



Regina Office
2330 2nd Avenue
Regina, Saskatchewan S4R 1A6
Phone: (306) 525-1666
Toll Free: (800) 667-7060
Fax: (306) 522-4612
Email: regina@sun-nurses.sk.ca

Saskatoon Office
204 - 440 2nd Avenue North
Saskatoon, Saskatchewan S7K 2C3
Phone: (306) 665-2100
Toll Free: (800) 667-3294
Fax: (306) 665-9755
Email: saskatoon@sun-nurses.sk.ca

www.sun-nurses.sk.ca

Healthy Members, Healthy Union, Healthy Communities

June 5, 2008

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

VIA COURIER

Dear Mr. Young:

Thank you for providing me with a response to our June 2, 2008 correspondence.

SUN has additional questions in order to properly advise SUN members of the meaning of Article 59.05 as identified in SAHO's Final Offer.

1) Article 59.05: The 3rd paragraph, states that"an expedited alternative to a formal SUN Work Situation Report shall be implemented as follows". **Please confirm that an employee would continue to have access to the NAC process when there is insufficient staffing to provide safe competent nursing care.**

2) Article 59.05: first paragraph states, "If and when in the opinion of the Registered Nurse or Registered Psychiatric Nurse at the point of care, there is insufficient staffing to provide safe, competent nursing care, the RN or RPN has an obligation to immediately report the situation to a supervisor." Paragraph 5 of 59.05 states, "Where a consensus cannot be reached between the Employee(s) and the Supervisor on a preferred course of action, or where resolution is not unavailable at the unit level, the employee may provide a written statement to the supervisor, identifying which professional standard has not been met in her professional opinion. The supervisor shall provide a written response to the employee within 24 hours of receiving the written statement regarding that determination and outlining care delivery options regarding the reported concerns."

The requirement that the employee, before getting a written response from the supervisor to their first concern, namely that there is "insufficient staffing to provide safe, competent nursing care." must first identify which professional

standard has not been met does not permit the original concern identified by the employee in the first paragraph to proceed to this step, and has no practical effect since the employee has already identified their concern related to professional practice, namely that there is "insufficient staffing to provide safe, competent nursing care."

As the article is written, the supervisor's written response is not a response to the original concern about insufficient staffing identified by the nurse in Paragraph one, but is only a response to the written statement identifying which professional standard has not been met. **Please confirm that an employee is not required to identify "which professional standard has not been met" before the supervisor is obligated to respond in writing to the original concern of insufficient staffing to provide safe, competent nursing care expressed by the employee.**

Thank you for your prompt response to these questions.

Yours truly,

Donna Trainor, R.N.
Executive Director

DT/jrd

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