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July 8, 2013

Beth Vachon
Chief Executive Officer
Cypress Regional Health Authority
429 4th Avenue North East
Swift Current, SK
S9H 2J9

Dear Ms. Vachon:

RE: Special Announcement: July 3, 2013 – Long Term Care Facility

As per SEIU-West's previous correspondence to you, we are most interested in learning more about the innovative approach that Cypress Regional Health Authority is undertaking with the provincial government to meet infrastructure challenges in the provision of quality long term care services via a new Swift Current "state of the art" Integrated Facility. SEIU-West's stakeholders – our members – have advised that an announcement was made to all long term care employees of the current Palliser Regional Care Centre, Swift Current Care Centre and Prairie Pioneer Lodge on July 3.

It is our understanding that you provided certain assertions to our members. I would ask that you clarify the information provided:

- You indicated a decision had been made by the province and the health region to proceed with a design-build-finance-maintain public-private (P3) procurement model for the project. If this is the case, what effect will this have on the employment status of our current members employed in Maintenance services, both direct and related, at the above 3 current facilities and those at Cypress Regional Hospital? When did you expect to inform the Union and commence negotiations related to the new contracting out proposal, which is in excess of any historical practice?
- You indicated that the design of the new Long Term Care Facility would be based upon the creation of a home-like environment and that "universal workers" would be assigned to pods as a 'home department'. There has been some mention of purchasing the rights to the "Eden concept" of long term and special needs care. SEIU-West has experience with the Eden concept, including the drafting of a job description within the Current Joint Job Evaluation Plan JJE Job# 308 "Assisted Daily Living Recreation Worker". We expect that your description of a 'universal worker' was intended to describe the current provincial job classification. If that is not correct, does Cypress Health Region have some thoughts as to what it might require from a

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"universal worker" employee as SEIU-West would be interested in receiving your documentation in advance of meeting to commence discussions. In addition, our members were advised that there would be no job loss; that food services and environmental services personnel would have to make their own decision as to whether they would take the Continuing Care Aide (CCA) course. Some may choose to leave; however, there would be no layoffs. Does Cypress Health Region have some thoughts as to how they will transition staff from their JJE job classifications to the "universal worker" one, how they will assist current staff in transitioning and re-careering, and how we will work together through the organizational change/reorganization of work and the attendant obligations and responsibilities to which we are charged. SEIU-West would be interested in receiving your documentation in advance of meeting to commence those discussions as well.

SEIU-West trusts that Cypress Health Region is aware of their responsibility to meet the requirements of the Collective Agreement. Our stakeholders have let us know of their alarm and concern when the Employer delivers this kind of information in the form chosen. We would prefer, of course, to be a partner in the delivery of the information and we would appreciate the chance to work collaboratively in ensuring the content of the message does not provoke concern about the lack of assurance as to compliance with the collective agreement.

In addition, we have a number of questions for which we would like a response:

- Based on this procurement model, will the cost per long term care bed space be the same as the cost of such bed space for the Region at present? What is the current cost per long term care bed space and what is the anticipated cost with this new facility? SEIU-West has experience in participating in the RFQ and RFP stages and would welcome the chance to add value to the process. We wonder if the Region is leveraging the experience 3sHealth has with managing these processes, as well as developing business cases.
- Public information confirms that there are currently 195 long term care beds in the existing 3 facilities – are all of these beds currently filled? Does this include an accounting of current respite beds and/or program beds? What changes, if any, will we see in the status of these?
- You indicated that the SC "state of the art" Integrated Facility would be wholly owned and operated by the Cypress Regional Health Authority and public statements confirm that in June 2013, Lean design consultation with facility management and staff began as part of the design process. Would you please provide a list of the participants to date and list of the specific LEAN processes (and dates) undertaken to date? How did you select participants? Who do you believe represents SEIU-West in this planning process? Was SEIU-West formally extended an invitation to participate in advance of this process?

Further commitments were shared that your valued unionized staff at each of the existing 3 facilities would transfer over to the new facility. Once again, we would be pleased to receive your thoughts on how this transfer would be operationalized, so that we may provide the Region with meaningful input.

I trust that you understand SEIU-West's obligation to inform our membership and represent our members' interests in this initiative. I would appreciate a written reply at your earliest convenience.

Thank you for your extended cooperation.

Yours Truly,

A handwritten signature in black ink, appearing to read 'Bob Laurie', written over the typed name.

Bob Laurie
Director, Contract Bargaining and Enforcement
SEIU-West

cc: Max Hendricks, Acting Deputy Minister
Barbara Cape, President, SEIU-West
Brenda Schwan, Executive Director, Human Resources, CHR
Unit Chairs – Cypress Health Region
SEIU-West Executive Board members - CHR