

Understanding the Final Offer and Addendum



On January 27th SAHO presented a fair and reasonable final offer and asked the unions to take it to their membership for a vote. The unions refused to do so and communicated their objections to the media. In March the unions formally rejected SAHO's request, but offered no potential solutions. In April SAHO invited the unions to discuss their concerns with the final offer. SAHO has now given the unions an addendum to the final offer. The addendum amends, clarifies and withdraws language within the final offer. Again SAHO has asked the unions to give the health care workers an opportunity to vote on the final offer and addendum and to conclude a collective agreement.

SAHO's Final Offer	SAHO Objectives	Amendment
<ul style="list-style-type: none"> General wage increases of 4% - 2% - 1.5% and 2% Retroactive pay Market adjusted wage rates for eight classifications 	<ul style="list-style-type: none"> After researching similar classifications for health care workers in the other western Canadian provinces, SAHO proposed wage increases that are competitive within the appropriate comparable market. British Columbia recently settled a two year agreement with similar provider group workers for a 0% general wage increase. Each employee will receive a one-time retroactive payment of about 10% of their wages for the period April 1, 2008 to the present. For full time employees this is approximately \$2,500 – \$10,000. Retirees are eligible upon application. Accumulation of retroactive pay ends on March 31, 2010. A market adjusted wage rate is offered to specific classifications where two criteria were met – positions that the employers identified as having difficulty recruiting; and wages, as perceived by the employers, were not comparable to appropriate comparator markets in western Canada. 	<p>The final offer proposed to maximize wages through general wage increases rather than allocating funds to items such as shift differential and weekend premium. SAHO has indicated to the unions that the proposal compensates all staff as increases are distributed throughout the entire group of workers. General wage increases also increase pension benefits payable upon retirement.</p> <p>SAHO indicated to the unions that SAHO was 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. Current shift differential and weekend premium rates are competitive in the western Canadian health care market.</p> <p>Employees are now working for 2007-2008 wage rates. The average monthly amount not payable to a full time employee, because retro pay is no longer accruing, is about \$250/month. On date of signing the agreement, wage rates will increase by 7.5% (4%-2%-1.5%).</p> <p>Employees in these classifications have an increased economic impact due to the absence of a new collective agreement as market adjusted rates do not take effect until date of signing of the collective agreement.</p>

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<ul style="list-style-type: none"> • Expedite the Joint Job Evaluation (JJE) process to reclassify Licenced Practical Nurses (LPNs) • Streamline the Joint Job Evaluation (JJE) processes • Letter of Understanding for LPNs • Extended Health and Enhanced Dental Benefits Plan • Other language changes 	<ul style="list-style-type: none"> • SAHO anticipates that increased educational requirements for LPNs will mean a reclassification to pay band 15 (from pay band 14) resulting in higher pay. LPNs will receive that pay increase when the JJE process is completed after the collective agreements are ratified. If not expedited, it could be up to 2 years before LPNs receive the pay increase. • More efficient and effective processes will result in quicker responses for reviews that are currently in the queue and for future requests for reviews that may impact moves to higher pay bands. All pay equity principles remain in place and the process remains a joint Union/ Management process. <p>In addition, overpayments made to employees when the JJE process was implemented will not be collected.</p> <ul style="list-style-type: none"> • The letter of understanding commits employers to enable LPNs to perform the full scope of their duties based on the model of care being provided. • Employers have committed that the current level of benefits provided by the Extended Health and Enhanced Dental Benefits Plan will continue at no cost to the employee until March 31, 2012. • The employers have proposed language in the collective agreements that will require less administrative time, allowing for more time to be focused on direct or indirect patient care. 	<p>If the JJE process to classify LPNs is not expedited, as proposed in the final offer, the LPNs will continue to wait in the queue for a review which could increase their wage rate.</p> <p>CUPE contract:</p> <ul style="list-style-type: none"> • Language added to clarify that laid off employees are able to bump into positions within the region, when all facility based options are exhausted. • Language added to clarify the implementation of multi site work places. • 6 other proposals withdrawn. <p>SEIU contract:</p> <ul style="list-style-type: none"> • 3 proposals withdrawn.