



W O R K I N G
T O G E T H E R F O R
S A S K A T C H E W A N

HEALTH PROVIDERS BARGAINING GUIDELINES

**Approved by Bargaining Council
May 16th 2022**

**Reviewed and approved by the
Membership/Constitution and Legislation Committee
June 7th 2022**

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HEALTH PROVIDERS BARGAINING GUIDELINES

1. PREAMBLE

- a) These written guidelines shall be available to the membership upon request after being approved as per Article 13 of these Bargaining Guidelines.
- b) All amendments must conform to the SGEU Constitution and Policy Manual and must be ratified by the Bargaining Council.

2. STRUCTURE OF THE BARGAINING UNIT

- 2.1 All SGEU members of the Saskatchewan Health Authority within the following former geographic locations:
 - a) **Former** Kelsey Trail Health Region: (KTHR)
 - Local 3354 - 1 Melfort and area
 - Local 3354 - 2 Nipawin and area
 - Local 3354 - 3 Tisdale and area
 - b) **Former** Northern Regional Health Authorities:
 - Local 3328-2- Keewatin Yatthé Regional Health Authority (KYRHA)
 - Local 3328-3 Mamawetan Churchill River Regional Health Authority (MCRRHA)

3. DEFINITIONS

- a) Majority refers to 50% plus one.
- b) JJEMC refers to Joint Job Evaluation Maintenance Committee
- c) Plurality refers to the one with the most votes
- d) Recall refers to a process by which an elected official can be removed from his/her office.
- e) SGEU refers to Saskatchewan Government and General Employees' Union.

- f) Permanent Vacancy means a member who is no longer on the bargaining committee/council. (ie: due to resignation, recall, death or termination)
- g) Temporary absence means a member who is away for a short duration of time. (ie: leave of absence, sick)

4. BARGAINING COUNCIL/NEGOTIATING COMMITTEE

4.1 Bargaining Council shall:

- a) Consist of five (5) representatives elected from each geographic local.
- b) Serve the term of office from Proposal Conference to Proposal Conference. The incoming Bargaining Council shall be automatic to the Proposal Conference as per these Bargaining Guidelines.
- c) Have a list of up to three (3) alternates, listed in plurality, for the Bargaining Council from each geographic local as per election process Article 5.1
- d) Fill any vacancy on the bargaining council by moving up the alternate from their respective geographic local.
- e) Provide for an alternate to be elected in accordance with these Bargaining Guidelines, if the alternate's list is exhausted.

4.1.2 Roles and Responsibilities shall be to:

- a) Identify membership issues and communicate them to other members of the Council.
- b) Ensure membership issues and concerns are dealt with at the Bargaining Council.
- c) Provide information on the operation and administration of the Collective Agreement in each Geographic Local.
- d) Maintain open lines of communication between the members, stewards and the Negotiating Committee.

- e) Ensure membership confidentiality.
- f) Follow problems through to resolution and keep the parties informed of the progress being made.
- g) Know the bargaining rights and the protection provided to members through the Collective Agreement.
- h) Communicate changes needed in the Collective Agreement to the Negotiating Committee for future rounds of bargaining.
- i) Keep informed of Union issues.

4.2 Negotiating Committee shall:

- a) Consist of five (5) members comprised of one (1) from each of the following areas:

Former Kelsey Trail Health Region: (KTHR)

- Local 3354 – 1 Melfort and area
- Local 3354 - 2 Nipawin and area
- Local 3354 - 3 Tisdale and area

Former Northern Regional Health Authorities:

- Local 3328-2- Keewatin Yatthé Regional Health Authority (KYRHA)
- Local 3328-3 Mamawetan Churchill River Regional Health Authority (MCRRHA)

- b) Serve the term of office from the first Bargaining Council meeting following the Proposals Conference, with an up to (45) forty-five day transition period.

4.2.1 Have a Chairperson and Vice Chairperson-

- a) Nominations for the position of Chairperson shall be made at the first Bargaining Council meeting following the Proposals Conference, from those members elected to the Negotiating Committee.

The candidate with the majority of votes shall be the Chairperson. The vote shall be by secret ballot.

- b) Nominations for the position of Vice Chairperson shall be made at the first Bargaining Council meeting following the Proposals Conference, from the remaining members elected to the Negotiating Committee. The candidate with the majority of votes shall be the Vice Chairperson. The vote shall be by secret ballot.
- c) Any Negotiating Committee member(s) missing three (3) consecutive Negotiating Committee meetings, without notifying the Negotiating Committee Chairperson prior to the meeting shall be deemed to have resigned.
- d) Any permanent vacancy/temporary absence on the Negotiating Committee shall be elected by the Bargaining Council from the Bargaining Council members of that geographic local. An alternate shall then be moved to the vacant Bargaining Council position.
- e) In the event that the Chairperson or Vice-Chairperson position becomes vacant during the term of office, an election shall be held at the next Bargaining Council meeting. Interim appointments may be made by the Negotiating Committee from the Negotiating Committee members, until such time that an election can take place.

4.2.2 Roles and Responsibilities shall:

- a) Be responsible for organizing the proposals gathering and ratification process, providing written rationale for each proposal.
- b) Be responsible for negotiating the Collective Agreement and any interim Letters of Understanding.

- c) Oversee implementation of the Collective Agreement and interim Letters of Understanding.
- d) Ensure that the bargaining policies and procedures are followed as per the SGEU Constitution and policy Manual.
- e) Hold bargaining council meetings as required.
- f) Represent the members' issues and ensure their concerns are dealt with.
- g) Maintain open lines of communication with the Bargaining Council, Health Sector Executive and SGEU.
- h) Ensure membership confidentiality.
- i) Follow problems through to resolution and keep the parties informed of the progress being made.
- j) Know the bargaining rights and the protection provided to members through the Collective Agreement.
- k) Keep informed of Union issues.
- l) Be responsible for providing contract education to stewards in a zone, local or bargaining unit.
- m) Ask the Director of Labour Relations to remove the Labour Relations Officer from the assignment if the committee has sufficient reason.

4.3 Chairperson shall:

- a) Be the chief spokesperson for the Bargaining Unit on all issues related to bargaining.
- b) Be responsible to chair all Negotiating Committee and Bargaining Council meetings, or delegate the duty to the Vice-Chairperson or Negotiating Committee member as necessary.

- c) Be responsible to call all Negotiating Committee and Bargaining Council meetings as deemed necessary. A majority of Negotiating Committee and/or Bargaining Council members may petition the Chairperson to call a meeting. The Chairperson must comply with the requests.
- d) Communicate with the President, the Provincial Council, Health Sector Executive, and its committees under the direction of the Negotiating Committee or Bargaining Council.
- e) Subject to approval of the Bargaining Council and the Negotiating Committee, consult with the Director of Human Resources and Operations Labour Relations regarding appointment of staff for the bargaining table.
- f) Be responsible for the preparation and distribution of all printed material, correspondence and other such information as the Negotiating Committee or Bargaining Council may require from time to time.
- g) Sign all communications to the membership.
- h) Communicate with the media after prior approval has been given by the SGEU President or his/her designate.
- i) Ensure that absent members or vacant positions on the Negotiating Committee and/or Bargaining Council be filled in accordance with these Bargaining Guidelines.
- j) Perform such other duties, as may be required from time to time, at the direction of the Negotiating Committee or the Bargaining Council.
- k) Assign members to committee(s) tasks when necessary (ie Joint Job Evaluation Maintenance Committee (JJEMC), Committee of the Parties (COPs).

4.4 Vice-Chairperson shall:

- a) Perform the duties of the Chairperson in his/her absence, or under the direction of the Negotiating Committee.

- b) Perform such other duties as may be required by the Negotiating Committee.

4.5 Steward and Chief Steward Structure

- a) Each Local shall be broken into zones as outlined in Appendix 1. All stewards must be registered with the Local and Health Sector
- b) The number of stewards in each zone shall be determined as to what is applicable as in Appendix 1. When determining the number of stewards needed you should take into account whether you have shift workers or if the majority of members are Monday to Friday as per SGEU constitution and SGEU policy.
- c) Each zone shall elect a chief steward. Only stewards can be nominated for chief steward.
- d) The election process shall be as outlined in Article 5.0 - Election Process.
- e) The term of office shall be as per SGEU Constitution or whenever vacancies occur and these bargaining guidelines
- f) When necessary, the Negotiating Committee will appoint stewards or a Chief Steward until elections can be held.
- g) Vacancies shall be appointed by the Negotiating Committee until elections can be held.

4.5.1 Chief Steward shall:

- a) Attend Chief Stewards meetings and attend educationals as directed by the Bargaining Unit.
- b) Consult and notify the Labour Relations Officer when filing a grievance.
- c) Assist the grievor and the steward at all steps of the grievance procedure.

- d) Encourage steward's involvement in Union structure.
- e) Hold work site meetings to discuss workplace problems. Stimulate members by letting them know what the Union is doing to solve their common problems.
- f) Know the grievance procedure in the Collective Agreement and represent the member within their former Region/ Regional Health Authority.
- g) Know the grievance procedure in relation to SGEU structure and, in particular, the Sector/Bargaining Unit, Grievance Committees and the Provincial Grievance Committee.
- h) Ensure that the stewards know and follow the appropriate grievance procedure.
- i) Attend LD courses as per the SGEU Constitution.
- j) Perform all duties of a steward

4.5.2

Stewards shall:

- a) Enforce the Collective Agreement, deal with complaints and assist with grievances in accordance with SGEU Policy.
- b) Notify the Labour Relations Officer and the Chief Steward when filing a grievance.
- c) Meet new members. By using the New Member Orientation to explain the role of the union and inform them their rights and obligations under the Collective Agreement.

- d) Inform member by letting them know what the Union is doing to solve their common problems.
- e) Keep the bulletin board up to date.
- f) Take training and educationals as directed by the Bargaining Unit.
- g) Keep members informed about what happens at Union meetings, about planned Union activities and the anticipated plans of the Union.
- h) Keep up to date on the SGEU Constitution and policies, Health Sector Bylaws and policies, and Bargaining Guidelines of the bargaining unit.
- i) Work for one hundred percent active Union involvement in the workplace.
- j) Know the membership. Encourage them to participate in the Union.
- k) Listen to the members.
- l) Ensure membership confidentiality
- m) Know the bargaining rights and the protection provided to members through the Collective Agreement.
- n) Keep up to date on issues by reading Union publications, then discussing them with fellow workers.
- o) Attend LD courses and one (1) Labour School as per the SGEU Constitution.

4.6 Grievance Committee shall:

- a) Be the Negotiating Committee.

- b) Work at resolving membership issues with the assistance of the steward that has filed the grievance.
- c) Make recommendations to the Provincial Screening Committee on whether a grievance should proceed.

4.7 Joint Job Evaluation Maintenance Committee shall:

- a) Adhere to the roles and responsibilities as per the Collective Agreement.
- b) Consist of one (1) representative and one (1) alternate from the Bargaining Council appointed by the Negotiating Committee Chairperson in consultation with the Negotiating Committee.
- c) Provide consistent reporting by submitting a written report quarterly to the Negotiating Committee Chairperson.

5. ELECTIONS PROCESS

5.1 The following process shall be used for elections of the Bargaining Council.

5.1.1 Call for nominations shall:

- a) Have notice posted in all workplaces for ten (10) days.
- b) Include positions and whom the nominations shall be returned to.

5.1.2 Notice of Election shall:

- a) Be posted for fourteen (14) days prior to election and include the date, time, place of election, process for election and who was nominated for the position.
- b) Elections will be by secret ballot and by plurality.

- c) The Bargaining Council members will be placed in order of plurality.

The remaining nominees will become alternates, listed in order of plurality.
- d) If elections are not necessary, the Local Bargaining Council will be comprised of the 5 members who accept their nominations.

5.1.3 Each Local shall:

- a) Have five (5) Bargaining Council members and three (3) alternates elected by and responsible to their members.
- b) Have one (1) Negotiating Committee member elected from the incoming Local Bargaining Council members at the Proposals Conference. Those eligible to vote will be the Bargaining Council members from each geographic Local.

5.1.4 Each Facility/Geographic Local shall:

- a) Have stewards elected as per the Bargaining Guidelines and be responsible to the membership who elected them.

6. OATH OF OFFICE FOR ELECTED OFFICIALS

- 6.1 Following Sector/Local elections, all elected officials shall signify in writing or orally, his/her acceptance of the following:

"In accepting nomination, I do hereby sincerely pledge my word to the Saskatchewan Government and General Employees' Union that I will truly and faithfully perform the duties of my office in accordance with the SGEU Constitution, Code of Ethics, Statement of Equality, the Policies and the Bylaws of the Union. I will safeguard and protect the assets of the Union and return all assets at the close of my term in office.

7. RECALL

7.1 An elected official may be subject to a recall process.

7.2 Petition Process

- a) Recall must be petitioned for by twenty-five (25) % of those members who are represented by the person being recalled. The petition must outline the reasons for recall in clear concise language.
- b) Upon receiving the duly signed petition, the elected official responsible for the person being recalled will call a meeting for that purpose. The notice of meeting must be advertised at least fourteen (14) days in advance. The notice must include the time, date and location as well as the reasons for recall.
- c) The official facing recall shall receive a copy of the petition, reasons for the recall and notice of the meeting where the vote will take place. Such notice shall be at least fourteen (14) days prior to the meeting.

7.3 Recall Process

- a) The official facing recall shall have the opportunity to present his/her position or response to the petition prior to the vote occurring.
- b) A two-thirds (2/3) majority vote of those members in attendance shall be required to unseat the incumbent. Only those who were eligible to elect the person being recalled can vote on the recall.

7.4 Vacancies Created by a Recall

- a) A successor shall be elected at that meeting by secret ballot in a manner that is similar to the procedure used for the regular election of positions being recalled.

8. ROLE OF STAFF ASSIGNED - Labour Relations Officer (LRO)

- a) The Staff's LRO role is advisory subject to duties assigned by the Negotiating Committee with the exception of bargaining where the LRO will always be in attendance.

- b) Appointed by the SGEU.

9. PROPOSALS GATHERING AND RATIFICATION

9.1 Call for Proposals

- a) The Negotiating Committee is responsible for notifying the membership to submit proposals, and of the process to do so, a minimum of six (6) months prior to the expiration of the Collective Agreement.
- b) A bargaining report shall be used to advertise the timetable and the procedure for proposals gathering.
- c) Each geographical Local may have meetings to discuss changes to the Collective Agreement and develop proposals for submission to the Negotiating Committee.

9.2 Format of a Proposal

- a) Every member has a right to submit proposals.
- b) A proposal is a suggested change to the Collective Agreement.
- c) A proposal must be clear and concise and in written form.
- d) A proposal shall be accompanied by the submitter's name and phone number, for purposes of clarification and/or verification.
- e) A proposal shall include:
 - reason(s) for the change;
 - wherever possible, reference to current Articles in the Agreement;
 - if known, reference to other Agreements- a statement of desired change.

9.3 Process

- a) The Negotiating Committee will clarify and make amendments or additions to the proposals package, taking into

consideration the intentions of the membership and the policies and objectives of the Union.

9.4 Ratification of the proposals package

9.4.1 Ratification by the membership shall:

- a) Be at the Proposals Conference
- b) Have a notice mailed/emailed to each geographical local as listed in Article 2 at least three (3) months in advance with purpose, date, location and time determined by the Negotiating Committee.
- c) Have delegates elected through the geographical Locals as per Article 10 of these Bargaining Guidelines.

9.4.2 Late proposals may be presented at the Proposals Conference and shall be considered for inclusion in the final package by two-thirds (2/3) of the members in attendance at the Proposals Conference.

9.4.3 Members are entitled to receive a copy of the initial proposal package upon request, once it has been submitted to the Employer.

9.4.4 All proposals may be amended by the Negotiating Committee as required during the bargaining process.

9.5. Ratification of the Tentative Agreement/Memorandum of Agreement As per SGEU Constitution

9.5.1 Notice shall be posted not less than ten (10) days for the purpose of ratifying the Tentative Agreement. Notice shall include the date, time and location. The process must be clearly out-lined as to how and where members submit their ballots.

9.5.2 Ratification Process:

- a) All amendments to the Collective Agreement, including letters of understanding that affect the entire membership of a bargaining unit, must be ratified by

the members of that bargaining unit by a majority vote.

- b) Interim letters of understanding or amendments directly affecting only portions of the membership of a bargaining unit, such as new classifications, must be ratified by those members directly affected as determined by the Negotiating Committee.
- c) The Negotiating Committee may apply to the Health Sector Executive and the SGEU Administration Committee to waive the requirement for membership ratification of interim letters of understanding or amendments where the effects of the letters of understanding or amendments are not significant or where special circumstances exist. In such cases, members affected by this decision shall be notified of the waiver, in writing, by the bargaining unit affected.
- d) No employer offer or tentative agreement may be submitted for membership ratification unless the Health Sector Executive and the SGEU Administration Committee has first approved the holding of a ratification vote.
- e) When ratification ballots are being counted, the Negotiating Committee shall ensure that a Provincial Council member, not representing that Committee directly, is there as a scrutineer.

10. PROPOSALS CONFERENCE REPRESENTATION

- a) The incoming Bargaining Council representatives from the locals shall be automatic delegates to the Proposal Conference.
- b) The outgoing Bargaining Council members must be elected to the Bargaining Council and/or elected as a representative from the Local to be delegates to the Proposal Conference.
- c) The outgoing Negotiating Committee shall be automatics to the Proposal Conference.
- d) If the Negotiating Committee member is on the incoming Bargaining Council Article 10.1a shall not apply.

- 10.1 The remaining delegates shall be based on a representation by population basis.
- a) Each Local shall elect one delegate for every fifty (50) members or major portion thereof in the Local.
 - b) The Local shall determine the process used to elect their delegates.
 - c) Any current SGEU Health Provider member in good standing may be allowed to attend the Proposals Conference as a delegate at their own / local expense, provided the Local Executive and Chairperson of Negotiating Committee has approved their attendance, provided space allows.

11. JOB ACTION/STRIKES

11.1 Strikes as per SGEU Constitution

- a) Only the SGEU President (or the SGEU Acting President whenever the President is not available), in consultation with the bargaining unit chair, is authorized to serve notice of Job Action/Strike Action to the employer on behalf of SGEU.
- b) Prior to withdrawal of services by all or part of a bargaining unit, the Negotiating committee shall conduct a vote by secret ballot.
- c) The secret ballot vote shall be conducted at special meetings called for this purpose and/or mailed ballots.
- d) Those members who vote in the bargaining unit concerned shall constitute a quorum, and the decision shall be by simple majority of those voting.
- e) If there is a withdrawal of services, without there being secret ballot vote on the withdrawal of services shall be deemed to be voluntary and not subject to discipline procedures.

- f) The SGEU Provincial Council shall be kept informed on strike situations. The SGEU Provincial Council shall, at the request of the bargaining unit, assist by disseminating information, providing moral and financial support, as well as assistance with the planning, preparation and conduct of a strike.
- g) Results of a strike shall be released at the discretion of the Negotiating Committee.
- h) When strike ballots are being counted, the Negotiating Committee shall ensure that a SGEU Provincial Council Member, not representing the Health Sector, is there as a scrutineer.
- i) In the case of strike action, the regulations as laid down from time to time in the Strike Manual shall be adhered to.

12. COMMUNICATIONS

12.1 Media

- a) The Negotiating Committee Chair shall determine who will act as spokesperson on behalf of the Committee.
- b) All public statements shall be consistent with union policy and principles.
- c) Public statements issued shall be approved in advance by the Negotiating Committee subject to approval by the SGEU President or his/her designate.

12.2 Membership Meetings

- a) Membership meetings shall be held during the course of collective bargaining, to report to members and to receive feedback from the membership.
- b) A bargaining report shall be made available to members as circumstances warrant. These reports shall be sent to the Health Sector Executive and the SGEU Administration Committee.

12.3 Rules of Order for Membership Meetings

- a) In accordance with the SGEU Constitution and Bourinot's Rules of Order.
- b) The order of business must include: statement of equality, appointment of Ombudsman, adopting of the agenda and adoption of the previous minutes.
- c) An accurate record of all meetings and a register of attendees will be kept. After the adoption of the minutes, they will be signed by the Chairperson or designate and kept in a minute book or binder and filed electronically. They will be the official records of all business done in the Bargaining Unit. As per the SGEU Policy.
- d) At the close of each meeting the Chairperson will sign his/her name directly below the last persons name who signed in and add the time and date.
- e) A quorum will be fifty percent plus one (50% + 1) of those members in attendance at the start of the meeting.
- f) The Chairperson of the meeting will vote only in the event of a tie.
- g) There will be no proxy voting at meetings.

13. Amendments to Bargaining Guidelines

- a) Amendments to these Health Providers Bargaining Guidelines shall be made at a meeting of the Bargaining Council.
- b) Negotiating Committee shall receive proposed amendments in writing not less than fourteen (14) days prior to the meeting where they will be voted on.
- c) Proposed amendments received within the timelines above will be circulated to the Bargaining council members at least ten (10) days in advance of the Bargaining council meeting.
- d) All amendments must conform to the SGEU Constitution, SGEU Policy Manual and Health Sector Bylaws.
- e) Amendments must be ratified by two thirds of the members present at the Bargaining Council meeting.

- f) Health Providers Bargaining Guidelines become effective after they are approved by the Bargaining Council.
- g) The amended Health Providers Bargaining Guidelines will be sent to the MC&L committee within sixty (60) days of approval as per the SGEU Constitution.

APPENDIX 1 Steward Structure for Health Sector 3

APPENDIX 1

Steward Structure for Health Sector 3

Northern Regional Health Authorities

3328-2	Keewatin-Yatthé Regional Health Authority
3328-3	Mamawetan Churchill River Regional Health Authority

Local 3354 Kelsey Trail Health Region

3354-1	Melfort and Area
3354-2	Nipawin and Area
3354-3	Tisdale and Area

LOCAL 3341 MAMAWETAN CHURCHILL RIVER REGIONAL HEALTH AUTHORITY

ZONE 1	LA RONGE HEALTH CENTRE
DISTRICT 1	NURSING
DISTRICT 2	SUPPORT
DISTRICT 3	DIAGNOSTIC SERVICES
DISTRICT 4	COMMUNITY SERVICES
DISTRICT 5	CLERICAL
ZONE 2	CREIGHTON
DISTRICT 1	COMMUNITY SERVICES
ZONE 3	SANDY BAY
DISTRICT 1	COMMUNITY SERVICES
ZONE 4	WEYAKAWIN
DISTRICT 1	COMMUNITY SERVICES
ZONE 5	PINEHOUSE
DISTRICT 1	COMMUNITY SERVICES

LOCAL 3342 KEEWATIN YATTHÉ REGIONAL HEALTH AUTHORITY

ZONE 1	BUFFALO NARROWS
DISTRICT 1	COMMUNITY SERVICES
DISTRICT 2	HEALTH CENTRE
ZONE 2	ILE A LA CROSSE
DISTRICT 1	NURSING
DISTRICT 2	SUPPORT
DISTRICT 3	DIAGNOSTIC SERVICES
DISTRICT 4	COMMUNITY SERVICES
ZONE 3	LA LOCHE HEALTH CENTRE
DISTRICT 1	NURSING
DISTRICT 2	SUPPORT

DISTRICT 3 DIAGNOSTIC SERVICES
DISTRICT 4 COMMUNITY SERVICES

ZONE 4 TURNOR LAKE
DISTRICT 1 COMMUNITY SERVICES

ZONE 5 GREEN LAKE
DISTRICT 1 COMMUNITY SERVICES

ZONE 6 BEAUVAL
DISTRICT 1 COMMUNITY SERVICES

LOCAL 3354 KELSEY TRAIL HEALTH REGION

Local 3354-1 Melfort & Area

ZONE 1 LONG TERM CARE PARKLAND PLACE
DISTRICT 1 NURSING 1ST FLOOR
DISTRICT 2 NURSING 2ND FLOOR
DISTRICT 3 THERAPIES /CLERICAL
DISTRICT 4 DIETARY/HOUSEKEEPING
DISTRICT 5 MAINTENANCE /LAUNDRY

ZONE 2 ACUTE CARE MELFORT HOSPITAL
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT
DISTRICT 3 DIAGNOSTIC SERVICES

ZONE 3 LONG TERM CARE - CHATEAU PROVIDENCE
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT

ZONE 4 COMMUNITY/ASSISTED LIVING - MELFORT
DISTRICT 1 COMMUNITY HEALTH
DISTRICT 2 HOMECARE MELFORT/NAICAM

Local 3354-2 Nipawin & Area

ZONE 1 CUMBERLAND HOUSE
DISTRICT 1 HEALTH CENTRE

ZONE 2 ACUTE CARE – NIPAWIN HOSPITAL
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT
DISTRICT 3 DIAGNOSTIC SERVICES
DISTRICT 4 THERAPY

ZONE 3 LONG TERM CARE - PINEVIEW LODGE
DISTRICT 1 NURSING
DISTRICT 2 CLERICAL

DISTRICT 3 DIETARY/HOUSEKEEPING
DISTRICT 4 MAINTENANCE/LAUNDRY

ZONE 4 COMMUNITY SERVICES - NIPAWIN
DISTRICT 1 COMMUNITY HEALTH
DISTRICT 2 HOMECARE

ZONE 5 CARROT RIVER HEALTH CENTRE
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT

ZONE 6 ARBORFIELD HEALTH CENTRE
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT

ZONE 7 SMEATON
DISTRICT 1 HEALTH CENTRE

Local 3354-3 TISDALE & AREA

ZONE 1 ACUTE CARE TISDALE HOSPITAL
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT
DISTRICT 3 DIAGNOSTIC SERVICES

ZONE 2 LONG TERM CARE - NEW MARKET PLACE
DISTRICT 1 NURSING
DISTRICT 2 CLERICAL
DISTRICT 3 DIETARY/HOUSEKEEPING
DISTRICT 4 MAINTENANCE/LAUNDRY
DISTRICT 5 ADMINISTRATION

ZONE 3 COMMUNITY SERVICES - TISDALE
DISTRICT 1 COMMUNITY HEALTH
DISTRICT 2 HOME CARE

ZONE 4 HUDSON BAY HEALTH CENTRE
DISTRICT 1 NURSING ACUTE
DISTRICT 2 SUPPORT
DISTRICT 3 NURSING LONG TERM CARE
DISTRICT 4 SUPPORT
DISTRICT 5 HOME CARE

ZONE 5 ACUTE CARE - KELVINGTON HOSPITAL
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT
DISTRICT 3 HOME CARE

ZONE 6 LONG TERM CARE - KELVINGDELL LODGE
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT

ZONE 7 ROSE VALLEY HEALTH CENTRE
DISTRICT 1 SUPPORT
DISTRICT 2 HOME CARE

ZONE 8 LONG TERM CARE - RED DEER NURSING HOME
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT
DISTRICT 3 HOME CARE

ZONE 9 ACUTE CARE – PORCUPINE CARRAGANA HOSPITAL
DISTRICT 1 NURSING
DISTRICT 2 SUPPORT