

Health Providers Bargaining Unit

March 2011

Call for Proposals

The Health Providers Negotiating Committee is preparing for the next round of bargaining with the employer. Our first order of business is to call for your proposals or suggestions for changes to the collective bargaining agreement (CBA).

It is very important that all members consider how we can make the CBA better and provide proposals for changes to the negotiating committee. This is your opportunity for input about your collective agreement. Please take the time to identify problems in the agreement and provide suggestions for how we can improve it.

Proposals will be debated at a proposals conference later this year. The proposals endorsed at the conference will form the basis of the new bargaining proposals package that we present to management at the commencement of bargaining.

A "Proposal Form" is attached. Members are asked to use the form to submit their suggestions for changes to the CBA. Your proposals must be clear, concise and in written form. If you are submitting more than one proposal, please make copies of the form and submit one proposal per form. Proposals should include:

- statement of desired change;
- rational/reason(s) for the change;
- reference to articles in the current agreement, if applicable;
- reference to articles in other collective agreements, if known.

Please note that the deadline for submitting proposals is May 16, 2011.

Return your proposal form by mail, fax or email.

Mail to: SGEU
33 - 11th Street West
Prince Albert, SK S6V 3A8
Fax to: (306) 763-4763
E-mail: sgeuhealthproviders@gmail.com

(Note: this email is a temporary email for proposals only and may not be active later).

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1440 Broadway Avenue,
Regina, SK S4P 1E2
(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

If you have any questions about the proposals gathering process or how to complete the form, please feel free to contact your bargaining unit representative or one of your stewards. We look forward to receiving your proposals.

Proposals Conference

Tentatively, a Proposals Conference will be held in Prince Albert on October 27 to 29, 2011. Each local is responsible for electing its delegates to the Proposals Conference. Please watch bulletin boards in your workplaces or check SGEU website for updated information about the conference.

Bargaining Council Elections

A call for nominations for Bargaining Council will be posted in your workplace in August. Our bargaining guidelines require that the elections for Bargaining Council members must be held prior to the proposals conference.

Collective Bargaining

The last round of collective bargaining was difficult and we expect this next round to be the same or more difficult; especially if the Essential Services Legislation remains intact in its current form.

The Essential Services Legislation was a significant barrier to effective bargaining in the last round of negotiations. With our inability to implement any type of effective job action, the employer's proposed significant "concessions" to our agreement and those of our coalition partners. The demanded concessions included significant losses to both seniority rights and hours of work language in our collective agreement. The employers, supported or directed by the government, instituted an unprecedented public campaign which included individual mail outs to each member's home.

These issues caused all three unions (SGEU, SEIU and CUPE) to file Unfair Labour Practices against SAHO in 2010.

Initial meetings with the Labour Relations Board were held in February 2011 and we have future dates set for May and July.

SGEU, CUPE and SEIU continue to participate in a tri-union health coalition. We deal with common problems and issues as they arise and will start discussions soon with respect to the next round of collective bargaining.

Grievances

Since the last round of bargaining, the Executive and Grievance Committees have spent a significant amount of time trying to resolve outstanding grievances. We have met in all three of the health regions.

Outstanding grievances by Regional Health Authority:

Keewatin Yatthé Regional Health Authority

- 6 Active Grievances

Mamawetan Churchill River Regional Health Authority

- 1 Active Grievance

Kelsey Trail Regional Health Authority

- 51 Active Grievances

JJE Maintenance Committee

The Joint Job Evaluation Maintenance Committee (JJEMC) completed the Expedited Provincial Review Process on February 19, 2011. This process was completed as per the most recent Collective Bargaining Agreement. The result of the review is that Job #20 that was previously in pay band 14 will move up two bands to pay band 16. As per Article 11:01 (e) of the Collective Agreement the effective date of the increase will be the first Sunday following the completion of the review which was February 20, 2011.

Outstanding, is how to handle retroactivity that may apply to Joint Job Evaluation Maintenance files that pre-date the conclusion of the review.

Next on the agenda for the JJEMC will be to extend the LPN Review to the rest of the LPN family of jobs.

These jobs include:

- Job #37 – Operating Room Technician;
- Job #59 – Healthy Workplace Coordinator;
- Job #63 – Education Coordinator;
- Job #311 – OR Equipment Room Technician;
- Job #340 – LPN Working Supervisor;
- Job #341 – Home Care Support Supervisor; and
- Job #432 – LPN Supervisor

plus new jobs that have recently received approval from the Committee of the Parties. As information becomes available, we will update you.

Please visit the Joint Job Evaluation web site at: <http://www.working-for-health.ca/supportjobevaluation> to view or download a copy of the revised job descriptions.

Collective Agreements

Collective Agreements should be available in your facilities. Contact your Chief Stewards or your Negotiating Committee representative if you do not have a copy. The Collective Agreement is also available on the SGEU web site.

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 claims are adjudicated on the basis of the medical evidence submitted. Therefore, 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.

In solidarity

Health Provider Bargaining Unit Negotiating Committee:

Bonnie Erickson	Chair (Kelsey Trail)
Kim Nordmarken	Vice-Chair (Kelsey Trail)
Tracey Sauer	(Kelsey Trail)
Bart Beckman	(Mamawetan Churchill River)
Tammy Glasser	(Keewatin Yatthé)



HEALTH PROVIDERS PROPOSAL FORM 2011

NOTE: Proposals are to be submitted to the Health Provider Negotiating Committee on this form. They **must** be signed and include your name and address. **Mail the "Proposal Form" to SGEU, 33-11th Street West, Prince Albert, SK. S6V 3A8 or fax to 306.763.4763 or email sgeuhealthproviders@gmail.com.**

Proposals must be submitted by May 16, 2011.

Articles in the Collective Bargaining Agreement the proposal deals with or new article: _____

Subject/Topic Matter: Identify the subject or issue you wish to raise. Use a **separate form** for each subject or proposal.

Proposal: Briefly outline your proposal. Explain what you would like changed or added to the collective agreement. Identify the idea or concept: we do not require specific contract language.

Rationale or argument to justify the proposed change: If the purpose of your proposal is simply to clarify wording, give examples of problems, of misinterpretation of current agreement. Identify the article you are clarifying.

If this proposal is not currently identified in the contract, briefly describe the problem that prompted your proposal. If you wish, you can name other similar practices or identify other union agreements containing similar provisions. Please keep the rationale brief. Any longer documents or descriptions should be referred to and attached to your proposal.

Name: _____

Local: _____ **Dept./Classification:** _____

Work Phone: _____ **Home Phone:** _____

E-mail _____

Signature

Date