

## SEA Campaign – Speak Out for Fairness

*The Saskatchewan Employment Act (SEA)* hurts working people in Saskatchewan. For both Union workers and non-union workers, it is clear that the *SEA* gives the upper hand to the Employers. **Unions have always been the champions of fairness for all workers and we are opposed to this legislation because it will make life tougher for workers:**

- An 8 hour day could now become a 10 hour day, lunch and rest breaks may no longer be required and two consecutive days off may be a thing of the past **10 9**
- Overtime language and pay is unclear; **6**

In addition, workers will soon be faced with large fines for Occupational Health and Safety infractions in the workplace. **3** We know unsafe staffing levels lend to injuries; yet, the *SEA* does nothing to address safe staffing levels. Instead, the government is shifting the responsibility for safety, and the fines, to those who have no control over staffing levels. **How is this fair to the workers who have built this province?**

**Why is the Government involved in who should be a supervisor and which union they belong to?**

- More divisive by allowing ***the employer*** to determine whether in-Scope supervisors can stay in their own union. Promotional opportunity, access to overtime, service credits (vacation, sick leave and seniority) are all at risk. **4** The ability for a worker to express their opinion re: how their workplace is run is reduced by the change in how “Employee” is defined. **7**

**Unions and their members are being subjected to rules that are both unclear and inequitable**

- o Cumbersome reporting requirements for unions with no clear set of options as to method of communication which are afforded to employers (low-cost, easy & faster access); **5**

**SEA adds further roadblocks and delays to collective bargaining;**

- o more steps required before a legal strike action can be taken **8**
- o the employer and government are both able to force votes on last offers; **1**

**Essential Services** it has been proven unconstitutional yet it remains in the *SEA* with no fix; the legal stall tactics have disrupted good faith negotiations since 2008 for public sector workers. **2**

The Government Consultation process was too rushed and imbalanced (only 90 days). Thousands of submissions by SEIU-West members (in the postcard campaign) were largely ignored. **When governments attack unions through unfair legislation targeted to weaken them, they are attacking all workers and lowering the bar for everyone.** This Act does not achieve the balance that the government touted when it introduced the review process.

I do not want Saskatchewan to become an unforgiving place for working people, unionized or not. **We want our Saskatchewan to be a place which values all citizens and where our children want to stay.**

*Therefore, I would ask that you listen to the voices of working people and do all that you can to fix the many problems with the SEA. Please promote fairness in our labour legislation and treat all workers with the respect and fairness that they deserve. **Our province should be prosperous for everyone and the Government should take care of the interests of the people.***

**Name** *(print)*: \_\_\_\_\_

**Address**: \_\_\_\_\_

**Signature**: \_\_\_\_\_

**City/Province**: \_\_\_\_\_

**Date**: \_\_\_\_\_

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