

Saskatchewan Government and General Employees' Union**Health Providers Bargaining Unit**

April 2016

Call for proposals

In preparation for the next round of bargaining, we have included a Call for Proposals in this mail out. If you have recommendations for changes to the collective agreement, please complete the Proposal Form and return it by mail, email, or fax by May 30th. Each local is responsible for electing its delegates to the Proposals Conference, which will be held in the fall with tentative dates and location to be announced later. Please watch bulletin boards for information and check the SGEU website (www.sgeu.org) for updated information.

Bargaining Council Elections

A call for nominations for Bargaining Council will be held May 2, 2016 in your workplaces. In accordance with our Bargaining Guidelines, the elections for Bargaining Council Members must be held prior to the Proposals Conference. Dates for elections for council will be posted in the workplace.

Collective Bargaining

The members of the SGEU Health Providers Negotiating Committee are:
Chair - Bonnie Erickson (Kelsey Trail),
Vice Chair - Kim Nordmarken (Kelsey Trail),
Tracey Sauer (Kelsey Trail), Bart Beckman (Mamawetan Churchill River), and
Dennis Favel (Keewatin Yatthé).

On January 12th, 2015, the Health Providers Bargaining Unit signed a partnership agreement with the employer. Health Providers continue to participate in partnership meetings with the employers of the regions and the government. So far, we have dealt mostly with relationship improvement processes. Recruitment, retention and workload remain high on our priority list and have been brought forward at partnership meetings. For the last few months partnership meetings have been on hold, but a new meeting has now been scheduled for May 25th.

We have signed irrevocable agreements with the regions regarding supervisors working within the CBA. These irrevocable agreements allow for those employees to remain in scope.

The Ministry of Health requested a meeting with the senior leadership of the Health Providers Coalition (SGEU, CUPE AND SEIU-West) and several health regions to collectively determine opportunities to address the fiscal pressures in both the short and long term. The initial meeting took place on May 27, 2015, and a follow up meeting occurred September 2, 2015. The discussion included sharing perspectives on the challenges and opportunities within the system, and an approach to continue the discussion.

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1011 Devonshire Drive North
Regina, SK S4X 2X4
(p) 522.8571
1.800.667.5221
(f) 352.1969

1114-22nd Street West
Saskatoon, SK S7M 0S5
(p) 652.1811
1.800.667.9791
(f) 664.7134

33-11th Street West
Prince Albert, SK S6V 3A8
(p) 764.5201
1.800.667.9355
(f) 763.4763

www.sgeu.org

As well, the three health regions met with SGEU to discuss budget processes. During our meetings we discussed many areas, including: attendance support processes, education and training opportunities in northern Saskatchewan, vacant positions, recruitment and retention, overtime premiums, and staff burnout.

As the majority of the health region budget is defined by employee costs, we discussed the impact that wage driven premiums, recruitment and retention, and attendance support processes have on the budget.

The Health Providers Coalition has set dates to meet to begin discussions on common issues and coalition bargaining over next few months.

Collective Agreements

Collective Agreements should be available in your facilities. Contact your chief steward or your Negotiating Committee representative if you have not been able to find a copy. Collective agreements are also available on the SGEU website.

GRIEVANCE REPORT

The Negotiating Committee/Grievance Committee has spent a significant amount of time trying to resolve grievances. The following is a breakdown of outstanding grievances:

Breakdown for each Regional Health Authority

Keewatin Yatthé Regional Health Authority (LRO: Audrey Yaremy)

- Currently 3 active grievances, which we are working on a process of trying to settle shortly.

Mamawetan Churchill River Regional Health Authority (LRO: Danny Hind)

- Currently 3 active grievances, which we expect will be closed soon.
- We won an arbitration on termination, run by LROs Kevin Yates and Danny Hind, and are working on a settlement of another termination grievance. Both settlements involve a large monetary cost to the employer.

Kelsey Trail Regional Health Authority (LRO: Danny Hind LRO)

- Currently 5 active grievances, with 3 potentially being closed shortly.

Joint Job Evaluation (JJE) Grievances/Disputes (LRO: Audrey Yaremy)

Two major JJE disputes were won: a Maintenance classification file, and a negotiated settlement on the Pharmacy Techs, LPNs, and a few other classifications.

Joint Job Evaluation Maintenance Committee

Please visit the Joint Job Evaluation website at <http://www.working-for-health.ca> to view or download a copy of revised job descriptions, and find more JJE news and information.

New Provincial EFAP for Health Providers

The Health Providers unions have a new Employee and Family Assistance Plan provider, SHEPELL. We are hoping that they will provide better counselling service than the previous provider did.

Long Term Disability (LTD)

To avoid problems with LTD claims, we encourage members to ensure that all medical evidence to support your claim has been submitted by your doctor. LTD plans are medical evidence-based, therefore, the claim will be adjudicated on the medical evidence submitted. It is vital to ensure that you and your doctor have provided sufficient and appropriate medical evidence. Remember, if you are off on a leave of absence, you must apply for a waiver of benefits with your employer.

Please remember to check the SGEU website and your union bulletin boards for updates.

On behalf of your SGEU Health Providers Negotiating committee