

Open letter to employees

A message to our valued health care employees

At SAHO, we understand and share your frustrations with the extended contract negotiations over the past two years. We want to make our position clear and assure you we are dedicated to reaching an agreement that is fair and beneficial to all parties involved.

As you are aware, a final offer was presented to CUPE, SEIU-West and SGEU in January with the request that it be taken to the membership for a vote.

Recently, SAHO met with union representatives to discuss the underlying concerns with the offer.

We sincerely appreciate the messages we've received from health care employees who have contacted us directly through letters, emails and phone calls. But, we hope you appreciate that while we value your input, we cannot negotiate directly with you.

We encourage you to express those opinions to the union representatives who bargain on your behalf. Please tell them what you've been telling us.

In consultation with the employers, SAHO has presented the unions with amendments to the final offer – clarifying some elements of the proposal and specifying how the language will be applied in the work place. Our primary objective is to achieve a reasonable conclusion in the collective bargaining process.

The proposed general wage increases - and accompanying amendments to the final offer - are competitive with, and in some respects, superior to comparable agreements in the health care field. In fact B.C. recently settled a two year agreement with workers in similar classifications as yours, for a 0% general wage increase.

Two years is too long! From April 1, 2010 until the contract is ratified you are working for 2007/2008 wage rates. As of April 1, you are no longer accruing retroactive pay. For a full time employee, this is an average of \$250 for every month without a contract after April 1.

We have all waited long enough for a collective agreement and we all need to focus our energies on strengthening our health care system. We believe the unions should give serious consideration to the final offer and addendum... and give the employees the opportunity to vote.

The final offer and addendum - as well as the rationale for the proposals - are posted on our web site at www.working-together.info. Please take the opportunity to read the details for yourself.

Sincerely,


saho
Saskatchewan Association
of Health Organizations

www.working-together.info