

Your Bargaining Update December 5, 2025

Dear Members,

From December 1 to 5, the Health Provider Unions negotiating committees met with SAHO. Time was spent on a combination of individual and common table proposals.

Meetings included continuing discussions on the Employee Family Assistance Program (EFAP) and joint provincial committee proposals, and were concluded to the Unions' satisfaction. As a means to expedite negotiations, all parties agreed to a solutions-based approach that involves open conversations prior to exchanging counter-proposals.

Negotiations continue on job postings, letters of appointment, filling of vacancies, and portability of benefits. The Employer continues to press for alignment on standardized language to be included in all three of the Health Provider Unions collective agreements. For the Employer, "alignment" often means proposing the least favourable language from each of our individual collective agreements.

Although the Health Providers Unions (HPU) had put forth a comprehensive proposal to recognize the seven healthcare Truth and Reconciliation Calls to Action, as well as to acknowledge the diverse cultures present in our workplaces, the counter proposal from SAHO presents significant implications for the fundamental rights of all members. As a result, we have chosen to revert to our existing language, which offers a stronger recognition of a representative workforce within our workplaces.

The Unions continue to take the time necessary to communicate thoroughly with each other to ensure that the needs of all memberships are considered and protected before moving forward. The Unions continue to preserve their individual autonomy.

The Health Provider Unions continue to express to the Employer that we have concerns with retention and recruitment and the need to address the workload of our members.

With the upcoming days scheduled for bargaining, we hope to make progress in achieving an agreement that provides our members with a fair and respectful collective agreement. We are back at the bargaining table on December 15 to 19.

On behalf of your bargaining committees,

*Bashir Jalloh
President
CUPE 5430*

*Lisa Zunti
President
SEIU-West*

*Tanya Schmidt
Bargaining Chair
SGEU*