

SGEU - Summary of Proposals

<i>Employer Proposal</i>	<i>Objective</i>																											
<p>General wage increase April 1, 2008 – 4% April 1, 2009 – 2% April 1, 2010 – 1.5% April 1, 2011 – 2% To be applied to base rate of pay; provision for retroactive wage adjustments for current employees and retirees upon application</p>	<p>To ensure competitiveness with western Canadian health care markets</p> <p>SAHO has also indicated to the unions that, if the unions believe that it better meets the wishes of employees, SAHO would be willing to consider a proposal by the unions to reallocate a portion of the final offer's wage increase to shift differential, weekend premium and/or professional fees.</p>																											
<p>Market adjustment for specific classifications:</p> <table border="1"> <thead> <tr> <th></th> <th>Base rate (April 1, 2010)</th> <th>Market adjusted rate</th> </tr> </thead> <tbody> <tr> <td>Combined Lab X-ray Techs</td> <td>\$ 27.65</td> <td>\$ 30.88</td> </tr> <tr> <td>Lab Assistants</td> <td>\$ 19.81</td> <td>\$ 20.64</td> </tr> <tr> <td>Medical Radiation Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> <tr> <td>Medical Lab Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> <tr> <td>Ophthalmic Assistants</td> <td>\$ 18.69</td> <td>\$ 20.59</td> </tr> <tr> <td>Polysomnographic Tech (Sleep Lab)</td> <td>\$ 27.65</td> <td>\$ 32.08</td> </tr> <tr> <td>Medical Lab Technologists & X-ray Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> <tr> <td>Nuclear Medicine Technologists</td> <td>\$ 32.56</td> <td>\$ 33.06</td> </tr> </tbody> </table>		Base rate (April 1, 2010)	Market adjusted rate	Combined Lab X-ray Techs	\$ 27.65	\$ 30.88	Lab Assistants	\$ 19.81	\$ 20.64	Medical Radiation Technologists	\$ 32.56	\$ 33.06	Medical Lab Technologists	\$ 32.56	\$ 33.06	Ophthalmic Assistants	\$ 18.69	\$ 20.59	Polysomnographic Tech (Sleep Lab)	\$ 27.65	\$ 32.08	Medical Lab Technologists & X-ray Technologists	\$ 32.56	\$ 33.06	Nuclear Medicine Technologists	\$ 32.56	\$ 33.06	<p>To address competitiveness with western Canadian health care markets in hard to recruit classifications.</p> <p>The base wage rates are lower than the average western Canadian health care markets (4 western provinces) and employers acknowledge difficulty in recruiting</p>
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<p>Job evaluation Expedition of evaluation of LPN classification changes</p>	<p>Employers anticipate that evaluation of the LPN classification due to changes in education requirements will place LPNs at pay band 15</p>																											
<p>In exchange for full mitigation of overpayment issue, employers propose amending the letter of understanding with respect to the JJE maintenance plan and adding letters of understanding to deal with a backlog of outstanding issues</p>	<p>Employers are proposing to amend the JJE maintenance plan in order to streamline the maintenance process, as well as methods to deal with the outstanding issues of the 300 series jobs, bundling and outstanding maintenance files</p>																											

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Article 8.08 – Letter of Appointment – Language to allow the Employer to reduce guaranteed hours of work for an OTFT Employee when a Statutory Holiday falls on a day of work	Provides for efficiency in staffing on a Statutory Holiday.
Article 9.01 – Creation of New Classifications or Changes to Existing Classifications – k) delete reference to Pay Band 21	Housekeeping item
Article 10.08 – Shift Differential – clarification that shift differential will not be paid when Employee receiving premium pay	Housekeeping and clarification item
Article 10.09 – Weekend Differential – clarification that weekend differential will not be paid when Employee receiving premium pay	Housekeeping and clarification item
Article 10.18 – Assignment of Relief Work – language to help retain relief employees; clarify procedure for offering available relief work to Part-time and Relief Employees	Provides for offering and assigning Part time and Relief Employees within a shorter timeframe and provides more flexibility for the Employer and the Employees.
Article 15.03 – Working on a Statutory Holiday – clarification of a Full time Employee who works or does not work on the Statutory Holiday	Clarification for how a full time employee gets paid when working a Statutory Holiday or not working a Statutory Holiday.
Article 19.02 – Vacation for Hard to Recruit Classifications – Northern Regions -to allow for Employees to take their vacation entitlement	Employer and union may agree to alternate arrangements with respect to hard to recruit classifications so those employees can access their vacation as requested.
Article 19.08 – Northern Retention Strategies – additional classifications to receive the northern retention amount, and increased amount for applicable communities	To assist in retaining employees in northern communities
Letter of Understanding – Extended Shift Agreement – clarification of the hours actually worked	Housekeeping change reference from 12 hours to the actual 11.78 hours worked