



# G S U

## N e w s

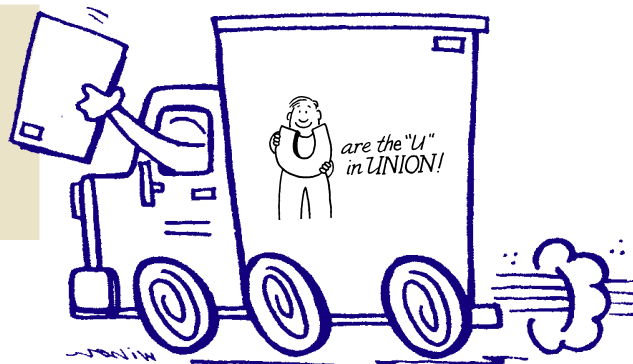
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2002 / Issue 3

## CIRB decision arrives - Truck Drivers are 'in'!

At long last GSU has received a decision from the Canada Industrial Relations Board (CIRB) finding that truck drivers operating Sask. Wheat Pool tractor trailer units are part of the union's Operations bargaining unit along with grain elevator and agro centre employees.



The CIRB decision came more than two years after GSU signed up a majority of the truck drivers and applied to include them in the Operations bargaining unit. The union application to the CIRB was opposed by SWP and the personnel agency that did the recruiting of the drivers.

"The lengthy delay has been frustrating to say the least," said GSU General Secretary Hugh Wagner. "And, it brings to mind the old saying about justice delayed being justice denied."

GSU wrote to all of the drivers to welcome them to the union and to ask them to identify the priorities they want GSU to bargain on their behalf. In the near future Staff Reps Lawrence Maier and Dale Markling

will be holding meetings with the drivers, and the process of bargaining with SWP over the changes to terms and conditions of employment

identified by the employees will begin.

## Local 1300 accepts tentative settlement

On Thursday, May 16, 2002) after 3 days of intense bargaining, GSU and SWP reached a tentative settlement covering employees under the Maintenance Services Agreement. Senior Federal Conciliation Officer Patt Dunn helped the parties reach agreement. GSU Local 1302 member Ron Kloschinsky and GSU staff rep Larry Hubich comprised GSU's bargaining committee.



Bargaining committee members (L-r) Larry Hubich and Ron Kloschinsky.

Union and Management representatives met on May 17 to finalize the settlement documents and on June 3 those documents and a mail-in ballot were sent to union members.

When the ballots were counted on June 17, a 93 per cent majority

of members voting voted to accept the tentative settlement.

Company management was advised of the results and asked to have all adjustments, amendments, and retro-active payments in place by July 1.

(Continued on page 7.)

**Check us out!**

[www.gsu.ca](http://www.gsu.ca)

## Upcoming Events

✓ *SFL's Occupational Health & Safety Conference, September 12 to 14, 2002, Echo Valley Conference Centre, Fort Qu'Appelle.*

*Contact the Union office for more information or to register. The courses are filling up quickly, so register soon!*

### Congratulations to GSU's own Larry Hubich!

On July 3, the SFL Executive Council chose Larry Hubich to lead the Federation of Labour as its new President.

Hubich will take office in early August on an interim basis and will be a candidate for the position at this fall's annual SFL convention.

## GSU News

■ Our Email Address  
gsu.regina@sk.sympatico.ca

■ Our Web Page  
www.gsu.ca

■ Our Fax Number  
306-565-3430

■ Our Street Address  
2334 McIntyre Street  
Regina, SK S4P 2S2

■ Our Request  
Please notify us if you change your address!

Union made!



Sent to press July 8, 2002

# Labour's world

## Baristas "unstrike" Starbucks

Baristas at 10 Vancouver Starbucks stores have launched an "unstrike" as they try to get the company to bargain. So far, the company, determined to break the union, has said no to every proposal.

The 140 members of CAW Local 3000 continue to work but are defying the company's dress code and are distributing leaflets to build community support. They're asking the public to not buy at Starbucks except for the unionized outlets in Vancouver and Westbank. *CALM*

## George Lucas gets union award

The Union Label & Service Trades Department of the AFL-CIO has named movie producer George Lucas of San Rafael, California and Cutco Cutlery of Olean, New York as recipients of its annual Labor-Management Award.

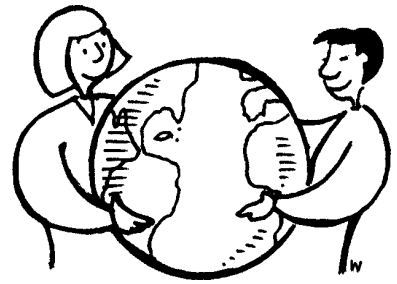
The award honours employers for demonstrating a "commitment to the collective bargaining process and the production of competitive union-made products and services in the United States."

More than 600 movie specialists produce special effects, create sets and design animation in Lucas operations in San Rafael.

They are represented by the International Alliance of Theatrical Stage Employees. Lucas also employs Teamsters.

Cutco employs nearly 600 members of USWA Local 5429 in Olean.

Industrial Light & Magic vice-president and CEO Gail Currey pointed out that Lucas ventures employ "extremely talented employees, some of whom might be considered eccentric." However, she added, "We also have more than 500



employees whose primary tool is a very fast computer. But, they sign their e-mails with the phrase 'proud to support my union.'"

She described Lucas as an individual "who doesn't ordinarily care about awards, but he cares about this one because of what it stands for." *UL&STD/CALM*

## What about Glenis?!

Oops! In the last issue of GSU news, we forgot to identify GSU's vice-president Glenis Stadler as a GSU honorary lifetime membership recipient.

Of course, we thank Glenis for all her hard work and her dedication to GSU. We apologize for the oversight.



*Glenis Stadler accepting her honorary lifetime recipient plaque at the 2002 GSU convention.*

## Tentative agreement for Local 7800

Congratulations to Local 7800's bargaining committee for negotiating a tentative agreement. Agreement was reached on June 11 and the union and management committees met on July 2 to put the specifics in writing and sign the memorandum of settlement.

Members will cast their ballots accepting or rejecting the proposed settlement at the July 17 ratification vote meetings in Yorkton.



*(L-r) Local 7800's (Popowich Milling) bargaining committee Grant McCallum, Trevor Gyoerick and Michelle Kozak. Missing from photo: GSU staff rep Lawrence Maier.*

# Sorting through the sale of CSP

The issue of successor rights is at the top of GSU's agenda as a result of corporate mergers and acquisitions.



*Local 3000 (Dawn Foods) members at their June 19 membership meeting in Saskatoon.*

The sale of CSP Foods by Sask. Wheat Pool is the latest successor rights event for GSU.

## Here's how things started

In February 2002, the Pool announced the sale of CSP to Dawn Food Products (Canada) Ltd. (Dawn Foods of Michigan). Sask. Wheat Pool (SWP) Management was quick to acknowledge employees' collective agreements would carry over to the new employer. For most CSP employees (GSU Local 3000 and UFCW 342 P-2), the immediate concern was the impact the sale to Dawn Foods would have on a long-running pension dispute between management and the two unions.

Since the summer of 2000, a disagreement over the ownership and use of an excess surplus in the CSP Pension Plan has dominated union/management relations at the company's Saskatoon location. In a nutshell, the unions insist that the more than \$4 million in pension surplus be spent to improve pension benefits. On the other hand, SWP management wanted a contribution holiday.

In September 2000 management implemented a pension contribution holiday - including employees. GSU and UFCW responded with grievance actions and by suing the employer and employer pension trustees in the court of Queen's Bench.

With the unions' court case in its early stages, a board of arbitration was scheduled to begin hearing the grievances on

February 11. The arbitration hearing was overtaken by the announced sale of CSP Foods as union and SWP representatives met to discuss the pension issues.

Both unions' representatives attended the February 11 meeting to bargain a resolution to the pension dispute. SWP reps came to the meeting only prepared to discuss transfer of the CSP Pension Plan to the new employer.

"While the transfer of the pension plan is important, handing the dispute off to the new employer at the same time doesn't sit well with us," said GSU General Secretary Hugh Wagner. "Pool management created this dispute. It is not our intention to simply let them walk away."

## Recent Events

The sale of CSP Foods to Dawn Foods Products (Canada) Ltd. closed on February 25. To date, the CSP Foods 1977 Pension Plan still has not transferred from SWP to the new employer. Both GSU and UFCW have withheld agreement to the pension plan transfer until it is clear SWP will not be able to escape its obligations arising from the unions' grievances and lawsuit.

On April 12, a Board of Arbitration heard grievances filed by GSU and UFCW on the contribution holiday dispute. On June 4, the arbitration board released its decision. They found the issue was broader than the

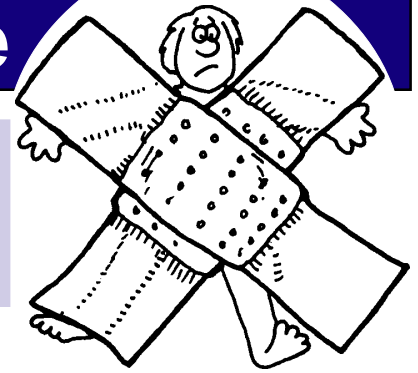
GSU's members at Dawn Foods Products (formerly CSP Foods) manufacture and distribute food ingredients to the bakery, food services and retail grocery sectors.

question of contributions and the board of arbitration did not have jurisdiction in this case.

"The result was disappointing," Wagner said. "But that is why the unions have started a parallel action in the court of Queen's Bench." No dates have been set for a trial.

In a meeting between the new Dawn Foods management on May 9, GSU and UFCW were informed the new employer was taking the same position as SWP. Accordingly, Dawn Foods management was quickly made aware of the pitfalls in their position. It is hoped further discussions will contribute to resolving the dispute.

# A warning about medicare



Tommy Douglas was deeply worried during the last years of his life about the threats posed to the public health care system he had pioneered as premier of Saskatchewan. His warnings - and his appeal to protect medicare - are still relevant. These excerpt are from a speech in 1982.

There's not any doubt at all that the present medicare program in Canada is in serious danger of being sabotaged.

**One danger is extra billing,** which is growing and which has meant only one thing: that we are rapidly developing two types of people in the health care field

- those who come under the general program and whose care is paid for out of government funds, and
- those who pay "a little extra" to doctors who want a little extra.

**Let's scrap this plan.**

Otherwise, you're going to have a situation in which some doctors will only want patients who accept extra billing, and they will be the most competent doctors and the most proficient surgeons. Thus, after a while, the people who will not accept, or cannot afford, extra billing will have to go to the less competent doctors and less competent surgeons, and you're right back where we started when we fought for medicare. The well-to-do who can afford it will have one standard of health care and those less fortunate will have to accept a lower standard of health care.

**Surely we're not going back to a system in which the quality of care patients receive depends upon their financial capacity to pay.** Any free country that talks about the democratic process and allows extra billing to become the general rule is denying the basic principles of the democratic process.

Unless those of us who believe in medicare raise our voices in no uncertain terms, unless we arouse our neighbours and our friends and our communities, we are sounding the death knell of medicare in this country, and I for one will not sit idly by and see that happen.

I helped to establish the first medicare program in Canada, and even at my age I'll trek this country from the Atlantic to the Pacific to stop medicare from being destroyed.

Even if we get rid of extra billing, however, and even if we get all medicare costs paid out of government revenue, we will not yet have tackled a more important problem. And that is how to reorganize a health care system that is lamentably out of date.

**We have to move increasingly toward care through clinics.**

We've got to provide financial inducement for doctors to form clinics and go into clinics, whether they are paid on a salary or a fee-for-service basis. We have to locate these clinics in or close to hospitals, so that people will have ready access to diagnostic and treatment facilities.

**Let's not forget that the ultimate goal of medicare must be to keep people well rather than just patching them up when they get sick.** That means clinics. That means making the hospitals available for active treatment cases only, getting chronic patients out into nursing homes, carrying on home

nursing programs that are much more effective, making annual checkups and immunization available to everyone.

It means expanding and improving medicare by providing pharmacare and denticare programs. It means promoting physical fitness through sports and other activities.

All these programs should be designed to keep people well-because in the long run it's cheaper than the current practice of only treating them after they've become sick.

**We can't stand still.** We can either go back or we can go forward. The choice we make today will decide the future of medicare in Canada. *Tommy Douglas/CCPA Monitor/CALM*

## Medicare Facts & Insights

Research has proven that user fees won't save the system money.

A famous study is the US Rand health Insurance Experiment. Researchers found user fees did not shrink overall health costs and people got less care in plans with user fees.

*From NUPGE's Medicare Facts and Insights, #3 - User Fees:Tried, tested and untrue*

# GSU members meet

June is a busy month for GSU members, officers and staff. In addition to the usual spring rush that invades each elevator and agro operation (at least we hope mother nature helped by bringing rain) GSU is holding a series of 43 membership meetings in Alberta, Saskatchewan and Manitoba.

The June meetings are the opportunity for members in each local to review GSU's annual report, audited financial statements, financial projections for the current fiscal year and to vote on the union dues resolution adopted by elected delegates to the 2002 Policy Convention.

In addition, the members attending most of the Locals' meetings will focus on agreement renewal bargaining underway or scheduled to begin later this year.

Early indications show an increase in member turn out to the meetings and lively debate on the subject of increasing union dues assigned to finance GSU's day-to-day operations.

"Regardless of the outcome of the resolution on union dues, it is good to see members get involved in the business of running their union," said GSU President Mike Raine (Local 1200).

All membership meetings are expected to be scheduled for completion prior to the end of July.

***If your Local has not held or scheduled its meeting(s), please contact a GSU staff representative to schedule same.***



Local 3000 member Lisa Ballard claims a door prize at her membership meeting in Saskatoon.

## Employees placed at second step

# Local 8800 members win their first arbitration

Local 8800 filed an executive grievance following implementation of their first collective agreement. The grievance was regarding the rate of pay employees were placed at within the new range of increments. The majority of the Assistant Manager, Marketing Coordinator, and Client Account Reps were placed at the first increment, which only gave them a 1.48-1.49 per cent increase. The collective agreement provided for a minimum of 1.5 per cent, and the employees should have gone to the second step.

The Company refused to resolve the grievance and proceeded to arbitration. The arbitrator's decision was that the plain meaning

Local 8800 President Dwight Popowich.



of the language must be used, and just because the next step meant an additional 5 per cent increase, that alone was not sufficient reason to dismiss the grievance.

"This is a good decision which results in a significant number of members receiving a 6 - 6½ per cent increase on the signing of the collective agreement," said Local President Dwight Popowich. "It took a few months, but it was worth the wait."

## Local 1300's accepts tentative settlement

(Continued from page 1.)

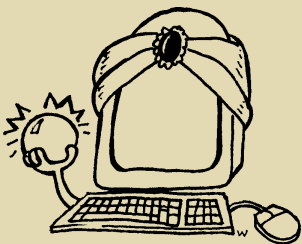
### Settlement highlights include:

- Previous maintenance agreement being folded into the existing Operations Agreement (CSD),
- full coverage under comprehensive health care/benefits packages,
- improvements to Pension provisions,
- guaranteed call-out and standby provisions,
- economic adjustments retroactive to April 1, 2001, and,

- an incentive based pay plan (bonus) in the current fiscal year.

"A dwindling work force and changes in reporting lines made folding the Maintenance Services contract in with the CSD (Operations) contract a no-brainer," said Kloschinsky. "And the new contract will finally give Maintenance Services some of the same benefits their fellow employees have enjoyed for some time."

**Technology is a great thing, but we still need your help to keep our membership files current!**



**If you are moving or have a change of address, please let us know!**

# Goodbye to two union staff members

Members and staff of Grain Services Union are saying goodbye and good luck to two longtime staff members. Staff rep Martin d'Entremont and secretary receptionist Donna Driediger will both be leaving the GSU and pursuing other opportunities.

Martin is writing his thesis to finish his master of arts in conflict analysis and management. Donna has accepted a position with the Retail Wholesale Department Store Union in Regina.

Martin began working for GSU in January of 1992. He joined GSU from his position as an elected officer/activist with SGEU.

Donna was a former GSU member. In September 1993 she left her position at Sask Wheat Pool's head office in Regina to join the GSU staff.

The GSU works so well because everyone's talents are used. We are losing two valuable

members of the team, and their guidance and direction will be missed. We are also losing two good friends, who helped us celebrate our victories and made our defeats a little easier to bear.

We wish Marty and Donna every success in the future, and we thank them for the commitment, dedication, and friendship they have shared with us over the years.

(R) Donna Driediger, former GSU secretary receptionist.



(L) Alberta-based GSU staff rep Martin d'Entremont will be leaving July 31.

## On August 19, GSU will open an office in Saskatoon.

GSU is sending Staff Rep Dale Markling to set up shop in Saskatoon. This new location will allow GSU to better serve its Saskatoon and north central Saskatchewan members.

The new GSU office will be located in the new RWDSU office building.

✂ cut this out!

Effective August 17, 2002, GSU's Saskatoon office will be located at:

**Grain Services Union**  
2154 Airport Drive.  
Saskatoon, SK  
S7L 6M6.

Phone **306.384.7314**  
Fax **306.384.1006.**

# Union Staff Assignments To Change

As part of GSU's restructuring the servicing assignments of the GSU Staff will change over the summer.

The realigned representation responsibilities set out here are not cast in stone, but they do indicate where the union administration is heading as all concerned pitch in to continue GSU's commitment to accessible and sound service to members.

### Larry Hubich/Adriane Paavo

SWP Head Office - Local 1100  
SWP Operations S/W - Local 1000  
Bear Hills Pork - Local 1450  
CanGro Fish Farm - Local 4600

### Lawrence Maier

SWP Bargaining - Local 1000  
SWP Operations S/E - Local 1000  
AgPro Grain Moose Jaw - Local 5000  
AgPro Grain Manitoba - Local 4500/8800  
Heartland Livestock - Local 1400  
Popowich Milling Yorkton - Local 7800  
AZON Printing - Local 8000



### Dale Markling (Saskatoon)

SWP Operation N/Central - Local 1000  
Western Producer - Local 1200  
Dawn Foods - Local 3000  
AgPro Grain Saskatoon - Local 4000  
PrintWest Communications - Local 6000  
Cangro Feeds Bruno - Local 7500  
HillCrest Farms Bruno - Local 7500  
AgPro Grain Alberta - Local 8800

### Hugh Wagner

Staff Supervision & Backup  
GSU Joint Executive Council  
Union Administration & Finances  
GSU Member & Officer Liaison  
Legal Reseach & Representation  
Pension Representation  
Government & Industry Liaison  
Arbitrations and LRB Cases  
Organizing  
Labour Movement Liaison.