

SGEU - Summary of Proposals

Employer Proposal	Objective												
<p>General wage increase April 1, 2008 – 2.75% April 1, 2009 – 2% April 1, 2010 – 2.25% April 1, 2011 – 2.25% To be applied to base rate of pay; provision for retroactive wage adjustments</p>	<p>To ensure competitiveness with western Canadian health care markets</p>												
<p>Market adjustment for specific classifications:</p> <table border="1"> <thead> <tr> <th></th> <th>Base rate</th> <th>Market adjusted rate</th> </tr> </thead> <tbody> <tr> <td>Combined Lab X-ray Techs</td> <td>\$26.92</td> <td>\$30.15</td> </tr> <tr> <td>Lab Assistants</td> <td>19.29</td> <td>20.12</td> </tr> <tr> <td>Medical Radiation Technologists</td> <td>31.69</td> <td>32.19</td> </tr> </tbody> </table>		Base rate	Market adjusted rate	Combined Lab X-ray Techs	\$26.92	\$30.15	Lab Assistants	19.29	20.12	Medical Radiation Technologists	31.69	32.19	<p>To address competitiveness with western Canadian health care markets in hard to recruit classifications; the base wage rates are lower than the average western Canadian health care markets (4 western provinces) and employers acknowledge difficulty in recruiting</p>
	Base rate	Market adjusted rate											
Combined Lab X-ray Techs	\$26.92	\$30.15											
Lab Assistants	19.29	20.12											
Medical Radiation Technologists	31.69	32.19											
<p>Job evaluation Expedition of evaluation of LPN classification changes</p>	<p>Employers anticipate that evaluation of the LPN classification due to changes in education requirements will place LPNs at pay band 15</p>												
<p>In exchange for mitigation of overpayment issue, up to the full amount owed by union members, employers propose amending the letter of understanding with respect to the JJE maintenance plan and adding letters of understanding to deal with a backlog of outstanding issues</p>	<p>Employers are proposing to amend the JJE maintenance plan in order to streamline the maintenance process, as well as methods to deal with the outstanding issues of the 300 series jobs, bundling and outstanding maintenance files</p>												
<p>Article 8.08 – Letter of Appointment – Language to allow the Employer to reduce guaranteed hours of work for an OTFT Employee when a Statutory Holiday falls on a day of work</p>	<p>Provides for efficiency in staffing on a Statutory Holiday.</p>												
<p>Article 9.01 – Creation of New Classifications or Changes to Existing Classifications – k) delete reference to Pay Band 21</p>	<p>Housekeeping item</p>												

SGEU - Summary of Proposals

Employer Proposal	Objective
Article 10.08 – Shift Differential – clarification that shift differential will not be paid when Employee receiving premium pay	Housekeeping and clarification item
Article 10.09 – Weekend Differential – clarification that weekend differential will not be paid when Employee receiving premium pay	Housekeeping and clarification item
Article 10.18 – Assignment of Relief Work – language to help retain relief employees; clarify procedure for offering available relief work to Part-time and Relief Employees	Provides for offering and assigning Part time and Relief Employees within a shorter timeframe and provides more flexibility for the Employer and the Employees.
Article 15.03 – Working on a Statutory Holiday – clarification of a Full time Employee who works or does not work on the Statutory Holiday	More flexibility for the Employer to schedule Full time Employees on a Statutory Holiday.
Article 16.12 - Immunization; 16.13 Influenza Vaccine; 16.14 – Outbreaks – these are New Articles clarifying when Employees would receive wages, provide influenza vaccine for Employees and what would happen should there be an outbreak	Language proposal is consistent with other Health Care Unions.
Article 17.14 – Family Leave – clarification of the accumulation for family leave	Provides for clarity for the accumulation of family leave credits.
Article 19.02 – Vacation for Hard to Recruit Classifications – Northern Regions -to allow for Employees to take their vacation entitlement	Allows the employer to contract out hard to recruit classifications so those employees can access their vacation as requested.
Letter of Understanding – Extended Shift Agreement – clarification of the hours actually worked	Housekeeping change reference from 12 hours to the actual 11.78 hours worked