

November 24, 2010

SEIU  
Attention: Bob Laurie  
314 Duchess Street  
Saskatoon, SK., S7K 0R1

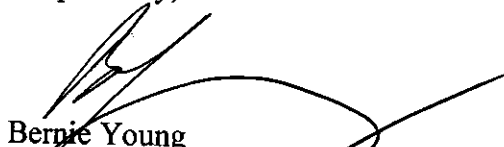
RE: SEIU West Bargaining Update #23

It has come to our attention the above referenced SEIU document contains erroneous statements and misrepresentations of facts. I disagree SAHO gave assurance retro activity would be paid on a separate cheque. SAHO and Employers considered both options (regular or separate) and chose the option (regular cheque), which would have the lesser short term impact to our employees with respect to tax averaging. Long term tax averaging implications are the same for both options. I believe I explained this rationale in detail to you in my November 5, 2010 letter. Please let me know if I need to elaborate further for you.

With respect to the date for retro activity payment, as I said in my November 5 letter, all employees will be paid retro activity on January 21, 2011, a regular pay date. Your bargaining update #23 statement, with respect to employees planning to retire prior to December 31, 2010, "Because this is a smaller group than the full 25,000 - SAHO believes that this will be manageable for their compensation staff to handle the calculation", is not truthful. SAHO has not made such a statement to SEIU, to employees, to the public or to employers. It is a statement manufactured by the author of the bargaining update and should be withdrawn by SEIU.

As you are already aware, the issue of retirees, retro activity and the calculation of benefits has been referred to the SHEPP Union Partnership committee for discussion by the SHEPP Employer Partnership Committee.

Respectfully,

  
Bernie Young  
Director, Bargaining & Interpretations.

c Susan Antosh  
Tor Veltheim  
LRC's