

bargaining

update

No. 8 – FEBRUARY 2025

Dear members,

Your negotiating committee met with the Saskatchewan Association of Health Organizations (SAHO) and the Saskatchewan Health Authority (SHA) on January 7 to 9 in Saskatoon.

The employer has tabled proposals that would standardize language between SGEU, CUPE and SEIU-West's collective agreements. Your negotiating committee has informed SAHO and the employer that we have no desire to change language in our collective agreement that was bargained over the years just for the purpose of standardizing or modernizing the language. We consider the employer's proposals on relief shifts, vacation and hours of work as a significant change to our current language. We do not see their proposed changes as being necessary or beneficial to our members. We will continue to fight for the hard-earned negotiated rights of our members.

Future bargaining meetings are scheduled for the following dates:

- February 19 to 21
- April 2 to 4
- May 13 to 15

At these meetings, we will continue to direct the employer's attention to items that will improve the working conditions of our members. Some of our proposals include improvements on overtime, professional fees, family leave, occupational health and safety, extended health and dental, and pension.

Next steps

Your negotiating committee met with SAHO and the SHA about the possibility of pausing bargaining on individual language discussions and move to negotiating monetary with our union partners CUPE and SEIU-West. We met with these parties in November 2024 and will be meeting again on February 13 to continue our discussions.

We understand that wages are a top priority for our members!



Member outreach

As bargaining proceeds, we want to ensure that all members are represented and engaged, especially once we begin to share information about actions like meetings and/or votes.

To prepare for these next steps, your negotiating committee is planning to reach out to all members by phone to update contact information and gather other details we may need as bargaining progresses. We are currently working out logistics, and we will be in touch to let you know when to expect a call.

Thank you

Thank you for your patience as we work to negotiate a fair contract. This round of bargaining has been progressing slowly for not just us, but our fellow health provider unions. We appreciate your continued support, and we will continue to do what we can on our side of the table to push your best interests forward in a timely manner.

Did you know?

Time in Lieu (TIL)

The cut off for banking TIL is March 15, 2025.

The cut off for utilizing TIL is March 22, 2025.

The payout of TIL will be issued on March 28, 2025

i.e. March 15 is the last day to bank, March 22 is the last day to use any TIL bank and the remaining TIL will be paid out on March 28.

Application for Relief Work (AFRW)

The deadline to revise your AFRW is March 15, and it will take effect on April 15.

Vacation

Members can indicate their choice of dates for the upcoming vacation year no later than March 31. Members who do not request vacation time before April 1 shall forfeit their right to use seniority and shall be assigned on a first-come, first-served basis.

Members are eligible to carry over a maximum of 1 week (40 hours). Members with more than the allotted 1 week of vacation can access Article 15.06 *Carry Over of Unused Annual Vacation Leave*.

We are currently reviewing the vacation policy on the SHA intranet. For information on how to carry over your unused vacation, please check MyConnection or contact your manager.

Saskatchewan Healthcare Employees' Pension Plan (SHEPP) Member Survey

SHEPP Wants to Hear from You!

As your pension provider, SHEPP is seeking your feedback to better understand your pension experience and your expectations for the future. The SHEPP Member Survey invites you to share your insights and help shape how SHEPP delivers the services, communications, and support that matter most to its members.

The survey is anonymous, and all questions are optional. It takes less than 10 minutes to complete, but your feedback will have a lasting impact.

Ready to Get Started? [Take the survey now](#) or visit www.shepp.ca/survey to learn more.

NUPGE healthcare survey results

SGEU and other public employee unions across Canada are affiliates of the National Union of Public and General Employees (NUPGE). Late last year, NUPGE conducted a survey of healthcare workers across the country, including our health provider members.

NUPGE published the results, which found that approximately 9-in-10 health professionals in communities across the country report the healthcare system is in crisis in their province (89%). Reports of inadequate staffing levels were high in Saskatchewan (73%), second only to New Brunswick (80%).

Though many of the results come as no surprise to health provider members, NUPGE is working to raise awareness about these issues on a national level.

You can view NUPGE's release and the full survey results below:

- [Media release](#)
- [Survey results](#)

Past bargaining updates

Did you miss the last update? Past updates are located under the Health Providers Bargaining Report menu on the SGEU [health sector webpage](#).

Stay in the loop

To make sure everyone receives the latest bargaining updates, we need to have your current contact information. If your contact information has changed, [click here to complete and submit a Member Information Update Form](#).

If you know of a co-worker who did not receive this update, encourage them to complete the form as well.

If you have any questions about bargaining, please contact me at tschmidt@sgeu.org.

In solidarity,

Your negotiating committee

Tanya Schmidt, Bargaining Chair

Sharri Laczko, Bargaining Vice-chair

Jackie McChesney

Joe Leger

Ryan Favel

Kevin Glass, SGEU Labour Relations Officer

Kim Nordmarken, SGEU Labour Relations Officer