

WHAT IS BEING PROPOSED?

The Joint Executive Council (JEC) recommends a **0.25% adjustment** to member dues—moving from **1.75% to 2% of regular wages**.

The Final Decision is Yours: All members will vote at the fall Annual General Meetings (AGMs) between October and December 2026. The adjustment will *not* take effect unless approved by the membership.

WHAT DOES IT ACTUALLY COST?

Dues apply **only to regular wages**—overtime and bonuses remain 100% dues-free. Furthermore, union dues are **100% tax-deductible**, which significantly reduces your real out-of-pocket cost.

ANNUAL EARNINGS LEVEL	ESTIMATED MONTHLY IMPACT
\$40,000 / year	~ \$8 more per month
\$55,000 / year	~ \$11 more per month
\$70,000 / year	~ \$15 more per month

WHY IS GSU ASKING FOR THIS NOW?

GSU's dues rate has not changed since 2003—**over 20 years ago**. Over this time, operating costs and critical legal expenses have increased significantly. To maintain a balanced budget, GSU has cut education, bargaining schools, and organizing. Making these cuts permanently—or cutting even deeper—will compromise the protections, representation and core services members rely on.

WHAT THIS INVESTMENT MEANS FOR YOU

Your dues work hard for you. This adjustment ensures we can be more proactive and present where it matters most—your workplace:

- **More Workplace Presence:** Funds time for elected officers and stewards to be on the floor, answering day-to-day questions, handling issues and enforcing collective agreements.
- **More Local Funding:** Your Local's dues rebate more than doubles from **\$2 to \$5** per member/month, empowering your local executives to host events that bring members together inside and outside of work.
- **Restored Training:** Restoring a predictable and reliable training schedule for stewards and officers, grievance handling workshops and bargaining schools builds a larger team of trained, confident peers on the shop floor to share the workload, faster solutions to workplace problems, and have sharper skills at the negotiating table.
- **Full Legal Defense:** Private employment lawyers in Saskatchewan run \$300–\$500 per hour. Your dues *fully* cover your legal representation for discipline, wrongful termination, or benefit disputes.
- **A Stronger Union:** When nearby competitors aren't unionized, they often have lower pay and fewer benefits and protections. Employers see this and try to use those low standards to drag down our wages during bargaining. Organizing new workplaces raises standards across the entire industry and protects your hard-won contract wins.

WHERE WILL THE MONEY GO?

The proposed adjustment will generate roughly **\$200,000 per year**, strategically allocated across four key pillars:

Worksite Presence & Local Event Funds	\$130,000 / yr
Education & Member Training	\$45,000 / yr
Legal Representation & Defense Fund	Fully Funded
Organizing & Industry Growth	\$25,000 / yr

HOW WAS THIS DECISION MADE?

2023 – 2024	The JEC closely audited union budgets and tightened expense as much as possible without impacting core services.
October 2025	The JEC appointed a three-member financial working group of elected officers to review finances.
Winter 2025/26	The financial working group met multiple times, reviewing years of financial data.
March 25, 2026	The full JEC voted to bring forward this 0.25% dues adjustment proposal to members for a vote.
Autumn 2026	The final decision belongs to you.

HOW THE VOTE WORKS

- **When & Where:** In person at your fall AGM (October through December 2026).
- **Method:** Secure, in-person paper ballots. No mail-in, proxy, or electronic ballots will be used.
- **Threshold:** Requires a **two-thirds (2/3) majority** of votes cast to pass.
- **Results:** Ballots counted December 17, 2026, and verified results shared with all members immediately.
- **If It Fails:** GSU operates on the restricted current budget; education, training, and growth initiatives remain cut.

HAVE QUESTIONS?

Your JEC Representative or Local Executive	Your GSU Staff Representative	Visit gsu.ca for updates
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OUR BIGGEST OPPONENT ISN'T 'NO' — IT'S SILENCE. SHOW UP. ASK QUESTIONS. VOTE.