

June 8, 2017

## Health Provider Bargaining Unit

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### Bargaining continues

Your SGEU Negotiating Committee met with Saskatchewan Association of Health Organizations (SAHO) May 30, 31 and June 1 to continue the process of bargaining for a new collective agreement.

SAHO and the Employer are asking for unprecedented roll backs to our agreement. The take-aways and concessions they want will undermine the economic security of health providers, will damage employee morale, and will make recruitment and retention of qualified, experienced staff in crucial areas even more challenging.

### What's at stake?

SAHO and the Employer are proposing to erode workplace gains we have made over the years. Here's what they want to do:

**Overall cutback** – Reduce the overall cost of our collective agreement by 3.5%. The SAHO proposal package contains take-aways that total 4.25%.

**Wage reductions** – Roll back wages by 1 % in the first year, followed by three years of no increases in a four-year deal. Lower wages by adding two new lower steps in the wage schedule. Steps 1, 2, and 3 of current agreement become Steps 3, 4, and 5.

**Seniority** – Undermine seniority rights in filling vacancies.

**Overtime** - Reduce all overtime rates to time-and-a-half. Reduce overtime eligibility for less-than-full-time staff. Also, "work for pay" extended to all missed overtime shifts.

**Premium pay** - Decrease shift premium pay to \$2.43/hour - a roll back to 2012 rates. Decrease weekend premium pay to \$ 1.80/hour - a roll back to 2012 rates.

**Time-in-lieu** - Eliminate time-in-lieu bank.

**Vacation** - For all relief employees, vacation pay paid out bi-weekly instead of scheduling paid vacations.

**Vehicle allowance** - Remove vehicle allowance payments. This will impose a significant hardship on home care employees in particular.

**Professional fees** - Eliminate reimbursement for professional fees.

**Workers' Compensation** - Eliminate employer top-up for WCB payments.

**Market payments** – Reduce market supplement and market adjustments.

**Standby payments** – Reduce standby pay to \$2.19/hour on regular work days, to \$4.12/hour on days off and designated holidays, and to \$4.12/hour for EMS employees.

**Extended health and dental benefit plan** – Proposed changes include:

- Move from 100% employer paid benefits to members paying 25% of the costs.
- Employer contribution holiday.
- Eliminate Letter of Understanding assuring current level of benefits.

## **Standing up for you**

Your negotiating committee is committed to achieving the best possible collective agreement for health providers, one that is reasonable, and reflects the value of your work.

We continue to work for improvements to our agreement, in areas such as:

**Job security** – We are asking for no lay-offs during the term of the agreement.

**Benefits** – Enhancements to Extended Health and Dental Plan, as well as joint trusteeship.

**Leaves** – Further improvements to family leave, as well as adding pay top ups to maternity, parental and adoption leaves. We are also proposing a new Employee Crisis Leave.

## **Next steps**

We return to the bargaining table June 13 and 14. While SAHO and the Employer proposed to conclude bargaining by the end of June, they indicated they are willing to continue until we reach an agreement. Your negotiating committee is prepared to put in as much time as is needed to achieve a fair collective agreement.

There are tentative bargaining dates set for July 4, 5, 6 and July 25, 26, 27. We will keep you updated as bargaining proceeds.

In solidarity,

Your SGEU Health Provider Negotiating Committee:

Bonnie Erickson, Health Provider Chairperson  
Kim Nordmarken, Vice Chair  
Wendy McPhail  
Ryan Favel  
Cynthia Roney  
Danny Hind SGEU LRO