

Saskatchewan Cancer Agency Bargaining Unit

May 2007

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Tentative agreement reached

We reached a tentative agreement with management on Friday May 25th. At that time, we discussed the timing to release information about our contract settlement with the negotiating team from Saskatchewan Cancer Agency (SCA). We indicated to them that there are procedural steps SGEU requires before we can present an agreement to the members for ratification. We understood at our last meeting with SCA that information released by SAHO was to wait until we had fulfilled our SGEU obligations and we were in a position to communicate with our members. We regret that you received information from other sources before we had an opportunity to fulfill our obligations and communicate with you, the members, first.

SGEU's ratification procedures

It is always our intention to provide information to members as quickly as possible after reaching an agreement. However, SGEU requires that our Memorandum of Agreement (MOA) be approved by both the Health Sector Executive and SGEU's provincial Administration Committee before it can be presented to the members for ratification. These steps are always done as quickly as possible in order to facilitate a speedy ratification.

The SCA Negotiating Committee had also planned to develop a brief summary to outline important changes in the MOA before sending it to the members. For example, there are some important language changes regarding hours of operation for careful consideration prior to a vote. However, we have highlighted some important changes below and will provide more information about the agreement and ratification meetings at a later date.

Highlights of the tentative agreement

There are actually two collective agreements: the first collective agreement is for 3 months only and the second agreement is for a three year period. This brings our agreement in line with the health sector's fiscal year.

Wage increase

For the first 3 month collective agreement which runs January 1 to March 31, 2007, there will be a wage increase of 4% effective January 1, 2007

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For the second 3 year agreement, the wage increases will be:

4.0% effective January 1, 2008

4.0% effective January 1, 2009

0.6% effective January 1, 2010 with a \$300 "retention payment."

The agreement runs from April 1, 2007 to March 31, 2010.

Signing bonus: There will be a signing bonus of \$1,000 (pro-rated).

Pension: Pension contributions will increase from 6.45% to 7% effective January 7, 2007, matched by the employer.

TPHD: TPHD payments will increase from 5% or 8% to 9%.

Professional fees: Payment for professional fees will be at the current rate, capped at 2010 rates.

Uniform Allowance: The contract includes new language which provides reimbursement for employer-required uniforms.

Contract language: New language has been agreed to for job sharing and bereavement leave. Previously, these have been included only as Human Resource policies.

Concession: Concessions were made in the development of new language for extended hours of work.

We will provide more information about contract changes and dates to vote on the new contract following the Negotiating Committee meeting on June 7, 2007. Watch for updates and plan to attend these very important meetings.

Sincerely

SCA Bargaining Committee
Trent Edwards
Kevin Lobzun
Bev Kowbel