

SGEU Tentative Agreement Reached (SGEU/SAHO)

September 2010

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On August 13th, the SGEU Health Providers Negotiating Committee and its coalition partners, CUPE and SEIU-West, reached tentative agreements with SAHO and the Health Region Employers.

This document summarizes the major components of the Memorandum of Agreement reached between SGEU and SAHO.

Summary of the tentative agreement are as follows:

1. **Four year collective agreement with a general wage increase of 9.5%**
 - April 1, 2008 – March 31, 2009: 4%
 - April 1, 2009 – March 31, 2010: 2%
 - April 1, 2010 – March 31, 2011: 1.5%
 - April 1, 2011 – March 31, 2012: 2%

2. **Retroactivity:**
 - All employees on staff as of the date of signing of the collective agreement from April 1, 2008 shall be eligible for retroactive wage adjustments based on all paid hours with any employer party to the collective agreement.
 - Employees who have retired shall be eligible for retroactive general wage increases on all paid hours up to and including the date of retirement.
 - Any employee, who has been laid off subsequent to April 1, 2010 who was unable to maintain employment and is not on staff as of date of signing of the collective agreement, shall be eligible for retroactive pay.

3. **Shift Premium:**

Effective the date of signing of the collective agreement, the shift premium will increase to \$2.10 per hour.

4. **Weekend Premium:**

Effective the date of signing of the collective agreement, the weekend premium will increase to \$1.80 per hour.

5. **Professional Fees:**

Effective April 1, 2011, the maximum reimbursement of professional or licensing fees shall be \$175 or the professional fee amount established by the professional association required to practise as of January 1, 2008, whichever is greater.

6. **Licensed Practical Nurses:**

- SAHO has indicated that this will be expedited and anticipated that the review will place the LPNs at Pay Band 15. The Joint Job Evaluation Maintenance Committee will expedite (immediately following the signing of the Memorandum of Agreement) its evaluation of the LPN classification changes.
- Employer commitment to endorse and support the optimal utilization of LPNs' professional skills.

7. **Extended Health and Enhanced Dental Benefits Plan:**

The employer assures that the current level of benefits as of April 1, 2008 will continue at no cost to employees until April 1, 2012.

8. **Market Adjustments:**

Market Adjustments are set out for CLXT, Lab Assistant, MLT, MRT, Ophthalmic Assistant, Polysomnographic Tech, MLT-X-ray Tech, Nuclear Med Tech. The CLXT Working Supervisor was the only classification added in the tentative agreement.

9. **Amendments to the JJE Plan:**

The size of the maintenance committee has been cut in half and the unions now pay the costs for their participation on the committee. The process for new and changed jobs has been streamlined with the elimination of a second opportunity to submit job information. It is now even more important to get all job information into the Region Human Resource Departments quickly if you feel you have a claim. Potential retroactivity pay for some JJE files has been changed, as has been the maintenance committee dispute resolution process.

10. **The Employer Withdrew the Following Proposed Concessions:**

Article 8.08 Letter of Appointment

“except where reduced due to a statutory holiday”.

Article 9.01 k) delete “delete Pay band 21”

Article 10.18 h) OTFT must work the hours if they missed being offered. Seniority and accountability issue.

10.18 I) Transfer of Employees between departments inside Posted and Confirmed Period prior to offering OT.

11. In addition to the Coalition items we achieved improvements to the following SGEU Articles. (Current numbers):

7.02	Accumulation of Seniority
8.08	Letter of Appointment
10.01 c)	Home Care Hours of Work
10.05	Work Schedules
10.18	Assignment of Relief Work
16.08	Graduated Return to Work
16.09	Duty to Accommodate
18.02	Reimbursement for Reasonable Expenses
19.01	Northern District Allowance
19.07	Medivac Allowance
19.08	Northern Retention Strategies

12. We achieved the following new provisions:

Critical Incident Stress Debriefing
 Accessing and Portability of Benefits
 Vacation for Hard to Recruit Classifications (Northern)
 Camp Differential
 Tuberculosis Compensation

13. Employer Concession Specific to SGEU (Current Article):

15.03 Working on a Statutory Holiday

More specific information will be provided at the Ratification Meetings

We would like to express our thanks to you, the SGEU Health Providers, for your support and patience throughout this long and trying process.

In Solidarity SGEU Health Providers Negotiating Committee:

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