

bargaining

update

No. 9 – MARCH 2025

Dear members,

Your negotiating committee met with the Saskatchewan Association of Health Organizations (SAHO) and the Saskatchewan Health Authority (SHA) from February 19 to 21 in Prince Albert.

At these meetings, we continued to bargain individual proposals. Individual proposals are proposals that are unique to SGEU and have no impact on CUPE or SEIU-West.

Some members have asked why we haven't negotiated the general wage increases yet. The parties negotiate non-monetary individual union proposals prior to negotiating common monetary proposals. The unions all belong to the same provincial Joint Job Evaluation pay equity plan, which sets out that all job classification must be compensated the same, regardless of provider union.

Next steps

Once we complete bargaining at our individual table, we will join CUPE and SEIU-West at a common table with SAHO. At this table, we will discuss items that are common/monetary proposals between all three unions, as well as transition items.

Transition items are SAHO proposals that the employer would like to be the same or similar between all three unions to assist with the formulation of the SHA.

Example SAHO proposals

An example of the proposals from SAHO which would change your current SGEU CBA are:

Relief work

- *Proposal:* Relief work outside of 72 hours shall be assigned, and inside 72 hours shall be offered.
- *Current CBA language:* Posted and confirmed relief work is offered and, outside of that, it is assigned.

Error in offering overtime

- *Proposal:* For an employee to receive overtime pay, they must work the hours associated with that pay.
- *Current CBA language:* Members currently get overtime pay without having to work the hours.

Posting of vacation

- *Proposal:* When employees indicate their choice of dates for the vacation year by April 1, seniority shall govern in only one instance.

- *Current CBA language:* Allows all vacation requested by March 31 to be allotted by seniority.

Some of the transition proposals from SAHO are:

Assigning employees to work in another facility/department/work area

- Employees may be requested by the employer to work in another location other than their home position. This request shall be assigned based on seniority (upon agreement), and if there is no agreement, the most junior employee will be assigned. This shall be considered a regular scheduled shift and no compensation will be provided, except travel, and/or if the employees hours worked are in excess of the employees regular scheduled shift, then they will be paid in accordance to the overtime article.

Discipline language for those who work in multiple union jurisdictions

- If an employee is working in more than one union jurisdiction and discipline is warranted by the employer, it shall be governed by the CBA of the union where the employee was working.
- When considering disciplining an employee, the employer may consider any documentation on an employee's personnel file from other union jurisdictions relating to the employee's employment.
- Where an employee is employed in multiple positions with the same employer, any suspension or termination shall apply to all positions held by the employee.

Your negotiating committee remains steadfast in its stance to SAHO that we are not interested in changing our CBA just so the language is the same as the other

unions' CBA language. We have agreed there may be areas where we may need to look at making changes to the language to give consideration to members who are co-employed.

Essential Services Committee

Your negotiating committee has established our Essential Services (ES) Committee in order to prepare to negotiate an Essential Services Agreement. The committee wants to be ready to execute and implement an Essential Services Agreement in the event we reach impasse at the common bargaining table. The ES committee will be reaching out to members to make sure that your contact information is correct.

Next bargaining dates

- April 2 to 4
- May 13 to 15

Learning Development 10 & 11

SGEU is offering two LD courses next week in Prince Albert: Intro to the Union and Steward Roles & Responsibilities. These courses are a great way to network with fellow members and learn more about your union.

Union leave, meals and transportation costs are covered for these courses, and you do not need to be a steward to register. We encourage our health members to take advantage.

Register at the links below by the end of day tomorrow, March 7, to join these sessions:

- [Register for LD 10](#)
- [Register for LD 11](#)

View all course offerings at sgeu.org/educate.

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.

Thank you

Thank you for your patience as we work to negotiate a fair collective agreement. 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.

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

Jennifer Curry

Joe Leger

Ryan Favel

Kim Nordmarken, SGEU Labour Relations Officer

Kevin Glass, SGEU Labour Relations Officer