



## Committee Studying Changes to Labour Laws

A select committee of employers and labour representatives has now almost completed their review of submissions for changes to 15 different pieces of labour legislation. The Committee was formed at the invitation of Labour Minister Don Morgan after some consultation with major stake holders but it only adds to the opaque nature of the whole process. Very little time was allowed for public input and unlike other government initiatives no forums or public meetings were allowed or scheduled. The provincial government has received much criticism in the press for its conduct on this file but the Sask Party was not much fazed and has simply carried on. It seems to add weight to the argument that the legislation has been written and prepared for quite some time. The so-called consultation process is nothing more than a sham to disguise whatever the government long ago decided to do anyways. RWDSU members, particularly in the Co-op Division, will be interested to learn that Garry Mearnes is one of the members of the advisory committee. Mearnes is the Vice President of Human Resources at Federated Co-operatives. GSU General Secretary Hugh Wagner is one of the unions' representatives as is former RW Rep. Kelly Miner who

now works for the Saskatchewan Union of Nurses.

The Government's web site advises that 40 unions, 13 professional organizations, 16 public sector organizations and 2186 employers/businesses submitted briefs. Of the 2186 business briefs 2137 were one page form letters provided by the Canadian Federation of Independent Business (CFIB). The government had promised full disclosure but for some reason has decided not to provide the names of businesses who signed and sent in the CFIB letters. Perhaps this is more of an indication the CFIB submissions should not be treated seriously, The Defender only hopes. RW's Joint Board also submitted a lengthy brief which can be viewed on the government's web site along with everyone else's. The address is [labourlegislationLRWS@gov.sk.ca](mailto:labourlegislationLRWS@gov.sk.ca).

We can expect to see draft legislation tabled in the Legislature late this Fall. It is unlikely that any new laws will come into effect until the Spring of 2013. Union and community activists are already talking about a general strike if that's what it will take save a way of life in this province.

## ***PLEASE RESPECT PICKET LINES WHEREVER THEY APPEAR***

### **Minimum Wage Going Up**

Saskatchewan's minimum wage will be going up from \$9.50 to \$10.00 an hour on December 1st just in time for Christmas. The one-time increase is welcome news for the Province's low wage earners but Minister Morgan was quick to add no further increases are planned. The Saskatchewan Federation of Labour has lobbied for years to tie the minimum wage to various different formulas including some kind of relationship to cost of living increases which have been running at approximately 2% a year for the last little while. At \$9.50 an hour Saskatchewan had the lowest minimum wage in Canada. This recent increase will place the

province's 22,000 minimum wage earners somewhere in the 'middle of the pack' according the Minister's press release. Alberta is currently at \$9.75 an hour while Manitoba's rate is \$10.25.

RW members are frequently under the assumption that agreement rates go up automatically when the minimum wage is increased. That assumption is wrong. Agreement rates that are below the legal minimum must go up but there are no other adjustments unless there is specific language in the contract stating so.

## *Canada Revenue Agency Conducts Sting on Food and Beverage Workers*

The Canada Revenue Agency (CRA) claims the taxman is being ripped off by food and beverage workers across Canada costing it millions of dollars in lost taxes. The CRA conducted a detailed audit of some 150 workers in a number of restaurants and bars in St. Catherines, Ontario between 2010 and 2012. It found that \$1.7 million in tips were not reported and that workers underestimated annual incomes on average by approximately \$12 thousand a person. Workers were eventually charged and forced to pay an extra \$1,553 of income tax each. The CRA reported they were going to do a study of these trends which could end up in new regulations for workers in this industry. Other sting operations are also being planned.

RW represents hundreds of members in this industry and cautions workers to be very careful. On the other hand *The Defender* wonders why the CRA would spend so much time and money going after this very low paid sector of the Canadian workforce. A better target would be business executives with padded, tax free expense accounts or the many corporations which make billions of dollars and write everything off. The Canadian Restaurant and Foodservices Association advised it was bracing for a critical labour shortage by 2020 when the pool of 15 to 20 year-olds is expected to dramatically shrink. The pressure will be on to offer a good living wage and decent health and welfare benefits.

***UNITED WE STAND  
DIVIDED WE FALL***

### **Free Riders Pledge Card**

I am opposed to all unions. Therefore I am opposed to all benefits that unions have won through the years: paid vacations, public holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, workers' compensation, social security, overtime for hours in excess of 8 in one day or 40 in one week, unemployment benefits, medicare and job security. I refuse to accept any benefits that will be won by the union in this shop, and I hereby authorize and direct my employer to withhold the amount of union-won benefits from my weekly pay cheque and to donate it to charity.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date Signed

***IF WE DON'T HANG TOGETHER  
THEY WILL HANG US ALONE***

## Deadline Extended

*The Defender* cannot say enough about the worthwhile cause in Saskatoon called the Station 20 West Community Enterprise Centre. It is an experiment at best but one we should all support if we really mean to help the underprivileged. RW and the trade union movement in the Province have been flogging tickets for the 'Foodstock Lottery' to raise money. First prize is a \$100,000 truck/travel trailer outfit and there are a dozen smaller prizes too. Many locals have purchased a book of tickets and if your local has not already done so please call either of the Union offices. Tickets are \$20 each, a book is worth \$500. The draw was originally scheduled to take place in October but that has been postponed to January 18, 2013.

## Immediate Dividends on Union Dues

Members will have seen the slogan that 'Union dues pay high dividends' and another case in point comes out of the province of Quebec. Miners at the Sigma-Tamaqua mine in Val d'Or Quebec tossed out their independent, in-house employee association and joined a real trade union the Confederation des Syndicats Nationaux (CSN). Joining the CSN paid off almost immediately to the tune of close to one million dollars. Some of the miners had been improperly laid-off without notice and were owed a lot of money. The Employee Association was unable to convince Sigma-Tamaqua to pay up. After a very quick organizing drive with overwhelming support everything was resolved with the Company which now wishes it wouldn't have been so stingy.

## Youth Should Consider a Trade

The companies operating in the Alberta oil sands are poised to expand their work force by 73% by the year 2021. Currently the oil patch workforce stands at more than twenty thousand workers. The robust energy sector and related services has already created a high demand for skilled tradespeople and it will only get worse. Getting these skilled workers in the future is going to be a challenge for all the companies as a result of the looming high shortage of people learning a trade. The skilled trades are no longer a situation young people coming out of high school should dismiss or ignore. The wages will be very high with good benefits. University is not for everyone, so getting your hands a little dirty from time to time as a skilled trades person is no big deal if you look at the very secure, long time future the patch offers. For these workers retirement may in fact be possible at age 65.

## The Occupy Movement . . . . . . Another Perspective

*The Defender* has always advertised it would publish letters from members provided they weren't derogatory or slanderous. Following is an e-mail we received from a very active member of the Union.

"This writer has another perspective of the 'occupy' movement. Firstly I get it that the largely middle class protestors who want the top one per cent (1%) of high income earners to pay higher taxes on their very high income have a valid point because the world as a whole has a terrible inequality problem.

However looking at this from a global perspective what the ninety nine per cent (99%) do not seem to understand is that by global standards our middle class is also rich. For example, the average middle class family earns fifty times (50 X) more than the world's poorest families, many of whom scrape by on less than \$1.25 a day. Most middle class families in the industrialized world enjoy a relatively lavish system of benefits, public services, education and social programs and a host of tax breaks.

Therefore if the occupy protestors really care about the inequality of mankind than they should be happy to pay higher taxes along with the very wealthy so that the bottom twenty per cent (20%) of the world's poorest families can enjoy a much better standard of life. Just Saying..."

## Law Firm Fires Employees for Wearing Orange

Fourteen employees were fired recently by their employer, a Florida law firm, for wearing orange shirts to work. The employees wore orange shirts because they were all going out for an after work social gathering and wanted to be identified as a group.

However their employer thought that they were wearing orange shirts as a way of visibly protesting archaic working conditions that were introduced into the workplace such as no talking to co-workers and no washroom breaks unless you were on a scheduled coffee or lunch break.

Florida law prohibits the firing of any employee who is actually protesting working conditions, so you have to believe that the employees were telling the truth on why they were wearing orange shirts.

Three of the workers have since been rehired and six others have hired lawyers to pursue the matter including the settlement of claims. In Canada we would have thought these workers were B.C. Lions fans or NDP supporters.

# 2012 SCHOLARSHIP WINNERS

The cost of getting a post secondary education keeps going up every year. In fact Saskatchewan's universities now have some of the highest tuition fees in Canada. Once again RW's offerings garnered a lot of attention and many applications. Here are the lucky winners:

## **Sask. Joint Board Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Daylynn Benoit  
*Mother Debbie Agopsowicz is employed by Casino Regina, Local 568*

## **Len Wallace Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Joshua Jackson  
*Parents Graham and Carol are employed by Beeland Co-op Tisdale, Local 496*

## **Kelly Kearns Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Karli Wong  
*Father William is employed by Pioneer Co-op Swift Current, Local 950*

## **Shirley Grant Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Aleesha Yoner  
*Father Vince is employed by Hospital Laundry Regina, Local 568*

## **Don Mills Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Salina Wall  
*Salina is employed by Pioneer Co-op Swift Current, Local 950*

## **Irene Jackman Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Sarah Haight  
*Sarah is employed by Canada Safeway Saskatoon, Local 480*

## **Chris Banting Scholarship (\$1000)**

Sponsored by the SJB RWDSU – Jessica Crawford  
*Jessica is employed at Southland Co-op Assiniboia, Local 455*

## **Don Garcia Scholarship (\$1000)**

Sponsored by SJB and RW British Columbia – Brittany Chupa  
*Father Varden Biletski is employed by Morris Industries Yorkton, Local 955*

## **George Gabora Scholarship (\$1000)**

Sponsored by SJB and Local 539 Regina – Danae Cushway  
*Father Chris Butz is employed at Sherwood Co-op Regina, Local 539*

## **Len Wallace Scholarship (\$1000)**

Sponsored by Local 454 Regina – Jessica Kurk  
*Jessica is employed by Canada Safeway Regina, Local 454*

## **Olga Dmytrow Scholarship (\$1000)**

Sponsored by Local 454 Regina – Emilee Miners  
*Mother Dawna Graham is employed at Canada Safeway Regina, Local 454*

## **Chris Banting Scholarship (\$1000)**

Sponsored by Local 454 Regina – Sophia Igbokwe  
*Mother Lumen is employed by Canada Safeway Regina, Local 454*

## **Liz Brown Scholarship (\$1000)**

Sponsored by Local 455 Moose Jaw – Kayla Klein  
*Kayla is employed at Southland Co-op Assiniboia, Local 455*

## **Bill Chubb Scholarship (\$1000)**

Sponsored by Local 480 Saskatoon – David Pawluk  
*David is employed by Canada Safeway Saskatoon, Local 480*

## **Local 496 Scholarship (\$1000)**

Sponsored by Local 496 Prince Albert Taylor Korycki  
*Mother Brenda is employed by Canada Safeway Prince Albert, Local 496*

## **Local 496 Scholarship (\$1000)**

Sponsored by Local 496 Prince Albert – Amanda Williams  
*Mother Sheila is employed at the Prairie North Co-op Melfort, Local 496*

## **Burrell Scholarship (\$1000)**

Sponsored by Local 539 – Kendra Shaw  
*Kendra is employed by Prairie North Co-op, Local 496*

## **Local 544 Scholarship (\$1000)**

Sponsored by Local 544 North Battleford – Dalton Wright  
*Dalton is employed by Battlefords and District Co-op, Local 544*

## **Local 544 Scholarship (\$1000)**

Sponsored by Local 544 North Battleford – Brandon Burnett  
*Father Jerry is employed by Battlefords and District Co-op, Local 544*

## **Local 544 Scholarship (\$1000)**

Sponsored by Local 544 North Battleford – Trynacity Carter  
*Trynacity is employed by Battlefords and District Co-op, Local 544*

## **Local 558 Scholarship (\$1000)**

Sponsored by Local 558 Saskatoon – Caitlin Wall  
*Father Randall is employed by Canadian Linen Saskatoon, Local 558*

## **Irene Jackman Scholarship (\$1000)**

Sponsored by Local 568 Regina – Leighton Ficzel  
*Mother Lisa is employed by Hospital Laundry Regina, Local 568*

## **Local 568 Scholarship (\$1000)**

Sponsored by Local 568 Regina – Angela Balanga  
*Parents Lucina and Anacleto are employed by Hospital Laundry Regina, Local 568*

## **Local 635 Scholarship (\$1000)**

Sponsored by Local 635 Weyburn – Marlene Byers  
*Father Joseph is employed by Weyburn Co-op, Local 635*

## **Local S-635 Scholarship (\$1000)**

Sponsored by Local S-635 Estevan – Katelynn Tedford  
*Katelynn is employed by Southern Plains Co-op Estevan, Local S-635*

## **Kelly Kearns Scholarship (\$1000)**

Sponsored by Local 950 Swift Current – Brittany Johnson  
*Mother Barbara is employed by Pioneer Co-op Swift Current, Local 950*

## **Local 955 Scholarship (\$1000)**

Sponsored by Local 955 Yorkton – Lori Rae Malinowski  
*Lori Rae is employed at Yorkton Co-op, Local 955*

## **Local S-955 Scholarship (\$1000)**

Sponsored by Local S-955 Wynyard – Sherie Lyn Celles  
*Parents Filped and Shirly are employed by Lilydale Foods, Local S-955*

## **United General Workers Scholarship (\$1000)**

Sponsored by the unionized Staff of RWDSU –  
Shelby Luchsinger  
*Father Rocky is employed by Sask. Joint Board, RWDSU and is a member of Local 558*



# Canadian Labour Analysis . . .

# . . . A Few Facts

Industrial relations in the Canadian labour movement have taken a turn for the worse as companies are trimming costs due to the high Canadian dollar as compared to the U.S. buck. It has become cheaper for multinationals to employ workers in the U.S. because union density there is hovering close to single digits. The race to the bottom is speeding up but neither Canada nor the USA can compete with the poverty wages paid in the third world particularly China. Canadian governments at every level are using this as a cloak to attack Canadian workers. The Harper conservatives have legislated or threatened to legislate back to work laws at every occasion. On the other hand they will not step in when multinational companies lock out workers even though these lockouts are destroying local economies. For example; Caterpillar Inc. started a lengthy lockout at its Electro-Motive subsidiary in London, Ontario. 450 CAW members have been picketing for months trying to avoid a new contract that would see up to \$65 thousand in concessions from each and every employee. Rio Tinto Alcan locked out its 700 unionized workers a year ago at an aluminum smelter plant in Quebec. The Company wants the unrestricted right to hire non-union employees with less benefits and a much lower hourly rate of pay. This after the Company promised the government it would recognize the Union and planned to spend money and expand the facilities.

Canada's manufacturing sector has been in decline for years. In October of 2011 manufacturing jobs fell to the lowest level ever on record. Prior to 1990 the manufacturing sector was Canada's largest sector in terms of employment. That has now shifted to the health-care sector. American economists have always affectionately referred to Canadians as 'drawers of water and hewers of wood'. Canada has all the natural resources which are sold at bargain basement prices after which other countries turn those into good manufacturing jobs. Even the auto sector is in danger of disappearing not to the USA but to Mexico. John Myers, Chief Executive Officer of the Canadian Manufacturing and Exporters Association, argues that wages are a very small part of the total costs to Canadian manufacturing. The problem is with the fluidity of money and uncertainty in the global economy. If a penny can be saved by shutting down a company and moving it modern capitalists are prepared to do that – no matter what the cost to the community or the workers. The obvious thing to do is get a fair price for natural resources or better still turn all that oil and other resources into good manufacturing jobs here at home. Otherwise unions and members will be under greater pressure to secure fair and decent improvements to their collective bargaining agreements. It appears for the moment we can expect to see a lot more labour unrest and strikes and lockouts will become much more common place.

## *Unions Do Good Things For People*

***“It doesn't make much difference who's elected. The system doesn't work! Our elections are an expensive charade to celebrate the owners of the country.”***

*Gore Vidal, famous American novelist and playwright*

## July Lottery Winners

### \$100.00 Winners

**Karen Ulvild**, Local 454 (McKesson) Regina  
**Daniel Gargol**, Local S-955 (Lilydale) Wynyard  
**Greg Puttick**, Local 496 (Co-op) Melfort  
**Ally Burkholder**, Local 568 (Aramark) Regina  
**Austin Kwasnica**, Local 545 (Co-op) Humboldt  
**Donovon McSherry**, Local 558 (Brink's) Saskatoon  
**Debra Buztnynski**, Local 455 (Co-op) Assiniboia  
**Gail Lambert**, Local 568 (Conexus Arts Centre) Regina  
**Bonnie Bell**, Local 635 (Co-op) Weyburn  
**Tierny Hygard**, Local S-635 (Co-op) Estevan

### \$250.00 Winners

**Kelly Morrison**, Local 558 (Coca-Cola) Saskatoon  
**Laurel Lamb**, Local 544 (Co-op) North Battleford

## August Lottery Winners

### \$100.00 Winners

**Jordan Mann**, Local 455 (Co-op) Gravelbourg  
**Rosemarie Hopkins**, Local 544 (Co-op) North Battleford  
**Cameron Ellis**, Local 950 (Safeway) Swift Current  
**Sharon Assman**, Local 539 (Sherwood Co-op) Regina  
**Micah Willems**, Local 558 (Canadian Linen) Saskatoon  
**Penny Froom**, Local 496 (Co-op) Prince Albert  
**Michael Paris**, Local 955 (Morris) Yorkton  
**Randy Luty**, Local 544-K (Co-op) Kindersely  
**Sage Kulbida**, Local 480 (Safeway) Saskatoon  
**Lane Brown**, Local 540 (Federated Co-op) Regina

### \$250.00 Winners

**Dallas McFadden**, Local 568 (Evraz Place) Regina  
**Larry Merk**, Local 454 (Sysco) Regina

## September Winners

### \$100.00 Winners

**Joan Snow**, Local S-955 (Co-op) Foam Lake  
**Julie Madarasz**, Local 568 (Brink's) Regina  
**Cari Bookout**, Local 455 (Thunder Creek Pork) Moose Jaw  
**Heywet Meni**, Local 635 (Co-op) Weyburn  
**Charmaine Obey**, Local 955 (Best Western) Yorkton  
**Jeff Lupichuk**, Local 454 (Safeway) Regina  
**Marilyn Savage**, Local 496 (Co-op) Tisdale  
**Kathleen Mountainhorse**, Local 568 (Evraz Place) Regina  
**Beverly Mitchell**, Local S-635 (Co-op) Estevan  
**Betty Ann MacGregor**, Local 568 (Canadian Linen) Regina

### \$250.00 Winners

**Joel Monette**, Local 558 (Pepsi) Saskatoon  
**Eh Ah**, Local 455 (Temple Gardens Spa) Moose Jaw

*Have a Problem?*

*Need Information?*

**Call or email your Union office:**

#### **Regina**

Phone: 569-9311 Toll Free: 1-877-747-9378

Fax: 569-9521 Email: [rwdsu.regina@sasktel.net](mailto:rwdsu.regina@sasktel.net)

#### **Saskatoon**

Phone: 384-9885 Toll Free: 1-877-717-9378

Fax: 384-1006 Email: [rwdsu.saskatoon@sasktel.net](mailto:rwdsu.saskatoon@sasktel.net)

**The UNION  
Starts with  
YOU**



**ATTEND  
Regular  
Union Meetings**

## Local News

- Members at **Canadian Linen** in Regina have ratified a new three-year deal and are generally very pleased with the final package. The new Agreement provides for 3% wage increases in each year. Readers will recall this was a major bone of contention because the Company was trying to force RW to take a smaller increase than was bargained for Service Employees (SEIU West) in the same plant. Contributions to the pension plan will increase from 4% to 5%, as well as increased contributions to the dental plan and optical coverage. The Company also agreed to language allowing the shop steward to meet with new employees on company time during their first week of employment.
- Employees of **McKesson** in Regina are anxious to get to the bargaining table. Their Agreement expires at the end of the year and members will soon be putting their heads together to discuss proposals and to elect Bargaining Committee. Members have already stated their focus will be to get their fair share of the lucrative profits this pharmacy wholesaler has been making since the last contract expired.
- The members at **Hospital Laundry Service** in Regina are still waiting for the results of the 3S Health review of laundry services in the Province. It was expected that their intentions would be known by early Fall but now it is looking like the soonest may be January or February of 2013. This type of review has occurred in the past and the end result has always been that the Regina laundry service had to be kept open. 3S Health should pay attention to what happened in past reviews and save tax payers the time and expense.
- In the last *Defender* we reported the trustees for the **RWDSU Pension Plan** were quite depressed about the health of the plan. Due to the December 31, 2011 valuation the trustees have had little choice but to again make benefit cuts to members on the plan. The trustees will be holding information meetings in all centres early in the New Year for all members. A detailed explanation will be provided by the plan administrator and trustees. Dates, times and locations of the meetings will be posted and retirees will receive notices in the mail.
- **Weyburn Co-op** was back to the bargaining table for two days at the end of August. Representative Olynick reports there were a handful of language improvements but money and duration are a big stumbling block. The next bargaining date is set for October.
- A Regina landmark has been sold. **The Royal Canadian Legion** will continue to operate out of its beautiful age old location but the very valuable property right in the City's heart no longer belongs to them. Workers there have been members of RW for decades and the old Legion has certainly seen its share of bad times because of dropping attendance. Staff will be laid off November 30 while the cafeteria and bar are given a makeover. They are expected to reopen in 6 to 9 months.
- The **Cafeteria Board** which operates food services and cafeterias at various locations throughout the **Legislative** buildings is also pondering its future. RW has bargained this Agreement for such a long time but unfortunately has not been able to do so since the last one expired in September of 2009. It is a cost recovery service that has been provided to MLAs, staff and the thousands of visitors that go there each year but ongoing grants are still needed. Talk is that the grants may be yanked. *The Defender* is not aware that anyone has ever criticized any government of any stripe not to maintain the service and it would be a shame to have the cafeterias replaced with franchise operations.
- Following a brief four day strike/lockout in July, employees of **Brinks Canada** nailed down a four-year Agreement which will expire in May of 2016. Roughly 60 employees at Company facilities in Regina and Saskatoon made headway in a number of areas. Full-time Armored personnel will get increases of \$2.60 over the term. The full-time Armored Crew Chief position will get \$5.50 as will the ATM full-time tech. The ATM Driver will receive \$6.02, \$4.10 for Cash Logistics and \$2.50 for part-time Logistics. A list of good contract language made it into the final package and benefits such as vision care, paramedical and dental were improved.

- Representative Luchsinger reports on a very busy summer of negotiations. **Beeland Co-op** in Tisdale and **Prairie North Co-op** in Melfort did not get settled over the period. As reported in the last *Defender* money and other economic matters are still the major issues. Rocky advises that **Alsco Linen** talks seem to be progressing quite well and after the settlement in Regina everyone is optimistic there could be a quick deal at **Canadian Linen** in Saskatoon. And just around the corner Rocky is getting ready to serve notice on **Morris Industries** and **Lilydale Foods**.
- Members at the **Howard Johnson** in Yorkton have just settled a three-year deal. Representative Hollyoak reports that there was a handful of language changes but money was the big issue. The total increase over the term will be \$2.21 an hour; \$.81 cents in year #1, and \$.70 cents in each of the two remaining years.
- Members at the **Foam Lake Co-op** inked a four-year deal with some of the better increases they have seen in years. In year #1 Clerk/Cashiers will receive almost 4%, Lumber Clerks and Meat Cutters 5.5% and Petroleum Drivers just under 8%. Years 2 and 3 rates will go up by \$0.25 cents in each year along with adjustments and in the 4th year wages will go up on average by \$0.50 an hour. There were improvements to the boot allowance and language in a number of areas in the Agreement were clarified and improved as well. There was full retroactivity to February.
- A recommended Memorandum of Agreement at the **Battlefords and District Co-op** was rejected by the members in a secret ballot vote held in late August. The vote was close but in a follow up meeting with the Co-op the Management Committee refused to budge. And the same thing happened at the **Prince Albert Co-op**. It is too soon to say what the plan of action is but according to Representative Trevor Miller members were obviously not pleased with wages. In other news from the **P.A. Co-op**, workers at its **Canwood** branch voted overwhelmingly in favour of the union in a Labour Relations Board ordered vote. And as we go to press Trevor reports that a deal has been concluded at the **Kindersley Co-op**. Details will be provided in the next *Defender* after the package has been put to the members.
- Proposals were exchanged at **Casino Moose Jaw** in late September and members already know what the wage offer is going to be. A combination of 2%'s and 2½'s over three years is the provincial government's new wage mandate. The Bargaining Committee has already been told if money is wanted for premiums or other reasonable things it will have to come out of the mandate. Another way to break the mandate is to sell 'efficiencies' to the boss which is a code word for concessions. Members have already made it quite clear that nothing is for sale in the contract.
- Notice to bargain has been served at the **Federated Co-operatives Feed Plant in Melfort** and Representative Paul Guillet reports that proposals have been exchanged at the **Sherwood Co-op in Regina**. Sherwood staff have put together a very aggressive set of proposals and are already gearing up for a fight if the wage gap between Regina and Saskatoon and Moose Jaw isn't addressed.

***AN INJURY TO ONE IS AN INJURY TO ALL!***