



Winter 2017

The Front Line

Standing Up & Standing Strong

EXPANDED EDITION

IN THIS ISSUE:

- Cape's Corner p. 2
- Upcoming Events p. 2
- Department Evolution ... p. 3
- Victory at Potters p. 3
- MOD p. 3
- Giving Back p. 4
- Education Minister p. 4
- 2017 Scholarships p. 4
- A Proud Tradition p. 5
- Worker Safety p. 5
- Reconcili-ACTION p. 6
- Activist Camp p. 6
- SK Leadership Races ... p. 7
- Did You Know? p. 7
- Community Sector p. 8
- SaskCrowns.ca p. 8
- MRC Quick Tip p. 8
- Dear Rosie p. 8

SEIUWEST.ca

SEIU-West represents over 13,000 members across Saskatchewan who work in health care, education, municipalities, CBOs and various industries. We work to improve the lives of working people and their families and lead the way to a more just and humane society.

2018 Pocket Calendars!



Contact your Unit Chair to get yours.

SASK. HEALTH CARE INNOVATION SUMMIT

By Karman Kawchuk, Research Coordinator

On November 15th eight SEIU-West representatives from senior leadership, health sector membership, and staff attended the Health Innovation Summit in Regina.

The theme was “Inspiring Tomorrow’s Health Care”. The sponsor, the Saskatchewan Union of Nurses (SUN), hoped to promote the idea that RNs should have a lead role in health transformation – including the move to one health authority. However, one of our main takeaways was that health care works best when all members of the team feel valued and able to fully contribute.

The first keynote speaker was “Change Management Specialist” Greg Brown, who shared strategies to help people embrace, rather than resist, health system change. The strategies included making sure people have information about, involvement in, and some control over the change process.

Later, two senior leaders from Alberta Health Services discussed lessons learned from Alberta’s move to one health authority, including the need to ensure that workers feel engaged and valued.

Finally, during a session titled “Lessons for Better Patient Care”, panelist Dr. Dennis Kendel (who headed the advisory committee that recommended moving to one health authority) stressed that we can’t have better health, better care, or better value without better teams. Better teams,

he said, means engaging the full skills of all members of the health care team. The public expects all health providers to work together, he added, not engage in turf wars.

SEIU-West will continue to press the government for more transparency about its health transformation plans, in order to ensure that all health care providers are consulted, engaged, and valued in Saskatchewan’s present and future health system.



Season's Greetings!

A special shout out to all SEIU-West members who volunteer their time to make the Holiday Season a brighter one in their communities. Whether it's a tree lighting ceremony in Swift Current, decorating the tree at the office in Moose Jaw, or participating in the Festival of Trees in Saskatoon, SEIU-West members are a part of the scene!



CAPE'S CORNER

This is our year-end Holiday/Christmas newsletter and I cannot believe how much we have done together as a union over the last twelve months! If you want to see this in Technicolor, check out SEIU-West 2017 Year in Review on YouTube (<https://youtu.be/JpYeg0Vidn8>).

In short, you, our members, are truly incredible!

You do the heavy lifting when it comes to reaching out to our communities and politicians to educate them about the important work you do, how they can support us and how we can work together to improve our province. Our members are fearless when it comes to stepping up to the plate to meet with local and provincial political leaders to talk about the decisions they are making that affect our lives and livelihoods.

Hundreds of members have accessed education sessions: from being an activist to shop steward to facing management. And in turn, you have given your time and talents to your co-workers to represent them and ensure they are treated fairly.

We have rallied together, signed petitions, and written briefs to government. We have had good meetings and challenging meetings. We have held information pickets, been locked out of our workplaces, organized new members, and raised awareness about our work and the needs of the people we serve.

We have worked side by side with our staff who have stretched their calendars and drove thousands of kilometres throughout the province to talk with members and represent their interests. We have bargained agreements, fought grievances, and attended arbitrations. We have won and we have lost.

This is the work of your union...and we have done it together over this last year.

As I look forward to 2018, I want peace and joy for each one of you. I want you to thrive; to find security and comfort. I look forward to us working together towards fairness and justice for not just for ourselves, but for every working person and for those who are vulnerable in our great province.

So as I reflect on this holiday season, I simply say Thank You to all of you, our members, for making us a better union.

In Solidarity,

Barbara Cape, President



By: Barbara Cape
President, SEIU-West

Upcoming Events

January	Alzheimer Awareness Month	March (TBA)	Complete Steward Training
January 1	New Year's Day	March (TBA)	Health Information Professionals Week
First Week	Invitations and registration Complete Shop Steward Training – 3 sites		2018 will be the 75th anniversary of the Professional Association
Second Week	Invitations and registration form to Units for Unionism 101 course	March 8	International Women's Day and UN Day for Women's Rights and International Peace
January 11	National Human Trafficking Awareness Day	March 8	Event: University of Regina Women's Centre
January 27	Family Literacy Day	March 15	Invitation and registration form to units – Domestic Violence
Last Week	Notice sent to units – SFL/CLC Spring School	March 15 – 16	Notice sent to Units re: SFL PSUW
February	Black History month	March 19 – 23	Selection, registration and notification of SALPN applicants
February	National Therapeutic Recreation Month	March 19 – 23	Selection, registration and notification of SFL/CLC Spring School applicants
February (TBA)	Complete Steward Training	March 21 – 23	Unionism 101 all 3 sites (two classes in Saskatoon)
February 6 – 8	Advanced Facilitator Training - Saskatoon	March 21	International Day for the Elimination of Racial Discrimination
February 14	Cardiology Technologist Day	March 22	UN World Water Day
Second week	Notice sent to units – SALPN	March 30	Good Friday
February 19	Family Day		
February 28	Pink Shirt Day (Anti-Bullying)		
March	National Nutrition Month		
First Week	Invitation and registration form to invitees – Tech course – 3 sites		

For more detail on these and other events, contact your Unit Chair or visit the events calendar on SEIUWEST.CA

Department Evolving to Better Serve Members

By: Terry Zahorski, Director of Operations

I wanted to take this opportunity to let everyone know that in the short time that I have been in my new role, there have been some changes happening in the Administration Department at SEIU-West.

In an attempt to re-focus/re-brand the department itself, the SEIU-West Administration Department will now be recognized as the SEIU-West Operations Department.

This name change better reflects the broad base of functions we perform in our department including administrative duties, finance coordination, membership dues processing, information technology support, and property management for all three office locations.

By re-focusing the vision and energy of the department, our goal over the upcoming year will be to improve upon our already accurate, efficient, and confident services and support that we provide to SEIU-West members and staff. Some might say, a one stop shop for all things operational.

As for myself, I have had the privilege of serving the SEIU-West membership for the past seven years in the capacity of Union Representative.

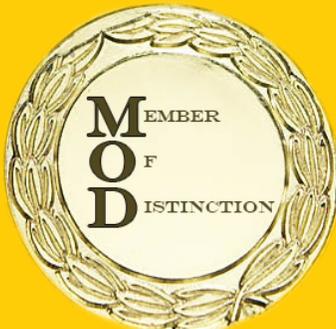
As I enter into this new position, I must say that I look forward to my role and all of the responsibilities that go along with it. In addition to my various duties, I will have the opportunity to lead a very professional and highly qualified team of staff (Administrative Assistants, Dues and Finance Coordinators, and Information Technology Technician) into the new era of "Operations" at SEIU-West!

Victory at Potters!

On November 29th SEIU-West members at the Potters Inc. facility in Moose Jaw ratified a new five-year collective agreement. It includes annual pay increases of 2.25, 2.25, 2.25, 2.6, and 2.6 percent. Thanks to the hard work of the bargaining committee, we also added important language about the seniority list, the union bulletin board, and health and safety matters. We also developed a process to review classification on a yearly basis, and have made improved access to pay for performance of higher duties.

The employer also agreed to shut down the plant (which makes glass microbeads used to make reflective highway markings) during the ratification meeting and pay employees who were working to attend the vote.

A special shout out to SEIU-West Southern Negotiations Officer, Blair McDaid, and Union Rep, Bob Desjarlais, for their crucial efforts at getting this deal, and to SEIU-West research staff for finding detailed financial information about Potters.



MOD Winter 2017 Variety Place Direct Care Workers!

Do you know a Member of Distinction? Email: shawna.colpitts@seiuwest.ca.

The lock out of Variety Place Direct Care Workers (DCWs) in Outlook, Saskatchewan may seem like a lifetime ago, but it's still real and fresh to those workers who lived this experience for eleven long weeks.

These DCWs provided personal care, life skills, aids for daily living to clients with physical, emotional and intellectual disabilities. They were (and still are) their clients' surrogate family and have built incredible relationships with clients' families as well.

We achieved a collective agreement that addresses many of the standards that should be taken for granted: duty to accommodate; joint union management meetings; and improvement of leave provisions, among others. We were also successful in negotiating a general wage increase that will raise their wages above \$18.00/hour which was a benchmark that the members were hoping to achieve.

These DCWs are the Members of Distinction because of their relentless pursuit of fairness, solidarity in the face of adversity, and demonstrating that SEIU-West members are indeed 'Stronger Together.'



Giving Back

By Catherine Gendron, Education Coordinator

The SEIU-West Young Workers Committee (YWC) have made generous donations to a number of special organizations that do so much good for our communities.

The YWC first decided to make a \$500 contribution to *Moon Time Sisters*, a vital and supportive organization that assists women who don't have access to or can't afford menstrual supplies in northern Saskatchewan.

Str8 Up was another important organization the YWC chose to donate to. *Str8 Up* offers outreach services, programming, and support to those who have lived or are living criminal street lifestyles and who want to make positive changes in their lives.

The YWC has also purchased a number of items from Hillberg & Berk, a Canadian jeweler that has partnered with the Saskatchewan Federation of Labour to end domestic violence. All proceeds from their burgundy sparkle ball earrings, necklaces, and bracelets will go to the *Provincial Association of Transitional Houses and Services of Saskatchewan (PATHS)* for the services they provide to survivors of domestic violence.

The YWC wishes to thank *Moon Time Sisters*, *Str8 Up* and *PATHS* for all their incredible work.



Education Minister Gets Schooled

By Dannel Pickering, Project Coordinator

Bronwyn Eyre, Minister of Education in Saskatchewan, called for sweeping changes to the education curriculum after discussing her son's homework assignment in the legislature this fall. She suggested the notes he wrote from school denigrated his ancestors when learning about colonialism and encouraged him to write his own version of history.

Ms. Eyre has apologized for bringing her son's homework into public discussion, but the fact that she is the Education Minister in Saskatchewan has many concerned. There is an on-line petition (<http://bit.ly/2nDJ73s>) where thousands of Saskatchewan constituents have signed their name

to have her resign.

Ms. Eyre has previously stated we should consider a course dedicated to indigenous culture and history rather than "infusing" it into the curriculum. Many find it disrespectful for her to suggest it's optional to learn of our history and the relationships we have had with our Indigenous population.

Saskatchewan Teachers' Federation is concerned that this will "divide communities and create unsafe space for Saskatchewan teachers and students".

SEIU-West members have stood by the recommendations of reconciliation. We must all learn of our history so as to not repeat it and to help in the healing process

We are all treaty people.

2017 Scholarship Program

The Education Committee is delighted once again with the amount of interest in the SEIU-West Scholarship Program. We received well over 50 applications for the 20 available scholarships!

If you weren't awarded a scholarship this year but are still in school, fear not! Information for the 2018 Scholarship program will be on seiuwest.ca soon.

We are notifying and awarding ten members and ten children of members with their scholarships of up to \$750 each. A winners list will be posted on the committee webpage soon.

The Education Committee wants to thank everyone who applied for the inspiring views they shared in their essays about the benefits unions provide to our communities!

Keep an eye out on seiuwest.ca for new education opportunities coming in 2018.

Happy New Year!

Are you looking for help with your brighter future?

These people were and they got it!



SEIU-West offers 20 scholarships of up to \$750 every year: 10 for members and 10 for children of members.

CRITERIA:

1. SEIU-West members who are in good standing (dues paying members) and/or their children are eligible to apply.
2. The applicant must be taking a class in a College, University or recognized Tech or Vocational Post Secondary School for the year they are applying in.
3. Applicants must submit a 250-500 word essay on the topic:
How do unions contribute to a fair and just society?
4. Applicants must include, with their application, a copy of their registration and receipt of costs.
5. Applicants must fill out the attached form and include all items listed above.
6. In order to ensure as many people benefit from this program as possible, if you have won a scholarship through SEIU-West within the past 3 years, your application will not be considered.

HOW TO APPLY:

- Applicants must fill out the *Scholarship Application Form* and must include all the items listed under "Criteria" to be considered.
- Incomplete or late applicants will not be considered.



Complete applications must be received in the SEIU-West Saskatoon office by **NOVEMBER 15** AND SENT TO:

Brenda Coben & Colleen Denniss

Co-Chairs, SEIU-West Education Committee

#200 - 747 46th Street W. Saskatoon, SK S7L 6A1

A Proud Tradition

By Marguerite Wolfe, Continuing Care Assistant

Our members go that extra mile every single day. We recently spoke with a member, Marguerite, who shared her account of Remembrance Day at Sherbrooke Community Centre in Saskatoon.

This is her story:

The Remembrance Day service at Sherbrooke is a long-standing tradition that is still going strong today.

This day is very emotional for all of our veterans and their families. Some do not come to the service as they do not want the memories to surface. The staff respect the wishes of the veterans.

Staff come in on their day off to assist with breakfast and getting the veterans into their uniforms or blazers/jackets, tying their ties and affixing their medals, worn with pride on the left side, before taking them to the Tawaw Centre for the service.

The veterans put on their berets displaying the Legion cap badge and number of the legion they joined.

The service is well attended with over 300 people.

Veterans, families, dignitaries, army reserves, the colour party, and other Sherbrooke residents attend. Some latecomers sit in the chapel for the service.

This year, the colour party included two Afghanistan Veterans combining the “Old Guard” and the “New Guard” which have one thing in common – they fought for freedom.

It gets very quiet when the Act of Remembrance is done with Last Post and Reveille being played by a trumpeter. During the two minutes of silence, the Veterans who live at Sherbrooke reflect on their comrades who passed away

in the war or at the Veterans home in the last year – men and women who fought to keep Canada a free country. After lunch and a rest, the veterans and families come back to the Tawaw at 14:30 for music, light snacks and visits. This year, the band played the “old songs” from 1920 to present day. Many joined in and sang along.

There are members of the armed forces who visit with the veterans in the afternoon. In closing, I would like to say, it is an honour and a privilege to work with our veterans. This service is more meaningful as the veterans are with their comrades who fought. The veterans have an unspoken bond between them and are a close group. These special men and women – our Veterans – should be remembered and respected every day. But especially on Remembrance Day.



Members Stand for Safety!

Another successful Worker Safety Conference is in the books!

Participants were glad to spend two days learning important safety information and gave the conference rave reviews, especially the presentation on Domestic Violence and its relationship to work.

SEIU-West has been advocating to support for domestic violence survivors in many ways. We were the first Saskatchewan union to offer Domestic Violence training, which offered the tools to support those experiencing domestic violence, and also helped frame domestic violence in a way that eliminates stigma.

The Young Workers Committee launched a petition (paper and online) calling on the creation of laws to ensure job security for those experiencing domestic violence. Their efforts led to Bill 605, a private members bill,

which is in legislative process at the moment.

SEIU-West also made a submission for the government’s consultation on interpersonal violence and employment leaves, outlining the many needs to ensure improved workplace safety and secure funding for those agencies who provide necessary community supports for the survivors of domestic violence.

We also have a staff person in our Member Resource Centre (MRC) who is trained to provide assistance for those experiencing domestic violence. Your union continues to meet with employers because it is their responsibility to provide safe workplaces.

Keep an eye out for future domestic violence training from SEIU-West, and be sure to sign our petition here: <http://bit.ly/2ABThUW>



Leadership in Reconcili-ACTION: Wicihitowin



By Karman Kawchuk, Research Coordinator

Four members of the SEIU-West Aboriginal Committee attended the third annual Wicihitowin Aboriginal Engagement Conference in Saskatoon on October 11 and 12, 2017. The conference was organized by Saskatoon Health Region, United Way, City of Saskatoon, and the Aboriginal Friendship Centres of Saskatchewan. This year's theme was "Leadership in Reconcili-ACTION", focusing on concrete things individuals and organizations can do to contribute to reconciliation between Indigenous and non-Indigenous Canadians. Every plenary presentation and every breakout session was linked to particular Calls to Action of the Truth and Reconciliation Commission (TRC). Many topics were discussed, but what really stuck with you were the personal stories of pain and injustice, but also of recovery, hope and reconciliation. There were also powerful, literal calls to action. Ry Morin from the National Centre for Truth and Reconciliation

said that Indigenous people "need non-Indigenous allies who will speak up and push back when we are not in the room." Another speaker said that there are no excuses for waiting for other people or organizations to take the lead on reconciliation, because there is something for everyone in the 94 TRC Calls to Action. Survivor Eugene Arcand challenged public sector unions to do more for reconciliation because "You guys have made a good living off the misery of my people." Retired Saskatoon police Chief Clive Weighill asked, "When are we going to stop this lunacy of diverting every youth into the criminal justice system?" Marilyn Poitras, former commissioner on the Inquiry into Missing and Murdered Indigenous Women and Girls, said "We have all the data, but we're not getting better...we must find another way to healing."

During the conference our committee networked with AIDS Saskatoon and discussed organizing a joint event in the coming months

Activist Camp

By Catherine Gendron, Education Coordinator

In November, over 50 SEIU-West members participated in our first-ever Activist Training Camps held in Moose Jaw and Saskatoon.

Coordinated by the Political Action & Education and Organizing departments, these training sessions were an opportunity for members to grow their activism skills.

After learning about anti-oppression, participants worked their way through five stations: campaign development, the art of protest, staying on message, direct action, campaign recruitment, and working with community allies.

Later that day, they were ready to take action!

In Moose Jaw, members made phone calls to their MLA and hung a banner that read "no to roll backs, yes to strong public services" on a busy train overpass.

In Saskatoon, participants wrote letters to their MLA and made an appearance at the Minister of Labour Relations and Workplace Safety's office to say "no to rollbacks, yes to strong public services."

We hope members who took part in this course use these new skills for positive change in our communities.



Provincial Leadership Races 2018: Research Now, Vote Later!

By Shawna Colpitts, Director of Political Action & Education

Representatives of the SEIU-West Political Action and Awareness committee (PAAC) attended the recent NDP Convention (October 2017) and SaskParty Convention (November 2017) to gather info about upcoming leadership race candidates.

This is what they learned.

Delegates at the NDP Convention reported that panel discussions were quite informative.

They heard about how the budget cuts have impacted public services, including both health care and education, as many delegates detailed their recent experiences.

In particular, there was a strong concern shared by delegates from rural Saskatchewan about the loss of public services and the need for their voices to be heard.

There were an impressive number of women participants at this Convention, including a panel presentation by our President, Barbara Cape, as to why we need to work together to stop the cuts.

Both leadership candidates, Ryan Meili and Trent

Wotherspoon, spoke about needed improvements to minimum wage, why we should be building stronger public services rather than accepting cuts to valued programs and services and the need for transparency to reduce the waste of valuable resources.

In contrast, delegates at the SaskParty Convention reported that they were not able to sit with each other or other delegates from their constituency.

The highlight of the Convention was the leadership debate.

Many of the candidates spoke about balancing the budget over four or five years instead of three.

But there was no talk about the future of public health care or the SaskParty future efforts to build a positive relationship with the labour movement and work to meet the

needs of working people.

Though there were many tributes to our parting Premier, delegates noted that there were few women participants.

Your PAAC will keep SEIU-West members up to date on information about the provincial leadership candidate races and reminders about upcoming 2018 votes.



SEIU-West would also like to remind you that we are at a critical point – there are leadership races happening in our government party and the opposition. That means the candidates are vulnerable and striving for our support and more receptive to our issues. Be sure you get your issues to their tables by meeting and writing our leadership hopefuls. If you need any assistance, please email actions@seiuwest.ca

Did You Know?

The SEIU-West Young Workers Committee (YWC) has sent invitations to meet with all NDP and SaskParty Leadership candidates?

As young workers, there are many concerns that we want our potential leaders to address. The YWC is asking the candidates their plans to address the decline of good jobs, climate change, expensive tuition and child care, the shortage of youth services, and the lack of support for those suffering from mental illness and domestic violence.

To find out who our young workers have met with so far, visit their committee page on seiuwest.ca.

The YWC looks forward to sharing more of their experiences with you prior to the SaskParty election on January 27, 2018 and the NDP election on March 3, 2018.

Patient First Requires Safe Staffing!

The Saskatchewan government is setting our public health care system up for a fall.

The privatization of services such as MRIs, surgeries, and laundry has resulted in the disruption of public health care services, reduced access to sanitary laundry and linens in health care facilities, and fewer good jobs in many Saskatchewan communities.

How can our health care providers deliver quality patient first care when our provincial government continues to put health care workers last?

Send a message to the Minister of Health, Jim Reiter, and your MLA today!



Online Campaign:
<http://bit.ly/HC-safe>
or
Scan the QR code:



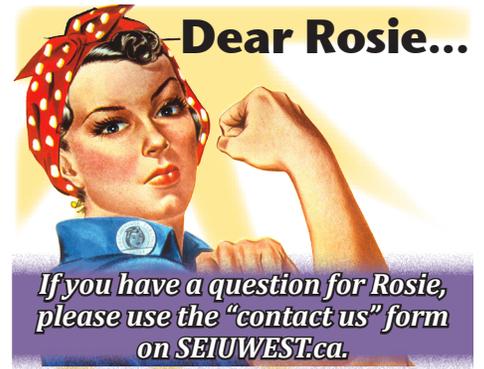
New Campaign Launching Soon!

By *Christine Miller, Communications Coordinator*

The Community-Based Organization (CBO) sector is the barrier against the loss of our provincial social safety net, but it is woefully underfunded.

Soon the inter-union CBO Committee (SEIU-West, SGEU, and CUPE) will be launching a website (SaskPeopleWhoCare.org) that will feature union members who work to provide valuable community services in child care, group homes, crisis services, addictions, and social services.

Keep an eye out for the announcement coming soon!



Dear Rosie:

I've heard that my local hospital has something called an Accountable Care Unit. What's that all about? Who are they accountable to?

CBO Cindy

Hi Cindy:

Accountable Care Units (ACUs) are really just a new tweak of an old idea: interdisciplinary rounds.

In most hospitals, doctors and other members of the health care team "do rounds": they meet each day to discuss and plan each patient's care.

In an ACU, rounding occurs at the patient's bedside, in a very "structured" way.

Staff get training and use scripts and checklists to ensure things are done consistently.

Patients and families are treated as part of the team, and actively encouraged to speak up and ask questions.

Team members, including doctors, work mainly on just one unit, instead of bouncing around the hospital.

This ensures that everyone involved knows who's on the team and what's going on, because they're communicating face-to-face at the same time. It's supposed to help make the whole health care team accountable as a unit to each other and to the patient/family.

Since being launched in Atlanta in 2010, ACUs have been tested around the world, including Pasqua Hospital in Regina and this year in St. Paul's Hospital in Saskatoon.

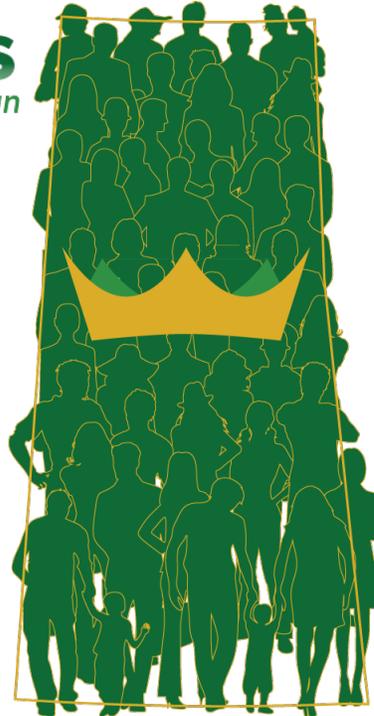
There's evidence that ACUs have shorter and safer patient stays, and higher overall staff and patient satisfaction.

SEIU-West will be watching, to make sure our members of the care team are able to fully participate in the provision of this patient first care initiative.

Rosie



SaskCrowns is made up of Saskatchewan citizens who believe strongly that our Crown corporations provide us with valuable services and help keep our cost of living down. We think that selling or winding-up Crown corporations is short-sighted, and that other options to improve the provincial budgetary situation need to be considered. We are nonpartisan and are not directed by or affiliated with any other group, organization or political party. *Take action today by signing the petition in support of our crowns by visiting www.saskcrowns.ca*



MRC Quick Tip

For SEIU-West members employed within the new Saskatchewan Health Authority (formerly Saskatoon, Heartland, Five Hills and Cypress Health Regions):

We have all heard the public announcement that *The Provincial Health Authority Act* was proclaimed on December 4, 2017. Minister of Health, Jim Reiter, and the Minister of Rural & Remote Health Services, Greg Ottenbreit, have alluded to the benefits of moving to one provincial health authority. Yet, we have a large number of unanswered questions and no clear plan on what to expect moving forward.

In view of this, we ask our members to share any reports or messages that they obtain from the workplace with the MRC. If you have questions and/or concerns regarding the ongoing transition please call the MRC at 1-888-999-7348 ext. 2298 or visit seiuwest.ca and send a message via the Contact Us page.

**CBA Questions? Call the Member Resource Centre (MRC):
1- 888-999-7348 ext. 2298.**