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Dear members,

Your negotiating committee would like to take this opportunity to express our support for our members who have been affected by the wildfires. The experiences you have been going through with the approaching fires, evacuation, and uncertainty about your homes and communities must be very difficult. We want you to know that we are here for you if you have any questions or concerns. You can contact myself, Tanya Schmidt, at [tschmidt@sgeu.org](mailto:tschmidt@sgeu.org), your SGEU Labour Relations Officer, Kim Nordmarken, at [knordmarken@sgeu.org](mailto:knordmarken@sgeu.org) or your former Mamawetan Churchill River Regional Health Authority Negotiating Representative, Joe Leger, at [joe.experior@gmail.com](mailto:joe.experior@gmail.com).

Your negotiating committee met with the Saskatchewan Association of Health Organizations (SAHO) and the Saskatchewan Health Authority (SHA) on April 2 to 4 and May 13 to 15 in Saskatoon.

At these negotiation meetings, we continue to bargain individual proposals. Individual proposals are proposals that are unique to SGEU and have no impact on CUPE or SEIU-West. The proposals that are currently being negotiated are Article 8.05 Seniority When Re-employed, Article 23 Dispute Resolution Process, 10/12 hour extended shift templates, Job Share and definitions. We spent the majority of our time reviewing and writing up counter proposals and only had a short time face-to-face with SAHO and the SHA.

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. In short, wage negotiations are still coming.

## **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.

## **Example SAHO proposals**

Some examples of the proposals from SAHO that 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. A second submission of unused vacation credits can be submitted in October.
- *Current CBA language:* Allows all vacation requested by March 31 to be allotted by seniority.

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

- Employees may be requested by the employer to work in a 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 employee's regular scheduled shift, then they will be paid in accordance with 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 their 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. However, we agree that 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 has been and will continue to reach out to members to make sure that your contact information is correct.

### **Next bargaining dates**

- June 10 to 12
- July 15 to 17
- August 25 to 27

During the June bargaining dates, the SGEU Health Providers, along with CUPE and SEIU-West, will be attending a presentation held by Cadmus Delorme on Truth and Reconciliation. SAHO and the SHA felt this was important since they want to introduce a land acknowledgement into our collective agreement.

## Meeting with Minister of Health

On April 1, SGEU Health Providers Chair Tanya Schmidt and Vice-Chair Sharri Laczko, accompanied President Tracey Sauer and SK Cancer representatives, Co-chair Donna Zaba and Azure English, to meet with the Minister of Health, Jeremy Cockrill, Assistant Deputy Minister of Health, Norman O'Neill, and Chief of Staff to the Minister of Health, Clint Fox. During our allotted hour, the SGEU Health Providers brought up concerns about wages, contracting out, and retention and recruitment, to name a few. We had an engaging conversation.

## Did you know?

- AIMS is going live on July 2. You should have received emails for the education available, whether it is in person or online. If you are needing assistance with registering, talk with your manager. We strongly suggest you take as much education as you can. It has recently been decided that the former Mamawetan Churchill River and Keewatin Yatthe Regional Health Authority will not be included in the July 2 AIMS scheduling release and will go live at a later date to be determined.
- Unsure about what amount of overtime you should be paid? Refer to [this document](#) for an explanation.

## Learning Development 10 & 11

Are you new to SGEU and want to learn about your union? Have you been a member for a while and would like to know more about your union and what it does for you? SGEU offers two introductory Learning Development (LD) courses: 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 of these courses.

Register at the links below to join these sessions:

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

View all course offerings at [sgeu.org/educate](https://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 [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, please 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](mailto:tschmidt@sgeu.org).

In solidarity,

Your negotiating committee:

Tanya Schmidt, Bargaining Chair

Sharri Laczko, Bargaining Vice-chair

Jackie McChesney

Joe Leger

Ryan Favel

Kim Nordmarken, SGEU Labour Relations Officer

Kevin Glass, SGEU Labour Relations Officer

[Download bargaining update](#)

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Saskatchewan is the traditional territory of the Cree, Dene, Dakota, Nakota, Lakota, and Saulteaux peoples and the homeland of the Métis Nation. SGEU is grateful for

the opportunity to work and live here and is committed to advancing truth and reconciliation.

Working together for Saskatchewan since 1913. Today, we are over 20,000 members strong. Connect with us at [sgeu.org](https://sgeu.org) or on social media.



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