



Clarification of the Final Offer

Competitive Wages

The final offer proposed to maximize wages through general wage increases rather than allocating funds to items such as shift differential and weekend premium. SAHO has indicated to the unions that the proposal compensates all staff as increases are distributed throughout the entire group of workers. General wage increases also increase pension benefits payable upon retirement.

Shift Differential and Weekend Premium

Current shift differential and weekend premium rates are competitive in the western Canadian health care market. SAHO has also indicated to the unions that if the unions believe that it better meets the needs of employees, SAHO is willing to consider a proposal by the unions to reallocate a portion of the final offer wage increase to shift differential, weekend premium and/or professional fees.

Retro Pay

As of April 1, retroactive pay is no longer accruing. When the contract is ratified, workers will be paid retroactive pay for hours worked in 2008-2009 and 2009-2010. From April 1, 2010 until the contract is ratified, employees are working for 2007-2008 wage rates. For a full-time employee, this an average of \$250 for every month without a contract after April 1, 2010.

Final offer and addendum with supporting documents –
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SAHO represents more than 40 health care employers in collective bargaining.