

## SGEU Health Providers vote to ratify new tentative agreement

February 13, 2014

Members of the Health Provider bargaining unit have voted to accept the tentative agreement between SGEU and the Saskatchewan Association of Health Organizations (SAHO). Here are some highlights:

### Five year collective agreement with a general wage increase of 8.5% and premium improvements

#### Wages & Term (Term ending March 31, 2017)

April 1, 2012 – March 31, 2013:	2.0%
April 1, 2013 – March 31, 2014:	1.5%
April 1, 2014 – March 31, 2015:	1.5%
April 1, 2015 – March 31, 2016:	1.55%
April 1, 2016 – March 31, 2017:	1.95%

#### Retroactive wage adjustments:

- **All employees on staff** as of the date upon which the parties exchange notice of ratification shall be eligible for retroactive wage adjustments based on all paid hours. Employees who have moved between employers covered by the collective agreement shall apply to their previous employers for that portion of the retroactivity.
- **Employees who have retired** from any employer party to this collective agreement shall be eligible for retroactive wage increases based on all paid hours up to and including the date of retirement.
- **Any employee who has been laid off** subsequent to April 1, 2012 and is unable to maintain employment and is not on staff as of the date upon which the parties exchange notice of ratification by their principles on the terms of the Collective Agreement, shall be eligible for retroactive wage increases based on all paid hours up to and including the date of lay-off.
- **The estates of employees** who have passed away on or after April 1, 2012 are eligible for retroactivity. The estate of the employee must contact the employer and apply for such retroactivity.
- Retroactivity should be paid approximately 3 to 4 months after exchange of notice of ratification. Retro payment will be made in a non-pay period week.

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We have achieved improvements to language in the collective agreement, new articles, along with enhancements to shift differential, weekend differential, standby, monthly car allowance, and professional fees.

Once the new collective agreement is printed we will have copies available for members in the facilities.

Next we need to address the partnership agreement with the Ministry of Health, SAHO and the employers. No date has been set for these discussions.

We continue to be in discussions on the 3s Health Visioning Sessions. Our priorities in this process are to ensure members rights are recognized and adhered to.

***We would like to express our thanks to you, the SGEU Health Providers, for your support and patience throughout this long and trying process.***

In Solidarity SGEU Health Providers Negotiating Committee:

Bonnie Erickson -	Chair
Kim Nordmarken -	Nipawin
Tracey Sauer -	Kelvington
Bart Beckman -	La Ronge
Dennis Favel -	Ilé a la Cross
Danny Hind -	Labour Relations Officer (LRO)