

**May 25, 2008**

**Proposal to Resolve all Outstanding Items and to Conclude a Collective Agreement.**

Memorandum of Agreement

Between

The Saskatchewan Union of Nurses (SUN)

And

The Saskatchewan Association of Health Organizations (SAHO)

The parties agree to this Memorandum of Agreement which constitutes full and final settlement of the terms of the Collective Agreement for the period April 1, 2008 to March 31, 2012 as negotiated by the parties.

The undersigned representatives of the parties do agree unanimously to support and recommend acceptance of all terms of the Memorandum of Agreement to their respective principals and conduct the ratification process involving the said collective agreement no later than sixty (60) calendar days following the signing of this Memorandum of Settlement.

The parties agree that the said collective agreement shall include the terms of the previous Collective Agreement between the parties which expired March 31, 2008 with the following amendments:

Unless stated otherwise, the terms and conditions of the said Collective Agreement become effective the date of signing of the Collective Agreement.

All proposals in this Memorandum of Agreement are conditional upon acceptance of this package in its entirety.

**Non-Monetary:**

**Article 5 REPRESENTATIVE WORKFORCE**

**5.01 (a) General Provisions**

**The Union and the Employer agree with the principles of achieving and recognizing diversity in the workplace.** The Union and the Employer agree with the principle of achieving a representative workforce for Aboriginal workers. The Employers shall develop, implement, monitor and evaluate initiatives designed to facilitate employment of Aboriginal RN/RPN's in proportion to the provincial working population.

**Article 7 HOURS OF WORK**

**7.26 Option VI – Field Hours**

**Article 10.04**

An Employee has the right to refuse an assignment to relieve in an out-of-scope or an in-scope supervisory position.

**Article 13 Transportation Expense – Mileage rates and review periods are to be accurately reflected on the date of signing of the collective agreement.**

**Article 15 VACATION**

**15.03 Vacation Year**

The vacation accrual year shall be the twelve (12) month period commencing on the first (1st) day of ~~May~~ **April** in each calendar year and concluding on the ~~thirtieth (30th)~~ **thirty first (31<sup>st</sup>)** day of ~~April~~ **March** of the following calendar year.

**15.13 Vacation Requests and Scheduling**

In January of each year, or as otherwise agreed by the Local, the Employer shall post a notice suggesting all Employees submit, by ~~March~~ **February 1**, requests for annual vacation for the period ~~May~~ **April 1** of the current year to ~~April 30~~ **March 31** of the following year (~~this period may not necessarily coincide with the vacation year~~). The Employer shall post a tentative vacation schedule for Employees who have indicated their choice for vacation. If an Employee's request for annual vacation cannot be granted, the Employee shall have the right to submit a request indicating her next preference.

4<sup>th</sup> Paragraph in Article

No later than ~~April~~ **March 1**, and where possible ~~March~~ **February 15**, the Employer shall post a confirmed vacation schedule for all Employees. Such vacation is confirmed, except in the event that an Employee with confirmed vacation displaces into a Unit, and the displacement results in the number of Employees with confirmed vacation exceeding the number allowed by current practice. In this event, if agreement is not achieved, the Employee(s) with least seniority will have her vacation rescheduled.

**Article 16.01 Statutory Holidays**

For the purpose of this Agreement, the following shall be considered Statutory Holidays with pay:

New Year's Day  
**Family Day**  
Good Friday

Saskatchewan Day  
Labour Day  
Thanksgiving Day

E&OE

Easter Sunday  
Victoria Day  
Canada Day

Remembrance Day  
Christmas Day  
Boxing Day

and all other federally, provincially, and civically proclaimed holidays, provided however, that a civically declared holiday in lieu of the above named Statutory Holiday shall not be considered a holiday. Notwithstanding any other section of this Agreement, premium pay, as referred to in Article 16.04 shall be paid for work on the actual calendar day, and shall not be paid for work on any alternate named day.

**Article 17.14 b) (1)**

**Add viii) Extended Health and Dental Plan premiums.**

- (2) On leaves of absence of more than one (1) month, and at the request of the Union, the Employer agrees to pay normal salary and benefits to an Employee and will charge the Local or the Union, in addition to those costs set forth in Article 17.14 (b)(1) an appropriate amount for the following benefits:
- iv) **Family Leave.**

**Article 17.15**

Insofar as regular operations permit, Employees elected or selected for the council ~~of~~ or a committee of the SRNA or RPNAS shall be granted leave without pay for such participation.

**Article 17.17**

~~A Deferred Salary Plan shall be implemented as mutually determined.~~  
**Employees shall have access to the Deferred Salary Plan. The provisions of the plan are outlined in the Memorandum of Agreement signed by both parties on February 8, 2008.**

**22.01 Probationary Period**

During the probationary period, the Employee shall enjoy all rights and privileges prescribed in the Agreement, **except Article 27, unless application of Article 27 would result in an increase in hours, change of status or classification.** Notwithstanding the foregoing, the parties agree that the Employer may terminate a probationary Employee for unsuitability.

**ARTICLE 23 SENIORITY –**

**SAHO withdraws proposal on Article 23 contingent on SUN withdrawing their proposal.**

## ARTICLE 27 VACANCIES, PROMOTIONS OR TRANSFERS

### 27.02 Posting of Vacancies

(6) An Employee occupying a temporary position shall be eligible to apply for another temporary position that:

- (i) **Would commence ~~thirty (30) calendar days or less prior to~~ following the expiration of the temporary position she currently occupies, unless mutually agreed otherwise,**

or

- (ii) Does not conflict with the schedule of the current temporary position.

(7) No temporary position shall exceed one (1) year without the mutual agreement of the Local and the Employer except for Maternity **/Paternity/Adoption** Leave replacement in accordance with Article 17.04 (d).

### Article 27.06 Minimum Number of RN/RPN Positions

~~The Employer shall demonstrate efforts to endeavour to maintain the number of existing Registered Nurse and Registered Psychiatric Nurse positions in each Regional Health Authority during the lifetime of this agreement. The Employer shall provide the Union with an annual report of paid FTEs.~~

**In order to stabilize the current nursing workforce, Regional Health Authorities shall maintain, as a minimum, the number of full time equivalent RNs and RPNs including vacancies employed by each Regional Health Authority as of November 1, 2007, for the duration of the collective agreement.** The provincial number of FTEs for the year ending October 31, 2007 was approximately 5900.

SAHO agrees to provide an annual FTE report for those Employers using the SAHO payroll system.

**LETTER OF UNDERSTANDING #xx  
BETWEEN  
SASKATCHEWAN UNION OF NURSES AND  
SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS**

Maintaining Minimum Staffing Provisions Related to  
Hiring Targets

This Letter of Understanding shall be in effect from April 1, 2008 to March 30, 2012. For clarity, this letter of understanding shall expire on March 30, 2012 and shall not continue beyond that date.

**Notwithstanding other articles of the current collective agreement**, no nursing position or vacancy will be abolished by the Employer except in circumstances of reduction of service, facility or unit closures, mergers or transfers as provided by Articles 28, 30, and 31.

Where positions are abolished in accordance with Articles 28, 30, and 31 the Employer shall meet with the Union to provide information pertaining to where the Employer has or will create positions within the RHA equal to the number of RN/RPN Full Time Equivalents abolished. **In the event that the number of RN/RPN full time equivalents falls below the number established November 1, 2007, by Regional Health Authority, as a result of abolished positions per Articles 28, 30 and 31, the Employer shall meet with the Union to advise where the Employer shall simultaneously create and post positions equal to the number of RN/RPN full time equivalents abolished.**

There will be no replacement by other health care providers during the life of this Letter of Understanding except in the following circumstance. In order to meet the Employers' operational needs, where a vacancy cannot be filled through normal job postings and recruitment initiatives, the Employer shall continue to post the vacancy. However, after providing written notice to the Union the Employer may employ other health providers on a temporary basis, not to exceed 6 months to offset the vacancy while recruitment attempts continue. Upon mutual agreement the temporary offset may be renewed for a specified period. The agreement for a renewal shall not be unreasonably withheld by either party.

#### **27.07 Graduate Nurses and Graduate Psychiatric Nurses**

- a) Graduate Nurses and Graduate Psychiatric Nurses

**A new graduate shall be defined as an individual who commences employment with a temporary graduate license.**

For the lifetime of this agreement, if a position remains vacant after the provincial posting process (in accordance with Article 27.05); new Graduate Nurses **or Graduate Psychiatric Nurses** of the Nursing Education Program of Saskatchewan shall be given preference **subject to having the necessary qualifications.**

- b) New Graduate Recruitment Program

The Employer may hire new graduate registered nurses or new graduate registered psychiatric nurses into full time positions **or other than full-time positions** in the New Graduate Recruitment Program for up to 12 months. **The Employer shall consider the request of the New Graduate when determining whether the position is full-time or other than full-time.** Such new graduates shall work supernumerary with experienced employees for guidance and support. The supernumerary positions shall be additional to the existing staffing level. New graduates can be hired into such positions without a posting. The supernumerary positions shall not replace existing vacancies or be used to circumvent the normal hiring process.

E&OE

- c) **At the time of hire, New Graduates shall be informed of the Mentorship program outlined in Article 42.05.**

**27.08 ~~Off-shore~~ Foreign -trained Registered Nurses and Registered Psychiatric Nurses**

~~Off-shore~~ Foreign -trained Registered Nurses or Registered Psychiatric Nurses may be recruited to fill vacant positions, upon confirmation in writing, by the Employer to the Union that:

Add:

- d) **At the time of hire, foreign-trained Registered Nurses and Registered Psychiatric Nurses shall be informed of the Mentorship program outlined in Article 42.05.**

**27. xx New Article**

**In consultation with the Local where permanent OTFT-RPT positions of 0.3 FTE or less are vacated, the Employer may offer permanent existing OTFT – RPT Employees, within the applicable work area, in order of seniority, the opportunity to increase their hours.**

**Where additional hours are added to an Employee's position, new Letters of Appointment for affected OTFT – RPT Employees shall be issued.**

**In the event the Employer is unable to fill the existing vacancy, as outlined above, the vacation position shall be posted and filled in its entirety according to 27.01.**

**Article 30.02**

Where merger or transfer of department(s) or program(s) ~~between~~ or between two (2) or more Facilities/Agencies will result in a lay-off or the relocation of an Employee's position at one or more of the Faciliteis/Agencies, the following shall apply:

**Article 39.02 Temporary License to Practise**

- a) A Graduate Nurse or Graduate Psychiatric Nurse with a temporary license who becomes registered within the first eight (8) months of employment shall have her rate of pay adjusted to Step 1 of the Nurse A rate as per Schedule "A". **A foreign-trained Registered Nurse or Registered Psychiatric Nurse with a temporary license who becomes registered within the first eight (8) months of employment shall have her rate of pay adjusted as per Article 48.02.**

## Article 42 Staff Development

### 42.04 Orientation

- a) The Employer shall provide during regular hours of work a planned and paid orientation program, **determined through Employer needs-assessment and Employee consultation**, for up to six (6) weeks or two hundred twenty four (224) working hours for newly hired Employees, and as required, supernumerary to regular staff complement. Orientation programs shall include such essential information **such as but not limited to** as nursing practices and procedures for the Unit, fire and disaster plans, location of supplies and equipment, and training for any certifiable skills necessary for the Employee(s) to competently carry out their duties prior to assuming those duties. **Prior to the commencement of orientation, the Employer and Employee providing the orientation will discuss required work assignment adjustments.**

An RN/RPN shall provide orientation for duties and responsibilities that require the nursing process and are exclusive to a RN/RPN's professional standards of practice.

- b) An Employee who **returns to her position after an extended period or** acquires a new position pursuant to the terms of the Collective Agreement, including but not limited to Mergers, Transfers, Vacancies, Layoff, Reemployment and Displacement, shall be provided with orientation and training for certifiable skills that are necessary for the Employee to do the assigned duties as per Article 42.04 a) **based on an Employer assessment of need in consultation with the Employee.** If there are no qualified Employees or re-employment, the Employer shall provide in-house training as required, to Employees prior to hiring a new Employee.
- d) **Employees, at the time of hire shall be informed of the Mentorship Programs outlined in Article 42.05.**

**ARTICLE 52.01 Retirement – Delete article in its entirety.**

## **ARTICLE 54 DENTAL PLAN, EXTENDED HEALTH PLAN & ENHANCED DENTAL PLAN**

- 54.02** The Employer shall provide an Extended Health Plan and Enhanced Dental Plan fully paid for by the Employer, for Employees, their spouses and eligible dependants. The Plans shall be governed by a joint board of trustees made up of equal representation of Union and Employer representatives. The joint board of trustees shall be responsible to develop and administer the Plans within the resources allocated to the Plans.

~~The Extended Health Plan and Enhanced Dental Plan will be funded by the Employer each year at an annual rate of two point one percent (2.1%) of straight time payroll.~~

~~Effective April 1, 2006~~ The Extended Health Plan and Enhanced Dental Plan will be funded by the Employer each year at an annual rate of two point seven five percent (2.75%) of straight time payroll.

The Employer shall ensure that the current level of benefits provided from the Extended Health Plan and Enhanced Dental Plan shall continue at no cost to the Employees until March 31, ~~2012~~ 2008.

## ARTICLE 55 LONG TERM DISABILITY PLAN

### 55.03 Terms of Plan

- k) All Employees shall be enrolled and participate in the LTD plan. ~~Effective the date of signing the collective agreement,~~ Employee(s) who retire and access a pension covered by the collective agreement, if rehired shall have the option not to enrol in the LTD plan.

### 56.07 Special Northern Leave

- a) Employees who complete one (1) year of service shall be entitled to ~~an extra~~ one (1) week of **(40 hours) Special Northern Leave** in addition to their regular vacation entitlement. The week of **paid Special Northern Leave** will have been earned at the end of each fiscal year and will be prorated based on the percentage of hours worked.
- b) The extra leave must be taken in the year following that in which it was earned. Notwithstanding, the accumulated **paid** leave credit may be carried over to the next year.

## New Article 59.05 Professional Standards

**Employers will endeavour to provide necessary staffing to ensure safe care. If and when, in the professional 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.**

**If the Employer agrees with the opinion of the Employee(s), the Employer shall endeavour to either provide the necessary staffing to ensure safe competent care, or if possible, transfer the client to a care area where safe nursing care can be provided.**

**If the Employer disagrees with the opinion of the Employee(s) or is unable to provide the necessary staffing to ensure safe, competent care, or transfer the**

client, an expedited alternative to a formal SUN Work Situation Report shall be implemented as follows:

The Employee(s) and the Supervisor shall immediately identify options for resolving the issue, attempt to reach a consensus and implement the agreed upon measures without undue delay.

Where a consensus cannot be reached between the Employee(s) and the Supervisor on a preferred course of action, or where resolution is unavailable at the unit level, the employee may provide a written statement within 24 hours, 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(s) within 24 hours of receiving the written statement regarding that determination and outlining care delivery directives regarding the reported concerns.

In the event the Supervisor is unavailable, the Employer designate shall provide interim direction to the Employee(s) to be effective until the Supervisor can provide written direction at the earliest opportunity.

## ARTICLE 62 OCCPATIONAL HEALTH AND SAFETY

### 62.04 (b) Influenza Vaccine

The parties agree that influenza vaccinations may be beneficial for patients and employees. Upon a recommendation pertaining to a facility or a specifically designated area(s) thereof from the Medical Health Officer or in compliance with applicable provincial legislation, the following rules shall apply:

1) Employees shall, subject to the following, be required to be vaccinated for influenza.

2) If the full cost of such medication is not covered by some other source, the Employer shall pay the full or incremental cost for the vaccine and will endeavor to offer vaccinations during the Employee's working hours. In addition, Employees will be provided with information, including risks and side effects, regarding the vaccine.

3) Employers recognize that Employees have the right to refuse any required immunization.

4) If an Employee refuses to take the vaccine required under this provision, in the event of an outbreak in the facility, the employee shall have the option of taking antiviral drugs, or may be reassigned by the employer or be placed on an unpaid leave of absence by the Employer, until such time as the Employee is cleared to return to work. If an Employee is placed on unpaid leave, she may use vacation credits or banked time in lieu of overtime as per Article 8.04 and 15.01 in order to maintain her income.

5) **If an Employee refuses to take the vaccine because it is medically contraindicated, and where a medical certificate is provided to this effect, she will be reassigned during the outbreak period, unless reassignment is not possible, in which case the Employee will be paid in accordance with Article 18. It is agreed that any such reassignment will not adversely impact the scheduled hours of other Employees. Any time lost shall not result in loss of the employee's sick leave credits.**

6) **If an Employee gets sick as a result of the vaccination, and applies for Workers' Compensation Benefits, the Employer will not oppose the claim.**

7) **Notwithstanding the above, the Employer may offer the vaccine on a voluntary basis to Employees free of charge.**

**This clause shall be interpreted in a manner consistent with the Saskatchewan Human Rights Code.**

**LOU #5**  
**LETTER OF UNDERSTANDING #5**  
**BETWEEN**  
**SASKATCHEWAN UNION OF NURSES AND**  
**SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS**

Re: Local and/or **Regional**/District Letters of Understanding

It is agreed that all Local and/or **Regional**/District Letters of Understanding in effect March 31, ~~2005-2008~~ shall continue in force and effect under the terms of and in accordance with this agreement until such time as alternate arrangement(s) are negotiated.

**LOU #8**  
**LETTER OF UNDERSTANDING #8**  
**BETWEEN**  
**SASKATCHEWAN UNION OF NURSES AND**  
**SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS**

Joint Position Evaluation

~~Within 180 days of ratification of this agreement, SAHO and SUN agree to review the SAHO/SUN Position Evaluation Tool to ensure clarity, based on the existing job evaluation information gathering tools to be used for the purposes of evaluating and classifying new or changed positions. When the Parties agree on a final SAHO/SUN Position Evaluation Tool, all previous job evaluation information gathering tools will be discarded. If either party wishes to engage in discussions regarding the SUN/SAHO position evaluation tool, it is agreed that any amendments or changes to the tool must be by consensus and will be consistent with the Government of Saskatchewan Policy Framework.~~

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Each party to this review shall be responsible for their own expenses.

**LETTER OF UNDERSTANDING #xx  
BETWEEN  
SASKATCHEWAN UNION OF NURSES AND  
SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS  
Retention of Late Career RN/RPN's**

**The Parties recognize that there are and will be a number of late career, experienced Employees who are eligible or will become eligible during the term of the collective agreement for an unreduced pension. The parties recognize the contribution of these Employees and upon being eligible for an unreduced pension, the Employers wish to take steps to encourage these Employees to remain in the system. Therefore, the following provisions shall be implemented.**

**The parties agree to request that by December 1, 2008, the SUN/Government Partnership be utilized to develop the initial framework to identify innovative initiatives which permit late career nurses to reduce their clinical hours of work and spend the reduced clinical hours in these initiatives.**

**Initiatives may include, but not limited to, coordinating care, patient teaching, clinical education, mentorship, or health promotion and prevention.**

**The parties agree to request the SUN/Government Partnership be utilized to research and identify possible funding sources.**

Letter of Understanding #9 – Deferred Salary Leave  
Delete

Letter of Understanding #12 – Nurse Patient Ratios  
Delete

Letter of Understanding #14 – Expedited Arbitration  
Delete

All other Letters of Understanding not identified in this document shall be renewed.

## MONETARY

### General Wage Increase:

- 5% percent general wage increase effective April 1, 2008
- 5% percent general wage increase effective April 1, 2009
- 5% percent general wage increase effective April 1, 2010
- 5% percent general wage increase effective April 1, 2011
- In addition to the general wage increases cited above, the following provisions shall be included:

### Market Adjustment

In return for the workplace stability achieved through a four year collective agreement:

- 5% adjustment to wages in the form of a market adjustment with such adjustment to be made payable effective April 1, 2008.
- The addition of a sixth step for Nurse A and B, effective April 1, 2009.

### Long Service Retention Step

Employees with 20 or more years of nursing service, based on continuous employment within the bargaining unit, are eligible for a long service retention step of 2% effective April 1, 2008.

## Article 8 Overtime

### 8.02 Overtime Premium

- (a) All time worked in excess of the normal daily or bi-weekly hours shall be paid at the overtime rates of **two times (2X)** the Employee's regular rate of pay. While overtime is continuous with the Employee's regular shift and the Employee elects to leave the Facility/Agency for a meal break not to exceed two (2) hours, premium pay shall be paid at the applicable rate for all hours worked.

## Article 9 In Charge Pay

**9.01** Charge Pay shall be paid for the co-ordination of Unit activities on a ward, Unit or Facility/Agency.

Where a nursing supervisor is not on duty on the ward, Unit or in the Facility/Agency, or she is not available to co-ordinate the Unit activities or an assignment is made, an Employee shall be designated "In Charge" of the ward, Unit or Facility/Agency and paid a premium of **one dollar and ninety cents (\$1.90)** per hour effective date of signing the collective agreement.

Charge pay shall be applicable to all positions where the Employee has been designated in charge.

## Article 12 Standby

12.03 Employee(s) assigned to "standby" shall receive a "standby" premium as follows:

(a) Employee(s) assigned to be on standby shall be paid **three dollars and fifteen cents (\$3.15)** per hour for each hour on standby on a regular working day with a minimum payment of eight (8) hours.

(b) Employee(s) assigned to be on standby on Statutory Holidays and days not scheduled to work shall be paid four dollars and **twenty-five cents (\$4.25)** per hour for each hour on standby with a minimum payment of eight (8) hours.

## Article 14 Weekend Premium and Shift Differential

14.01 a) A shift premium of **three dollars and twenty five cents (\$3.25)** shall be paid for each hour or part of an hour for all hours worked by an Employee where the majority of the hours of the shift fall between 1500 and 0800 hours. Employees working an extended shift option shall be paid a shift premium for each hour or part of an hour worked between 1500 hours and 0800 hours.

(b) Employee(s) working Field Hours or Flexible Hours shall be paid a shift premium of **three dollars and twenty-five cents (\$3.25)** for each hour or part of an hour worked between 1800 hours and 0800 hours.

The shift premium shall not apply to overtime hours worked.

Effective April 1, 2009:

14.01 a) A shift premium of **three dollars and seventy five cents (\$3.75)** shall be paid for each hour or part of an hour for all hours worked by an Employee where the majority of the hours of the shift fall between 1500 and 0800 hours. Employees working an extended shift option shall be paid a shift premium for each hour or part of an hour worked between 1500 hours and 0800 hours.

(b) Employee(s) working Field Hours or Flexible Hours shall be paid a shift premium of **three dollars and seventy-five cents (\$3.75)** for each hour or part of an hour worked between 1800 hours and 0800 hours.

The shift premium shall not apply to overtime hours worked.

14.02 A weekend premium shall be paid at the rate of **two dollars and sixty cents (\$2.60)** per hour for each hour worked between 0001 Saturday and 2400 hours Sunday. Weekend premiums will not apply where an Employee is receiving premium pay triggered by consecutive weekends of work.

Effective April 1, 2009:

A weekend premium shall be paid at the rate of **three dollars and ten cents (\$3.10)** per hour for each hour worked between 0001 Saturday and 2400 hours Sunday. Weekend premiums

will not apply where an Employee is receiving premium pay triggered by consecutive weekends of work.

#### **42.03 PROFESSIONAL DEVELOPMENT**

In recognition of the mutual value of furthering education the Employer shall issue and make available to the Union a statement of its policy in respect to leave of absence and any other assistance which it may make available to Employee(s) who desire to seek leave:

- (a) for formal educational purposes;
- (b) for professional development workshops.

The Employer shall be fair and equitable when granting time off for attendance at professional association meetings, workshops and other professional development opportunities.

Insofar as the regular operation of the Employer will permit, leave of absence without pay shall be granted upon request to enable an employee to fulfil the requirements of continuing educational requirement for RN/RPN licensure and/or for professional development.

**Employees shall be granted annually one day paid professional development leave per full time Employee, pro-rated for other than full time on the basis of hours worked. Unused days are not cumulative from one calendar year to another. Utilization of this leave is subject to advance approval by the Employer with respect to timing and course content.**

#### **42.05 Mentorship Program for New Hires**

**Definition – Mentoring involves a voluntary, mutually beneficial and long-term professional relationship between new hires and/or new graduates and current employees.**

Employers and Employees ~~shall may~~, at the ~~regional local~~ level, agree to establish a Mentorship Program for newly hired Registered Nurses/Registered Psychiatric Nurses.

The Employer **shall at a regional level** establish a roster from Employees who have indicated an interest in mentoring newly hired Employees.

Newly hired Registered Nurses/Registered Psychiatric Nurses may request a mentor from the roster. The mentor and the newly hired Employee do not have to work in the same facility/agency/work area.

Educational sessions for both mentor and newly hired Employee, may be held at the beginning of the Mentorship Program. **On a one time basis for each mentor and newly hired employee the Employer shall provide a minimum of sixteen (16) hours of paid leave to attend these educational sessions.** Participation in such educational sessions shall be considered time worked and be paid at the regular rate.

**Article 56 Conditions Applicable to Northern Facilities/Agencies**

**56.05 Moving and Transportation Expenses for New Employees**

- (a) All new permanent and temporary Employees shall be reimbursed for receipted relocation expenses up to a maximum of **\$4,000**.

**56.10 Northern Allowance**

In addition to other pay and allowance provided for in this Agreement, Employee(s) shall receive a biweekly Northern Allowance as follows:

La Loche	<b>\$200.00</b>
Ile a la Crosse, Pinehouse, Sandy Bay	<b>\$195.00</b>
Buffalo Narrows	<b>\$190.00</b>
Cumberland House	<b>\$130.00</b>
Beauval	<b>\$125.00</b>
Creighton, Green Lake	<b>\$120.00</b>
La Ronge	<b>\$90.00</b>

Northern Allowance shall be pro-rated for Employees working less than full-time.

**56.11 Retention Strategies**

All employees shall receive annual retention payments after each year of service in the North. Employees shall receive the retention payment annually on their hiring anniversary date.

La Loche	<b>\$4,200.00</b>
Ile a la Crosse, Pinehouse, Sandy Bay	<b>\$4,000.00</b>
Buffalo Narrows	<b>\$3,650.00</b>
Cumberland House	<b>\$3,300.00</b>
Beauval	<b>\$2,500.00</b>
Creighton, Green Lake	<b>\$2,000.00</b>
La Ronge	<b>\$1,900.00</b>

**LETTER OF UNDERSTANDING #xx  
BETWEEN  
SASKATCHEWAN UNION OF NURSES AND  
SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS  
Request to Refer to SUN Retention and Recruitment Proposals  
to SUN/Government Partnership Table**

**The parties agree to request that the following proposals be referred to the SUN/Government Partnership Table for consideration and recommendations**

**HEALTH PROMOTION AND PREVENTATIVE CARE POSITIONS AND INITIATIVES**

**Expansion of care coordination, health promotion and preventive care activities will reduce admissions, readmission and pressure on emergency departments and acute care beds.**

**Health Regions shall endeavor to create and post new full time health promotion and preventive care positions. The function of the positions will be to provide support for nurses to identify nurse-led patient and client teaching initiatives, including patient safety and health promotion initiatives, medication compliance, critical incident reduction, chronic disease management, fitness, smoking, and weight reduction programs.**

**CREATION OF NEW REGISTERED NURSE (NURSE PRACTITIONER) POSITIONS**

**Each Health Region shall endeavor to create and post new Registered Nurse (Nurse Practitioner) positions within the region so that licensed Registered Nurse (Nurse Practitioners) can obtain employment and be utilized to provide health services to communities without sufficient physician services and reduce pressure on acute and long term care.**

**LOU xxx**

**Registered Nurse(Nurse Practitioner) Rates of Pay**

Parties agree to refer Nurse Practitioner rates of pay on an expedited basis to the position evaluation process. In the event the position evaluation process indicates a significant difference between the Nurse Practitioner position and the Nurse C level a new level (Nurse D) would be considered for Nurse Practitioners only.