

Key Components of the SUN/Government Agreement Compared to the SUN Proposal to SAHO (March 5, 2008)

SUN would have people believe that the Partnership Agreement they signed with the Government is the same as what the union proposed to SAHO. We noticed the following differences:

Government of Saskatchewan/SUN Partnership Agreement		SUN Proposal to SAHO
<ul style="list-style-type: none"> • Process facilitated by Dr. Marlene Smadu 	Process	<ul style="list-style-type: none"> • Bypassing the process established with the Government/SUN agreement and incorporating targets and process into collective agreement
<ul style="list-style-type: none"> • Improved nurse/patient ratios through recruitment target of 800 FTE nurses (600 vacancies and 200 new nurses) over 3 years - 320 by April/2009; 320 by April/2010; and remaining 160 by April/2011; including recruiting nurses back to Saskatchewan and through immigration • Ensure new graduates have permanent, full time opportunities • Health care services delivery is not addressed in the agreement and therefore it continues through the Regional Health Authority established process • Joint Health Region/SUN Fund to support recruitment initiatives 	Policy Initiatives	<ul style="list-style-type: none"> • Establishment of fixed nurse/patient ratios • Recruitment target of 2600 nurses Almost 1800 nurses for newly created positions in addition to the 800 already committed by the Government (minimum 885 nurses to enhance nurse/patient ratio; 490 for permanent relief positions; 168 nurses for health promotion and preventive care; 180 nurses to cover senior nurses going to 80% time and 20% self scheduled time for patient teaching; minimum 12 nurse practitioners; 60 to cover reduced workload for preceptors) • Create 300 supernumerary positions for new graduates • Giving authority without accountability to individual general duty nurses for decisions to refuse patient admissions, close beds, transfer patients, or reduce services
<ul style="list-style-type: none"> • \$60 million plus additional negotiated cost to be determined. 	Cost	<ul style="list-style-type: none"> • In excess of \$1.2 billion over 3 years
<ul style="list-style-type: none"> • Enhanced mandate to permit Regional Health Authorities to offer competitive salaries and benefits and professional development 	Collective Bargaining Issues	<ul style="list-style-type: none"> • Overtime rate of pay at 3 times regular rate of pay and rate premiums; Service Recognition Program and Long Service Recognition; Paid days for professional development; Mentorship, Preceptorship and additional Orientation time; Wage increases over 3 years (17%/5%/5%) and increase of (65%/5%/5%) for nurse practitioners

In addition to the above proposal, both parties have indicated they have proposals to table as part of negotiating the renewal of the collective agreement.