

## Bargaining Bulletin No. 9

# SAHO

**Date:** *November 23, 2017*

**Location:** *Saskatoon*

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Greetings Sisters and Brothers,

As indicated in our bargaining update #8, the health care provider unions (SEIU-West, CUPE and SGEU) have continued to share their ongoing concerns with the recent roll-out of provincial reviews of the Joint Job Evaluation Maintenance Committee (JJEMC) as they relate to education program changes. This was a priority in our discussions during our last bargaining session.

We are pleased to report that we have reached agreement with SAHO that the Committee of the Parties (COPS) will be responsible for a comprehensive review of the provincial JJE plan relative to all plan factors: decision making, education, experience, independent judgement, work relationships, impact of actions, leadership/supervision, sensory demand, physical demand, and environment. We do not know how long this process will take so there is further agreement that the JJEMC will continue to do their provincial reviews.

While this comprehensive review is taking place, there is agreement that where a provincial review indicates a decrease in the pay band – the current rates, including any market supplements or adjustments, will remain in place for incumbents and any new hires until the comprehensive review of the JJE plan is completed and the JJEMC has finalized its factor ratings and resultant decision. Upon conclusion of the final comprehensive review all of the factors by COPS and if the subsequent JJEMC review indicates a decrease in the pay band, the incumbents, including those members who were hired after the date of the release of initial JJEMC review, will maintain their original pay band. There will be a three month delay (prior to implementation) so as to allow the parties to determine if a market adjustment is needed for newly hired employees.

Finally where the JJEMC provincial review identifies an education skill factor change and there is an increase in the classification pay band, the parties have agreed that the pay band change will be implemented as per the collective agreement.

We would like to thank all of our members who have assisted in conveying the message to their employers, SAHO and the government about this important issue; your voices empowered us to reach this agreement. We encourage you to contact the MRC at 1-888-999-7348 ext 2298 to ask any further questions of clarification to determine if this affects your classification directly.



**If you have any questions or concerns about your workplace or your collective agreement, please call the Member Resource Centre (MRC) at 1-888-999-7348 ext. 2298. The MRC Officers are able to answer your questions and, if necessary, will forward your concerns to your workplace Union Representative.**

# Bargaining Bulletin No. 8

## SAHO

Coalition bargaining (involving SEIU-West, CUPE and SGEU) continues from November 23 in Saskatoon to November 27. We continue to seek your help to get the attention of our Government about changing their regressive mandate. As we have asked before – and we will keep asking – call your MLA, send an email, ask for a meeting. Tell them how they seriously need to change their mandate. Tell them we cannot provide patient first health care services if the Government and SAHO continue to put us last! If you would like assistance writing a letter to the editor or to your MLA, please email us at [actions@seiuwest.ca](mailto:actions@seiuwest.ca)

Please watch for updates on [www.SEIUWEST.ca](http://www.SEIUWEST.ca). You can also visit our Facebook page and Twitter account.

In Solidarity,

### *Your SEIU-West SAHO Provincial Bargaining Committee:*

**CHR:** Janice Platzke (SEIU-West Treasurer) • **FHHR:** Brenda Berry; Donna Gallant • **HHR:** Colleen Denniss • **SHR:** Judy Denniss; Rick Brown; Simone Corriveau; Kim Wyatt; Charlene Sarafin; • **Staff:** Bob Laurie (Dir. of Bargaining and Contract Enforcement); Russell Doell (Deputy Dir. of Bargaining and Contract Enforcement); Cam McConnell (Negotiations Officer) • **President:** Barbara Cape