
THE SKOPEIN

Newsletter for CUPE 1975

Saskatoon & Regina Members

April 2007

CUPE MEMBER SUSPENDED

Freedom of Speech Denied!

Don Meister wrote the following article in the Saskatoon Star Phoenix in early March and for this was suspended (See suspension letter further on in this issue along with the grievance the union filed).

Columnist Gerry Klein thinks a possible strike by the University of Saskatchewan faculty is a no-win situation (SP, Feb. 21), and quotes former history professor Michael Hayden from 1988: "No one wins in a strike."

Klein should talk to workers in the Canadian Union of Public Employees and Administrative and Supervisory Personnel Association to see if he can find out why so many of them would like to see the Administration Building emptied of its administrative occupants, preferably to a distant country.

The U of S administrators have been on a clear path of union-busting for several years and have used any tactic they could think of, legal or not, to make their point. They clearly have no intention of treating the average worker any better than the bare minimum required to support their own comfort and jobs.

If the faculty association strikes, it can be assured that its members will have the full support of the vast majority of unionized workers on campus. It's a

situation of, "The enemy of my enemy is my friend." While there has not always been warm and fuzzy accord among all workers on campus, they currently have a common enemy - the administration."

Suspension received by Don Meister from Administration at the University

Dated: March 8, 2007

Dear Mr Meister:
Subject: Suspension - Article 13.5

The purpose of this letter is to suspend you in accordance with Article 13.5 of the CUPE Collective Agreement. Effective on March 8, 2007 you will be suspended without pay for a period of two days. You are expected to return your keys and are to remain off University premises until you resume work on March 15, 2007, as previously scheduled. This action is taken by reason of the letter authored by you and published on March 1, 2007 in the Saskatoon Star Phoenix and following an investigation conducted by the University.

The basis of this action is as follows:

1. the letter is considered to be a real

and/or perceived threat against Senior Officers, Administrators and employees at the University of Saskatchewan, in particular those who are employed in the Administration Building;

2. the letter contains malicious and defamatory statements against the University, which are untrue and cause irreparable harm to the University and its reputation; and

3. as an employee of the University, your conduct is insubordinate in that you have publicly questioned the authority and ethical conduct of your employer.

The University considers this to be a very serious matter. Any future instances of similar behaviour will result in further discipline, up to and including, termination. In accordance with Article 13.5, this letter will be removed from your employee file after four years of subsequent active employment during which no further formal disciplinary action is taken.

Sincerely,
Howard Wall

cc Human Resources
Employee File

*See Union Grievance on
page 10 of Skopein.*

CUPE Saskatchewan Convention

Submitted by Jesse Invik, Technical Representative CUPE 1975

Sometimes it's just too much information, or it's information I don't want to know, distressing, disconcerting information. There always seems to be a helping of it at union conventions and CUPE Sask, 2007 was no exception. Though this information was hard to stomach, the delivery was excellent. Nettie Wiebe was one of the many speakers, and to my mind the best of the bunch. She talked about Status of Women and the cuts made. Obviously very up to date on the happenings in the province and the country, she explained that new federal money offered up the day before she spoke for the Status of Women is not quite what it appears to be. The fine print and complicated language on the Federal Web page speaks to how this money will likely benefit corporations more than it will benefit women. She expressed her outrage at the change in mandate from "equality" to "participation" of women in Canadian society.

Nettie Wiebe went on to speak of issues on a provincial level. She explained TILMA, the Trade, Investment and Labour Mobility Agreement. This agreement was signed behind closed doors in both Alberta and B.C. and comes into effect April 2007. It has the potential to be signed in Saskatchewan and is being pushed by the Federal Government and business lobbying. It was extremely disturbing to learn the details of the TILMA agreement which has the potential to knock the knees out of

our provincial government's ability to govern, and the potential to wreak havoc on many of our social programs and environmental protection regulations. Called a "corporate bill of rights", simply put this bill allows corporations to sue government for any new legislation or restrictions which put a damper on trade or corporate profits. It is being heralded as an opportunity for great economic growth, despite the fact that there is little evidence of real barriers to inter provincial trade or labour mobility. The damage that could potentially be done to the environment and to social programs by destroying the ability of provincial governments to regulate on the basis of public interest is astronomical. While there are exceptions in the scope of the agreement, it is written right into the agreement that the list of exceptions will be reviewed yearly with a purpose of reducing their number. A concrete example of the damage it could do – Nettie described a study the City of Saskatoon did which showed that regulations against smoking in bars and restaurants in the city would be impacted by TILMA.

While other prominent politicians were present, the City of Regina spoke loudly with its failure to send even one representative. David Forbes, Minister of Labor and our Premier, Lorne Calvert were present and both spoke. Our Premier spoke at the banquet on the final night. I'm ashamed to say, I knew very little about Lorne

Calvert before his speech. For instance, I didn't know that he is a former United Church Minister. I also didn't know what an engaging speaker he is and what an incredible sense of humor he has. He said he has been asked throughout his political career why he would choose a life of politics over the pulpit. His answer: If you want to fight sin, go where the action is. We all felt better when he told the crowd that the neither the TILMA agreement nor any other agreement would be signed in Saskatchewan without a full public knowledge and understanding. David Forbes, who faithfully attends labor events in Saskatchewan, took his usual pummeling of questions and did his best to answer them all, albeit sometimes a bit vaguely.

Other excellent presentations included a very practical presentation on water conservation, a short presentation on bullying and a very well put together summation of the National Women's Task Force on female representation in union positions. A slide show in memory of Glen Makahonuk moved many to tears.

Not everything I learned at this year's Convention was distressing. I've always been a little annoyed at the use of "Brother" and "Sister" at union functions. Someone posed the question "Why do we use these terms?". The answer surprised me. They originate from a time when union meetings would be infiltrated by spies

from employers. To avoid being tagged as one who speaks out against the employer, everyone went by the generic terms “Brother and sister” instead of using their names. Now that I understand the history, I think I shall find the practice less irritating.

As I said previously, it wasn’t all enjoyable, but I’m glad to have come home with the knowledge that I gained. And the difficult and disturbing was tempered with some good old fun. CUPE Idol, a union version of Canadian Idol, saw some stiff competition as those with great voices and those with not so great voices but a lot of spirit took the microphone and serenaded us. The last morning we were fortunate to enjoy some excellent dancing from the Kawacatoose First Nation Dancers moving to drums of the Cloudwalker Drummers and Singers. And the convention wound up with a rousing game of CUPE Jeopardy, a nice positive note to end on. But the best part of those three days had to be the camaraderie that developed between my fellow union reps from CUPE 1975. All the bad news is a little easier to take when you are among friends. Thanks so much to my local for sending me to this very informative and enjoyable convention.



Don Moran, CUPE



CUPE 1975 delegates at the Convention

L to R: Marjorie Clelland, Glenn Traill, Brent Loehndorf, Sam Nowaselski, Donna Nagus, Dave Hyde, Helen Schellenberg, Glenda Hiebert, Brad McKaig, Linda Reiber, Rhonda Heisler, Jesse Invik, Wayne Foley, Julius Dinter and Glenna Cox



Photos compliments of Andrew Huculak, Staff Representative for CUPE

Retirees

To be Honoured on May 11, 2007
CUPE 1975 Long Service and Retirees Banquet

Patricia Bergen

Shirley Cooke

Bryan Fredrickson

Bernadette Heitmar

Dale Hills

Max Kocher

Dorothy Michel

Andre Paquet

Patricia Smith

Patricia Boese

Marilyn Diduck

Douglas Gagne

Fraser Henderson

Sharon Hodges

Francis Lengyel

Bonnie Paul

Lyla Sheppard

Carole Sunley

Beverly Chambers

Dennis Dyck

Pamela Hanson

Mary Henderson

Sandra Hodgson

Marilyn McCloy Cornish

Peter Penner

Shirley Sillers

Sandra Twardy

Long Service Awards

40 Years

David Hersikorn

Diana Matovich



35 Years

Clarence Fisher

Barbara Jarret

Elaine Nystrom

John Sawatzky

30 Years

Marylou Bendig

Terry Beskorwayne

Carol Ann Brower

Linton Davenport

..... continued

Dorena Fyke

John Kambeitz

Christine Meier

Douglas Nicholls

Iris Owchar

..... continued

Alice Pittman

Sharon Stodler

Marilyn Streimer

Joan Virgl

25 Years

Lenna Balon
Frank Bustin
Clarence Cederstrand
Bob Chandara
Marcella Danchak
Christine Engstrom
Wendy Erickson
Vernon Erickson
Cheryl Fehr
Sharon Ford

Jeanette Fosty
Willan Francis
Nancy Fraser
James Gibbons
Lori Giles
Heather Goddard
David Grasby
Heather Larson
Melvin Marud
Diane Meyer

Ouanchai Naphouthai
Josephine Nobel
Bernice Nyeste
Blair Reimer
Debbie Richard
Gloria Rowan
Jean Szczudlyk
Huy Thai
Pierre Vallee
Dennis Wulff

20 Years

Patricia Althouse
Shellan Anderson
Karen Bader
Gregory Baird
Diane Baronowsky
Donna Borsa
Leo Briens
Donna Briscoe
Al Doroshenko
Jacalyn Elsasser
Richard Elvin
Inez Fairlie
Robert Gonda
Bryon Haggard
Pamela Hanson
Kim Harder

Brenda Hartman
Glenda Hiebert
John Herbison
Linda Hodgson
Anna Houle
David Hyde
Linda Jabusch
Kenneth Karalash
Trevor Karras
Camellea Konkin
Betty Lalach
Ryszard Malisiewicz
Peggy Nelles
Patricia Paulo
Kenneth Penner
Christian Pexa

David Prout
Kenneth Reid
Leona Saunders
Beverly Shober
Paul Smith
Veronica Soltys
Colleen Sopatyk
Allan Stuchenko
Patricia Thompson
Anna Thompson
Doreen Townsend
Caroline Trischuk
Audrey Wasylyk
Darlene Wong
Irene Yanko
Laura Young
Maria Zeiler

15Years

*Sharon Anderson
Elizabeth Atimoyoo
Kevin Banman
Gail Berg
Brenda Bitner
Susan Britton
Lorrisa Budz
Lorraine Burlingham
Neil Cherry
Dale Clark
Elinor Crook
Louise De Sender
Rebecca Donison
Mary Jane Hanson
Christine Harris
Terry Hawkins*

*Denise Hunt
Wasyl Isak
Shelley Johnson
Marilyn Jutras
Yohannes Kifle
Theresa Laberge
Lori Louie
Neil McCabe
Carolyn Marud
Sherri Mattheis
Charlene Morrison
Leslie Muggli
Veronica Murphy
Paul Myasnikov
Nelson Nemetchek
Ahmed Osman*

*Jacqueline Parker
John Peppin
Colleen Ruddy
Gloria Rebeyka
Iris Rugg
Karen Schwean-Lardner
Elizabeth Scott
Maureen Sinclair
Craig Skjeie
Harley Smith
Theresa Snook
Van Sorensen
Lois Thorne
Daniel Vessey
Allan Wilde
Arlene Woodard*



*CUPE 1975 Spring Social
Long Service and Retirees Banquet
Garry Room, Marquis Hall
Friday May 11, 2007*

*Cocktails: 5:00 - 6:00 p.m.
Supper: 6:00 p.m.*

*Retiree, 40, 35, 30 and 25 Year members receive free tickets
20 and 15 year members may purchase their tickets at the Union Office
Phone Evelyn at the Union Office to purchase tickets - 966-7015*

Deadline for purchasing Tickets May 1, 2007

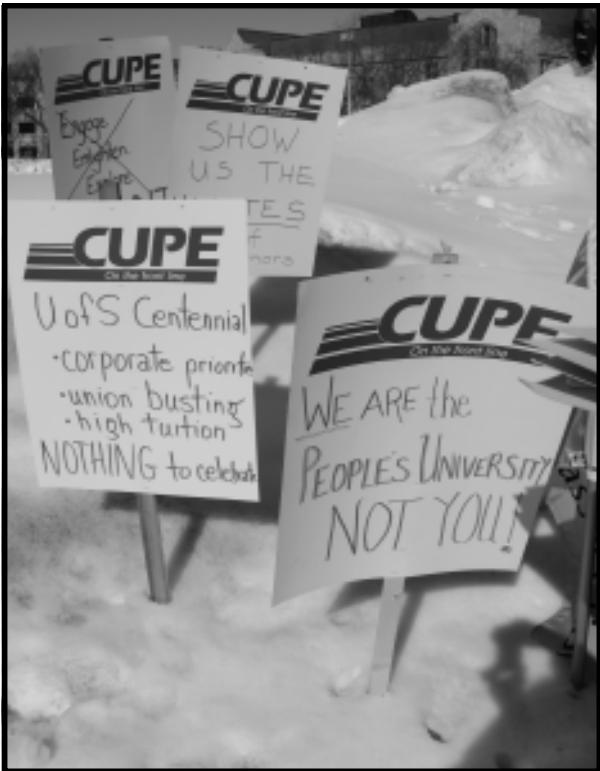
The 'People's University' Rally

March 9, 2007

Photos by: Beth Smillie



**Glenn Ross, President CUPE Local 1975
speaking at Rally**



**L to R: Heather Wagg, President CUPE
3287 (Sessionals) and Lois Lamon CUPE
Representative along with other sisters**

The Saskatoon and District Labour Council & Saskatoon's United Way Annual Community Service Award



Linda Reiber (r) accepts the United Way Community Award on behalf of Gail Lasiuk, from Brian Nixon, President of the Saskatoon & District Labour Council, at the Awards Ceremony and Dinner Feb. 9th, 2007.

The Saskatoon and District Labour Council with Saskatoon's United Way present an award to a Union member that volunteers/contributes to the Union and community organizations. CUPE Local 1975 would like to congratulate Gail on the countless hours she has volunteered her time to various community organizations.

Letter of Thanks

Re: \$1500.00 Univeristy of Saskatchewan Support Staff Bursary

Dear Mr. Ross,

I am writing this letter to personally thank you and CUPE 1975 for selecting me as a recipient of this scholarship. The money is greatly appreciated and will be used towards my studies in Chemical Engineering. This couldn't have come at a better time and I am very happy and appreciative.

John Bolster, Student University of Saskatchewan

April 28th

Day of Mourning

The **Day of Mourning** offers us an opportunity to stand together with the world's workers to remember those who have died on the job, and to reflect on what needs to be done to prevent more deaths and injuries.

On April 28th;

We remember all workers stricken with workplace illness, suffering injuries or killed on the job.

We remember children left without a parent and families facing hardship and deprivation.

We remember young workers who are injured and killed at a much higher rate than mature workers.

We remember women workers whose hazards are often unrecognized or ignored by health studies.

We remember the working wounded who are forced to continue to work because they are denied fair compensation.

We remember families and friends who have to nurse or care for ill or injured workers.

The **Day of Mourning** was born of the values of the union movement. It was created by working people in their constant fight for decent, safe working conditions.

Please attend the 2007 Annual Day of Mourning sponsored by the Saskatoon and District Labour Council at the Francis Morrison Library at 311 - 23rd Street East on April 28th at 2:00 p.m.

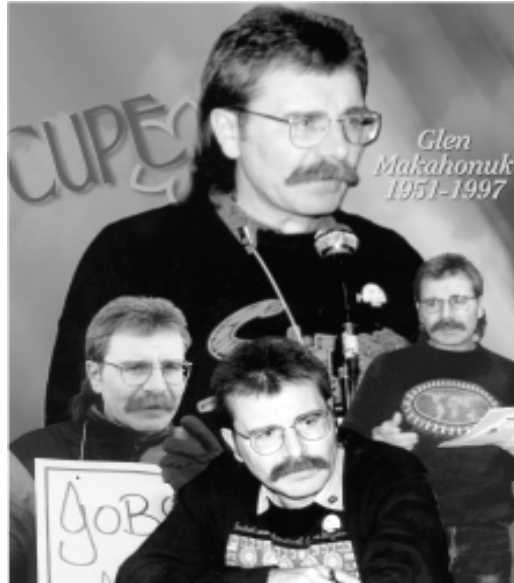
Tribute to Glenn Makahonuk

Submitted by Evelyn Wojcichowsky, CUPE 1975 Office

This year marks the 10th anniversary of Glen Makahonuk's passing. He is someone that will not be forgotten by many of us who knew him. To quote directly from Don Kossick's Eulogy at Glen's funeral he said, "he was tireless in his defence of workers and sought no personal gain. No one has devoted their heart and soul to CUPE members more". Judy Darcy, past president of CUPE National wrote that "Glen was a trade unionist and a socialist in the true sense of both words there was no problem big or small for Glen, from defending a member's grievance to fighting for social and economic justice for workers in Canada and around the world."

Throughout this article I will give a glimpse of Glen's life from various tributes that were given in Glenn's honour at his funeral.

Don Kossick wrote, "This sense, that Glen had, that you must be present at all levels of the struggle was such a gift to all of us. Glen was present at every picket line - hundreds of miles of walking pickets lines. Glen's unwavering commitment to the daily struggles of working people was demonstrated in his work as chairperson of the CUPE Local 1975 Grievance Committee. Glen handled more than 1,200 grievances from 1978 to 1997. He sat at countless negotiating tables trying to get a just settlement for the workers he represented. It is amazing what Glen accomplished. It took incredible stamina and perseverance - and Glen won deep respect from all sides - from the workers he represented and those



he faced across the table. Foes and allies respected Glen. Glen believed in social unionism. That there was more to unions than collective bargaining and that unions had a larger role to play in fighting for equality and social justice for both organized and unorganized workers."

Just before his death, Glen wrote a study called *Class, State and Power: The Struggle for Trade Union Rights in Saskatchewan, 1905 - 1997*. The study was published and is available for purchase through the bookstore and the Union office. Glen wrote many papers and articles and a listing of all Glen's publications are available through the library. The list encompasses articles in refereed journals, reviews and review articles from refereed journals, articles in periodicals, magazines and newspapers, bibliographies, articles in proceedings of conferences, monographs, along with Glen's thesis (1976) and many others.

In recognition of 20 years of leadership

a scholarship fund was established by past President of the University, George Ivany. With an initial grant of \$20,000 the Glen Makahonuk Scholarship Fund will provide financial support of \$1,000 per year for training and professional development opportunities to a member selected each year by CUPE 1975. The purpose of the scholarships are to support training for CUPE 1975 members in the area of labour relations through appropriate classes in such venues as the Labour College of Canada, the College of Commerce labour studies program or the College of Law.

To honour Glen a monument was erected on the campus, north of the Murray Bldg. where people can sit and reflect. Glen died a very young man and it was hard to watch as a brain tumour devastated the mind of such a talented person. I believe that the labour relations which the various unions on campus are experiencing at present would have sickened Glen and he would have fought tooth and nail for worker's rights. As so eloquently engraved on his monument - "to continue on the struggle for a better society. A society in which all people can live with freedom, job security, decent wages, no discrimination, no racism, cooperation and justice."

Clare Powell sums it up in an article he wrote to the Skopein in 1998, "I don't know if there are angels, but if there are, I am sure Glen has already organized them into Heavenly Local Number 1! And he's probably asked Leigh Hunt to change his poem to read "as one who loves his fellow women and men."

SCHOLARSHIPS

SPONSORED BY CUPE LOCAL 1975

Norm Quan Memorial Bursary: Four Norm Quan Bursaries of \$1,000 each are available to successful applicants who complete an essay concerning the role of the Labour Movement in Canada. All applicants must either: Have a parent, legal guardian or spouse with at least 2 years membership in CUPE 1975 (U of S) in good standing and plan to attend a Canadian University or technical institution OR Be a Local 1975 member in good standing for at least two (2) years and plan to attend a post secondary Canadian institution full time. Deadline June 29, 2007.

Glen Makahonuk Memorial - CUPE 1975 Training & Development Fund Scholarship

This bursary is made possible by a trust fund established by President George Ivany and the University of Saskatchewan in memory of Glen Makahonuk (1951 - 1997) to recognize Glen's nearly 20 years of leadership to members of CUPE Local 1975. Deadline August 15, 2007.

Purpose: To provide awards for training and professional development with respect to labour relations to members of CUPE 1975. Possible courses eligible for funding include: Labour College of Canada, University of Saskatchewan College of Commerce Labour Studies, as well as other relevant classes in the Colleges of Commerce and Law. This award is not to exceed \$1,000.00 annually. Applicants must be a member for at least two (2) years continuous membership in good standing in CUPE 1975 (U of S)

Applications available on website - www.cupe1975.ca or at the union office

Union Grievance 2007:008

March 12, 2007 Suspension

Employer Statement:

The union is grieving management's decision to suspend Don Meister for two working days March 8 and March 9, 2007. We believe this to be in violation of all interalia of the Collective Agreement and other acts of legislation and in particular Article 13 of the University Employees' Union Collective Agreement.

Adjustment:

That management rescind the letter of suspension and a full written apology

be made to Mr. Meister on behalf of the University and That the University agree that it will not take such action in the future against any member of the bargaining unit lawfully expressing his or her opinion and That full compensation for wages and benefits for the period of suspension be reinstated and That aggravated and punitive damages of \$50,000 be awarded to Mr. Meister and That discipline of the University officers or employees who authorized the letter of suspension be carried out and That Mr. Meister be made whole in all respects.

(There were many letters written to the Start Phoenix and phone calls to the office in support of Don Meister).

The suspension was a violation of Freedom of Speech).

We will be providing regular updates at our General Membership Meetings and other issue of the Skopein in regards to this Grievance.

Stay tuned!

**More Photos from CUPE Saskatchewan Convention
Photos compliments of Jesse Invik, Technical Representative for CUPE 1975**



L to R: Rhonda Heisler, CUPE Representative and Glenna Cox, Caretaker U of S Campus



L to R: Jesse Invik, Dave Hyde, Linda Reiber and Donna Nagus at convention

**Tonya Kaye, Department of Women and Gender Studies
Recipient of the Doug Favell Staff Spirit Award
presented by the USSU**



The people who receive this award set the stage for students who deal with all members of the University community. It is the spirit that these individuals bring to their work that improves the environment of our community. This award was named after Doug Favell who was a

commissionaire with the library for many years and on his passing this award was named in his honour. He was described as a

very welcoming person who was a friend to all who walked through the main doors of the library and it was fitting that this award was named after him and that it be awarded to deserving individuals on campus who make life better for the students who attend this University.

The Union is very proud of the fact that Tonya was given this award. Her tireless work for the rights of workers within our local is matched by few. She has sat on the Executive as a Clerk Steno Representative, Recording Secretary, member of the Grievance Committee, Education Committee, Negotiations Committee, Shop Steward and at present helps on the Skopein Committee. In 2000, Tonya was

nominated for the President's Service Award. Even though she was not successful the committee found it most difficult to choose as the quality of candidates nominated was extremely high.

The University at that time wrote to the union to say that, "although Ms. Kaye was not selected as a recipient, we wish to acknowledge the exceptional qualities this employee brings to the University of Saskatchewan."

Congratulations Tonya on receiving the Staff Spirit Award. You are very deserving of this acknowledgment for the work you do.

Saskatchewan Federation of Labour (SFL) Annual Convention

By Lois Dumbovic

I was a first-time delegate to the Saskatchewan Federation of Labour Annual Convention, November 1-4, 2006 at the Conexus Arts Centre in Regina. From the information package that I received beforehand I came to know that the SFL is celebrating 50 years (1956-2006). For this convention over 600 delegates were expected from all regions and work sites in this province. There was a package of some 62 resolutions to read through. Also, I noted that there would be several guest speakers, videos shown, rallies and demonstrations. There was a wide range of evening social functions planned for the delegates. Without a doubt, it was going to be a busy, learning and fun time.

Highlights from the SFL Convention (in random order):

On Friday, at 12 noon delegates, activists and concerned citizens gathered in front of the Legislature to rally for equality. Member of Parliament Olivia Chow spoke on the need for a national child care act; Peter Gilmer of the Regina Anti-Poverty Ministry spoke on the need for our provincial NDP to take action to end poverty; and Armine Yalnizyan asked the Harper Government to respect the work of equality groups.

Presentations:

Address by David Forbes, Minister of Labour, Jim Hopson, President/CEO, Saskatchewan Roughriders, "Fighting Racism and Homophobia in our Communities", Armine Yalnizyan, Economist "The Growing Income Gap

and Social Inequality", Jim Sinclair, President, BCFL, "Doing Politics in the Labour Movement", SFL Summer Camp (Co-ed camp program for youths 13-16 yrs has been run successfully for 18th years), Bob Sass, Chair of Ban Asbestos Saskatchewan (BAS) Committee (Canada supplies 95% of the world's asbestos; 1 person every 5 minutes dies from Asbestosis), United Way – Food Security Ukraine Video from which developed NASHI: Our Children. One initiative/solution through education to fight sex trade. [The UN Development Fund has reported that the trafficking of females (women and children) into the international sex trade is the largest money making venture in the world of organized crime.]

I was appalled to learn that the Labour Studies Program is under attack by senior University officials because of its prerequisite that students must have a trade union background to be considered for enrolment. Labour education is integral to building and strengthening the labour movement. The UofS Labour Studies program offers trade unionists a forum to participate freely in debate of the issues without fear of reprisal.

I learned about TILMA, the Trade, Investment and Labour Mobility Agreement that will widely impact governments and their public sector employees, including those working at crown corporations, municipalities, school boards and publicly funded academic, health and social service

entities. TILMA could force harmonization of regulations in a downward direction, since any regulation that is more restrictive in one province than the other could be challenged as a restriction on trade, investment or labour mobility. B.C. and Alberta governments have signed TILMA which comes into effect April 2007. TILMA BAD! The SFL passed the resolution that the SFL demand the provincial government to hold extensive public consultations throughout the province regarding TILMA, or any other trade agreement and the SFL, along with all affiliates, actively participate in these consultations and show impact on labour. The government is not to enter into any agreement which threatens the government's legitimate right to regulate and/or provide services.

I learned that social assistance rates have fallen far behind the cost-of-living over the last 20 years. A single parent with one child on welfare received \$13,235 in 2005 – an amount 41% below the poverty line, and a single person on welfare received only \$6,663 that year – an amount 63% below the poverty line. I was angered that the Saskatchewan government spent hundreds of millions of dollars on tax giveaways in this year's budget, but only increased social assistance rates by \$40 per month. I and the other delegates had no difficulty passing the resolution that demanded the Saskatchewan government raise social assistance rates by \$100 per month in the 2007 budget and further resolved

that the Saskatchewan government index social assistance rates to the cost of living.

It was made crystal clear what the federal government's \$17,700,000 in cuts to literacy program funding will mean to this province. There will be annually \$650,000 less to help Saskatchewan parents and workers raise their literacy levels. The federal government cancelled the \$109,234,000 Labour Market Partnership Agreement with the Province. The federal government will be concentrating on the literacy and essential skills needs of the workplace, and not on the needs of the individual worker at home, in the community and in the workplace. The resolution to lobby the federal government to cancel these cuts easily carried.

I learned about the Court Challenges Program. The Court Challenges Program has been a historic and world-wide precedent program providing women, aboriginal people, people with disabilities, seniors, youth, people in poverty, minority cultural and ethnic groups, lesbians, gay men, children, immigrants, refugees and racialized minorities with the resources to use the courts to protect and promote their rights. After almost 25 years of support and recognition for its empowering role around the world, the Harper government has cancelled the program. The resolution to reinstate the Program and promote equality rights in Saskatchewan and Canada passed.

The resolution for a Provincial Pharma

Care Program was carried. I learned that the amount spent on drugs each year is increasing by three times the rate of inflation. Drug companies spend approximately \$30,000 per year for every doctor in Canada on drug samples, sales rep contact, conferences, trips and giveaways. Health Canada's Therapeutic Product Directorate determines the safety of drugs and approves the use. Pharmaceutical companies now pay half the cost of running this agency. People who cannot afford prescriptions often experience deteriorating physical and mental health and need health care interventions resulting in higher costs for the health care system.

I became aware that the poverty line for a single person in Saskatchewan is currently \$8.60 an hour for a person working full-time while minimum wage is \$7.95 an hour. The resolution carried that the SFL lobby the provincial government to increase minimum wage to the poverty line and tie subsequent adjustments to yearly inflationary increases based on the CPI.

I can tell you about behavior-based safety. Many employers are shifting responsibility for workplace injuries to workers by focusing on worker behavior instead of removing the hazardous conditions. Employer policies or programs have been put in place that provide incentives or rewards or that have workers monitor workers. Discipline used to modify worker behavior is putting blame or control at the worker rather than the source. These policies or programs are used to intimidate workers into not reporting injuries, which leaves the hazard not

corrected and where the policies or programs put worker against worker and undermines the union's efforts to address hazardous workplaces. Of course the resolution to lobby the Saskatchewan Government to ensure that the Laws which require the Employer to eliminate hazards in order to reduce workplace injuries, illnesses and death are enforced was carried.

I could go on; however, you get the picture. There was much to learn! Also, in the convention foyer, various union information booths were set up. If you were interested in union merchandise, there was a shop set up with a full range of products. Besides the educational component, there were delicious meals served to sustain energy levels. Also, if you had energy to spare, social activities kept you entertained and networking in the evenings.

I close with a quote from Mahatma Gandhi and a challenge from me: The Seven Social Sins by Mahatma Gandhi:

1. Politics without principle
2. Pleasure without conscience
3. Wealth without work
4. Knowledge without character
5. Commerce without morality
6. Science without humanity
7. Worship without sacrifice

Challenge from Lois Dumbovic:
If you want to bring about change, you need to get involved. You accomplish more with sweat (work) than you can with words of complaint. Your union needs you to get involved!

Just what is the union doing for you?

by Jesse Invik, Technical Representative

I recently attended a meeting in which a disgruntled CUPE 1975 member said, “we pay our union dues, what are you doing for us?” She had a point, but my first thought was, yes, you pay your union dues, but not to me, this isn’t my job; I’m doing the best I can and learning as much as I can, a lot of it on my own time, so go easy! It’s something to keep in mind: a lot of union work is done on a volunteer basis for the benefit of the union as a whole and the benefit of individual workers. Still it’s a valid question, just what is the union doing for you and what are they doing with the dues that you pay? An equally valid question is “what are you doing for the union?” You see the union functions somewhat like a big family, with everybody trying to look out for everybody else. But like any family, if nobody comes home for Christmas or calls Mom on her birthday, eventually the connections fall apart and consequently, when you crash your car or get sick or divorced, nobody from the family is likely to show up to help you out. And just like any family, there are plenty of dysfunctional relationships and personality conflicts and egos getting in the way of all the good happy stuff. So it is in life, so shall it be in the union.

But back to the original question, what does the union do for you? Well they bargain for a decent contract for you. According to Statistics Canada, the average hourly wage in Canada in Nov 06 for a unionized worker was \$23.07 and for a non-unionized worker was \$18.61. That’s approximately 20% higher. That’s a pretty good return for an investment of 1.5% of your salary in union dues. Statistics also show that

unionized workers are less likely to suffer from workplace accidents leading to injury or death. And you have benefits, pretty decent ones, because of your bargaining committee. I wanted to include this excellent quote from the United Automobile, Aerospace and Agricultural Implement Workers of America’s webpage (<http://www.uaw.org/organize/difference.cfm>). This sums up the difference between union and non-union in terms of wages and benefits:

. . . when looking at laws affecting workers, it’s good to think of this: laws like the minimum wage, worker’s comp, overtime . . . provide the bare minimum that applies to everyone. For non-union workers, however, the bare minimum becomes a ceiling - no one promises rights any higher. For union workers, on the other hand, the bare minimum is just the floor - they always bargain for rights and benefits above the bare minimum set by the law.

It doesn’t end there. What if you end up in trouble in your job? What if your employer or a co-worker is harassing you and generally making your life difficult. Or what if your workload becomes unreasonably large and as a result you make a critical mistake. Now they want to discipline you. The union is there for you. Yes, the first person you talk to, usually your shop steward, may not be able to answer all your questions. And no, they probably can’t step into your boss’s office and instantly make it all okay. But they will listen to you, be a witness to what is happening to you, try to answer your questions and seek help from other union folks on interpreting the collective agreement. Problem solving attempts with the employer may be

successful and it could end there, but if not they will help you file a grievance if you need to. The grievance committee takes it on after that, and will do their very best to ensure that you are fairly treated and an equitable resolution occurs. But remember, all these folks are volunteers trying to do their best and some, like me, are still learning.

And just where does that hard earned money that the union takes off your cheque go? You’d be amazed at the variety of things that money pays for. Part of it goes to CUPE National. In return they support us by providing our servicing reps who help with bargaining, arbitration, grievances and give valuable advice and assistance. CUPE National pays strike pay after two weeks on the picket line. They also provide a lawyer when one is needed. Local education programs such as the shop steward training is paid for by National. They fight social justice issues on our behalf. Medicare, childcare, and pay equity are just a few of the issues that CUPE fights for on a national level.

Some of our money goes to CUPE Saskatchewan who provide strike support, speakers and educationals and lobby for provincial policy changes such as increases to minimum wage. A good portion of the money stays with our local. A large defense fund pays strike pay for the first two weeks that CUPE National doesn’t cover. Arbitrations fall under this fund as well. The cost of an arbitrator is paid 50% by us and 50% by the employer. That fund also pays for media campaigns, rallies and ads.

Other money outside the defense fund pays for our office staff and for all the

costs associated with running an office. There is a cost for communications – mail-outs about union meetings, educationals and socials, as well as this newsletter. There is money for individual members to attend conferences and union schools so that they may learn to better serve the membership. Some money is donated to worthy causes in our community such as the summer snack program run by the Saskatoon and District Labor Council which feeds inner city children in the summer time. I'm sure I've missed a few things on this list, but you get the idea. Every cent of your union dues is carefully accounted for and the accounting is presented at each general meeting as well as being scrutinized yearly by elected trustees.

So when you are having a rough time at work and you feel like no one cares or when you feel like your union dues are a waste of your wages, remember that the union is working for you. Also remember that almost all of the work the union does is carried out by union volunteers who work long hard hours to make it all happen. If the union is going to continue to work for you it also needs you to work for it. It is important to take some responsibility for the quality of your workplace. The union cannot function without its members doing their share and standing up for others. There is a lot of work to be done and many hands are needed to do it. United we stand!

So get out there and at the very least attend the general union meetings, you might be surprised at what you learn. They happen the fourth Tuesday of each month at noon. Check out <http://www.cupe1975.ca> for dates and locations. And while you're at it, better call your mom, isn't her birthday coming up?

Negotiations Update



On March 13th, 2007 the CUPE 1975/1975-01 Bargaining Committee met in Saskatoon with representatives from the University of Saskatchewan and the University of Regina. Both sides presented their proposals for the current round of negotiations. March 20th and 22nd, the Universities' committee met with our Bargaining team in Regina. Numerous proposals were presented in detail and clarified. Bargaining dates have been confirmed for April 3-4 in Saskatoon, April 16-17 in Regina, April 23-25

in Saskatoon, May 29-31 in Regina, June 11-12 in Regina and June 18-20 in Saskatoon.

Brad McKaig (On behalf of Your Bargaining Team),
 U of S: Glenn Ross, Brad McKaig, Linda Reiber, Wayne Foley
 U of R: Don Puff, Rick Kerr, James Keen, Jeff Barker
 Reps: Don Moran, Kim Aschenbrenner (Lois Lamon on sick leave)

Ask the President

How exactly are EDOs accumulated?

If you work in a 35 hour classification you work seven and one half hours per day. The one half hour a day allows you to accumulate an EDO. You accumulate and earn approx. 17.5 days per year which entitles you to have an earned day off on the 15th work day or every third week.

If you work in a 38 hour classification you work 7.6 hours per day or an additional 20 minutes a day. You accumulate and earn approx. 16 days per year, which means you have earned a day off which you would take on the 19th work day or every fourth week.

In order for members in 38 hour classifications to have every third Friday off they would have to work additional time and/or change from 38 hour

classification to a 35 hour classification on reduced salary. In any case Management would also have to agree to any proposed changes as well. As per Memorandum of Agreement within the collective agreement, the University of Saskatchewan will allow two additional days off with pay for full time permanent employees working a 40 and 38 hour work week.

Those who work 35 hour classifications could forego two earned days off, forgo two banked days or work additional time to accrue the 14 hours.

Employees on altered hours of work arrangements and as well Part-time Permanent employees may make similar arrangements but on a prorated basis.

THE SKOPEIN
Room 21 McLean Hall
University of Saskatchewan
Saskatoon, Sask. S7N 5E6

General Membership Meetings

Tuesday April 24, 2007	12:00 – 1:00	Room 144 Kirk Hall
Tuesday May 22, 2007	12:00 - 1:00	Room 144 Kirk Hall
Tuesday June 26, 2007	12:00 - 1:00	Room 144 Kirk Hall
Tuesday July 24, 2007	12:00 - 1:00	Room 241 Arts (Old Place Riel)
Tuesday August 28, 2007	12:00 - 1:00	Room 144 Kirk Hall



IN MEMORIAM

William “Bill” Fehr retired member of CUPE 9175 passed away February 2007.

Albert Landry, retired caretaker at Diefenbaker Centre, passed away January 10, 2007.

Jessie Ross, mother of President Glenn Ross passed away January 13, 2007.

Alan Wilson, Computer Operator, lost his father who lived in Scotland.

Larry Vasko, campus Caretaker passed away Feb. 18, 2007

Verna Schultz, U of S Library passed away January 9, 2007

Marjorie Olson, retiree payroll dept. passed away Jan. 5, 2007

Gail Kondra, Food Services, lost her mother on March 28, 2007.

Theresa Masich, a retiree who worked 31 years in Food Services passed away March 27, 2007.

Cai Van Dinh
Retired Caretaker at USSU passed away April 6, 2007

Carlos Huisca-Hidalgo was a Caretaker at the University of Saskatchewan and passed away on April 7, 2007

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