

C U P E S A S K A T C H E W A N
HEALTH CARE COUNCIL

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CUPE Health Care Council Bargaining Update #8 – March 27, 2009

This Week In Bargaining

- SAHO displayed lack of commitment to the process by showing up to the table unprepared and quite disorganized. Employers and SAHO continue to demand major concessions that include:

Multi- Site Workplaces - The Union rejected the employer's demand for absolute power to reassign members to other facilities on an occasional, daily or permanent basis and for extensions of probationary periods that could result in less than full time employees being on probation for an entire year.

Seniority Rights- Undermining your seniority by imposing restrictions on bumping rights remains an employer priority.

3rd Weekend OT –The employer is insisting on eliminating the 3rd and subsequent weekend overtime pay.

Missed Shifts and OT - When senior employees are missed for overtime or relief shifts, they would be required to work the missed shift at a later date instead of being paid out for it. This would effectively eliminate seniority rights as the basis for overtime and relief work. The employer blames our members for scheduling errors.

Hours of Work – The employer pressed for hours of work that would compel workers to be available for 8 hours in any 15 hour period (split shifting). Their aim is to also reduce rest periods between shifts for all relief workers from 8 to 7.5 hours.

Vacation- The employer continues to undermine your ability to access your earned vacation. Their proposals would infringe on your ability to control your free time. They insist on employees using vacation prior to accessing TIL or other LOAs.

- SAHO still has not provided CUPE with the monetary package!
- On March 26, seven months into bargaining, the employer tabled a new proposal that would strip call in provisions from all employees not designated as on standby. This is bad faith bargaining and further demonstrates their contempt for good faith collective bargaining and for our membership.
- In response, CUPE has filed an Unfair Labour Practice with the Labour Relations Board. We will continue to uphold our good faith bargaining.
- Our next scheduled dates are April 27 to May 1st.

**In Solidarity,
Your CUPE Health Care Bargaining Committee**

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