

May 25, 2021

Greg Tuer  
Acting Deputy Minister  
Ministry of Labour Relations and Workplace Safety  
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Regina, SK S4P 4W1

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Dear Mr. Tuer,

On behalf of the members of the Saskatchewan Chamber of Commerce, thank you for your invitation to participate in your consultation on potential amendments to the supervisory employment provisions of Part VI of *The Saskatchewan Employment Act*. We have surveyed our members and are pleased to share their perspectives in our response.

Members have expressed concern that when their supervisors are within the same bargaining unit as the rest of the employees, issues relating to coaching and leadership opportunities and training have occurred. Overall, the majority of Saskatchewan Chamber of Commerce members surveyed would like to keep supervisors and employees in separate bargaining units.

An individual organization informed us of an unsuccessful attempt to exclude supervisory employees from an existing bargaining unit. Although they have not had challenges or major impacts to current operations by having in-scope supervisors, it would still be preferable to them to remove supervisors from the collective bargaining unit to reduce risk of potential conflicts of interests.

Other respondents indicated that having front-line supervisors within the same bargaining unit has not caused significant issues on either side nor has it interfered with collective bargaining. However, depending on the size, scope and workplace structure, these respondents acknowledged that the supervisory exclusion could have value for some employers.

Based on information from the provincial business community, the Saskatchewan Chamber of Commerce recommends that the Government of Saskatchewan preserve and, as feasible, strengthen the application of the supervisory employment provisions of Part VI of *The Saskatchewan Employment Act*.

Again, thank you for inviting the SCC to participate in this consultation process. We are pleased to work together to make Saskatchewan the best place to live, work and invest.

Yours truly,

*Original signed by*

Steve McLellan  
CEO, Saskatchewan Chamber of Commerce