

## Setting the Record Straight - SAHO's Final Offer to SEIU-West

This document addresses the misrepresentations made by SEIU-West.  
The complete final offer can be viewed at [www.working-together.info](http://www.working-together.info)

<b>SEIU-West Claims</b>	<b>Employer/SAHO Proposals</b>
<p><b>General Wage Increase</b></p> <p><i>"the phrase competitiveness with Western Canada Health markets" is code for how the government can engage the private sector in health care...</i></p> <p><i>"As well, they have set out a timeline for retirees to apply for retro pay, otherwise it will not be paid"</i></p>	<p>SAHO has tabled a proposal that affirms its commitment to health care workers by providing a general wage increase that keeps the Saskatchewan health care sector competitive with the appropriate comparator markets (Western Canada). Competitive does not mean equal, lesser or greater – it means comparable.</p> <p>Provision for retro pay for retirees is negotiated as part of the collective agreement. SAHO has proposed that retirees receive retro pay upon application within 30 days of ratification of the agreement.</p>
<p><b>Market Adjustment</b></p> <p><i>"the Government appears to believe in the separation of the health care team members, whereby they only recognize some of the members and ignore the rest"</i></p>	<p>SAHO has reiterated to the Union on numerous occasions that market adjustments are proposed only for classifications meeting two criteria. Those criteria are:</p> <ol style="list-style-type: none"> <li>1) The classification must be experiencing recruitment and retention difficulties across the province.</li> <li>2) The base wage rate for the classification is not competitive with the Western Canadian average.</li> </ol> <p>Where a classification meets both these criteria, SAHO has proposed that an adjustment be added to the base rate to bring the classification closer to the Western Canadian average.</p>
<p><b>Job Evaluation – LPNs</b></p> <p><i>"This evaluation is already happening"</i></p> <p><i>"Its an example of the employer and government refusing to recognize the knowledge, the value and the dedication LPNs offer to the health-care system"</i></p>	<p>SEIU-West is mistaken. There is no provincial review of the LPN classification underway at present. SAHO's proposal is an offer to expedite the proposed review of the LPN classification immediately following ratification. Provincial reviews can take approximately 6 to 9 months to complete once initiated. At this point in time a provincial review of the LPN classification has not been initiated by the maintenance committee. It is anticipated that a review will place LPNs at Pay Band 15 (an increase of more than \$2.00 per hour). SAHO's offer to expedite a provincial review will see LPNs receive this increase sooner.</p>

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<p><b>JJE/Overpayment</b></p> <p><i>“SAHO’s idea of dealing with JJE outstanding issues is that they, and only they, will decide on how those issues get resolved”</i></p>	<p>SAHO’s proposal would see an expedited process to resolve the backlog of issues. The proposals provide for a more 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 which arose following the implementation of the JJE plan.</p>
<p><b>Temporary Vacancies</b></p> <p><i>“the employer’s objective in this proposal is to eliminate any responsibility of the employer to manage the system”</i></p> <p><i>“the effect of this proposal is to eliminate any possibility for an employee to better themselves”</i></p>	<p>SAHO’s proposal is aimed at putting patients first by providing consistency of care while balancing opportunities for employees to better themselves. The proposal achieves this by retaining employees in temporary positions long enough to provide consistent care to clients, patients and residents. It also provides opportunities for employees to:</p> <ul style="list-style-type: none"> <li>• be considered for new temporary positions in the last month of their current temporary position</li> <li>• be considered for new temporary positions that don’t conflict with their current temporary position</li> <li>• bid into a permanent position at any stage during the term of their current temporary position</li> </ul>
<p><b>Casual Hours of Work</b></p> <p><i>“However the employer will not guarantee those hours, so those hours can be taken away at the last moment without penalty and without replacement”</i></p> <p><i>“In effect there is no penalty to the employer and there is no reason for the employer to try very hard to follow the proper process”</i></p>	<p>SAHO’s proposal provides for the scheduling of additional hours of work for employees outside the posted and confirmed period based on the employee’s confirmed availability. Any hours scheduled are guaranteed within the 28 day provisional work schedule.</p> <p>Where errors are made in scheduling the additional work, the employee who missed the shift will be scheduled to work casual hours equal to the hours they would have worked had the error not been made.</p>
<p><b>Working on a Statutory Holiday</b></p> <p><i>“SAHO... ignored the Union’s proposal to allow all employees, irrespective of status, to make specific requests for the scheduling of stat off time and moved to an annual payout mechanism for OTFT employees”</i></p>	<p>SAHO’s proposal, applies only to OTFT (other than full time) employees, who are unable to have all of their time off in lieu paid out using the current process, Such employees would have remaining time off in lieu paid out at the end of the fiscal year in which the time was accumulated.</p>

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<p><b>General Leaves of Absence</b></p> <p><i>"the employer wanted to place a cap on the length of time associated with the leave when the employee is moving to alternate employment"</i></p>	<p>SAHO has proposed a cap of one year on leaves for alternate employment outside of the health care system. This proposal would create more permanent positions for employees who remain committed to health care in Saskatchewan. Where an employee is requesting leave for employment in another Saskatchewan RHA, SAHO has proposed a 3 year cap on the length of leave.</p>
<p><b>Vacation Period</b></p> <p><i>"So if you don't want to be paid out, but you do want to take the time off that you are entitled to, the manager can dictate how and when you take your vacation"</i></p>	<p>SAHO's proposal recognizes the importance of employees to have time away from work. The proposal provides more opportunities for coordinating preferred vacation times between employers and employees. Payout of vacation time would only occur if an employee has already taken at least 3 weeks of vacation, and additional vacation credits cannot be scheduled or approved due to operational reasons.</p>
<p><b>Letter of Understanding – Apprenticeship</b></p> <p><i>"This is a Union proposal...the employer, in error, added a limit to the amount of reimbursement fluctuation fees and program materials although we had already agreed to full reimbursement"</i></p>	<p>SEIU-West is mistaken. This was a SAHO/Employer proposal and clearly provides for full reimbursement of registration fees for employees entering an apprenticeship agreement. It also provides for full reimbursement of tuition fees and materials costs upon successful completion of each journey person trade examination.</p>

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