

June 2, 2008

VIA COURIER

Mr. Bernie Young  
Manager of Labour Relations  
Saskatchewan Association of Health Care Organizations  
600 - 2002 Victoria Avenue  
Regina, Saskatchewan  
S4P 0R7

Dear Mr. Young:

On May 30, 2008, SAHO presented a Final Employer Offer to the SUN Negotiations Committee and requested that SUN membership be given the opportunity to vote on acceptance of the offer. Prior to SUN members voting on whether to accept or reject the Final Offer, SUN must be in a position to answer questions from members, and/or to explain the terms of the Final Offer to its members. The ratification vote will take place on June 23, 2008.

In order to properly advise SUN members of the meaning of certain terms of the Offer, SUN requests clarification on the following articles:

- 1) **Article 27.01 (d) and Article 28.02:** The Offer contains a reference to "Letter of Understanding #xx - Maintaining Minimum Number of RN/RPN Positions". This LOU reference is taken from SUN's earlier proposals. The Employer's proposed LOU is referenced as "Letter of Understanding #xx - Maintaining Minimum Staffing Provisions Related to Hiring Targets". **Please confirm that it is the Employer's LOU that is referenced in Article 27.01(d) and Article 28.02.**
- 2) **Letter of Understanding #xx Maintaining Minimum Staffing Provisions Related to Hiring Targets:** The 3<sup>rd</sup> paragraph, 1<sup>st</sup> sentence, states that "...the Employer shall meet with the Union to provide information pertaining to where the Employer **has or will** create positions...". The 2<sup>nd</sup> sentence states that "...the Employer shall meet with the Union to advise where the Employer **shall simultaneously create and post positions...**".

**These two sentences are contradictory. Please advise as to the Employer's intention in regard to the timing for the creation and posting of positions where positions are abolished in accordance with Articles 28, 30 and 31.**

- 3) **Article 27.07(a):** On May 27, 2008, SAHO advised, through the Conciliator, that a typing error existed in this proposed article and that the 3<sup>rd</sup> and 4<sup>th</sup> line should read: "...Graduate Nurses or Graduate Psychiatric Nurses of a nursing education program in Saskatchewan". **Please advise whether the May 27 clarification stands, or whether the Employer intends to rely on the wording of Article 27.07(a) set out in the Final Offer.**
  
- 4) **Article 28.02:** The Employer's Offer states that Article 28.02 c) shall not apply for the term of the Collective Agreement. **Please confirm that an employee whose position was eliminated or abolished would continue to be considered "laid off" for the purpose of accessing displacement rights, as those rights are only available to laid off employees.**

In addition, please explain the Employer's definition of "reduction of service" or "reduction of work to be done". **Would the Employer continue to be able to abolish or eliminate a RN/RPN position, in favor of a position held by another health care provider?**

- 5) **Market Adjustment – Sixth step for Nurse A & B:** How will a Nurse A or B qualify for the sixth step? Will a nurse who has been at Step 5 for 3 years, and had a June 1 anniversary date, be required to wait until June 1, 2009 to move to Step 6?
  
- 6) **Long Service Recognition:** Does "employment in the bargaining unit" include employment prior to the existence of the present bargaining unit (i.e. pre-Dorsey)? SUN notes that this would be consistent with the interpretation of "continuance employment within the bargaining unit" contained in Article 15.

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It is SUN's belief that its members need the opportunity to make an informed decision on June 23, 2008. Therefore, SUN is preparing literature and will be holding a series of information meetings commencing Monday June 9. Given the time lines, and given the importance of SUN being able to correctly relay the Employer's intent to its members, I would appreciate the opportunity to meet with you as soon as possible, to discuss the above.

Yours truly,



Donna Trainor, R.N.  
Executive Director

DT/gf

c.c. Rosalee Longmoore, President  
SUN Negotiations Committee  
Susan Antosh, President and CEO, SAHO  
Tor Veltheim, Vice President of Labour Relations, SAHO