



GSU News

When everyone does better, **EVERYONE** does better

Issue 3 - 2006

GSU requests action on SWP/GSU Pension Plan

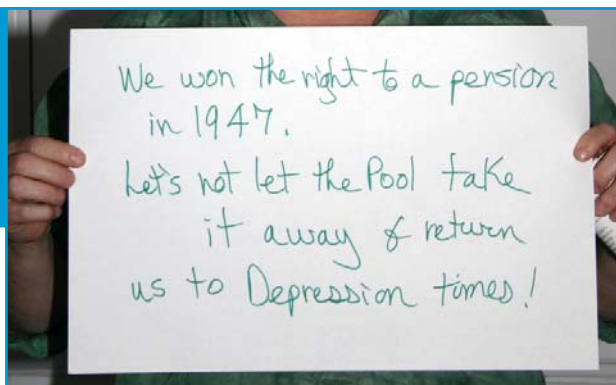
On July 7, 2006, GSU General Secretary Hugh Wagner wrote to the Deputy Superintendent of the federal pension regulator, OSFI, to request the issuing of a compliance order requiring Saskatchewan Wheat Pool to begin making special solvency payments to liquidate the SWP/GSU Pension Plan's solvency deficiency of \$38.8 million.

"Considering the inconclusive nature of the June 28 meeting between GSU and OSFI representatives regarding the SWP/GSU Pension Plan, I consulted the union's advisors and decided to urge immediate action in accordance with the interpretation of PBSA, 1985 expressed in the March 16, 2006, letter from the regulator to the Plan's Trustees," Wagner said.

According to Wagner, his July 7 letter to OSFI is intended to focus attention on following through with action to protect all SWP/GSU Plan members.

"Every day of continued delay increases the uncertainty for

members. And, more to the point, continuing delay of the required special solvency payments will be prejudicial to the interest of Plan members," said Wagner. "If this is going to end up in court anyway, let's get on with it."



GSU members and Plan retirees wrote their thoughts on paper at the April 2006 GSU pension rallies in Saskatoon and Regina.

The full text of Wagner's letter to OSFI can be read by visiting the GSU web site at www.gsu.ca.

In this issue:

- Dawn Foods bargaining update . . 3
- Wild West Steelhead settlement . . 3
- Grain Millers members discuss
Unit issues 4
- CLC women's conference report
by Karen Morrison 4
- AgPro bargaining to conciliation . 4

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www.gsu.ca

Unit 5.0 ratifies agreement

Members of Unit 5.0 (AgPro Moose Jaw) voted to accept a new contract at a ratification vote held June 10, 2006. The new deal runs to September 31, 2009.

The agreement provides for increases of 2.5, 3, and 3.5 per cent over its 42 month term. Journeymen get a 60¢ cents per hour adjustment and Journeyman Leaders get \$1 per hour adjustment before the salary increases take effect.

The Safety Clothing Allowance was raised to \$150 per year and shift premiums will increase by 10¢ per hour this year and by 10¢ per hour

next year. Increases were also bargained in the health spending account.

There were changes in some classifications, and adjustments to the Office Worker and Reclaim Cleanerman classes.

The Union Committee of Glenn Outram, Jim Dolan, Brett North, and Union Staff Rep Lawrence Maier recommended acceptance of the tentative agreement and were pleased with the outcome. The total increase including benefits is more than 10 per cent over the term of the agreement.

SWP bargaining on hold? Story inside - Page 3

Calendar of events

Write this down!

- **GSU Unit 4.0 (AgPro Saskatoon) conciliation** - July 18 and 19, Saskatoon.
- **GSU/SWP solvency issue meeting** - July 20, Regina.
- **GSU Unit 3.0 (Dawn Foods) bargaining** - July 24 and 25, Saskatoon.
- **SFL Annual Summer Camp** - August 1 to 6, Fort Qu'Appelle.
- **SFL OH&S Conference** - September 14 to 16, Saskatoon.
- **SFL Annual Convention** - November 1 to 4, Regina.



Enjoy your summer!

GSU News

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Labour's world

Inflation calculator

There's an online "inflation calculator" on the CUPE website. It calculates inflation over the years and shows if your wages are keeping up with changing prices.

The calculator uses the all-items Consumer Price Index (CPI) as a measure of inflation for different locations in Canada.

To use the calculator, first select your location, enter the years that you want to compare, and enter your initial wage or dollar amount. The results are calculated automatically below.

Check it out at www.cupe.ca/cpicalculator.php
CUPE/CALM

Number of uninsured in U.S. grows

Forty-one per cent of working-age Americans with moderate to middle incomes lacked health insurance for at least part of 2005, up from 28 per cent four years earlier. The finding, reported by a New York-based foundation, the Commonwealth Fund, was based on a study of 4,350 adults. More than half of the uninsured said they were having problems paying their medical bills and were more likely than those with insurance to skip health screenings, such as mammograms and cholesterol tests.

The Guild Reporter/CWA/CALM

What a steal! Wal-Mart accused of rolling back employees' earned pay

Wal-Mart violated state law more than 1 million times by skimping on work breaks and pay owed to thousands of former employees, says a lawyer representing Massachusetts plaintiffs in one of the state's largest-ever class-action lawsuits. Documents filed by an attorney representing Wal-Mart employees charge the company is trying to "extinguish the claims" of Bay State plaintiffs who were shorted pay in "well over one million" instances.

"All these people depended on their paychecks to live day to day," said attorney Robert Bonsignore, who represents Wal-Mart employees. "They were

chiseled out of pennies compared to Wal-Mart's billions."

Wal-Mart declined to address the allegations in the case, saying, "It is disrespectful to the court to comment on matters that will be heard in a legal proceeding ... we're not going to comment."

The Massachusetts suit is one of 70 some lawsuits Wal-Mart is facing nationwide, with employees alleging the company deprived them of full pay for regular and overtime hours, and, in some cases deliberately manipulated time sheets.
Casey Ross, Boston Herald Sunday, July 2, 2006



Mindless Trivia

This issue's trivia question is a tough one. What was the name of the cake that Wilma Flintstone and Betty Rubble entered into the Tasty Pastry Contest?

Get your answers to the GSU office by September 1 to be eligible for the next prize draw.

Congratulations to Bob and Tammy Sopher who correctly answered GSU's last Mindless Trivia question. Bob and Tammy knew that Florence was George and Weezie's maid on the hit show "The Jeffersons."





Lyle and daughter Sydney Boulton

Lyle Boulton takes it all off for breast cancer research

Lyle Boulton threw down the gauntlet and agreed to shave his head if \$2,000 was raised for breast cancer research by June 23.

In total, \$3,900 was raised and at high noon on June 23, Lyle's family, friends, co-workers, and local media personalities gathered on the front lawn of PrintWest to watch Lyle's hair hit the grass.

Lyle isn't the first member of his family to donate hair to a great cause. Lyle's daughter,

Sydney, recently cut off more than 12 inches of her hair and gave it to *Angel Hair for Children*. This program gives free natural wigs to children who have lost their hair to sickness. Nicely done, Boultons!

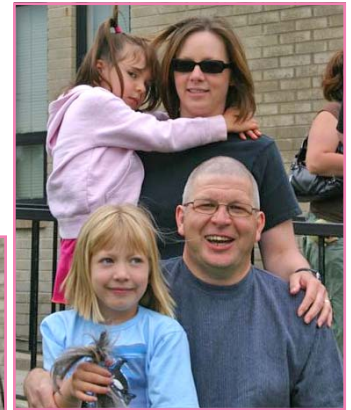
SWP bargaining on hold?

Bargaining between GSU and SWP covering the Offices and Operations/Maintenance bargaining units seems to be stalled over the unresolved solvency deficiency in the SWP/GSU Pension Plan.

"At our most recent bargaining meetings (Offices, May 12 and Operations/Maintenance, June 13 and 14) GSU proposed a way to channel the pension solvency dispute and settle the balance of the bargaining issues," said union spokesperson Hugh Wagner. "It now seems that management isn't quite sure how to proceed."

Wagner reports that differences between union and management bargaining proposals have been narrowed in a numbers of areas. He also advises that the question of retroactivity on a general wage increase(s) seems to be set except for a few wrinkles.

"We have another meeting with SWP on the solvency issue scheduled for July 20. Maybe that will get things moving," said Wagner.



Back row (l-r), Taylor and Michelle Boulton. Front row, (l-r) Sydney and Lyle Boulton.

Limited progress made in Dawn Foods bargaining

GSU's Unit 3.0 bargaining committee and Dawn Foods management resumed agreement renewal bargaining on June 20 and 21.

The parties remain a fair distance apart on most key issues, but some limited progress has been made on a number of items. More bargaining will occur on July 24 and 25.

Meanwhile, the actuary for the Dawn Foods Defined Benefit Pension Plan has confirmed that the Plan's solvency deficiency nearly

doubled as it rose to \$1,446,000 as at December 31, 2005. The plan trustees received the latest valuation report from the actuary on May 31.

On June 21 representatives of GSU and UFCW met with Dawn Foods management and the Plan actuary to begin the process of bargaining a solution to the solvency issue. The meeting identified an number of possible solutions, but there is no agreement as yet on a course of action.

Currently all concerned are searching for dates to resume this critical part of the bargaining puzzle.

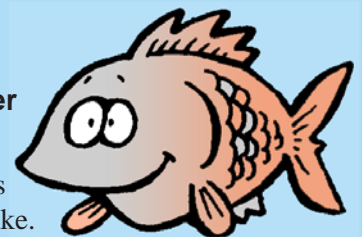
Wild West Steelhead settlement

On May 30 members of GSU bargaining unit 4.6 approved an agreement renewal bargaining settlement with their employer Wild West Steelhead.

The new two-year agreement covers the workers at the Lucky Lake Fish Farm on Diefenbaker Lake. It may well be the only one of its kind in Canada.

The settlement provided for clarification of collective agreement language covering casual employees; a number of special wage adjustments to some job classifications; improvements to premiums, allowances and benefits; a signing bonus; and, general wage increases of 2.75 per cent in the first year and 3.0 per cent in the second year.

The finishing touches are being made to the new collective agreement prior to it being distributed to members of the bargaining unit.



GSU member Karen Morrison attended the Canadian Labour Congress Women's Conference held in Ottawa on June 11 to 14, 2006. This is her report.

We've come a long way baby. Or have we?

Why then are we in 2006 still fighting for something as basic as child care?

Those women without children probably tune out here thinking this isn't about them or wonder why the 2006 Canadian Labour Congress women's conference in June would focus on this issue.

But this issue is fundamental to the plight of all women. If this most basic need is not adequately serviced, what comes next?

In the climate of a new Conservative government, delegates were told the new child care policy represents an erosion of women's rights, the slippery slope down which all the gains made by women to this point could slide.

Barb Byers, CLC executive vice-president, told the 350 delegates that the underlying message contained in the Conservative child care policy

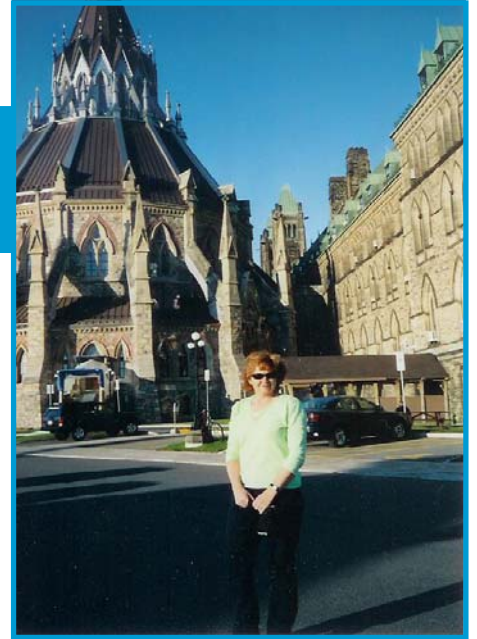
was that mothers working outside the home would not be supported.

The latest federal child care scheme provides money, \$100 per month in taxable income to help families. It's not enough to stay home if that was an option, barely covers a work week of daycare for one child and cannot help if there are no daycare spaces available.

Sixty-six percent of women with children under three years old work to support their families. That percent rises to 75 percent among women with children between three and five.

As of 2004, only 15.5 percent of Canada's children had access to a regulated day care space.

Delegates took their demands for long-term sustainable funding for early learning and child care to individual meetings with MPs of all parties during the conference.



Karen Morrison stands outside Ottawa's Parliamentary library. (Photo: Sarah Nilsen)

Byers called that lobby and the four-day conference proof that women will not sit idly by and see their rights attacked. With their unions, they will fight to ensure all women have equal access to the workforce and that all women's lives are full, fair and equal.

"We can't move ahead as long as any one of us is left behind," she concluded.

AgPro bargaining to conciliation

Bargaining between GSU and Saskatchewan Wheat Pool covering employees at the AgPro Terminal Elevator in Saskatoon will resume on July 18 and 19 with the assistance of a federal conciliation officer.

Previously GSU served notice of dispute under Part I of the Canada Labour Code and the federal Minister of Labour has appointed Ms. Patt Johnson to conciliate the agreement renewal bargaining.

The principal issues in dispute are monetary. Members of the GSU unit had previously rejected a tentative settlement.

Grain Millers members discuss Unit issues



Members of the GSU bargaining unit (7.8) at Grain Millers Canada in Yorkton met during the afternoon of June 19 to discuss workplace issues, collective agreement administration, and internal union communication.

Later that evening a number of members also attended the Local 4 meeting.

"For a number of members it was a first opportunity to learn about the functioning of a union," said GSU Staff Rep Lawrence Maier.

"As a result, there was a useful exchange of views about approaches to new member orientation."

Over the next number of months elected officers and staff of GSU will be examining ways to increase communication and encourage the involvement of all members in the business of their union.

It takes only a little bit of effort by all concerned to make a big difference.