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SAHO responds to health care provider unions with new proposal

The Saskatchewan Association of Health Organizations (SAHO) tabled a new proposal with the three provider group unions (CUPE, SEIU and SGEU) this morning.

SAHO has been meeting this week at the common table to hear the unions' response to the initial monetary package SAHO presented on September 22nd. While the unions did not provide a comprehensive package with a definitive wage proposal for SAHO to respond to, SAHO consulted with employers and, in the interest of moving the process along, presented a new proposal.

SAHO's new proposal is a comprehensive package including all of the proposals in the initial monetary offer as well as additional market related adjustments for several classifications:

- Medical Laboratory Technologist
- Nuclear Medicine Technologist
- Ophthalmic Assistant
- Polysomnographic Technologist (Sleep lab)
- Medical Laboratory Technologist & X-ray Technician (JJE Job #301)

The additional adjustments target classifications that are hard to recruit and have a wage rate that is too low for effective recruitment and retention when compared with appropriate competitive markets in western Canada. This is the same criteria used to determine the market related adjustments proposed in September's offer.

"We are very interested in reaching a collective agreement, and have enhanced our offer to the unions. We feel this is a significant gesture and we hope the unions will respond to it," explained Susan Antosh, President and CEO of SAHO.

SAHO also included in its proposal a commitment to maintaining the current level of benefits for all provider group employees under the Extended Health and Enhanced Dental Plan for the entire term of the collective agreement. This was added in response to a need identified by the unions.

The proposal package also offers general wage increases for each of the four years of 2.75%, 2%, 2.25%, and 2.25%. The complete proposal is posted at www.working-together.info

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SAHO represents more than 40 health care employers in the province. SAHO is a non-profit, non-government association that provides leadership, advocacy, support and programs for member health agencies throughout the province.

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