



# Clarification for CUPE Workplaces

SAHO has proposed amendments to the Final Offer to clarify the employers' position and conclude a collective agreement.

## **Home Care Hours of Work**

Proposals to enhance the home care services for employees and clients have been withdrawn. While SAHO and the employers believe that the proposed changes would have benefited both employees and the clients using the home care program, SAHO is now proposing that the language remains the same as in the last collective agreement.

## **Re-employment Options and Bumping Rights**

SAHO has proposed additional language that will allow laid off or bumped employees to bump another employee with less seniority, or be moved into vacant positions for which they are qualified within the facility or agency. If all facility based options are exhausted, employees may bump positions within the region.

## **Multi-site Work Places**

The amendment clarifies how multi-site language would be applied. Where possible, multi site work would be within the same community, and failing that, within 60 km. If the employee is required to work at more than one site in the same day, or where travel required exceeds 60 km, the employee shall travel on work time and be paid appropriate travel expenses.

Final offer and addendum with supporting documents –

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**SAHO represents more than 40 health care employers in collective bargaining.**