



## **BARGAINING COMMUNIQUÉ #14 MAY 20, 2005**

On May 16, 2005, the CUPE bargaining committee met with SAHO in Saskatoon to continue negotiations on Articles 23 (Employment Strategy), 24(Layoff), and Workplace Reorganization/Technological Change. Since the last bargaining dates, the committee spent a great deal of time working on tabling language that we hoped would address the priority areas that SAHO identified as well as our own members' priorities, and enable us to move forward on these articles. Unfortunately, talks stalled before the end of the day when SAHO attempted to tie the articles together as a package, ignoring what was previously agreed to and refused to address our issues on severance.

As a result, progress has been non-existent and has in fact reversed. There has been no indication from SAHO that they are willing to address our proposals in a meaningful way so the committee decided to continue working without SAHO for the next two days and instead use that time to focus on our priority items. CUPE is also coordinating our efforts with the other health provider unions (SEIU, SGEU) on common workplace equity issues.

CUPE has also registered their concerns with SAHO at the bargaining table regarding the employee opinion survey that is being distributed to our members and have asked SAHO not to distribute it to our members. This survey asks questions that are specific to labour relations issues currently being discussed during negotiations and in effect has the employer bypassing the union on these issues. Since we believe that this constitutes a violation of *The Trade Union Act* by "direct bargaining" with our members, **we are asking our members NOT TO FILL OUT OR RETURN THIS SURVEY.** We insist that if SAHO wants to know about the issues that are affecting our members' working lives and what would make them better, all they need to do is LISTEN to the elected local executive members who are bringing forward these issues and proposing solutions to them at the bargaining table. We need to send SAHO a message: their time, energy and resources would be better spent addressing the issues affecting members on the shop floor – workload, health and safety, and balancing work and family through the bargaining process.