

Setting the Record Straight - SAHO's Final Offer to CUPE

CUPE continues to provide information to the employees of the Health Regions that misrepresents the final offer the Employers and SAHO have presented to the Union. The complete final offer can be viewed at www.working-together.info

<i>CUPE Claims</i>	<i>Employer/SAHO Proposals</i>
<i>"Your Employer decides where you work"</i>	SAHO has proposed that when an employer determines a need to change encumbered positions to multi-site in order to improve service delivery, the employer shall negotiate with the union to implement the changes. The proposal also provides for employer paid travel between worksites, if required, during the working day.
<i>"Employer has the right to suspend the posting of positions"</i>	SAHO's amended layoff procedure, states that if there are impending lay-offs, at the time the union is notified of the lay-offs, the employer will also notify the union if the employer intends to implement a temporary posting freeze in order to have vacancies available for laid off employees to move into. Once all bumping is finalized, vacancies will be posted as usual.
<i>"Loss of seniority rights for laid off Employees"</i>	SAHO's proposal is intended to minimize the disruption of bumping to other employees and to operations. Laid off employees would first be moved to vacancies within their own classifications in their own facility/agency. If that is not an option, the laid off employee could bump either a more junior employee in their own agency/facility or into a vacancy within the same health region.
<i>"Relief workers lose seniority rights"</i>	SAHO's proposal provides that when an employee is not offered/assigned work in accordance with the collective agreement and the error is brought to the employer's attention, the employee would be assigned another shift to make up for the error. The assigned shift would be within 14 days from when the lost shift was reported and as a supernumerary employee.
<i>"No overtime by seniority"</i>	SAHO's proposal provides that if an error is made when employees are assigned overtime and brought to the employer's attention then the employee would be assigned another shift to make up for the error. This additional shift would be within 14 days from when the lost hours are reported and as a supernumerary employee and would be paid at the appropriate overtime rate of pay (same as the missed shift).

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<p><i>"The elimination of Overtime premium for weekend work"</i></p>	<p>SAHO's proposal states that no employees will be scheduled or assigned to work more than two weekends in a row. Fulltime employees will be paid overtime rates if they accept an offer of overtime on the third weekend. OTFT employees may waive the application of the third weekend premium (as is currently the practice) in order to have access to more straight time hours.</p>
<p><i>"Call-back rates & call-back transportation limited to standby assignment"</i></p>	<p>SAHO's proposal links call-back provisions to standby assignment as there is a requirement to report back to work when called back from standby. Employees not on standby will be offered the required extra work in order of seniority at the appropriate rate of pay.</p>
<p><i>"Major concessions for Home Care workers"</i></p>	<p>SAHO's proposal acknowledges the unique requirements of the Home Care Program and is based on the need for consistency in the provision of client care, the timeliness of response to client needs, and seniority of the employees. The proposal will provide employers with more flexibility that will enable them to provide more full-time positions for existing part time or casual employees. Except for the ability to work 2 different shifts up to maximum of 8 hours in a twelve hour period in one day, the hours of work and overtime provisions are the same as all other employees.</p>
<p><i>"SAHO gains control of the Joint Job Evaluation Plan"</i></p>	<p>SAHO's proposals would see an expedited process to resolve long outstanding issues for the implementation of the JJEP. The proposals provide for a streamlined process which is still made up of equal numbers of employer and union representatives. The proposal also provides for the forgiveness of all overpayments arising from the implementation of the JJEP.</p>

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