



Grain Services Union

2334 McIntyre Street, Regina, SK S4P 2S2 • Phone 306.522.6686 • Email gsu.regina@sasktel.net

July 21, 2009

To: Information Technology Employees
GSU Bargaining Unit 1B
Viterra Regina Head Office

Re: **Viterra outsourcing of IT services**

A copy of my July 17, 2009, letter to the company's Manager of Labour Relations regarding Article 24 of the collective agreement and the obligation to meet accompanies this memo to you. I have not received a reply, but as soon as meeting dates are set we will inform you.

Since the GSU membership meeting on July 16 we have been gathering additional information about Viterra's outsourcing decision. This information is being assessed for the purpose of building GSU's response.

In the meantime, a number of affected employees have contacted the GSU office to ask questions about their rights and benefits under Article 24 of the collective agreement. In addition, we have advised employees that Supplementary Employment Benefits are covered by Article 14 (pages 13 and 14) of the collective agreement.

If we can be of any assistance in helping you to understand your collective agreement rights and options in this extremely unfortunate and difficult situation do not hesitate to call or email Steve Torgerson or me.

I oppose Viterra's decision to outsource IT jobs and I think senior management have shown little if any respect for the employees' contribution to the company's success. I know the realities of the situation, but I assure you that GSU will explore all options to improve the situation for affected employees.

If you have any comments, ideas or proposals please share them with your elected union officers and GSU staff.

Sincerely,

Hugh Wagner
General Secretary



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July 17, 2009

VIA FACSIMILE ONLY

Ms. Jolene Horejda
Manager, Labour Relations
Viterra Inc.
2625 Victoria Avenue
Regina, SK
S4T 7T9

Ms. Horejda,

Re: Viterra IT Outsourcing

Further to your letter of July 15, 2009, this is to advise that GSU proposes to meet pursuant to s. 24.1 of Article 24 of the collective agreement covering employees in the Regina head office of the company and this is also notice to commence collective bargaining pursuant to s. 24.3 of Article 24 of said collective agreement.

With respect to dates for meetings, I have cleared my calendar and I can offer you any combination of consecutive dates beginning with Monday, July 20 to Friday, August 14, but given the urgency of the situation GSU prefers meeting in the first half of the suggested timeframe.

In addition to answers to the questions GSU has already raised with you, I would appreciate it if you would provide the following information.

1. I understand that the company has offered so called new management analyst positions to 14 bargaining unit employees and I understand that if the subject employees decline said positions they will be given notice of job elimination under Article 24 of the collective agreement. Accordingly, please confirm that my understanding is accurate and please provide the job description(s) for the proposed new management analyst positions.

As previously indicated to you, GSU disputes exclusion of the so called new management analyst positions from the bargaining unit.

2. In addition to the above request for the job description(s), please provide GSU with a list of the employees who have been offered said positions and indicate whether they have accepted or declined the offer of same.

Ms. Jolene Horejda
July 17, 2009

3. Please advise whether employees who accept the proposed "management analyst" positions will have the right to revert to their rights under Article 24 of the collective agreement.
4. In his July 15 email broadcast to employees Viterra's CEO Mayo Schmidt said, inter alia, "...Project management, architecture and business analysis will be among the services that Viterra employees will continue to perform."

In media interviews, the Vice President of IT, Mr. Mike Brooks was reported a saying that there would continue to be 70 or so information technology positions at the Regina head office of the company.

Please provide the job descriptions, related job titles, and pay rates of the remaining IT positions encompassed by Messrs. Schmidt's and Brooks' remarks.

5. In addition to the above requested information, please provide a complete current list of jobs with incumbents or advertised as vacancies that the company considers being outside the scope of Regina head office bargaining unit.
6. In his July 15 email broadcast to employees Mr. Schmidt said, "Strategically we need the right people in the right places to complement our position as a major ingredients supplier worldwide." I would appreciate it if you would clarify Mr. Schmidt's remarks. Specifically, was he saying the current IT employees don't have the necessary skills to fill the company's IT requirements (an assessment GSU and the employees would certainly dispute)?

I look forward to your early confirmation of bargaining/meeting dates and receipt of the requested information.

Sincerely,

ORIGINAL SIGNED BY
HUGH WAGNER

Hugh Wagner
General Secretary

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GSU Executive Committee
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