

Health Provider Bargaining Unit

April 2007

Health Sector Biennial Meeting

At the 2005 Health Sector Annual General Meeting, the delegates voted to hold a biennial meeting, allowing the Health Sector to hold educational workshops, seminars or meetings for interested members in alternate years. The 2006 educational workshop focused on "Harassment in the Workplace" and was very well received by those in attendance.

The 2007 Biennial Meeting will be held in Nipawin and has been tentatively scheduled for November 23 and 24. The agenda includes elections for all Health Sector officers and members of provincial committees. Prior to the meeting, each local is responsible for electing its representatives to the biennial meeting.

Executive changes

Audrey Yaremy has accepted a temporary position with SGEU in the Prince Albert Office, necessitating a change in executive duties. Kim Nordmarken takes over as Health Sector Chairperson, Bonnie Erickson will assume the duties of Chairperson of the Health Provider Bargaining Unit, with Danny Hind serving as Vice Chairperson.

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 fax it to the Prince Albert Office at 306.763.4763 by May 15th. Each local is responsible for electing its delegates to the Proposals Conference which will be held in Prince Albert from October 18 to 20.

Bargaining Council Elections

A call for nominations for Bargaining Council will be issued in September. According to our Bargaining Guidelines, the election must be held prior to the Proposals Conference. We urge all members to consider serving on Bargaining Council.

Collective Bargaining

SGEU, CUPE and SEIU continue to participate in a tri-union health coalition. We meet on a regular basis to deal with common problems and issues as they arise and have started discussions with respect to the next round of collective bargaining.

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Occupational Health and Safety Committees

Our bargaining unit struck an Occupational Health and Safety (OH&S) Committee to review the status of all OH&S committees in the three health regions. Through this review, we discovered that it has been a significant time since elections were held for many of the OH&S committees. We believe it is crucial to have active OH&S committees as required by the legislation to ensure that the employer provides a safe work environment. The OH&S legislation provides two methods for selection of representatives for OH&S committees: they can either be elected by the membership or appointed by the union. Each local is responsible for the workplaces in their areas. We strongly encourage each local to ensure their representation on OH&S committees is in place and, for the safety of their members, that the committees are active.

Joint Job Evaluation Maintenance Committee

The Joint Job Evaluation (JJE) Maintenance Committee has been meeting regularly for three days each month. The committee has had to deal with a significant backlog of files from 2004 to 2007. Because some files are over three years old, significant documentation has been required.

The Joint Job Evaluation Dispute Resolution Tribunal: Following the Dietary Family Tribunal, the regional health authorities have been “bundling” in an attempt to ensure that all dietary employees are in the correct job classification. Where there are employees who may not be in the correct job classification, an adjudicator will determine the appropriate job placement. We are in the final planning stages for implementing the process. Employees whose classification will be subject to the adjudication process will be notified with respect to the time frame and procedure.

300 Series Jobs

During the reconsideration process, there were a number of members’ duties that were not captured under any of the job descriptions created through the Joint Job Evaluation process. As a result, the Reconsideration Committee created the “300 Series” jobs. If you are in a 300 Series job, for example, Job 339 Office Administration Assistant, and you feel that the job description does not capture what you actually do, you can fill out a job fact sheet to have your job re-evaluated. If you do not know your current job description, please contact your supervisor.

Grievances

The Executive and Grievance Committee have spent a significant amount of time trying to resolve grievances. The following is a breakdown of outstanding grievances:

- 6 have Step 2 meetings requested
- 4 have offers pending
- 11 require proof of payment
- 4 require more discussions
- 9 are being closed with settlement

- 1 is being appealed with settlement
- 9 are being closed
- 1 is being closed because of JJE
- 1 is being closed with appeal rights
- 3 are being held in abeyance
- 2 awaiting a response from CUPE
- 5 require a response from Human Resources
- 17 approved for Arbitration
- 2 referred to next round of collective bargaining
- 2 will be resolved once the dietary bundling has been completed due to the JJE tribunal

Breakdown for each Regional Health Authority

Keewatin Yatthé Regional Health Authority

- 2 closing with settlements
- 1 grievance approved for Alternate Dispute Resolution

Mamawetan Churchill River Regional Health Authority

- 1 grievance approved for Alternate Dispute Resolution

Kelsey Trail Regional Health Authority

- 71 grievances now on the system.

We also filed one Unfair Labour Practice under the *Trade Union Act* against Kelsey Trail Regional Health Authority. Kelsey Trail and SGEU have both been named in a complaint filed with the Human Rights Commission on the mandatory retirement age of 65.

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.

Did you know?

- a) you have the right to have a union representative at your meeting when you and the employer are working out your return to work protocol?**

Collective Agreement Article 16.08 Graduated Return to Work

When an Employee is able to return to the work place on any type of a graduated return to work program, rehabilitation program or work hardening program, the Employer, Local Union and the Employee shall, prior to the Employee returning to work, meet to identify the details surrounding the Employee's return to work.

Did you know ?

b) you have the right to have a union representative at your meeting when you and the employer are working out details with respect to an accommodation?

Collective Agreement Article 16.09 Duty to Accommodate

The Employer and the Local Union acknowledge their duty to accommodate employees with disabilities. Where an employee notifies the Employer she/he is able to return to work and is unable to do the essential job duties of her/his current position, verified in writing by a licensed physician, the Employer and the employee shall meet to identify the accommodations required. The Local Union representative shall be present during discussions. In such circumstances, the Employer and the Local Union may agree to waive certain provisions of this Collective Agreement.

Health Provider Bargaining Committee

Bonnie Erickson	Kelsey Trail
Danny Hind	Kelsey Trail
Sherrri Hanson	Kelsey Trail
Dennis Favel	Keewatin Yatthé
Heather Brown	Mamawetan Churchill River

SGEU Staff

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