



A collective agreement is only one of the benefits of becoming a GSU member.

Ever wish you could call someone for advice?

As a GSU member you can talk to us in your own way – and off the record – about workplace issues.

There doesn't have to be a full-blown crisis to talk to us. Heading off potential problems or identifying problems as soon as they arise often means finding a fix is easier.

On the following pages you'll find examples from GSU's *Tuesday Members' Memo* e-bulletin about how talking to GSU staff reps helps union members resolve a variety of situations in their workplaces. Check them out.

What we do

The role of GSU is to work for our members.

We work with members to find practical answers to questions, recommend a course of action, and find solutions that work.

When you request it, GSU will provide additional assistance in relation to health benefit claims, sick leave or employment insurance, and workers' compensation claims.

When you ask, we will accompany and represent you at meetings with management. In addition, we provide top notch grievance/arbitration representation.

Just want advice? We do that, too. We are here to advise you about handling workplace issues. We will check into your situation and gather relevant facts and material to help you make your case.

Contacting GSU doesn't imply an obligation to file a grievance. In fact, the majority of situations are addressed with a brief conversation, email, or meeting with an employer.

All these services are provided to our members as part of their union dues. There is never an additional charge for assisting a member. All union dues are deductible from your income tax.



**another problem
SOLVED!**

When a GSU member was told to attend a disciplinary meeting with management he immediately contacted the GSU office for advice.

A GSU staff rep went through the do's and don'ts of attending a disciplinary meeting including the importance of being accompanied by a union representative.

A local union representative was located to accompany the member to the meeting and an outcome satisfactory to the member was achieved.



we're working on it!

Banking overtime (instead of being paid outright) sometimes comes with problems such as getting short changed by being told to use bank time at an inconvenient time, or being told to use bank time instead of sick leave or other paid leave.

When an employee tells management they want their overtime to be paid, it must be paid out – no exceptions.

When an employee and management agree to put overtime in the bank, the time off can be used by mutual agreement. Management has no right to force you to take time off at a time not of your choosing. You both have to agree.

Time off for overtime does not magically expire at the end of the year. Management must allow you to take time off by mutual agreement if they have agreed to let the employee bank time.



**another problem
SOLVED!**

A member from Local 15 (CPS) called the union office wondering about the maximum hours an employee has to work during a day or week.

GSU staff rep Lawrence Maier went through Article 18 of the GSU/CPS collective agreement with the member and explained that an employee has the right to leave work after 12 hours in any shift or after working forty-four (44) hours in any week.

How we do it

GSU can be reached through its toll-free lines, general email, or email directly to GSU staff. Members are also welcome to drop by our Regina or Saskatoon offices or arrange to meet a staff rep at another location.

If a group of members want to get together with us, we'll arrange a room and set up the meeting.

We also conduct membership meetings throughout the year where members elect delegates and conduct the business of the union. GSU operates in a fully transparent and accountable manner.

Since 1936, GSU has worked hard to represent its members. We have bargained hundreds of workplace contracts and agreements, fought successfully for improved health and safety in the workplace, improved benefit plans, protected pension plans, and implemented procedures to allow disputes to be settled fairly and consistently.

Over the years GSU has recovered many millions of dollars for employees represented by the union. We are proud of what we have accomplished and will continue to work hard to improve workplace conditions for our members.



**another problem
SOLVED!**

GSU was approached by a group of GSU members who were having problems with a shift schedule.

The members had some ideas on how to improve the shift schedule for their own benefit and for the benefit of the employer.

GSU staff rep Steve Torgerson helped the members initiate a discussion with their managers who saw the benefits of the suggested schedule change once it was explained to them. The new schedule is being implemented and management thanked the union members for bringing their ideas forward.



we're working on it!

GSU staff reps routinely answer questions about sick leave, including how much information a member is required to share with their employer about the reason for the sick leave - particularly when the leave is for a very personal issue.

"I have advised members that the amount of information they need to provide is somewhat tied to the amount of time they are off," said GSU staff rep Dale Markling. "The shorter the absence, the less information the company is generally entitled to."



**another problem
SOLVED!**

After a long, hard battle, a GSU member in BC was awarded Worker's Compensation benefits for an injury he sustained while at work.

The member was seriously injured in a workplace accident. His injury progressively got worse, and eventually he had to stop work. With assistance from GSU staff rep Lawrence Maier a number of appeals were filed.

Two years after the member had to stop working, the Review Decision from Worksafe BC determined the member was entitled to benefits. He recently received a cheque for 19 months of back pay, and is to be assessed for the period following the 19 months of back pay to determine further benefits.

As a member of GSU, we will help you face the changes and challenges of the workplace. No matter where you work, GSU is as close as your telephone or internet connection.

If you have any questions about GSU, contact us.

- GSU Regina toll-free 1.866.522.6686
- GSU Saskatoon toll-free 1.855.384.7314
- Email gsu.regina@sasktel.net

Your privacy is important to us.

All inquiries are strictly confidential.

