

A dark blue rectangular banner with white text. On the left, 'SGEU' is in a large, bold, sans-serif font. To its right, separated by a vertical line, is 'Health Providers Bargaining Unit' in a smaller, regular sans-serif font. Below this, the word 'update' is written in a very large, bold, lowercase sans-serif font.

SGEU | Health Providers Bargaining Unit update

Dear members,

Your negotiating committee met with the Saskatchewan Association of Health Organizations (SAHO) and the Saskatchewan Health Authority (SHA) on June 10 to 12 in Regina and July 15 to 17 in Prince Albert.

On June 12, the health provider unions, along with SAHO and the SHA, met for a Truth and Reconciliation Calls to Action presentation by Cadmus Delorme. We found this very informative and have since agreed upon a Land Acknowledgement.

We continued to negotiate individual proposals with SAHO during these sessions. At the close of the last session, we were prepared to move to the common table to discuss monetary proposals; however, SAHO indicated that they would like to continue the next set of individual bargaining dates in August as they feel there could still be some conversation about the remaining individual table items. We agreed to proceed with the next set of dates at the individual table.

During the June session, we provided SAHO with a list of common table items. These are proposals that would affect all three provider unions to be dealt with at the common table. We will meet again on August 25 to 27 to hopefully address these outstanding proposals.

Once we are at the common table with the other two unions, we will be negotiating monetary proposals. These include a wage increase, transportation allowance, shift and weekend differential, and licensing reimbursement, to name a few.

SAHO has made several proposals to standardize language across the three union's collective bargaining agreements, with the aim of achieving alignment as a single

provincial health authority. Although SGEU recognizes SAHO's goal, we are not in agreement in changing our language in our collective agreement that would take the CBA backwards instead of forward. SGEU has gone through many rounds of negotiation to get our collective agreement to where we are now.

In February, SGEU, SEIU-West and CUPE met with SAHO to negotiate a wage adjustment, retroactive to April 1, 2023, to help with the financial burden our members are facing in today's economy. SAHO offered a 3% wage adjustment and other stipulations. We know our members are worth more, and we countered with a higher but fair wage increase, along with a plan to move bargaining forward. To date, SAHO has refused our offer. The health providers' offer is still on the table if SAHO wishes to reconsider.

Please keep checking your emails for our updates and other news we may bring you.

Wildfires

Your negotiating committee would like to express our continued 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 us at any time for support:

- Tanya Schmidt at tschmidt@sgeu.org
- SGEU Labour Relations Officer for the former Keewatin Yatthé Regional Health Authority, Kevin Glass, at kglass@sgeu.org
- Negotiating representative Ryan Favel at rfavel@sgeu.org
- SGEU Labour Relations Officer for former Mamawetan Churchill River Regional Health Authority, Kim Nordmarken, at knordmarken@sgeu.org
- Negotiating representative Joe Leger at joe.experior@gmail.com.

Essential services

The province's current essential services legislation requires us to negotiate an essential services agreement prior to taking any job action. This agreement outlines which services are essential and must be maintained in the event of a strike.

SGEU has been meeting regularly with CUPE 5430 and SEIU-West to discuss an essential service strategy plan. We are presently confirming a date to meet with the

SHA and SAHO to discuss next steps to plan for a potential essential service strike if negotiations reach an impasse.

AIMS

The new scheduling system in AIMS went live in the former Kelsey Trails Health Region on July 2. We have heard from our members about numerous problems they are encountering. We have passed along those concerns to the AIMS representative, and we encourage everyone to submit either a scheduling or payroll inquiry for each concern. Also, please help out your fellow co-workers when they need assistance with this new system. If you need help with an AIMS issue that has not been resolved, please contact your negotiating representative.

For members in the former Keewatin Yatthé and Mamawetan Churchill River regional health authorities, you are currently scheduled to go live with the new scheduling service in November. Please keep an eye out in your workplace for further information and take as much education as you can when it is provided.

New healthcare positions announcement

The Government of Saskatchewan recently announced that the Saskatchewan Health Authority is adding 77 new and enhanced permanent full-time positions in 30 rural and remote communities.

While we believe that this could be a positive step, we are disappointed that the government made this decision without consulting the union or health care workers. We are also concerned about their ability to fill these positions given that they are already having difficulties filling current vacant healthcare positions across the province.

Long-Term Disability Plan

The SGEU Long-Term Disability (LTD) plan provides eligible members with disability benefits amounting to 80% of their net pre-disability salary. All health provider members are eligible to submit claims for LTD benefits following 30 days of continuous employment.

Visit the SGEU LTD webpage to learn more about eligibility and application requirements.

[Learn more about the SGEU LTD Plan](#)

New online Heavy Workload Report

If you're experiencing an unusually heavy workload, let us know. SGEU has launched a new online Heavy Workload Report form to make it easier for our members to share their concerns.

Your feedback helps us address workload issues at the bargaining table and advocate for safe staffing levels.

Submit a report

Download poster

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 that respects your work, your rights and your future. We appreciate your continued support.

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

Kim Nordmarken, SGEU Labour Relations Officer

Kevin Glass, SGEU Labour Relations Officer

Download bargaining update

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 or on social media.



SGEU

Working together
for Saskatchewan

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