

June 8, 2011

@ 10.00 am

Good morning and thank you for accepting our invitation to resume negotiations.

We had indicated to HSAS on a number of occasions prior to today that we had some limited room to move and we had expected that you would move closer to the range that we had identified as a sign that you were willing to negotiate a collective agreement. In order to conclude a collective agreement & bring a lengthy set of negotiations to a conclusion, SAHO is tabling a final offer with you today.

The final offer we are presenting to you today contains additional resources to conclude an agreement that is fair and competitive.

This offer achieves competitive wages for all classifications through general wage increases of 2%, 1.5%, 2% and 2% (as proposed previously) as well as additional market adjusted rates of pay for almost all classifications. These market adjustments are significantly greater and cover more classifications than previously offered. These market adjustments would result in over 85% of FTE's receiving increases greater than 7.5% and up to 22% over the term of the contract and 66% of FTE's would receive increases ranging between 10% - 22% over the four year term.

In addition to the wage proposal and adjustments detailed in our final offer, SAHO has included other proposals which were identified by HSAS throughout bargaining as priorities. These are:

- 1) A top up to benefits received while on maternity/paternity/adoption leave. As proposed by HSAS, employers will supplement the EI benefits up to 75% of the employees regular rate of pay.
- 2) A significant increase to stand-by premium for OTFT EMS employees which would bring their standby rate to \$5.00 per hour.
- 3) An increase to weekend premium brings it up to \$1.80 per hour.
- 4) An increase to shift premium brings it up to \$2.10 per hour.
- 5) As previously proposed to HSAS, we are guaranteeing current benefit levels under the Extended Health and Enhanced Dental plans at no cost to the employee until March 31, 2013.

This Committee is prepared to discuss minor adjustments to our offer, where those adjustments would enable the parties to conclude a collective agreement at this table.

In closing, this committee firmly believes that this final offer provides for competitive wage rates for all employees and meets priorities identified by HSAS. This committee also believes that your members, our employees, should have the opportunity to vote on the offer. We respectfully request that HSAS takes this offer to a vote of its membership.