

Collective Bargaining Highlights Summary

On January 7th, the CUPE Saskatchewan Health Care Council and its coalition partners reached tentative agreements with SAHO and the Employers.

This is a four-year settlement with two memorandums of agreement covering a one year term and a three year term:

- Memorandum A with a term of April 1, 2004 – March 31, 2005
- Memorandum B with a term of April 1, 2005 – March 31, 2008

The CUPE Bargaining Committee unanimously supports and recommends acceptance of the terms of the Memorandums of Agreement to our membership and will be conducting its ratification process within 60 calendar days. Both Memorandums are subject to a single ratification process.

These tentative agreements represent a landmark achievement for Saskatchewan CUPE Health Care members, as there has been significant progress made on many identified equity issues.

We wish to thank the membership for their commitment and continued support.

Wages:

April 1, 2004 – 2% General Wage Increase
April 1, 2005 – 2% General Wage Increase
April 1, 2006 – 2% General Wage Increase
April 1, 2007 – 2% General Wage Increase

Market Supplemented Wage Rates:

For each year, market supplemented rates of pay will have the 2% general wage increase calculated on the base JJE rate and that amount will be added to the market supplemented rate of pay.

Retroactivity:

Employees on staff as of date of signing of the Memorandums of Agreement shall be eligible for retroactive pay based on all paid hours with any Employer covered by this agreement.

Employees who have retired on or after April 1, 2004 shall be eligible for retroactive general wage increases on all paid hours up to and including the date of retirement.

Extended Health and Enhanced Dental Benefits Plan:

Increase in Employer contributions from 2.1% to 3.1% of straight-time payroll.

Employer assures that current level of benefits will continue at no cost to the employee to March 31, 2008.

Funding required to maintain the current level of benefits and any surpluses generated will be used to provide benefits for Health Provider Employees.

Shift Premium:

- Effective April 1, 2006, increase shift premium from 70 cents to \$1.15.
- Effective April 1, 2007, increase shift premium from \$1.15 to \$1.50.

Weekend Premium:

- Effective April 1, 2006, increase weekend premium from 30 cents to 60 cents.
- Effective, April 1, 2007, increase weekend premium from 60 cents to \$1.25.

Standby Payments:

Effective April 1, 2007, the two-tiered payment system for standby will be eliminated by removal of the standby list in Article 26.20. All employees who work standby will be paid \$2.19/hour on regular working days and \$4.12/hour on days off and designated holidays.

Effective April 1, 2007, Other Than Full-time EMS Employees shall be paid \$4.12/hour for each hour on standby with a minimum payment of 8 hours/day.

Vacation Accrual:

Effective April 1, 2006, vacation credits shall be paid at current rate of pay or at 3/52, 4/52, 5/52 or 6/52 of gross pay, whichever is greater.

Effective April 1, 2007, Employees shall be entitled to vacation improvements as follows:

- 1st to 3rd year of continuous employment, earn 15 days off (*previously 1st to 5th year*).
- 4th to 14th year of continuous employment, earn 20 days off (*previously 6th to 16th year*).
- 15th to 24th year of continuous employment, earn 25 days off (*previously 17th to 24th year*).
- 25th and subsequent of continuous employment, earn 30 days off (*same*).

Employees can access vacation credits as credits are earned.

Professional Fees:

Effective April 1, 2006, maximum reimbursement of professional or licensing fees shall be \$150 or the professional fee amount established by the professional association required to practise as of January 1, 2006, whichever is greater.

Where Employees retire during any professional or licensing year, the Employer shall also reimburse their fees as above.

Employees who have already paid their 2006 fees and were reimbursed by the Employer will be topped up to the amount indicated above.

The list of classifications in Article 35.16 that limited eligibility for reimbursement of professional or licensing fees will be deleted. This means that the Employer will reimburse employees in **all** classifications required by either the employer or by statute to pay a professional or licensing fee to the extent described above.

Bereavement leave:

- Employees to receive up to 2 additional days leave without loss of pay or benefits to attend a funeral where they have to travel over 500 kilometres.
- In addition, Employees will access bereavement leave of 4 days for a fiancé or former guardian and 2 days bereavement for a niece or nephew.

Transportation:

Effective date of signing of the agreement, the kilometre rate increases from .3585 cents to 38 cents per kilometre.

Effective April 1, 2006, the transportation rate shall be adjusted (increased or decreased) to reflect the percentage change in the Saskatchewan Private Transportation index (SPTI) for January 2006 to October 2005. Reviews every 3 months thereafter.

Sick Leave Improvements for OTFT Employees:

Other Than Full-time Employees shall have access to accrued sick leave credits during the posted and confirmed period as per the current collective agreement **and**, outside of the posted and confirmed period, access to sick leave credits based on the average number of paid hours in the 52 weeks preceding the illness.

Public Employees Benefits Agency (PEBA Pension plans):

Increased Employer contributions to 6.45% for employees enrolled in the Public Employees Pension Plan (PEPP).

Employer contributions of an additional 1.45% up to *The Income Tax Act* maximum for employees enrolled in the Public Service Superannuation Plan (PSSP) who opt to enrol in the PEPP.

Work of the Bargaining Unit:

No person can work on any bargaining unit job if they are not in the bargaining unit unless it is an emergency, without the agreement of the Local of the Union.

Family Illness Leave:

Clarification and improved access to Family Illness Leave

Workload:

New language which:

- Allows for the use of a sub-committee of equal numbers of CUPE OH&S reps and Employer reps to deal with CUPE workload concerns.
- Allows for workload concerns to be referred to Provincial Dispute Resolution Committee. If resolution is not reached, a mandatory mediation process will be co-ordinated by the Provincial Committee to resolve the concern and implement the resolution.

Temporary Vacancies:

New wording allows for employees to bid on a different temporary vacancy that commences four (4) weeks or less prior to the one they currently occupy.

Portability of Benefits, Seniority and Accruals:

New language which:

- provides for benefit plan eligibility as if working for one Regional Health Authority, irrespective of the number in which an employee may work.
- when moving from one Regional Health Authority to another, provides for the transfer of sick leave credits to a maximum of thirty (30) days and salary step if moving to the same classification.

Professional Development:

New language, which provides fairness and enhances access for both unpaid and paid professional development opportunities such as workshops, conferences, seminars, lectures and meetings.

Parental Leave (Maternity, Paternity, Adoption):

Increases maternity leave from 12 months to 18 months and allows for extensions.

Benefits During Leave of Absence Without Pay:

Ensures employees will earn sick leave, vacation leave and designated holidays for the first 30 days of an unpaid leave of absence.

Occupational Health and Safety Improvements:

- "Bullying" added to harassment language.
- New language on the Employer's responsibility for the training of workers.
- Employer agreement to, where possible, reduce contamination by chemical or biological substance and known carcinogens.
- No discrimination, coercion or intimidation for raising concerns about violence in the workplace.

Joint Job Evaluation:

- Agreement on how to determine equivalencies for specific job qualifications.
- New language regarding the procedures for classification of new and existing jobs through the maintenance procedure.

Market Supplement Program:

Improvements to the market supplement implementation, adjudication and review processes. Current and future market supplemented wage rates will have general wage increases calculated on the base rate and that amount added to the market supplement wage rate.

Employment Strategy, Workplace Re-organization and Technological Change:

Revamping of the Employment Strategy article and new language regarding workplace reorganization and technological change that includes definitions, notification periods and formalized processes for Local Union and Employer discussions to protect members' job security.

Accommodation of Employees:

Improved language to ensure rights, obligations and processes are clear when employees require an accommodation in the workplace.

Information regarding dates/times for ratification meetings and votes will be forthcoming.

**For more information access the
CUPE Health Care Council Website: www.cupesaskhcc.ca**

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