



G S U N e w s

In this issue:

Wal-Mart guilty in Quebec store closure	2
GSU Unit 1.4 (Heartland) signs new agreement	4
GSU's SFL Summer Camper reports	4

2005 / Issue 4

Unions urge changes to Federal labour code

ILWU Canada and GSU are proposing major upgrading of the federal minimum labour standards set out in Part III of the Canada Labour Code.

On September 27, ILWU Canada President, Tom Dufresne and GSU General Secretary, Hugh Wagner presented a brief on behalf of both unions to the Commission reviewing federal labour standard. The last comprehensive review took place 40 years ago.

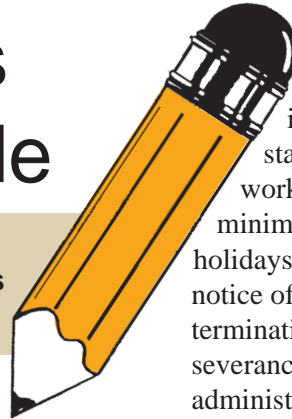
The Federal Labour Standards Review Commission, led by well known arbitrator Dr. Harry Arthurs, was appointed in October, 2004, by Federal Minister of Labour and Housing, the Honourable Joseph Fontana. Public consultations involving business, community, and labour groups began in September.

The ILWU/GSU brief to the Review Commission proposes federal labour standards legislation and regulations incorporate the following principles:

- Federal standards should be the benchmark for labour standards in Canada.
- There should not be any exclusion from coverage or

access to federal labour standards basis scope of job classification, rank or title.

- Exemptions, variations, relaxations or modifications of labour standards should only be considered following extensive and open consultation, impact analysis, and democratic approval by a 75 per cent majority of the workers affected.
- Effective administration and enforcement of labour standards legislation is essential.



The ILWU/GSU brief recommends major improvements to federal standards covering hours of work, part-time workers, the minimum wage, vacations, general holidays, family and parental leaves, notice of group and individual termination's of employment, severance pay, sick leave, and administration of the laws governing labour standards in federal jurisdiction. It also recommends significant changes to improve on and ease access to employment insurance benefits.

The brief concludes with the following comments.

"The proposed amendments we advocate are potentially far reaching in their scope and breadth. If adopted, they will have a significant impact for all workers under federal jurisdiction, (Continued on page 4.)"

Sterling Pork gets back to business in Perdue

Sterling Pork has contacted the Union to advise the Company is nearing the completion of rebuilding the breeding barn. This is good news for some of the GSU members who have either continued employment with Sterling Pork or members who severed their employment and wish to return to work for the Company. The majority of members severed employment after they reached six

months of layoff and there were no plans in place for the rebuilding.

The Company believes the breeding barn will open for operation in October with the other barns coming on line as they are required/finished. The operation is expected to be fully functioning in three to four months, with the full compliment of staff. The Company will require around five employees (Continued on page 4.)



Drop by and visit us on the web.

www.gsu.ca

Scholarship winners! Page 3



Calendar of Events

Write this down!

- ✓ **GSU Unit 1A & 1B Executive Board meeting - Oct. 14 & 15, 2005, Regina.**
- ✓ **GSU Unit 1A and 1B (SWP) officers recently conducted a bargaining proposal survey.** If you haven't already given your bargaining proposals to your elected union officer, do it now!
- ✓ **Saskatchewan Federation of Labour Convention - November 2-4, 2005, Saskatoon.**



Happy Hallowe'en!

GSU News

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GSU-made!



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Labour's world

Wal-Mart guilty in Quebec store closure

The Québec Labour Relations Board ruled in favour of former Wal-Mart workers, following the closing of the Jonquière store.

In April 2005, Wal-Mart management closed the Jonquière store, letting go more than one hundred workers who had succeeded, after a long struggle, in securing union certification.

Wal-Mart announced the store closing while negotiation of an initial collective agreement was still underway.

Following Wal-Mart's decision, 79 complaints for illegal dismissal were filed against the corporation. After hearing four representative cases, the board concluded that Wal-Mart had acted illegally and had dismissed workers for engaging in union activity.

The president of the Québec council of UFCW, Yvon Bellemare, said, "Wal-Mart clearly closed this store because the workers succeeded in unionizing."

The Labour Relations Board's decision once again exposes the

multinational's anti-union attitude. The momentum is picking up. Wal-Mart employees now realize that if they want a union in their store, Wal-Mart may attempt to but can't stop them."

UFCW/CALM



scrawled across buses from St. John's to Vancouver.

Labour activists know union membership means better pay, benefits and pensions, which translates into a better quality of life and a higher level of social justice and equality. Now the rest of Canada will know it too.

The bus advertising started last year and the next phase will use catchy imagery to highlight salaries or pension advantages.

Watch out for — "Someone in your corner" ads showing the corner of boxing ring. CLC/CALM



Catch the bus - and the message

The Canadian Labour Congress didn't miss the bus by showing its true colours to millions of working people every day.

The message "unions make a difference in people's lives" is

Congratulations

Melinda Morin

Recipient of GSU's \$1,000 FNUC scholarship bursary.

Melinda is from Flying Dust First Nation in Meadow Lake. She is a student at the First Nations University of Canada College in her final year of studies. Upon graduation and receiving her Bachelors degree in Social Work, Melinda hopes to work for a First Nations agency.

GSU commends Melinda on her academic achievements and wishes her continued success in her pursuit of higher learning.



Melinda Morin.



2005-2006 GSU Scholarships awarded

The 2004/2005 scholarship recipients were selected based on extra-curricular and community activities, references, and an essay. Excerpts from the winning applicants' essays have been reprinted below with the applicant's biography.

GSU's scholarship committee of Mike Raine, Mandy Windecker, and Brendon Sayers was faced with many applicants and difficult decisions.

Thanks to the Committee, and thanks to everyone who applied.

Good luck in your studies!



Bill Gilbey Memorial



Candice Watson
Daughter of Randy and Pat Watson

"As Premier of Alberta, I would pass two laws, one to increase minimum wage in the province, and to make benefits and early pension coverage mandatory for all young workers in Alberta.

For many families proper medical, pharmaceutical, and dental treatment is not received because many young workers are not able to afford the treatments and are not covered by benefits. By passing a law which would make benefits mandatory for all Albertan workers, young workers would then be able to receive proper treatment"

Candice's father, Randy, works for AgPro in Elnora, Alberta, and her mother, Pat, works for the Elnora School.

Candice has attended Red Deer College taking pre-veterinary medicine. Currently she is Red Deer College's top academic student in the Recreation and Tourism degree program. Candice hopes her future work will include working with animals or going into business for herself.

The Bill Gilbey Memorial Scholarship is open to children of Union members or members in all locals.

Henry Lamontagne



Sean Weir
Son of Marilyn and Tom Weir

"How can we protect young workers from being taken advantage of by their employers? Unions.

The first step is to get them to understand the truth about unions. By answering questions raised by youth about unions and clearing up many of the popular myths, youth would become open to the idea of unions. Unions are like

the Winston Churchill quote: "The truth is incontrovertible, malice may attack it, ignorance may deride it, but in the end; there it is."

Sean started working for SWP in April. He will be returning to SWP in the spring after school is done. Sean's father, Thom, is employed by SWP in Yorkton. His mother, Marilyn, works for the Sunrise Health Region.

Sean graduated from Yorkton Regional High in 2004 with a French Immersion bilingual diploma. He is attending the two-year Civil Engineering Technology course in Calgary at SAIT. Upon completion, he plans to pursue his degree at the University of Calgary.

The Henry Lamontagne Scholarship is open to members or children of members of Sub-Locals 1A and 1B (SWP) only.

Barry Melz Memorial



Magnus McPhail
Son of Brenda and Calvin McPhail

"As Premier, I would introduce new laws to help young working people. These laws would include an easier process for unionization of workers.

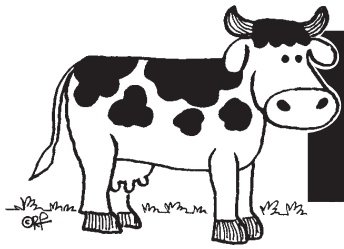
The law I would introduce concerning the unionization of workers would apply to such locations where employers strongly discourage unions. Access to easier unionization would lead to improved work conditions as dictated by the people who actually work in those places. It would also encourage young people to seek employment in unionized workplaces in Saskatchewan."

Magnus's mother, Brenda, works for The Western Producer in Saskatoon. His father, Calvin, is a transit operator with the City of Saskatoon and a member of the Almagamated Transit Union.

Magnus graduated with distinction from Marion M. Graham high school in 2003. He is a third-year English major at the University of Saskatchewan, and he hopes to enter the College of Education soon.

The Barry Melz Memorial Scholarship is open to children of Union members or members in Units other than Sub-Locals 1A and 1B.

Unit 1.4 members sign new agreement



Members of GSU Unit 1.4 (Heartland Livestock) managed to weather the BSE controversy and bargain a new two-year agreement with Nilsson Brothers.

While the industry continues to struggle against American bully tactics, the momentum is picking up and Yards have seen a fairly brisk business.

Unit President Heather Mackay and Vice-President Ken Selinger, along with Lawrence Maier from the union staff, headed up the negotiations.

The new agreement runs from January 1, 2005, to December 31, 2006. Improvements were made to the job security language, with a new "Seasonal" position being added that will result in more work being available for in scope employees. Seasonals will be paid the Collective Agreement rates, and

are eligible for benefits. This is the first time members have been able to expand the Unit into the so-called casual positions.

Better shift change language and clarification of the overtime provisions for accountants were also part of the provisions accepted in a secret ballot vote held in work locations across the province.

The agreement provided wage increases of \$25 per month for the lower tier on the wage scale, a further 1.5 per cent per year for 2005 (retroactive) and 1.5 per cent per year at January 1, 2006, for all members. The increases were short

of what members had hoped for; however, the industry has faced serious challenges in the last few years. Employees are looking forward to better times ahead, and the ability to get back to the table and make more substantial improvements in the next round.

Back to business in Perdue

(Continued from page 1.)

to start, and 15 to 20 when all areas are running.

"While it is certainly good news the Perdue operation will be reopening the doors and providing employment to this region, the uncertainty of employment led the majority of employees to move on and find other employment," said GSU staff rep Dale Markling. "There will be a membership rebuilding process. When the Union is notified of new employees, meetings will held to elect an executive and determine the needs of this group."

Unions urge changes to federal labour code

(Continued from page 1.)

particularly those most at risk who also tend to work in non union situations. However, if the Code is to be amended only once every 40 years, it is our submission the benefit of the doubt as to impact should go to the workers.

Will employers and the economy be negatively affected by the measures we advocate? We think the economic well-being of Canada will be no more at risk than the most disadvantaged of our citizens. We subscribe to the view that a rising tide raises all ships.

What we have for ourselves, we want for all others."

A complete copy of the ILWU/ GSU brief is available online at www.gsu.ca or by contacting the GSU Office.

Another happy GSU camper

GSU subsidized a GSU camper for this year's SFL Summer Camp for Teens. Alanna McPhail attended the camp from August 7 to 13 in Fort Qu'Appelle.



GSU camper Alanna McPhail (right) enjoyed the SFL Summer Camp with her friends. Alanna's Mom, Brenda McPhail, works at Western Producer in Saskatoon.

"This was my second year attending the SFL Summer Kid's Camp.



I made even more friends than the year before. The Collective Bargaining was pretty fun. I also had a lot of fun at the beach. I learned so much about unions and union-related stuff.

I'd like to thank the GSU for sponsoring me to go to camp this year. I can't wait until I get to go back next year!"



A moment of mindless Trivia

What was the nickname Archie Bunker gave his hippie son-in-law on the series All in the Family?

Do you know the answer? Send it to the GSU office by November 15 and you will be entered in the draw for a prize.

Congratulations to Don Kammer of Rosetown. Don correctly answered our last riddle, naming Mr. Slate as Fred Flinstone's boss at the quarry.