

# special report

**to: Members of GSU Local 15 (CPS) – September 19, 2016**  
**re: Successorship and Scope of the GSU Bargaining Unit**

At the semi-annual meeting of GSU's Joint Executive Council (the union's board of directors) on September 9 a major item on the agenda was a memorandum of agreement (MOA) between CPS and GSU which provides an option for resolving matters pertaining to the scope of the union bargaining unit in Saskatchewan.

Council members voted to submit the MOA to the members of GSU Local 15 for approval or rejection in a vote to be conducted at the annual Sub-Local membership meetings this fall. A copy of the MOA accompanies this report.

The MOA to be voted on is an alternative to litigation around CPS's October 23, 2015 successorship application to the Saskatchewan Labour Relations Board (SLRB) which, amongst other things, seeks to exclude Branch Managers from the GSU bargaining unit and confine the bargaining unit to employees at former Viterra locations in Saskatchewan.

In summary, if the MOA is approved by a majority of GSU Local 15 members who vote, the following will occur through a joint employer/union application to the SLRB.

1. The Branch Manager job classification will be excluded from the bargaining unit.
2. Individual employees in the Branch Manager classification will have the option of
  - remaining in the position and being outside the union bargaining unit
  - OR
  - remaining in the union bargaining unit in either an Agronomist, Assistant Manager or Crop Production Advisor position at the same location with no reduction in pay and with all the rights and benefits of the collective agreement.
3. Employees who are Branch Managers will not be required to transfer or change locations in order to exercise their option to remain in the union bargaining unit. Neither will other employees be displaced as a result.

*(over)*

4. For the term of the current collective agreement (expiry December 31, 2019) there will not be any applications by the employer to the SLRB under section 6-11 (3) of the Saskatchewan Employment Act seeking to remove any alleged “supervisory” employees from the union bargaining unit.
5. In-scope employees at non-union CPS locations in Saskatchewan will be given an opportunity to vote on whether they wish to be represented by GSU and become part of a province-wide union bargaining unit. This vote would be conducted and supervised by the SLRB.

As mentioned above, the MOA provides an alternative to litigation and gives all CPS employees represented by GSU an opportunity to vote. This is something that would not occur if matters were decided by the SLRB in the traditional manner.

The MOA will be subject to a secret ballot vote to be conducted at each of the GSU Local 15 Sub-Local annual meetings. The ballots will be counted after the last annual meeting is held.

**If the majority vote to accept the MOA** its terms will be implemented.

**If the majority vote to reject the MOA** the questions triggered by CPS’s October 23, 2015 application will be determined by the SLRB.

GSU representatives are making arrangements for the Local 15 Sub-Local annual meetings. Meeting notices will be emailed to GSU members and posted on GSU’s web site once the arrangements are complete.

We anticipate GSU members will have a slew of questions about the MOA and related matters. You can call toll-free to 1.866.522.6686 (Regina) or 1.855.384.7314 (Saskatoon) or send an email to [gsu.regina@sasktel.net](mailto:gsu.regina@sasktel.net).

Sincerely,



Hugh Wagner  
General Secretary