



Bargaining Bulletin

Provider Group Common Table

On September 22, 2009 the SAHO and Employer bargaining teams presented CUPE, SEIU and SGEU with the Employer’s initial monetary proposal package. Details can be found at www.working-together.info

General Wage Increase

The offer contains the following proposed general wage increases, which would be applied to the base rate of pay:

- April 1, 2008 – 2.75%
- April 1, 2009 – 2%
- April 1, 2010 – 2.25%
- April 1, 2011 – 2.25%

Retroactivity

All employees on staff as of the date of signing of the Collective Agreement, will be eligible for retroactive wage adjustments based on all paid hours with any Employer party to this Collective Agreement.

Market Adjustments

A market adjusted rate was proposed for the following classifications, to be effective on the date of signing of the collective agreement

	Base rate	Market Adjusted Rate
Combined Laboratory and X-ray Technician	\$26.92	\$30.15
Laboratory Assistant	\$19.29	\$20.12
Medical Radiation Technologist	\$31.69	\$32.19

SAHO also proposed the JJE Maintenance Committee expedite (to be completed during bargaining) the evaluation of the LPN classification changes. It is anticipated the review will place LPNs at Pay Band 15 (move up from the current pay band 14).

Setting the Record Straight

CUPE’s latest bargaining bulletin (“All or Nothing” CUPE Health Care Council Bargaining Update #16 September 22, 2009) once again misrepresents many of the Employer’s proposals.

The SAHO/Employer proposal package clearly states on the cover page it is “subject to agreement” on all items within the package. This means the union cannot pick specific items from the Employer’s offer and have them considered as “agreed to” between the parties. The union has the right to reject the package in its entirety and present a different one as a counterproposal, or make amendments to the Employer’s package and present it as a counterproposal. Total package bargaining has been the standard method for bargaining once

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the Employer makes a monetary offer in previous rounds of collective bargaining between SAHO and CUPE, as well as between SAHO and the other health care unions.

CUPE's bulletin appears to misinterpret SAHO's offer with respect to the market adjustments. CUPE describes the market adjustments as a per hour market supplement and as temporary. SAHO has not proposed temporary market adjusted rates. SAHO has proposed a market adjusted rate of pay as described above. Details of the continuation of the market adjusted rate as well as the application of economic increases for 2010 and 2011 to market adjusted rates remain to be negotiated with the union.

CUPE's bulletin also claims SAHO has attached expediting the LPN JJE maintenance review to proposals that give the Employer control of the JJE Plan. This is not true. SAHO's proposal to expedite the LPN maintenance review is unattached to any other language other than it forms a part of the total proposal package. If the offer is not accepted, the LPN maintenance review will continue to remain in the queue and may take 12 – 24 months before it is evaluated by the committee.

What CUPE did not mention was that SAHO proposed changes to the JJE Plan for streamlining the maintenance process, for dealing with the backlog of maintenance requests, the outstanding issues regarding the 300 series jobs, and bundling issues. The proposals are directly tied to discussion regarding the mitigation of JJE overpayments, up to and including full mitigation. SAHO believes the proposed JJE Plan changes will be beneficial to all parties involved in the JJE Plan.

The financial package tabled by SAHO is designed to assist in achieving the four objectives shared by health care employers of: putting patients first; recruiting and retaining employees; operating efficiently and effectively; and providing a quality work place. We are committed to providing compensation to address hard to recruit classifications and comparability with the appropriate competitive market.

The parties are scheduled to meet again at the common table on October 13, 14, 15 and 16

SAHO/CUPE Bargaining Committee
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