



1. How many employee votes are required for Affinity Credit Union to become unionized? What if some employees choose not to vote, is the number required to certify only a percentage of those employees that choose to vote?
 - **50% + 1 of the people who vote.**

2. If Affinity Credit Union votes to join UFCW Local 1400, would we be a separate unit from Saskatoon region employees?
 - **They would not be separate units.**
 - **They would have their own stewards and representatives that would be on the Credit Union executive.**

3. If Affinity Credit Union employees vote to certify, do employees who do not want to certify have the option not to join the union? Will they still pay union dues?
 - **Yes, all Employees who are employed on the date of the vote will have the option of whether they join the union;**
 - **The law provides that everyone is required to pay union dues when they are represented by a union.**

4. What do union dues get used for?
 - **Once you have a Collective Agreement, Local 1400's dues formula is:**

Weekly Earnings	Dues per Week
Less than \$260.00	\$ 6.50
\$260.00 – 299.99	\$ 7.00
\$300.00 – 339.99	\$ 8.00
\$340.00 – 379.99	\$ 9.00
\$380.00 – 419.99	\$10.00
\$420.00 – 459.99	\$11.00
\$460.00 and up	\$12.00
 - **Note: union dues are tax deductible; they are shown on your T-4.**
 - **Union dues are used in the following ways:**
 - **Servicing - Staffing, phone, transportation, meetings, lost wages, per diems, accommodations, legal fees.**
 - **Bargaining - Staffing, phone, transportation, meetings, lost wages, per diems, accommodations, legal fees.**
 - **Organizing - Staffing, phone, transportation, meetings, accommodations per diems legal fees.**
 - **Education - Transportation, meetings, lost wages, per diems, accommodations.**
 - **Administration - Rent, office supplies, phone, donations, support staff, per capita tax, professional fees, communications and expenses to cover local operations.**

5. Are there any additional "special levies", "benevolent funds" or any other add-on fees? When do these get added? Who decided to add fees and how much they are?

- **Currently there is social and education fund for the FirstSask Credit Union members, you will have the choice as a unit to join this.**
 - **All special levies, funds and assessments are other wise voted on.**
6. Will all of the Human Resources policies and procedures for Affinity Credit Union be the same? Who will decide this?
- **When you decide to join the union, the union will ensure all policies are consistent.**
 - **If you choose not to join the union, management will determine the policies and procedures for any units not in the union.**
7. If we were to unionize, when would our seniority start?
- **Your years of service will become seniority and would become effective as of January 1, 2008.**
8. Will Affinity Credit Union employees be recognized equally with Saskatoon region employees for seniority with FirstSask Credit Union? Will seniority be from your date of employment with your current Credit Union employer, whether all branches of Affinity Credit Union choose to certify or not?
- **Everyone would maintain their current date for seniority.**
 - **First by a list of seniority for privileges in your own current Credit Union system;**
 - **Secondly throughout the whole system.**
 - **Should the employees choose not to join the union, they will not have seniority.**
 - **Employees in non-union branches will not have the ability to move to unionized branches.**
9. How will employees be blended? For example: will years of experience count vs. the courses that employees have been taken? Some employees holding a "senior" position may not hold all of the courses required in their job description. Will this be grandfathered?
- **Everyone would maintain their current date of hire for seniority.**
 - **First, by a list of seniority for privileges in your own current Credit Union region;**
 - **Secondly throughout the whole system.**
 - **Dependant on the position, they may require courses as well as seniority.**
10. How will being certified or not affect employees within the Credit Union? Can someone take my job, or can I take theirs?
- **Available positions in a unionized environment are posted and filled according to the Collective Agreement.**
 - **Everyone would maintain their current positions.**
 - **Available positions are filled first by a list of seniority for privileges in your own current Credit Union system;**
 - **Secondly throughout the whole system.**

11. If the same job becomes available in another branch of Affinity Credit Union that an employee currently holds, will they be required to take additional courses to do the same job in another branch if the job profile requires these additional courses, or will experience be grandfathered?
- ***Additional training should not be required to do the same job in another branch.***
 - ***The challenge will be reviewing jobs and titles throughout the system to see if they are consistent.***
 - ***The Credit Union has committed to review and amend, if necessary, in unionized locations***
12. Is it true that a unionized employee who takes a non-unionized position has a time frame to decide whether they are happy with leaving the union? How long of a time frame is that? Does that work both ways, for a non-unionized employee to take a unionized position, do they have the same time frame to decide whether to stay with the unionized position?
- ***The present FirstSask Credit Union/UFCW Local 1400 Collective Agreement language regarding this issue is as follows:***
 - 9.05 *Seniority shall be forfeited when:*
...
(e) *An employee occupies a position outside the scope of this Agreement for a period in excess of three (3) months. However, when an employee occupies a position outside the scope of this Agreement on a temporary basis (not to exceed fourteen (14) months), seniority shall not be forfeited and shall continue to accumulate.*
 - 9.06 *All of an employee's seniority accumulated prior to accepting an out-of-scope position with the Employer will be reinstated should the employee return to an in-scope position. This reinstatement of seniority will occur one (1) year following the employee commencing active employment in such in-scope position.*
 - ***Note: this clause only applies if you are in the union***
13. If Affinity Credit Union joins the union, and a position becomes available in the management team, can they still apply for that "non-union" position?
- ***Yes***
14. Will other employees that "cover" other jobs while fellow employees are on holidays be compensated?
- ***Yes, the present FirstSask Credit Union/UFCW Local 1400 Collective Agreement language regarding this issue is as follows:***
 - 12.04 (a) *When an employee is temporarily appointed by the Employer to fill a position, for one (1) full day or more, which is either in a classification paying a higher rate of pay, or in a classification similar to the employee's present classification but at another branch, such employee shall receive the minimum rate for the classification of the job being filled, or an additional eight dollars (\$8.00) per day, whichever is the greater.*
 - (b) *If an employee is temporarily required to fill a position paying a lower rate of pay, the rate of pay shall not be reduced.*

(c) *In case of an employee being temporarily appointed by the Employer to fill an out-of-scope position for one (1) full day or more, the employee shall be paid a minimum of ten dollars (\$10.00) per day in addition to regular pay. Positions can be filled temporarily for periods up to but not exceeding two (2) months, with up to one (1) additional month if the Union agrees. The Employer shall notify the Union of temporary appointments which exceed one (1) month.*

15. Will unionization allow employees to “cover” other duties in our current branch system of Affinity Credit Union either with in our own branch or other branches?
Ex: moving to another branch to cover an employee’s holidays.
 - ***We anticipate no change in this practice***

16. How will job descriptions be fit into the compensation levels? Ex: A lending clerk in a Saskatoon region position does solely lending clerking. Comparably, an RSO does lending clerking, covering front line (MSR), ATM balancing, holiday relief, etc. In some branches that do not have an RSO, an MSR is covering those duties.
 - ***When you become unionized the union will review the positions, where necessary, with the Credit Union to reach a resolution that is reasonable and consistent.***
 - ***Where there is no union, this would be at management’s discretion.***

17. When are the elections for Union Representatives? How long are the terms? If Affinity Credit Union certifies, how will that change the executive structure? How many “shop stewards” are there? What is the ratio of employees to shop stewards?
 - ***Elections for the offices of President, Secretary Treasurer, Recorder and 12 Vice Presidents are held every four years and have just concluded for the next four year term (January, 2008 to December, 2011).***
 - ***Executive Board members are all UFCW Local 1400 members.***
 - ***Union Representatives are employees of the union and work for the Executive Board as directed by the President;***
 - ***These employees of the union are also union members, represented by USWA, Local 4235.***
 - ***Local 1400 has approximately 300 shop stewards representing their co-workers. There is no set ratio, however in the FirstSask Credit Union, there are presently 21 Shop Stewards.***

18. How many other organizations form Local 1400?
 - ***Please use this link for a listing of unionized workplaces represented by UFCW Local 1400:***
[***UFCW Local 1400 unionized workplaces***](#)

19. If we were to face a branch closure, what would happen in regards to securing the same position at another branch? Would something like that be possible, or are we just laid off and given severance pay when our recall date has expired?

- ***The credit union has committed to no job loss through this merger. In the event of a closure your seniority would afford you the ability to move to another branch.***
20. When a full-time person calls in sick or goes on holidays, would people be called to fill in temporarily based on seniority? For example, would the Kamsack branch have to call the part-time tellers from the Togo branch before calling a casual Kamsack person?
- ***Because of the size and distances involved, this is one of the areas in that will be a cause for discussion between the Credit Union and the union.***
21. What will happen to the Staff Loan Program?
- ***There is no definitive answer one way or the other if the program will remain or not whether you become represented by the UFCW or not.***
22. Why should we join the union, we have good pay and benefits?
- ***With a union, everything will be in writing, contained in a Collective Agreement.***
 - ***You will have a method to resolve any issues through a grievance procedure.***
 - ***You will have representation in all working areas. In the past, things may have been said that didn't come about, with a union, we will ensure that they do.***
 - ***You will have a job posting procedure.***
 - ***When you are in the union years of service count in establishing seniority; if your branch is not unionized, you can't move to a unionized branch.***
 - ***Most importantly, the current FirstSask Credit Union will continue to be unionized and will continue to bargain Collective Agreements; thus continuing to improve the terms and benefits contained in it. The best way for Affinity Credit Union employees to have their concerns addressed is to have a place at the bargaining table.***