

Just the

*facts...*

saho

**SAHO has tabled increases to wages and benefits  
in a final offer to the Health Sciences union (HSAS)**

***The final offer proposes:***

**Wages Competitive in Western Canada**

- Average wage increase of 11% over 4 years
- General wage increases of 7.5% on base rate of pay and additional market adjustments for over 85% of the full time equivalents

**Maternity/Paternity/Adoption supplemental benefits**

- Employers will supplement EI benefits to 75% of the employee's regular rate of pay

**Increases to shift differential and to weekend premium rates**

**Increase EMS standby rates for other than full time (OTFT)  
to \$5.00/hour**

**With this offer, compensation and benefits  
increase by 13% or \$57 million**

***Employees should have the opportunity to vote.***



**View the proposed final offer and wage  
comparisons to western Canada at  
[working-together.info](http://working-together.info)**

**SAHO – representing over 40 health care employers.**