



UNDERSTANDING BEST PRACTICES IN ORGANIZED LABOUR

PRESENTED BY

Jim Steele, Chairperson

SIAST Academic Negotiating Committee

&

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SIAST Representative Workforce Consultant



Real Jobs for Aboriginal Candidates A Union Perspective



Presentation Objectives:

- Gain an understanding of how Employers/Unions can create opportunities for Aboriginal Candidates
- Share our journey of “how” we can work together and the value of including Aboriginal people in the process

Historical view:

- Joint Union/Management Equity Committee.
- Tripartite letter of understanding.
- Aboriginal Council.
- Mediation.

LETTER OF UNDERSTANDING

Between
Saskatchewan Institute of Applied Science & Technology
(SIAST)
And
Saskatchewan Government and General Employees Union
(SGEU)

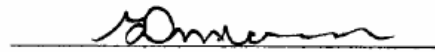
RE: REPRESENTATIVE WORKFORCE

The parties recognize that First Nations and Métis persons are not represented in the SIAST workforce to the proportion of their representation in the Saskatchewan working age population. The parties also agree that specific initiatives are required by the parties along with other stakeholders including the Aboriginal community, to prepare and develop the Aboriginal workforce and to facilitate the integration of Aboriginal persons into the SIAST workforce.

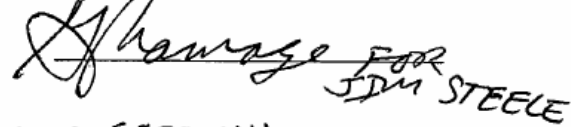
The parties therefore mutually agree in principle to work together to:

- Identify barriers to Aboriginal employment;
- Work with government and Aboriginal organizations to develop strategies to recruit, hire, train and retain Aboriginal workers;
- Develop initiatives of mutual benefit designed to meet Aboriginal needs within SIAST which generate an opportunity for Aboriginal employment;
- Participate in career information and other related Aboriginal activities within the Aboriginal community;
- Foster awareness and understanding within each party's constituents of diversity issues.

Signed on behalf of SIAST



Signed on behalf of SGEU



Dated at Saskatoon, Saskatchewan this 21ST day of FEBRUARY 2007.

Representative Workforce

Revised language as agreed in article 1.22 and 4.6.2.

New language as agreed in new article 4.3.4.

See letter of understanding which forms Appendix D.

4.3.4 Until the proportion of Aboriginal employees within the scope of this Collective Agreement reflects the proportional representation of Aboriginal persons of working age in Saskatchewan, each posting resulting from a retirement may be designated so that qualified Aboriginal applicants may be given right of first refusal over all candidates (criteria to be established by the parties).

The employer agrees to review, in consultation with the union, any positions with a definite term (end-dated) for conversion to ongoing. Where any position is converted to ongoing, the position will be posted with an incumbent subject to challenge from employees within the scope of this collective agreement at the Campus where the conversion occurs.

4.6.2 ...Until the proportion of Aboriginal employees within the scope of this Collective Agreement reflects the proportional representation of Aboriginal persons of working age in Saskatchewan, qualified Aboriginal applicants shall be given preference in the hiring process.

Total SIAST Aboriginal membership



Goals for this year:

- The Letter of Understanding and hiring process regarding flagged positions for external hires needs to be well understood.
- Continue focussing on Aboriginal recruitment.
- Stay connected with our own Aboriginal students as a recruiting source.