

## SGEU Tentative Agreement Reached (SGEU/SAHO)

January 2014

On December 18, 2013 the SGEU Health Providers Negotiating Committee signed tentative agreements.

This document summarizes the major components of the Memorandum of Agreement.

Summary only of the tentative agreement is as follows:

### 1. Five year collective agreement with a general wage increase of 8.5% and premium improvements

Wages & Term (Term ending March 31, 2017)

April 1, 2012 – March 31, 2013:	2.0%
April 1, 2013 – March 31, 2014:	1.5%
April 1, 2014 – March 31, 2015:	1.5%
April 1, 2015 – March 31, 2016:	1.55%
April 1, 2016 – March 31, 2017:	1.95%

Wage increases are applied to the base rate of pay. Where Market Supplements and/or Market Adjustments are in place, the existing Market Supplement amount and/or Market Adjustment amount will be added to the base rates of pay after the applicable wage increases have been applied.

### 2. Retroactivity:

All employees on staff as of the date upon which the parties exchange notice of ratification by their principles on the terms of the Collective Agreement shall be eligible for retroactive wage adjustments based on all paid hours with any Employer party to this Collective Agreement. Employees who have moved between employers covered by the Collective Agreement shall apply to their previous employers for that portion of the retroactivity.

Employees who have retired from any Employer party to this Collective Agreement shall be eligible for retroactive wage increases based on all paid hours up to and including the date of retirement.

Any employee who has been laid off subsequent to April 1, 2012 and is unable to maintain employment and is not on staff as of the date upon which the parties exchange notice of ratification by their principles on the terms of the Collective Agreement, shall be eligible for retroactive wage increases based on all paid hours up to and including the date of lay-off.

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[www.sgeu.org](http://www.sgeu.org)

The estates of employees who have passed away on or after April 1, 2012 are eligible for retroactivity. The estate of the employee must contact the employer and apply for such retroactivity.

### **3. Shift Differential:**

Effective the date upon which the parties exchange notice of ratification by their principles of the terms of the collective agreement, an increase in shift differential from two dollars and ten cents (\$2.10) per hour to two dollars and forty three cents (\$2.43) per hour.

Effective October 1, 2014, an increase in shift differential from two dollars and forty three cents (\$2.43) per hour to two dollars and seventy five cents (\$2.75) per hour.

### **4. Weekend Differential:**

Effective April 1, 2015, an increase in weekend differential from one dollar and eighty cents (\$1.80) per hour to two dollars and twenty five cents (\$2.25) per hour.

### **5. Standby:**

Effective the date upon which the parties exchange notice of ratification by their principles of the terms of the collective agreement, all employees assigned to standby shall receive a standby premium as follows:

- Three dollars and fifteen cents (\$3.15) per hour for each hour on standby on a regular working day with a minimum payment for eight (8) hours;
- Four dollars and twenty five cents (\$4.25) per hour for each hour on standby on days off and Statutory Holidays with a minimum payment for eight (8) hours.
- EMS: Effective the date upon which the parties exchange notice of ratification by their principles of the terms of the collective agreement, OTFT EMS employees shall be paid five dollars (\$5.00) for each hour on Standby with a minimum payment of eight (8) hours each day on Standby.

### **6. Monthly Car Allowance ( Allowance is in ADDITION to the transportation allowance)**

Additionally, effective April 1, 2014, a monthly car allowance will be provided to employees required to use their vehicle for Employer business on a continuing basis, as follows:

- Fifty dollars (\$50.00) per month for an employee who performs work during the month; plus

- Nine dollars (\$9.00) for each day the employee is required to use his or her own vehicle to perform work;
- to a maximum of one hundred dollars (\$100) in a calendar month.

## **7. Professional Fees:**

Effective April 1, 2014 the maximum reimbursement shall be two hundred dollars (\$200) or the professional fee amount established by the professional association required to practice as of April 1, 2012, whichever is greater.

## **8. Extended Health and Enhanced Dental Benefits Plan:**

100% funding extended to March 31, 2017

## **9. We achieved improvements to the following SGEU Articles. (Current numbers):**

- Article 4.02 Dues Deductions
- Article 4.06 New Employees/Maintenance of Membership
- Article 5.02 No Racial, Ethnic, Personal, Gender Harassment
- Article 8.05 Seniority List
- Article 9.02 Bidding for Vacancies or New Positions
- Article 9.07 Appointment of Applicant
- Article 9.16 Multi-Site Work
- Article 11.01 Standard Hours of Work
- Article 11.06 Shift Trades
- Article 11.08 Shift Differential
- Article 11.09 Weekend Differential
- Article 11.11 Standby
- Article 11.13 Rate of Pay for a Call Back
- Article 15.06 Carry-over of Unused Annual Vacation Leave
- Article 17.03 Notice of Illness
- Article 18.03 Indefinite Leave of Absence
- Article 18.10 Compassionate Care Leave
- Article 18.11 Bereavement Leave
- Article 18.15 Medical Care Leave
- Article 19.12 Professional Fees
- Article 20.01 Northern District Allowance

## **10. We achieved the following new provisions:**

- Article 2.XX 3sHealth
- Article 13.05 The Employee and Family Assistance Program
- Article 17.12 Immunization/ Communicable and Occupational Diseases
- Article 27.09 Behavioral Incident Assessment

**11. The parties agree to renew and sign the following Letters of Understanding:**

- LOU#2 Extended Twelve (12) Hour Shifts Schedule
- LOU#5 Provisions for Former SGEU/PSC Employees
- LOU#6 Public Service Superannuation Plan
- LOU#7 Termination After Lay Off or Due to Ill Health and Calculation of Service for Gratuity
- LOU#14 Wage Rates for Graduates

**12. Housekeeping or changes to reflect changes to language**

- Article 2.17 SAHO
- Article 4.03 Changes in Dues Deduction
- Article 4.04 SGEU Long Term Disability Premiums
- Article 9.10 Temporary Vacancies
- Article 9.15 Trial Period
- Article 11.01 Standard Hours of Work
- Article 11.17 Time off in Lieu Bank
- Article 11.18 Assignment of Relief Work
- Article 12.02 Increments
- Article 13.01 Group Life Insurance Plan
- Article 13.03 Core Dental Plan
- Article 16.01 Statutory Holidays
- Article 16.03 Statutory Holidays

The parties agree to renew and sign Letter of Intent #1:  
And Historical Documents and remaining LOA

- Employer Concession Specific to SGEU
- Article 9.08 Letter of Appointment
- Article 11.15 Overtime Rates of Pay

New LOU (Current Article 11.18 will be replaced by letter of understanding RE: Pay for Work Performed):

LETTER OF UNDERSTANDING # \_\_\_\_  
 BETWEEN  
 SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS INC.  
 (SAHO)  
 AND  
 SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES'  
 UNION (SGEU)

RE: Shifts Offered in Error (Pay for Work Performed)

Employees offered additional shifts in error can have those shifts changed within the posted and confirmed period without triggering overtime provided the Employer makes the change within forty-eight (48) hours of offering the additional shift(s) in error. In the event that an error is discovered more than forty-eight (48) hours after it was made, the Employer shall offer the work to the more senior Employee while honoring the commitment made to the more junior employee.

In order for an employee to receive pay for a missed shift they must work the hours associated with that pay. As well, an employee should not lose out on opportunities to work additional hours. Where an error is made in the allocation of relief work at regular rates of pay, the following process will be followed:

- The error must be discovered and reported no later than twenty-one (21) calendar days after the work is performed. If not raised within the twenty-one (21) calendar days, no remedy will be provided.
- If an error is raised and confirmed, the matter will be remedied by the employee selecting and working a replacement supernumerary shift of equivalent value, in the same department and classification, within eight (8) weeks of the missed shift, or within another time period as agreed to by the employee and the employer.
- If the employee would have normally been offered another shift at the same time as the replacement shift, the employee will work the regular shift and be offered another opportunity to select a replacement supernumerary shift of equivalent value, in the same department and classification within the next four (4) week period following the date of the conflicting shifts, or within another time period as agreed to by the employee and the employer.

This Letter of Understanding shall remain in effect from the date of signing and shall continue from year to year thereafter except where the parties have mutually agreed to amend or revise.

Note: Current 11.18 g) to be deleted and remainder of article to be renumbered.

**More specific information will be provided at the Ratification Meetings**

**We would like to express our thanks to you, the SGEU Health Providers, for your support and patience throughout this long and trying process.**

In Solidarity SGEU Health Providers Negotiating Committee:

Bonnie Erickson, Melfort, Health Provider Chair  
Kim Nordmarken, Nipawin  
Tracey Sauer, Kelvington,  
Dennis Favel, Ile-a-la-Crosse  
Bart Beckman, La Ronge,  
Danny Hind LRO