

ESSENTIAL SERVICES TRIBUNAL

LRB File No. 015-19

IN THE MATTER OF

An Essential Services Tribunal appointed pursuant to sections 7-6 and 7-7 of *The Saskatchewan Employment Act*;

BETWEEN:

University of Saskatchewan

EMPLOYER

- and -

Canadian Union of Public Employees, Local 1975

UNION

BEFORE:

Susan C. Amrud, Q.C., Chairperson
Christopher Boychuk, Q.C.
Aina Kagis

) **DATED** at Regina, Saskatchewan,
)
) on the **27th** day of **June, 2019.**

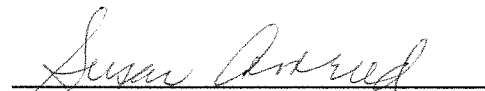
DECISION

HAVING HEARD evidence and argument on behalf of both the Employer and Union, **THE ESSENTIAL SERVICES TRIBUNAL**, pursuant to subsection 7-8(3) of *The Saskatchewan Employment Act*, **HEREBY ORDERS:**

- (a) that the essential services listed in Appendix A to this Decision must be maintained during a work stoppage;
- (b) that the classifications of employees and number of positions within each classification listed in Appendix A to this Decision must work during a work stoppage to maintain those essential services;
- (c) that the work must be performed at the locations specified in Appendix A to this Decision during a work stoppage; and

- (d) that the following procedures must be followed to respond to an emergency during a work stoppage:
- i. representatives of the University of Saskatchewan Crisis Operations Team and the Canadian Union of Public Employees, Local 1975 ("CUPE") will be in contact as immediately as possible to discuss the nature of the emergency, the impact of the emergency and the need to manage the emergency (including resources, positions, and incumbents);
 - ii. in the event that the existing complement of non-CUPE employees, and essential and call-in CUPE employees are not sufficient to address the emergency, the representatives of the Crisis Operations Team and CUPE will arrange for redeployment of the necessary resources and employees; and
 - iii. the parties will debrief within 24 hours to discuss plans to prevent like emergencies during the work stoppage.

ESSENTIAL SERVICES TRIBUNAL


Susan C. Amrud, Q.C.
Chairperson

Appendix A to Decision of Essential Services Tribunal

College of Arts & Science

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Chemistry	Storekeeper	1		Thorvaldson Building	<ul style="list-style-type: none"> - Instruct staff and students on safe dispensing of dangerous chemicals and chemical waste - Arrange for safe disposal of chemical waste - Ensure chemical stock is properly rotated

College of Dentistry

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
College of Dentistry	Dental Assistant	3		Saskatoon West Dental Clinic RUH Dental Clinic Dental Clinic Building	Provide chairside support to students, staff and faculty in dental procedures

College of Medicine

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
West Winds Health Center	Clerical/Reception	1		West Winds Primary Health Care	Reception duties
	Medical Office Assistant	2		West Winds Primary Health Care	<ul style="list-style-type: none"> - Clean exam and treatment rooms - Sample collection - ECGs - Blood pressure measurements - Assist physicians, residents and nurses during patient exams / treatments
Department of Surgery					
Surgery (Neurosurgery)	Clerical	1		RUH	Schedule appointments, tests, surgeries and admissions
Surgery (General)	Clerical	1		RUH	Schedule appointments, tests, surgeries and admissions
Surgery (Orthopedic)	Clerical	1		RUH	Schedule appointments, tests, surgeries and admissions

Surgery (Transplant)	Clerical	1		RUH	Schedule appointments, tests, surgeries and admissions
Pediatrics	Medical Office Assistant	1		RUH	- Assist physicians, residents and medical students during patient exams and treatments - Perform sample collections, examinations and patient testing

Connection Point

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Data Processing Team	Coordinator	1		U of S Campus and Facilities	All duties required to ensure accurate and timely payroll and disability and benefits payments are maintained
	Administrator	1		U of S Campus and Facilities	All duties required to ensure accurate and timely payroll and disability and benefits payments are maintained

Consumer Services

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Protective Services	Platoon Member	6		U of S Campus and Facilities	All duties
	Dispatcher	1		Protective Services Dispatch Area	All duties
Residence Services	Custodial	2		U of S Residence Buildings	Maintain cleanliness of entrances, washrooms, laundry and children's play area in residences
	Maintenance		1	U of S Residence Buildings	See paragraph [66] of Reasons for Decision

Facilities

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Custodial Operations	Custodian	6		U of S Campus and Facilities (bathrooms), WCVN, Dental Clinic, USSU Student Wellness Centre, Health Sciences Student Centre, University Daycares, VIDO / Intervac	- Basic bathroom upkeep campus-wide - Essential cleaning in designated locations to maintain health and safety of humans
Heating Plant	Boiler Operator	3		Central Heating Plant Satellite Heating Plants	All duties

	Engineer	2		Central Heating Plant Satellite Heating Plants	All duties
Reactive Services	Controls Technician	1	1	U of S Campus and Facilities	- All duties - See paragraph [66] of Reasons for Decision for Call-in
	Maintenance	1	1	U of S Campus and Facilities	- Essential work required to maintain health and safety of humans - See paragraph [66] of Reasons for Decision for Call-in
	Millwright	1	1	U of S Campus and Facilities	- Essential work required to maintain health and safety of humans - See paragraph [66] of Reasons for Decision for Call-in
	Steam Fitter	1	1	U of S Campus and Facilities	- Essential work required to maintain health and safety of humans - See paragraph [66] of Reasons for Decision for Call-in
Lockshop	Locksmith		1	U of S Campus and Facilities	See paragraph [66] of Reasons for Decision

Institutional Planning & Design

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Institutional Planning & Design	Draftsperson		1	U of S Campus and Facilities	See paragraph [66] of Reasons for Decision

People & Resources

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
<u>Safety Resources</u>					
Environmental Protection	Technician	1		U of S Campus and Facilities	- Remove, transport, sort and store chemical, biological and radioactive waste - Respond to chemical, biological or radioactive spills

Teaching, Learning, and Student Experience

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Student Wellness Centre	Senior Clerical Assistant	0.5		SWC - Place Riel	<ul style="list-style-type: none"> - Book appointments - Maintain patient records - Intake and triage of patients for SWC and SAO
	Clerical Assistant	0.5		SWC - Place Riel	<ul style="list-style-type: none"> - Book appointments - Transcribe dictation from medical professionals - Maintain referral system
	Medical Office Assistant	1		SWC - Place Riel	<ul style="list-style-type: none"> - Sterilize medical instruments - Collect and test urine samples - ECG testing - Assist physicians and nurses in direct patient care

Western College of Veterinary Medicine

Unit/Department	Job Title / Classification	Essential	Call-in	Location	Services
Veterinary Pathology	Technician	0.5		WCVM (Veterinary Pathology Unit)	<ul style="list-style-type: none"> - Oversee chemical inventories, MSDS regulations and waste management - Shipping and handling of laboratory dangerous goods