

CUPE - Summary of Proposals

<i>Employer Proposal</i>	<i>Objective</i>																											
<p>General wage increase April 1, 2008 – 4% April 1, 2009 – 2% April 1, 2010 – 1.5% April 1, 2011 – 2% To be applied to base rate of pay; provision for retroactive wage adjustments for current employees and retirees upon application</p>	<p>To ensure competitiveness with western Canadian health care markets</p> <p>SAHO has also indicated to the unions that, if the unions believe that it better meets the wishes of employees, SAHO would be willing to consider a proposal by the unions to reallocate a portion of the final offer's wage increase to shift differential, weekend premium and/or professional fees.</p>																											
<p>Market adjustment for specific classifications:</p> <table border="1"> <thead> <tr> <th></th> <th>Base rate (April 1, 2010)</th> <th>Market adjusted rate</th> </tr> </thead> <tbody> <tr> <td>Combined Lab X-ray Techs</td> <td>\$ 27.65</td> <td>\$ 30.88</td> </tr> <tr> <td>Lab Assistants</td> <td>\$ 19.81</td> <td>\$ 20.64</td> </tr> <tr> <td>Medical Radiation Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> <tr> <td>Medical Lab Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> <tr> <td>Ophthalmic Assistants</td> <td>\$ 18.69</td> <td>\$ 20.59</td> </tr> <tr> <td>Polysomnographic Tech (Sleep Lab)</td> <td>\$ 27.65</td> <td>\$ 32.08</td> </tr> <tr> <td>Medical Lab Technologists & X-ray Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> <tr> <td>Nuclear Medicine Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> </tbody> </table>		Base rate (April 1, 2010)	Market adjusted rate	Combined Lab X-ray Techs	\$ 27.65	\$ 30.88	Lab Assistants	\$ 19.81	\$ 20.64	Medical Radiation Technologists	\$ 32.56	\$ 33.06	Medical Lab Technologists	\$ 32.56	\$ 33.06	Ophthalmic Assistants	\$ 18.69	\$ 20.59	Polysomnographic Tech (Sleep Lab)	\$ 27.65	\$ 32.08	Medical Lab Technologists & X-ray Technologists	\$ 32.56	\$ 33.06	Nuclear Medicine Technologists	\$ 32.56	\$ 33.06	<p>To address competitiveness with western Canadian health care markets in hard to recruit classifications.</p> <p>The base wage rates are lower than the average western Canadian health care markets (4 western provinces) and employers acknowledge difficulty in recruiting</p>
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<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 full mitigation of overpayment issue, 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>																											

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<p>Article 31.08 (b) (ii) – Return to work Amended language to provide for Medical updates</p>	<p>Employees on long term disability would provide medical confirmation of disability on an annual basis</p>
<p>Article 20.01 (k) – New classifications or changes to classifications Amendment to language changing “Pay Band 21” to “the existing Pay Bands”</p>	<p>Housekeeping item – collective agreement already includes Pay Band 22 and 23</p>
<p>Article 21.01 (b) – Posting of new positions and vacancies Add language to include regionally based, multi-site, facility-based/agency based or department specific information to job postings</p>	<p>To establish guidelines for consistent application within the collective agreement and related to proposed changes in Article 21.14 Multi-site work</p>
<p>Article 21.14 – Multi-site work New article to be included to provide for processes when employees work at a workplace other than their normal workplace or multi-sites</p>	<p>To establish guidelines for consistent application within the collective agreement; provides process for creation of multi-site positions and may provide increased number of full time positions. Final offer amended to include specific interpretation and guidelines for employers to follow.</p>
<p>Article 25.05 – Layoff and re-employment Additional language to clarify re-employment of employees when workers are laid off or displaced</p> <p>Article 25.02 – Notification to the Union (Layoff and Re-employment) New language obligating the employer to notify the union if a posting freeze is to be instituted when the employer is considering workplace changes which will result in layoffs.</p>	<p>To allow for laid off or displaced employees moving into vacant positions with the Region, but bumping another employee with less seniority, only within the same agency or facility. Amended to include bumping rights outside the facility/ agency where employees are unable to maintain employment within the facility/ agency through the bumping procedure.</p> <p>Amended language limits a posting freeze associated with layoffs to be only for the duration of the layoff process.</p>
<p>Article 27.02 (a) – Hours of Work Language change to allow for an unpaid day of rest in each designated three week period</p>	<p>The amended language reflects the current practice in the workplaces and does not reduce the number of bank days for employees</p>

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<p>Article 27.04 (f) (i) - Assignment of Relief Work – Longer shift Language change to limit assignments of longer casual shifts to within the same department</p>	<p>To ensure that all scheduled work is completed and to ensure scheduled part time shifts are not abandoned for other shifts, but additional hours within the same department are still assigned to the employee.</p>
<p>Article 27.04 (i) – Assignment of Relief Work – Failure to properly assign work Language change so that in the event an employee with seniority is not called for a shift, another shift is scheduled as supernumerary within fourteen days</p> <p>Article 27.10 – Overtime rates of pay Language change so that in the event an employee with seniority is not called for overtime, another shift is scheduled as supernumerary within fourteen days</p>	<p>Currently if an employee with seniority is not called for a shift, or for overtime hours, and reports the error, the employee is paid for the missed shift. The employer is proposing that the employee be scheduled for a supernumerary shift to ensure that health care salary dollars are spent providing health care to patients, clients and residents and the employee is compensated for the missed shift.</p>
<p>Article 27.17 – Weekends off Language change so that if an employee is required to work all weekends in the three week period they are paid the appropriate overtime rate but not paid overtime rates for regularly scheduled weekends</p> <p>Article 27.20 – Standby payments The employer is not proposing any changes to the current language or rates</p>	<p>The language change reflects the original negotiated intent of the parties rather than an interpretation by an arbitrator.</p>
<p>Article 29.10 – Approved absence during vacation Language change to stipulate approved absences</p>	<p>The language clarifies the paid leaves that could displace vacation.</p>
<p>Article 30.01 – General leave of absence Language addition to provide regulations for leaves of absence for the purpose of alternate employment outside of the health region and affiliates</p>	<p>The language limits a leave of absence for the purpose of working outside of the health region or an affiliate to a maximum of two months. Employers will be more able to post permanent vacancies to replace those employees who have chosen to leave the employer for employment outside of the health region/province/healthcare.</p>

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Employer Proposal	Objective
Article 30.05 – Bereavement leave proposed by union, “family member” changed to “person”	Housekeeping item
Letter of Understanding – Apprenticeship New LOU	To establish a process to enable employers to create apprenticeship agreements consistently within the collective agreement
Letter of Understanding – Licensed practical nurses New LOU	Language to commit to enabling LPNs to perform the full scope of their duties based on the model of care being provided
Letter of Understanding – Extended Health and Enhanced Dental Benefits Plan Guarantee of benefits for the term of the collective agreement	Employer commitment that the current level of benefits provided by the Extended Health and Enhanced Dental Benefits Plan will continue at no cost to the employee until March 31, 2012.

Summary of Employer proposals withdrawn in Final Offer Addendum

- 27.21 - Call back
- 27.22 - Call back transportation
- 27.26 - Home care hours of work
- 28.04 (d) - Pay on a designated holiday
- 28.06 - Additional days off
- 29.05 - Posting vacation schedule

Collective Agreement Interpretation Update

**Re: Implementation of new Article 21.14 – Multi Site Work in the 2008
– 2012 SAHO/CUPE Collective Bargaining Agreement**

Issue: This interpretation is issued to ensure that the CUPE Employers implement the Multi-site language in the SAHO CUPE Collective Agreement in a consistent manner. These guidelines are not to be applied to positions that work on a regional basis.

A) Encumbered Positions

When the Employer(s) determines that Programs/Departments and encumbered position(s) are needed as multi-site the following guidelines will be utilized:

- Where possible, multi-site positions should be within the same community;
- Where possible, when multi-site work is required between two communities, the communities should not be more than 60 km apart;
- Where possible, based on operational requirements, employees should not be scheduled to work in different workplaces on the same day;
- Where multi-site work is required to be scheduled within the same day, transportation costs and travel time will be paid by the employer;
- When multi-site work is required between communities more than 60 km apart, then the employer will designate a “home base” workplace/community;
- All transportation costs and travel time away from the “home base” will be paid by the employer. The employer may require employees to utilize a CVA vehicle where available;
- Employees shall be provided with the appropriate workplace orientation as required;
- Work schedules shall be in accordance with the CBA
- Items to be negotiated with the Local of the Union when encumbered positions are changed to multi-site:
 - Date of implementation of multi-site work
 - Affected employees
 - Agreement shall not be unreasonably withheld

The Employer(s) and Employee(s) may enter into alternate arrangements to address unique circumstances where the employees home and “home base” are in different communities

B) New or Vacant Positions

When the Employer(s) determines that new and/or vacant position(s) are needed as multi-site the following guidelines will be utilized:

- Where possible, multi-site positions should be within the same community;
- When multi-site work is required between two communities, the communities should not be more than 60 km apart;
- Where possible, based on operational requirements, employees should not be scheduled to work in different workplaces/communities on the same day;
- Where multi-site work is required to be scheduled within the same day, transportation costs and travel time will be paid by the employer;
- Work Schedules shall be in accordance with the CBA