

■ ■ The Saskatchewan Federation of Labour

LABOUR REPORTER

THE VOICE OF SASKATCHEWAN'S WORKING FAMILIES SINCE 1956



SUMMER
2018

• TAKING ACTION NOW •



NEW WEBSITE TAKES ACTION ON PROVINCIAL BUDGET

The Saskatchewan Federation of Labour (SFL) has launched a new website to take action on the Sask. Party government's recent provincial budget.

The website www.SFLActionNow.com puts forward four progressive ideas that would make a real difference in the lives of Saskatchewan people: end P3s and privatization, invest in public services, raise the minimum wage, and shift to a fair taxation system.

"This year's provincial budget is full of regressive tax hikes and even more cuts to public services," said SFL president Larry Hubich.

"This budget, following last year's brutal budget, has people calling for change. We know

there is a better way forward and that's what we are asking people to support through our new SFL: Action Now website," he added.

Selling public buildings, attacking Crown corporations, and signing 30-year P3 schemes all cost taxpayers millions of dollars.

Privatization never pays off; it only lines the pockets of corporations. Public ownership is less risky, less expensive, and it ensures accountability.

The Sask. Party government's 2018-2019 budget includes millions of dollars for privatization. For example, one-third of all highways spending in the province is going towards the privatized bypass around Regina.

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The Minister of Central Services, Ken Cheveldayoff, has said he is reviewing all of the government's 660 publicly-owned buildings, and deciding which ones to sell-off. Also, the Sask. Party government still has not fully repealed their Crown corporation privatization law, Bill 40.

"On the new website we are asking people to sign a petition in favour of our progressive proposals. One part of that petition is to stop the sell-offs and put a moratorium on signing any more P3 agreements," said Hubich.

SFL: Action Now also calls for proper investments in education, healthcare, and other public services, as well as scrapping the Sask. Party government's unworkable plan to slash \$70 million from public sector compensation over two years.

When visitors to the website sign the petition, they are also calling on the Sask. Party government to finally raise the minimum wage to \$15 an hour.

"Saskatchewan has the worst minimum wage Canada. We are the lowest in the entire country – dead last. It's an embarrassment; it's time to give the lowest paid workers in Canada a raise," said Hubich.

Finally, SFL: Action Now calls for a shift away from regressive flat taxes – like PST hikes – to a fairer system that would see the rich and corporations pay more, giving hard-working Saskatchewan people a break from regressive tax increases.

LETTER FROM THE EDITOR

TAKING ACTION NOW



BY KENT PETERSON

Whether on child care, precarious work, privatization, WCB coverage, harassment, or raising the minimum wage, Saskatchewan's labour movement is taking action now.

The federation of labour's new campaign website, www.SFLActionNow.com, will become a hub for activities taking place across the province on issues important to workers.

For now, though, the website is asking visitors to add their voice in pushing back against the Sask. Party government's most recent budget – a budget that is full of regressive tax hikes and heartless cuts.

More than pushing back, SFL: Action Now is about pushing forward.

That's why we are putting forward progressive ideas that will make a real difference in the lives of Saskatchewan people.

For example, the Sask. Party government has wasted millions of dollars on expensive and risky P3 privatization schemes. Those terrible back door deals have to go – for good. We need to ban P3 contacts.

On public services, we all know the Sask. Party government has to reverse the brutal cuts they made in last year's budget and this year's budget. But how about some respect for work-

ers? I think we're passed due for an apology from Scott Moe on his government's plan to pickpocket 3.5 percent of wages from workers. While he's at it, he can withdraw his just as unworkable plan to cut \$70 million from public sector compensation.

On the minimum wage, the optimist in me says there's only room for improvement.

Saskatchewan has the absolute lowest minimum wage in Canada. That's embarrassing. When we raise the minimum wage, the extra money does not get stuffed into offshore tax shelters. It stays right here in our communities, creating good jobs and growing the economy.

The Sask. Party government's 2018-2019 budget does not include any plans to raise the minimum wage. Saskatchewan workers are being left behind. We need a rapid phase-in to \$15 per hour.

Finally, while workers and low-income families are being hit the hardest through increases in regressive flat taxes – like the PST – the rich and corporations are actually getting tax breaks in Saskatchewan. That's just unbelievable.

The Sask. Party government's 2018-2019 budget shows that only four percent of provincial revenue comes from corporations.

We need a plan to restore balance in our tax system. It's time to shift to a fair taxation system. One that ensures the rich and corporations pay their fair share.

We can't just fight for the status quo – we have to dream a little bigger than that. Join us by signing our petition at www.SFLActionNow.com as a first step making our progressive plan a reality.



JOIN US BY SIGNING OUR PETITION AT
WWW.SFLACTIONNOW.COM AS A FIRST STEP
MAKING OUR PROGRESSIVE PLAN A REALITY.



LETTER TO THE EDITOR:

MANY HANDS MAKE LIGHT WORK

BY SHOBNA RADONS
RDLC PRESIDENT

On May 5, 2018, I was acclaimed President for the Regina & District Labour Council. I wish to take this opportunity to thank Ken Kubian, president for the last seven years for his service to the council. He has done a great job, and it is my intention to continue the work that he and past presidents have accomplished so far to keep the Council on track.

I will continue to maintain the current relationships and work towards building new ones in the coming year. My goals for the council are to have a more focused connection with community and our youth, to equip and educate them to move ahead in our struggles, and guide them to be strong activists and leaders. Currently, we have quite a few youths who have signed up to be on the executive at this past annual general meeting. This is an exciting time for the RDLC!

I plan to work with our affiliates and the labour movement to support each other in our work, to build and develop our relationships as allies, and to have dialogues with local presidents, executives, and members on how we can make community impact a reality and how we can coordinate our efforts to support each other in our work.

Connecting with the community, continuing our charity work, and adding another element to this; that is to go where they are, meet with community organizations and help them



MEET THE NEW RDLC EXECUTIVE

Back Row: Collette Martin RWDSU, Patrick James IATSE, Blair Weir RWDSU, Kaitlyn Patrick UFCW, Wendy Daku CLC, Kevin Fischer USW, Justin Duong UFCW, Darin Milo COPE, Robert Cossette SGEU, Michael Mitchell UFCW.

Front Row: Susan Butson RWDSU, Ben Pederson UFCW, Muna DeCiman SGEU, Angi McGarry SGEU, Fran Passmore SURF, Dodie Ferguson CUPW, Shobna Radons CUPW, Maureen Eckstein SURF.

Missing: Daniella Aubichon PSAC, Gail Boucher COPE, Tanya Buchinski SGEU, Kael Dolejsi USW, Ken Kubian RWDSU, Michelle Lang PSAC, Carol Mullaney CUPE, Laurelle Pachal SUN and Kim Wilson COPE.

with hands on efforts in whatever their needs are. The only way we can do this is to have more volunteers, and as the saying goes: “many

hands make light work”.

I look forward to working with all of you and the executive in the coming year.



MY GOALS FOR THE COUNCIL ARE TO HAVE A MORE FOCUSED CONNECTION WITH COMMUNITY AND OUR YOUTH, TO EQUIP AND EDUCATE THEM TO MOVE AHEAD IN OUR STRUGGLES, AND GUIDE THEM TO BE STRONG ACTIVISTS AND LEADERS.

WOMEN IN CANADA ARE DONE WAITING

The Canadian Labour Congress has launched a new campaign called #DoneWaiting. The campaign aims to end wage discrimination against women, end sexual harassment and violence, and fix the child care crisis.

Women's wages shouldn't come at a discount, but the gender pay gap in Canada hasn't improved in decades. In fact, for many women it's getting worse.

Women in Canada are being paid less than men for work of equal value. It's happening to women no matter what their level of education or whether they work full or part-time.

This wage discrimination exists because work traditionally dominated by women – like work in the caring professions – has always been undervalued compared to work traditionally dominated by men. The result is women are making less over their working lives, and are more likely to live in poverty, and end up retiring into poverty.

The campaign points out how different women fare compared to white men born in Canada:

- Racialized women make 40 percent less;
- Indigenous women make 45 percent less;
- Immigrant women make 55 percent less;
- Women with a disability make 56 percent less.

On ending sexual harassment and violence, the campaign points out “[w]e should all be able to go about our lives feeling safe and secure. However, today’s #metoo movement has demonstrated that sexual harassment and violence is a daily reality for far too many women.”

Half of women in Canada will experience physical or sexual violence in their lifetime. It can be physical or sexual abuse, emotional or

verbal abuse, financial manipulation or control, spiritual abuse, criminal harassment or stalking. It can happen at work, at home or in the community.

About every six days in Canada, a woman is killed by her intimate partner. Each night, almost 4,000 women – many with their children – turn to shelters because they aren't safe at home. Research by Canada's unions found that almost 40 percent of working women have experienced domestic violence and for most, it followed them to work, putting their jobs and their co-workers at risk.

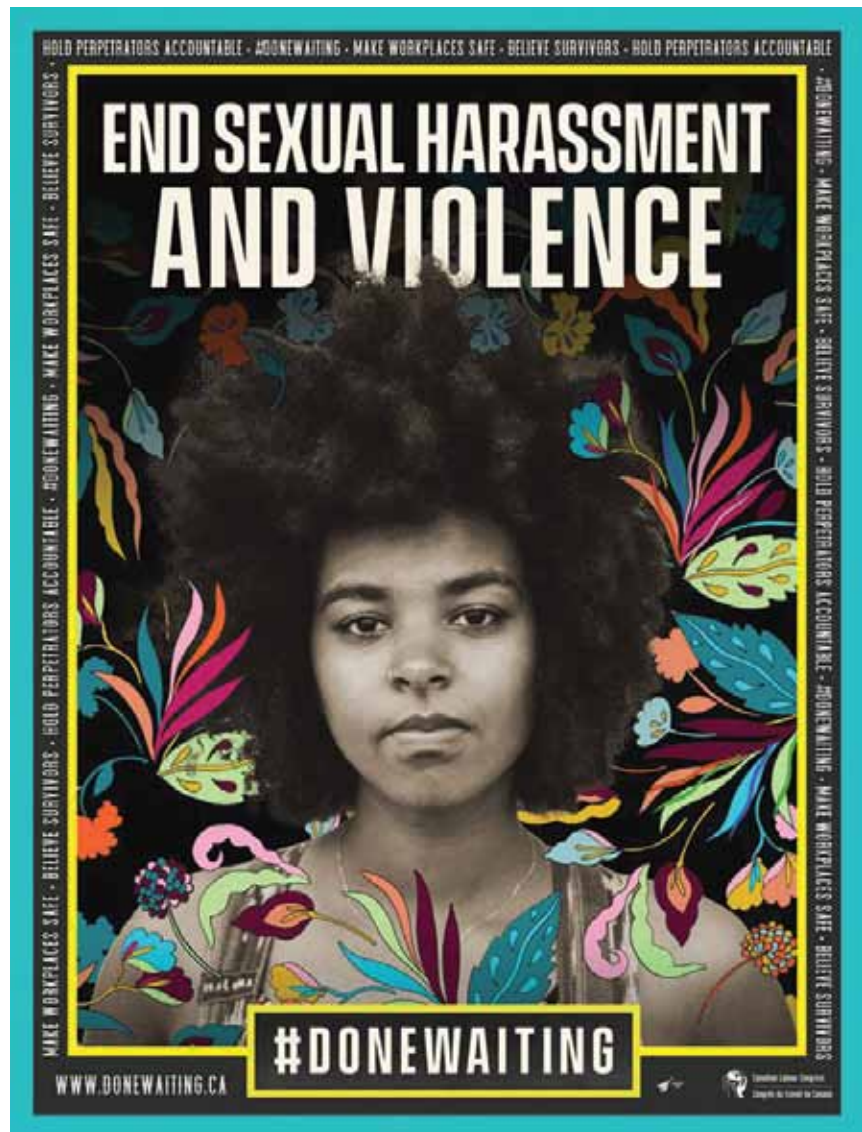
Finally, on fixing the child care crisis, the campaign says “[w]omen need to be able to go to work knowing their children are safe and well cared for, but most families are struggling to find and pay for the child care they need.”

Right now, there are only enough regulated child care spaces for about 25 percent of kids in

Canada under five. At the same time, the cost of those limited spaces is astronomical. Our child care costs are among the highest in the world. On average, single parents spend 32 percent of their income on child care – that's often more than what they spend on housing.

Finding child care is even harder for parents with infants or children with special needs, and for those living in Northern, Indigenous or rural communities. Options for parents working shift or non-standard hours are almost nonexistent. In addition, because racialized and immigrant women are more likely to be stuck in low-wage, part-time and precarious jobs, high child care costs and lack of spaces leave them with even fewer choices.

The campaign puts forward a number of achievable solutions to each area covered, and asks people to add their voice to the campaign at www.donewaiting.ca.



This is one of the posters available for the #DoneWaiting campaign.

ASPA VOTES TO AFFILIATE TO SFL

The Administrative and Supervisory Personnel Association (ASPA) has voted to affiliate to the Saskatchewan Federation of Labour (SFL). ASPA is made up of more than 1,100 members, who are involved in a wide variety of jobs on campus. These include administrative assistants, computer programmers, student counsellors, coaches, project directors, veterinarians, research officers, family physicians, teachers for second language, among others.

“We are excited to welcome these 1,100 workers into the Saskatchewan Federation of Labour,” said Larry Hubich, president of the SFL, “it shows that the SFL is growing and that unions like ASPA find value in our collective strength and solidarity,” he added.

ASPA is celebrating its 40th anniversary in 2018 and is spending the year hosting a series of membership engagement events.



ABOVE: CLC President Hassan Yussuff

BELOW: Participants at the SFL Pensions Conference



SFL Convention
October 24-27, 2018
Regina
www.sfl.sk.ca

TAKING ACTION TO PROTECT PENSIONS

The Saskatchewan Federation of Labour (SFL) held its biennial Pensions Conference May 2-3, 2018 in Regina. The conference featured speakers and facilitators from across the province and country, and focused on preparing workers for retirement – and fighting back against attacks on pensions.

The presenters and workshop facilitators included: Hassan Yussuff (President, Canadian Labour Congress), Leah Fichter (Deputy Superintendent of Pensions, Financial and Consumer Affairs Authority of Saskatchewan), Peter Chapman (Director, Shareholder Association for Research and Education), Chris Roberts (Director, Social & Economic Policy, Canadian Labour Congress), Dave Wild (Associate Deputy Minister, Public Employees Benefits Agency), Robert Vanderhooft (Chief Executive Officer & Chief Investment Officer, Greystone Managed Investments), Janice Bernier (Pre-Retirement Education Coordinator, Saskatchewan Union Retirees Federation), Nancy Tran (Citizen Services Specialist, Service Canada), Susan Philpott (Partner, Goldblatt Partners), Elisabeth Ballermann (Secretary-Treasurer, National Union of Public and General Employees), and Mark Janson (Senior Research Officer, CUPE National).



SFL DEMANDS ACTION ON HARASSMENT FOR DAY OF MOURNING

On the year's this National Day of Mourning, the Saskatchewan Federation of Labour (SFL) joined the Canadian Labour Congress (CLC) and called on the federal and provincial governments to do more to address workplace violence and harassment.

Every April 28th, unions join workers and their families to mourn those who have been injured or killed on the job. Workplace violence and harassment have also led to worker deaths, as well as significant injuries.

“Workplace harassment and violence are often overlooked by employers and governments as hazards of the job,” said Larry Hubich, president of the SFL. “In the era of #metoo and #timesup, we need to talk about the negative impacts these hazards can have in the workplace and what should be done about them.”

Employers should work with health and safety committees to:

- Develop appropriate policies and programs;
- Offer training to prevent workplace violence, including harassment;
- Identify workplace hazards and develop an action plan to address them;
- Address domestic violence at work by conducting workplace risk assessments, offering training and safety planning, and ensuring supports are in place for workers experiencing domestic violence.
- Governments can also do more to help prevent and stop workplace harassment by:
 - Make it safe for workers to report harassment and violence by implementing anti-reprisal measures, including whistleblower protection;
 - Hire and train more OH&S officers;
 - Recognize domestic violence as a workplace hazard, and
- We again call on the provincial government to provide paid days leave from work for survivors of domestic violence.

This year the SFL is laid green and yellow flowers at Day of Mourning events. Not only are these the colours of our province and our fed-



Flowers at the Saskatoon & District Labour Council's Day of Mourning event, attended by SFL Secretary-Treasurer Lori Johb.

eration of labour, they are the colours of the Humboldt Broncos in special recognition of the workers who died in that terrible tragedy while on the job.

PRECARIOUS WORK GROWING AT THE U OF R

SUBMITTED BY URFA

The University of Regina Faculty Association (URFA) is raising awareness of the University of Regina's increasing reliance on sessional instructors to teach undergraduate courses and the precarious employment of sessional instructors at the U of R.

Hired on a contract basis, Sessional Instructors are paid less than permanent faculty members, have little job security, have no parental leave provisions, and only receive partial health benefits. On average, a Sessional instructor teaching five courses in a year makes \$35,315 annually, compared to \$83,787 for an entry-level assistant professor.

According to the most recent numbers, 47 per cent of all undergraduate courses at the U of R are taught by sessional instructors, a number that has grown in recent years as the University administration seeks to deal with budget cuts from the provincial government, while at the same time making the choice to invest in major capital projects instead of academic staff.

A campaign created by URFA's Sessional Advocacy Committee, called "Make it Fair," aims to educate the campus community and the public about the inequalities

sessionals face at the U of R. Posters were put up across campus, buttons were distributed for faculty and students to wear in solidarity, and URFA members shared their experiences as sessionals with the media.

As Deborah Simpson, a sessional Instructor in Political Science and member of URFA's Sessional Advocacy Committee recently told the Leader-Post, many sessional instructors are academics who are finding themselves struggling to make ends meet as they compete for fewer full time faculty positions. "For the average sessional, they are relying on sessional teaching to buy groceries and pay rent," Simpson told the Leader-Post. "They're trying to eke out a living and build a life."

Currently URFA is in bargaining negotiations with the University, where they hope to make important gains for sessional instructors and the rest of its academic members at the U of R. The quality of education improves when academic staff are treated fairly and given appropriate levels of compensation and job security. It's time for the University to start investing in the people that they rely on for the day-to-day operations of the institution.



Muhammad Umar, pictured here with his children. | GOFUNDME/CBC PHOTO

WCB coverage for taxi drivers should be mandatory

In April, following the stabbing and carjacking of Regina taxi driver Muhammad Umar, the Saskatchewan Federation of Labour (SFL) once again called on the Sask. Party government to eliminate all exemptions, loopholes, and exclusions that allow some employers to exclude employees from Workers' Compensation Board (WCB) coverage.

"There should be absolutely no exemptions from WCB coverage for workers, including taxi drivers. The recent case involving a Regina taxi driver who was stabbed and carjacked highlights the need to make this change," said SFL president Larry Hubich, "taxi drivers are workers that work for large license-holding companies and there is no reason why they should be excluded from WCB coverage," he added.

The federation of labour has called on provincial governments of all political stripes to eliminate exemptions, loopholes, and exclusions that allow some employers to exclude employees from WCB coverage. The SFL included this recommendation in WCB Committee of Review reports in 2001, 2006, 2011, and has been its consistent position ever since.

In addition to the need for mandatory WCB coverage for taxi drivers, the SFL is calling for additional measures to make workplaces safer for taxi drivers.

"Cab companies are required to have a violence prevention policy, but it's pretty clear those policies are not being enforced and are not effective," said Hubich, "the provincial government must take action by forcing cab companies to get serious about violence prevention policies, but also legislate more protections like shields between drivers and passengers," said Hubich.



Members of the URFA Sessional Advocacy Committee and the URFA Equity Committee want to raise awareness of the precarious employment of sessionals at the University of Regina.



BREAD AND ROSES ... AND TWITTER:

If you want your union's handle, or your handle, added to this list simply tweet as such to **@SKFedLabour**.

- | | | |
|-----------------|------------------|-----------------|
| @ATULocal615 | @LHubich | @Shobna Radons |
| @Bymoan | @LJobb | @SKFedLabour |
| @CanadianLabour | @MCWalker64 | @SUNnurses |
| @CanLabourMedia | @MSHladun | @Thebaud |
| @CLCSask | @OwnYourSask | @TracyZam |
| @COPE397 | @PrezCape | @TriaDonaldson |
| @CUPEsask | @PSACprairies | @UFCW1400Women |
| @DeniseLDick | @PurpleWorksSEIU | @UFCW649 |
| @DLafleurCLC | @RankAndFileca | @UFCWCanada |
| @Hassan_Yussuff | @Regina_DLC | @UFCWCanada1400 |
| @JoieWarnock | @SameOldKent | @Unifor1S |
| @JudyHenley1 | @SaskSpark | @UniforTheUnion |
| @jx5yak | @SGEU | |
| @KLQbn | @SGEUMary | |

MARK YOUR CALENDAR

June 10-14	Prairie School for Union Women	Waskesiu
June 20	World Refugee Day	
June 21	National Aboriginal Day	
July 1	Canada Day	
Aug. 25-31	SFL Summer Camp	Manitou Lake
Sept. 3	Labour Day	
Sept. 8	International Literacy Day	
Sept. 12-14	SFL OH&S Conference	Regina
Sept. 21	International Day for Peace	

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SFL Summer Camp!

August 25-31, 2018
Apply at www.sfl.sk.ca

Accepting applications for:

- Campers ages 13-16
- Youth Activity Coordinators
- Counsellors