded as transfers in the net asset accounts.

Funds included in these statements are:

Operating - records the day to day operations of the Union.

Defense - receives local strike assessments and supports members in the event of a dispute.

Solidarity - to assist international and local development projects at the discretion of the Joint Executive Council.

Certification Protection

- to compensate members who are off the job while being trained to manage decertification situations.

- to pay the collective bargaining expenses and legal expenses of Locals 1 and 2 associated with maintaining GSU collective agreements and union members' union representation rights during the takeover of Viterro by Glencore PLC and the subsequent divestiture of Viterro operations.

- to pay the first agreement bargaining expenses of Local 9.

Capital assets

Capital assets are stated at cost less accumulated amortization and are amortized over their estimated useful lives at the following rates and methods:

Building	5%	declining balance method
Office equipment and furniture	20%	declining balance method
Land improvements	10 years	straight line method

Assets under construction are not amortized until the assets are in use. The Union regularly reviews its capital assets to eliminate obsolete items.

Intangible assets

The database is being amortized on a straight-line basis over its estimated useful life of five years.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale or issue of financial instruments are expensed when incurred.

The Union has elected to value all debt instruments at fair market value rather than amortized cost.

4. CAPITAL ASSETS

	-----2012-----		---2011---	
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Land	\$ 75,000	\$ -	\$ 75,000	\$ 75,000
Building	135,626	66,750	68,876	27,500
Assets under construction	-	-	-	24,000
Office equipment and furniture	148,272	135,542	12,730	12,481
Land improvements	<u>10,342</u>	<u>1,034</u>	<u>9,308</u>	-
	\$ <u>369,240</u>	\$ <u>203,326</u>	\$ <u>165,914</u>	\$ <u>138,981</u>

In the prior year there were assets under construction for a new porch on the building. In the current year the project was completed and the costs related to construction have been capitalized to the building and are being amortized.

As a requirement of owning real property, the Union holds beneficial title to the assets through a bare trustee Grain Services Holdings Inc.

5. INTANGIBLE ASSETS

	<u>2012</u>
Database system software	\$ 10,596
Accumulated amortization	<u>(2,119)</u>
	\$ <u>8,477</u>

6. INVESTMENTS

	<u>Interest</u>	<u>Matures</u>	<u>2012</u>	<u>2011</u>
Common shares			\$ 679,976	\$ 633,859
Investors Group mutual funds			-	1,127,847
RBC mutual funds			1,188,829	-
Affinity Credit Union term investment	1.55%	April 1/13	50,000	50,000
Fixed Income Bonds:				
Government of Canada	3.75%	June 1/19	47,623	48,055
Canada Housing Trust	4.00%	June 15/12	-	43,558
Canada Housing Trust	3.80%	June 15/21	52,889	52,527
Canada Housing Trust	3.60%	June 15/13	43,492	44,552
Financement Quebec	4.25%	March 1/14	43,448	44,671
Province of Ontario	4.20%	March 8/18	46,579	47,030
Province of Ontario	4.40%	March 8/16	44,585	45,603
Province of Ontario	4.20%	June 2/20	48,216	48,024
Province of Ontario	3.15%	June 2/22	44,490	-
Province of New Brunswick	4.50%	February 4/15	43,673	44,856
Province of Quebec	4.50%	December 1/17	45,885	46,498
			\$ <u>2,379,685</u>	\$ <u>2,277,080</u>

7. INTERFUND TRANSFERS AND BALANCE

During 2012, the operating fund administered funds on behalf of the Defense, Certification Protection, and Solidarity Funds, which resulted in the following payable (receivable):

	<u>2012</u>	<u>2011</u>
Solidarity Fund	\$ 5,845	\$ 5,996
Certification Protection	(28,467)	(1,362)
Defense Fund - non-interest bearing	<u>(44,263)</u>	<u>264,427</u>
	<u>(66,885)</u>	<u>269,061</u>
Defense Fund - interest bearing	<u>51,351</u>	<u>11,211</u>
	<u>\$ (15,534)</u>	<u>\$ 280,272</u>

A portion of the funds advanced to the Operating Fund are treated as a term loan with monthly repayments and an interest rate of 6% per annum. The loan is secured by a promissory note. During the year, additional advances of \$50,000 and \$24,000 were made by the Defense Fund.

In the current year the members approved the transfer of \$100,000 from the Defense Fund to the Certification Protection Fund to be used to pay for expenses incurred in support of members affected by the sale of Viterra Inc. and also includes the bargaining of a first collective agreement with Viterra Hi-Pro Feeds.

At the end of the prior year, the sum of advances from the Defense Fund to the Operating Fund used to cover accumulated losses was \$264,427. The Defense Fund Board of Directors passed a motion in the year to forgive this amount and these financial statements reflect this forgiveness by transferring \$264,427 from the Defense Fund Net Assets to the Operating Fund Net Assets.

8. BANK INDEBTEDNESS

Bank indebtedness shown on the statement of financial position arises from cheques issued in excess of funds on deposit.

9. LONG-TERM DEBT - Operating Fund

	<u>2012</u>	<u>2011</u>
Term loan payable to Local 2 with no specific repayment terms and currently paying interest at 3.00%.	\$ <u>40,000</u>	\$ <u>40,000</u>

10. MEMBERSHIP DUES

Funds received by the Operating Fund related to membership dues were:

	<u>2012</u>	<u>2011</u>
Local 1 (Viterra country operations and maintenance)	\$ 923,220	\$ 872,961
Local 2 (Viterra head office)	164,374	147,228
Local 3 (Unisource Canada Inc.)	499	569
Local 4 (Grain Millers Canada Corp.)	60,320	54,503
Local 5 (Western Producer)	53,652	51,365
Local 6 (Wild West Steelhead)	9,325	8,877
Local 7 (Heartland Livestock)	14,554	16,804
Local 8 (Viterra Alberta & Manitoba operations)	-	19,758
Local 8.1 (Advance Employees Association)	69,876	30,006
Local 11 (Printwest Communications)	6,896	6,234
Local 12 (Hillcrest Farms)	531	507
Local 13 (IATSE - Regina)	<u>1,418</u>	<u>1,920</u>
	<u>\$ 1,304,665</u>	<u>\$ 1,210,732</u>

Funds received by the Defense Fund (excluding interest):

	<u>2012</u>	<u>2011</u>
Local 1 (Viterra country operations and maintenance)	\$ 113,526	\$ 108,114
Local 2 (Viterra head office)	20,680	19,371
Local 4 (Grain Millers Canada Corp.)	9,223	8,978
Local 5 (Western Producer)	6,095	7,804
Local 6 (Wild West Steelhead)	2,447	2,573
Local 7 (Heartland Livestock)	3,162	3,100
Local 8 (Viterra Alberta & Manitoba operations)	-	2,656
Local 8.1 (Advance Employees Association)	32,080	13,495
Local 12 (Hillcrest Farms)	295	152
Local 13 (IATSE - Regina)	180	300
	<u>\$ 187,688</u>	<u>\$ 166,543</u>

11. LEASE COMMITMENTS

The Union has long-term leases with respect to its office equipment. Future minimum lease payments as at December 31, 2012, are as follows:

2013 - \$	12,271
2014 - \$	11,101
2015 - \$	4,285
2016 - \$	4,285
2017 - \$	1,071

12. FINANCIAL INSTRUMENTS

The Union is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Union's risk exposure and concentration as of December 31, 2012.

Business risk

As a result of the nature of the Union's operations, it may be exposed to various forms of risk. Those forms of risk include credit risk, interest rate risk, and liquidity risk.

Credit risk

Credit risk is the risk of financial loss resulting from default of financial obligations by a debtor to the Union. These obligations are primarily dues withheld from employees that are due to the Union and it is management's opinion this risk is low since dues are remitted promptly.

Due to the nature of investments and their susceptibility to changes in market value, the associated credit risk is reflected in the market value of the investments, as reported in Note 4.

Interest rate risk

The Union's interest rate risk is nominal. While interest rate fluctuations affect the return on investments, this can be managed.

While the Union does have some long term debt, the interest is at market rate and the term loan is owed to a related partner union and as a consequence the risk is nominal.

Liquidity risk

Liquidity risk is the risk of financial loss in the event that the Union will not be able to fund obligations as they become due. Liquidity risk is not considered significant because the Union has historically been able to access resources of the defense fund. In the event of a prolonged strike with a larger local this risk would increase.

13. ECONOMIC DEPENDENCE

The dues revenue from members of the bargaining units of Locals 1 and 2 accounts for 82% of the total membership revenue in the current year (84% in 2011). This situation will very likely change in 2013 as parts of the operations covered by bargaining units of Locals 1 and 2 will be divested to other employers. The divestiture could present potential challenges if the coverage and scope of the, at least, two additional bargaining units is contested at a labour relations board(s).

Schedule of Meeting Expenditures Year Ended December 31, 2012

Schedule 1

	<u>Operating Fund</u>	<u>Solidarity Fund</u>	<u>Defense Fund</u>	<u>Certification Protection Fund</u>	<u>2012 Total</u>	<u>2011 Total</u>
Meetings						
Defense Fund Board of Directors	\$ -	\$ -	\$ 5,671	\$ -	\$ 5,671	\$ 3,353
Joint Executive Council Meetings	4,996	-	-	-	4,996	30,773
Local 1 (Viterra)						
- Board Special	19,872	-	-	-	19,872	10,199
- Local Executive Board executive and bargaining meetings	-	-	-	56,048	56,048	-
- Local meetings	33,215	-	-	-	33,215	30,471
- Executive committee	6,647	-	-	-	6,647	5,789
Local 2 (Viterra head office)						
- Local Executive Board executive and bargaining meetings	-	-	-	2,102	2,102	-
- Committee meetings	3,162	-	-	-	3,162	1,509
Local 5 (Western Producer/GVIC)						
- Executive and bargaining meetings	316	-	-	-	316	3,134
Local 7 (Heartland Livestock)						
- Executive and bargaining meetings	4,728	-	-	-	4,728	3,263
Local 6 (Wild West Steelhead)						
- Executive and bargaining meetings	6,094	-	-	-	6,094	453
Local 11 (Printwest)						
- Executive and bargaining meetings	136	-	-	-	136	265
Local 12 (Hillcrest Farms)						
- Executive and bargaining meetings	-	-	-	-	-	786
Local 4 (Grain Millers Canada Corp.)						
- Executive and bargaining meetings	4,684	-	-	-	4,684	3,642
Local 8 (Viterra Alberta and Manitoba)						
- Executive meetings	-	-	-	-	-	1,940
Local 8.101 (AEA Regina)						
- Executive and bargaining meetings	1,167	-	-	-	1,167	1,389
Local 8.102 (AEA Saskatoon)						
- Executive and bargaining meetings	350	-	-	-	350	75
Local 13 (IATSE)						
- Executive meetings	-	-	-	-	-	146
75 th Anniversary	-	-	-	-	-	26,129
Dues rebate	8,541	-	-	-	8,541	8,266
Convention and education seminars	<u>93,197</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>93,197</u>	<u>70,568</u>
	<u>\$ 187,105</u>	<u>\$ -</u>	<u>\$ 5,671</u>	<u>\$ 58,150</u>	<u>\$ 250,926</u>	<u>\$ 202,150</u>

Schedule of Expenditures
Year Ended December 31, 2012

Schedule 2

	<u>Operating Fund</u>	<u>Solidarity Fund</u>	<u>Defense Fund</u>	<u>Certification Protection Fund</u>	<u>2012 Total</u>	<u>2011 Total</u>
ADMINISTRATION						
Advertising	\$ 4,310	\$ -	\$ -	\$ -	\$ 4,310	\$ 3,815
Amortization	6,291	45	-	-	6,336	3,120
Arbitration boards	14,550	-	-	-	14,550	34,442
Audit	8,756	-	-	-	8,756	8,734
Employee benefits	56,292	-	-	-	56,292	44,745
Interest	1,200	-	-	-	1,200	1,200
Investment council fees	-	-	15,244	-	15,244	15,440
Legal fees and costs	29,253	-	-	-	29,253	78,390
Miscellaneous	50	-	-	-	50	550
Office rent	14,100	-	-	-	14,100	12,000
Postage	8,234	-	-	-	8,234	14,825
Printing and office supplies	53,091	-	-	-	53,091	42,862
Promotional	7,662	-	-	-	7,662	17,629
Salaries and consulting fees	619,410	-	-	-	619,410	577,941
Steward training	-	-	-	-	-	13,431
Telephone	15,399	-	-	-	15,399	14,253
Travel	44,904	-	-	-	44,904	46,026
	<u>\$ 883,502</u>	<u>\$ 45</u>	<u>\$ 15,244</u>	<u>\$ -</u>	<u>\$ 898,791</u>	<u>\$ 929,403</u>
AFFILIATION AND ORGANIZATION						
Alberta Federation of Labour	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 169
Canadian Labour Congress	13,315	-	-	-	13,315	11,584
Donations and contributions	3,559	7,950	-	-	11,509	17,475
ILWU	15,154	-	-	-	15,154	8,274
Manitoba Federation of Labour	-	-	-	-	-	52
Other affiliate expense	17,456	-	-	-	17,456	16,327
Saskatchewan Federation of Labour	20,331	-	-	-	20,331	16,440
Scholarship Fund	12,000	-	-	-	12,000	14,000
Organizing	-	-	-	26,847	26,847	2,679
	<u>\$ 81,815</u>	<u>\$ 7,950</u>	<u>\$ -</u>	<u>\$ 26,847</u>	<u>\$ 116,612</u>	<u>\$ 87,000</u>
BUILDING						
Amortization	\$ 3,625	\$ -	\$ -	\$ -	\$ 3,625	\$ 1,447
Insurance	1,597	-	-	-	1,597	1,575
Interest	2,465	-	-	-	2,465	951
Repairs and maintenance	25,635	-	-	-	25,635	10,729
Taxes	5,818	-	-	-	5,818	5,611
Utilities	4,551	-	-	-	4,551	4,956
	<u>\$ 43,691</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 43,691</u>	<u>\$ 25,269</u>

A snapshot of the Constitution of Grain and General Services Union

This constitution snapshot contains information on the Grain and General Services Union, the Joint Executive Council, elected officers of the union, and prerequisites for conducting our annual audit.

This information has been edited for space. Please refer to the complete version of the Grain and General Services Union's constitution which is available to members on the web page or by contacting a member of the GSU staff.

1 - Name

1.1 The name of the Organization shall be Grain and General Services Union (ILWU • Canada). For ease of reference, the Union organization shall hereinafter be referred to as either GSU or the Union.

privileges of membership until his/her application has been received and accepted by the General Secretary of GSU or his/her designate.

2.4 Any revocation of membership in the Union must be in writing and delivered to the General Secretary of the union, or his/her designate. Such revocation of membership shall not occur earlier than 90 days from the date said revocation is received by the union.

any and all programs agreed upon for the improvement of conditions of employment.

(c) To promote the adoption and maintenance of legislation and public policies that will advance the interests and social wellbeing of its members and that of labour and society in general.

(d) To organize workers into membership in the GSU, within existing Locals or by establishing new Locals.

2 - Membership

2.1 Membership in the GSU is open to all workers including, but not limited to, those who are engaged in the operation of grain elevators and/or the processing of grain and/or the provision of agricultural sales, products and services. Membership in GSU is open to all workers regardless of age, ancestry, creed, marital status, nationality, place of origin, political affiliation, physical disability, race, sex or sexual orientation.

2.2 Application for membership shall be made to the General Secretary of GSU or his/her designate.

2.3 No applicant shall be entitled to the rights and

3 - Aims and Objects

3.1 The objects of the Union shall be:

(a) To advance and safeguard the employment conditions, working conditions and standard of living of its members and their families, by representing its members through the recognized processes of collective bargaining.

(b) To collectively bargain with employers, their officials, or representatives in putting into effect

(e) All members of GSU elected to hold office within the Union shall swear the following Oath of Office:

"I hereby sincerely pledge my word to the members of Grain and General Services Union (ILWU • Canada) that I will truly and faithfully perform the duties of my office in accordance with the Constitution and policies of Grain And General Services Union and that I will act in a

manner consistent with continued representation by the Grain and General Services Union.”

- (f) Any elected representative of the Union who breaks the Oath of Office will be immediately removed from office upon decision by the Executive Committee of GSU. Such removal from office will be for a maximum period of five years or until the removal is successfully appealed to the Joint Executive Council of the Union.

shall consider the business of GSU including resolutions submitted by the Locals, by members, by the Joint Executive Council, and by the delegates at Convention. Resolutions, policy statements and reports adopted by the Policy Convention shall become the policy of GSU. Constitutional amendments and changes to GSU. Membership dues shall be subject to a vote of the GSU members except as provided in Sub-Section 7.1 hereof. The results of Policy Conventions shall be reported to GSU members.

policy and oversee the business of the Union between Policy Conventions. The Executive Committee shall oversee the business of the GSU and formulate policy between meetings of the Joint Executive Council, and shall be entitled to exercise the authority of the Joint Executive Council, on an interim basis between meetings of the Joint Executive Council, such actions to be carried out on an interim basis, until confirmed at the next meeting of the Joint Executive Council.

5 - Joint Executive Council and Policy Convention

- 5.1 The Joint Executive Council (JEC) of GSU shall be comprised of the representatives elected by the Locals. Each Local shall be entitled to at least one (1) representative on the JEC.

Policy Convention

- 5.2 The Joint Executive Council shall convene a Policy Convention of union delegates once every two years commencing in 1994. The Policy Convention shall be the co-ordinating and governing representative body of GSU, its decisions shall be by majority vote.
- 5.3 The Policy Convention

- 5.5 The President, Vice-Presidents and General Secretary of GSU shall be delegates to the Policy Conventions over and above their respective Locals' entitlement.

- 5.6 GSU staff members shall be entitled to participate in Policy Conventions on a voice but no vote basis.

Elections, Officers and Duties

- 5.7 The Policy Convention shall elect the President of GSU, and two Vice-Presidents who shall be elected members of the Joint Executive Council. The President and two Vice-Presidents so elected shall constitute the executive committee of the GSU.
- 5.11 The Joint Executive Council shall formulate

Officers and Duties

- 5.12 The Joint Executive Council shall oversee the General Secretary who shall conduct the business of GSU. The Joint Executive Council may also appoint other persons who shall report to the General Secretary and assist him/her in conducting the business of the Union. The Joint Executive Council may, in its discretion, remunerate the General Secretary and such other persons for services rendered or to be rendered.

President

- 5.13 It shall be the duty of the President of GSU to preside at all Policy Conventions, meetings of the Joint Executive Council and meetings of the Executive Committee. He/she shall be ex-officio member of all committees

set up by the Joint Executive Council. He/she may, with the General Secretary, or other officer appointed by the Joint Executive Council, sign and execute all documents related to the affairs of the Union and passed by the Joint Executive Council. If no other person is authorized to do so by resolution of the Joint Executive Council, or if such person is for any reason unable to do so, he/she may, with the General Secretary sign all cheques and other financial documents issued on behalf of the Union.

Vice-President

5.14 In the absence of the President or his/her inability from any cause to act, a Vice-President shall discharge the duties of the President.

General Secretary

5.15 It shall be the duty of the General Secretary to attend all Conventions, meetings of the Joint Executive Council and Executive Committee meetings and keep correct minutes of same. With the President, or other officer appointed by the Joint Executive Council, he/she may sign and execute all documents related to the affairs of GSU and may, with the President, or other officer appointed by the Joint Executive Council, sign all cheques and other financial documents issued on

behalf of the Union. He/she shall conduct the correspondence of the Union and shall have charge of all records, books, papers and documents.

The duties of the General Secretary shall be to receive and deposit in whatever chartered bank or other company the Joint Executive Council may order, all monies paid to GSU. He/she shall be responsible for keeping a proper set of books showing all transactions of GSU and shall present a full detailed account of receipts and disbursements to the Council whenever so instructed by the Joint Executive Council. He/she may, with the President or other officer appointed by the Joint Executive Council, sign and execute all documents related to the affairs of GSU and passed by the Joint Executive Council and may, with the President or other officer appointed by the Joint Executive Council, sign all cheques and other financial documents issued on behalf of the Union.

The General Secretary or his/her designate shall attend all meetings of the Boards of delegates or executive committees of the Locals; and shall be responsible for the recording of correct minutes of such meetings.

The General secretary or his/her designated staff

representative shall sign and execute all documents related to the affairs of any Local within the Union which are passed by the members or elected officers in the Local concerned.

The office of General Secretary shall be filled by election conducted at Biennial Policy Conventions from amongst the delegates to the Convention.

Auditors

5.16 An auditor shall be appointed by the Joint Executive Council who shall be a Chartered Accountant. He/she shall have access to all the books and accounts of GSU and shall examine the general statement of revenue and expenditure, assets and liabilities, and verify same with the accounts and vouchers related thereto, and shall submit a report to the Joint Executive Council annually.

5.17 The Joint Executive Council shall circulate copies of the Auditor's Report to GSU members.

Fiscal Year

5.24 The fiscal year of GSU shall from January 1 to December 31 of each calendar year.

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. **If you can see room for improvement, tell us.**

Thank you for taking time to attend your membership meeting.

2013 Joint Executive Council

Carolyn Illerbrun, **President**
Jim Brown, **Vice President**
Mandy Windecker, **Vice President**

Local 1 - Viterra Ops & Maintenance

Dave Boulding
Ken Clemence
Wilfred Harris
Brian Lark
Brett North
Brian Sansom

Local 2 - Viterra Head Office

Anna Hilt
Robin Taylor

Local 3 - Unisource

David Ficzel

Local 4 - Grain Millers

Ron Hannant
Terry Schultz

Local 5 - Western Producer

Michelle Houlden

Local 6 - Wild West Steelhead

Gord Grande

Local 7 - Heartland Livestock

Heather Mackay

Local 8 - Advance Employees Assoc.

Wayne Best
Steve Holliday
Brad Millard
Doug Murray

Local 9 - Viterra/Hi-Pro Feed Mill

Larry Perry

Local 11 - Printwest

Perry Switzer

Local 12 - Hillcrest Farms

Gord Thoms

Local 13 - IATSE Local 295

Michelle Johnson



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or 1.855.384.7314 (Saskatoon).

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Saskatoon phone 306.384.7314.

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GSU – Saskatoon office

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GSU Executive Committee

Carolyn Illerbrun, GSU president
Jim Brown, GSU vice-president
Mandy Windecker, GSU vice-president

GSU Staff

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