

COALITION BARGAINING COMMUNIQUE #6



REGINA – Today, SAHO walked away from the Conciliation process and presented us with a final offer package. Despite the Unions best efforts to negotiate a collective agreement through conciliation, SAHO continues to refuse to move from their initial proposals. When we met in Regina on January 27 to receive a response to our significantly changed proposal package, SAHO ignored our proposals and demanded even more concessions! SAHO refuses to provide a reasonable counter-offer, even though the Unions presented a fair and reasonable offer reflective of our members needs. Rather, this is what we received:

- SAHO tabled a **final offer** on January 27 setting out proposed general wage increases of 4% & 2.0% & 1.5% & 2.0% (over a 4 year term). This represents an increase of 0.1% over the four years, or 2 cents an hour for a \$20.00/hour wage;
- SAHO **refuses to provide proposals** to address our parity issues such as shift/weekend premiums and/or professional fees and/or transportation allowance and/or overtime/callback;
- SAHO **continues to limit its offer** of market adjustments to just eight (8) specific classifications effective date of signing (with no retroactivity);
- SAHO **refuses to consider** the Union(s) proposals to provide market adjustments to all classifications that experience ongoing vacancy issues and/or those with inadequate market rates of pay;
- SAHO continues to insist that the Union(s) must accept **concessions** in respect to the Joint Job Evaluation program funding and processes;
- SAHO continues to insist that the Union members must accept **concessions** to collective agreement language which would take away their hard-earned rights, benefits and entitlements;
- SAHO **refuses to meet** with the Unions; they **refuse to meet** with a subcommittee or smaller group of union representatives to discuss future moves and/or resolution options. SAHO requested conciliation, the Unions agreed and without any respect for the conciliation process, SAHO has formally indicated that the **conciliation process is over**;
- SAHO has explained their offer as follows: it **is not due to government finances**, rather it is based on their need to be **competitive**. SAHO provided a definition of competitive as “comparable, not greater than, equal to or less than”. Unfortunately, the SAHO offer continues to **ignore** the growing recruitment and retention problems in health care.

The Tri-Union Committee urges you to contact your MLA immediately and demand that the Sask Party government do what is necessary to get SAHO back to the bargaining table with specific instructions for them to negotiate a fair and equitable collective agreement for health care providers. The website link to find your constituency and MLA is <http://www.elections.sk.ca/find.php> and the contact information for each of the MLA's can be obtained at http://www.legassembly.sk.ca/members/mls_list.htm.

We thank you for your continued support and interest in this process.

In Solidarity,
On Behalf of the Coalition Bargaining Committee (SGEU, CUPE and SEIU-West)
January 27, 2010

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