

What CUPE Members Need to Know About SAHO's Final Offer



SAHO's final offer is tied to the acceptance of many significant takeaways to the CUPE/SAHO collective agreement. These takeaways will give the employer much greater control over your working conditions and you will be giving up important workplace rights.

SAHO's final offer includes the following takeaways:

Your Employer decides where you work

- The final offer gives the employer the right to change your job to a multi-site position. This means the Employer could require you to work at two or more facilities in two or more communities anywhere within the Regional Health Authority. You will be expected to cover your own transportation costs and travel on your own time to and from work at other facilities and to other communities. [New Article, 21.14]

Employer has right to suspend the posting of positions

- SAHO has added a NEW condition to its final offer that will give the employer the right to impose a posting freeze. This right, in combination with other conditions in the final offer, could suspend the posting of jobs indefinitely and allow the employer to appoint employees to vacant jobs without postings. [25.02]

Loss of Seniority Rights for Laid off Employees

- Currently, when you are laid off you can exercise seniority to bump into any bargaining unit position that you are qualified for within the Regional Health Authority. SAHO's final offer gives the Employer the right to place you into any vacant position. If the Employer doesn't have a vacancy for you, your bumping rights will be limited to the facility/agency where you work. If your facility/agency closes, you will be out of a job. [25.05]

Relief Workers lose Seniority Rights

- At present, if the senior relief employee is overlooked for a shift, the employer must pay the senior employee for the missed shift. SAHO's final offer eliminates this seniority right. Instead, if you are missed for a shift, the Employer will only be required to schedule you to work another shift. Without the current penalty for employers who do not respect seniority, relief work could be assigned at the employer's discretion. [27.04 i)]

No Overtime by Seniority

- At present, if the senior employee is overlooked for an overtime shift, he or she is paid for the missed shift at overtime rates. SAHO's final offer eliminates this penalty to employers who do not respect your seniority rights. Instead, the employer will simply be required to schedule you to work another overtime shift. You won't even get to choose when you will work the overtime shift! Seniority rights will be meaningless if there is no penalty for improper assignment of overtime. [27.10 a)]

The Elimination of Overtime Premium for Weekend Work

- Full-time employees who work three or more consecutive weekends will only be paid overtime premium for weekend work if the scheduled weekend work results in overtime hours. Other than full-time (OTFT) employees will no longer be entitled to overtime rates for working three or more consecutive weekends, unless the employer chooses to offer them the work at overtime rates. [27.17]

Call-back Rates and Call-back Transportation Limited to Standby Assignment

- Currently, any employee called back to work is paid for a minimum of 2 hours at overtime rates and is reimbursed for transportation costs. SAHO's final offer will limit call back rates and reimbursement of transportation costs to only those employees who are on standby. If you are not on standby and you are asked by your employer to respond to a situation at work, you will be paid 3 hours at regular pay and your travel to and from work will be at your own expense. [27.21 & 27.22]

Major Concessions for Home Care Workers

- SAHO's final offer ends the right to guaranteed hours of work for home care workers. Home care workers will be expected to work an 8 hour split shift over a 12 hour period. The hours of rest between shifts will be reduced to 8 hours from 15 ½ hours. Home care employees will be expected to work 6 days in a row under these new rules. As well, the employer can require home care workers to work overtime against their wishes. [27.26]

SAHO gains control of the Joint Job Evaluation Plan

- SAHO's final offer requires CUPE members to give SAHO control over the evaluation of outstanding JJE maintenance files. SAHO will also gain greater control in many other areas of the JJE plan that could potentially result in jobs being reclassified downward.

SAHO's Back Pay is not a Signing Bonus

- SAHO's 10% back pay offer is an appalling attempt to make you believe this final offer is a good deal for you. The truth is that back pay is NOT a 'lump sum' bonus from SAHO. **Back pay is money that you have already earned. The longer negotiations take, the more back pay workers get.**

Back pay earned over two years on a lower than average wage offer is NO SUBSTITUTE for a contract that includes a fair wage increase and no takeaways.

It's just not worth it!