



Your Bargaining Update January 23, 2026

Dear Members,

From January 19 to 23, the bargaining committees of the three Health Provider Unions (HPUs) met with SAHO for both individual and common table negotiations.

The staffing crisis exists because wages have not kept pace with the cost of living. Instead of addressing this, SAHO spent this week presenting proposals to move workers around, bring in contractors, and create positions with fewer guaranteed hours.

These are workarounds, not solutions. Moving an overworked, underpaid employee from one short-staffed facility to another does not fix the shortage. It spreads it around.

SAHO wants the ability to move you and your work across SGEU, CUPE, and SEIU-West boundaries with notification only, with no consultation or consideration that workers have families, responsibilities, and take pride in their work. It's hard to take pride in your work when you don't know where you're going to be working from day to day. When asked about compensation, timelines, and limits, SAHO had no answers.

Rather than pay wages that attract and retain staff, SAHO wants easier access to contract workers from third-party agencies. SHA is looking for easy ways to privatize our healthcare system while avoiding the real solution: fair wages.

SAHO found time to present detailed proposals on moving workers and bringing in contractors. They have not responded to our wage proposals, which have been on the table since December.

We know you're frustrated. You've been waiting too long. Your bargaining committees shares that frustration. We're pushing hard at every session to move these negotiations forward. However, you can be confident that your support and strength is making a difference at the bargaining table too.

The three health provider unions continue to work together while protecting our individual collective agreements. **We will not agree to packages that trade away your job security for vague promises.**

Your unions will not be divided.

The parties are scheduled to meet February 5 to 6 and February 17 to 20. We will continue to push for the wages and working conditions you deserve.

On behalf of your bargaining committees,

*Bashir Jalloh
President
CUPE 5430*

*Lisa Zunti
President
SEIU-West*

*Sharri Laczko
Bargaining Chair
SGEU*