

BARGAINING COMMUNIQUÉ



BARGAINING COMMUNIQUÉ #17 September 9, 2005

The Bargaining Committee met with SAHO and employer representatives on September 7th, 8th and 9th in Regina. The bulk of the discussion centred on Article 26 – Hours of Work.

Although SAHO responded to CUPE's amended proposal on Article 26, there was no change to their original position: **offer only inside 72 hours for relief staff**. This remains a sticking point in the negotiations. CUPE has amended our original proposal several times in an effort to reach agreement on this point, but to the committee's frustration SAHO's answer remains "We have been directed by our managers that there be no change to offer inside 72 hours". SAHO maintains that relief employees, if they are given the opportunity to plan in advance, will have "no accountability and will refuse to live up to their availability".

The CUPE bargaining committee has heard loud and clear from our membership their desire to regain some semblance of "a life". We have told SAHO that changing this practice will reduce hefty overtime costs, reduce time loss injury and illness, and make great strides toward a happier workforce. As well, it becomes an equity issue, as our original proposal contains the relief language that is utilized with success by other health care provider unions. Our rationale has fallen on deaf ears, as SAHO insists that they have no desire to change; the current practice works and allows easier access to approved leaves.

As a committee, we wonder if SAHO's reluctance to amend their position has more to do with having control over employees' lives than having the desire to create less chaos in them. We urge you to contact your manager and let them know how a change in this language would make a positive change in your life.

The next bargaining session will take place September 26th, 27th, and 28th in Saskatoon.

For more information visit the CUPE Health Council website at: www.cupesaskhcc.ca