

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



• Licensed Practical Nurses

SAHO is using the Joint Job Evaluation review of LPNs as a bargaining chip in contract negotiations. SAHO's offer to expedite the JJE review for LPNs is a shameful scam.

Here's why:

In 2003, CUPE, SGEU, SEIU and SAHO agreed on a Joint Job Evaluation (JJE) Plan that kept the reclassification of jobs SEPARATE from contract negotiations and general wage increases. The Joint Job Evaluation Maintenance Committee evaluates and rates changes to jobs such as changes to education requirements and increased duties. JJE maintenance is ongoing and independent of contract negotiations and it doesn't need to wait for the conclusion of contract negotiations.

The reclassification of LPNs should have begun well over a year ago when the Saskatchewan government formally recognized the diploma credential for LPNs in April 2008. But SAHO is stalling the JJE maintenance review of LPNs to avoid paying LPNs for their increased qualifications. Now SAHO is using the LPNs' reclassification as a bargaining chip. This is a shameful tactic!

When the JJE Plan was implemented in 2005, the plan recognized the role of LPNs in our health care system. The CUPE/SAHO 2005-2008 contract included LPN rates of pay that were the highest in western Canada. But in the past two years Saskatchewan LPNs' wages have fallen behind the wages of LPNs in other western provinces. That's because SAHO is stalling the recognition of LPNs' increased qualifications. That's because SAHO refuses to negotiate a fair and equitable collective agreements with the health provider unions.

SAHO wants LPNs' support for a contract that includes:

- an unacceptably low general wage increase;
- major concessions to LPNs' working conditions; and
- NO improvements to professional fees or parity issues such as shift and weekend premiums.

SAHO's offer is a shameful scam. It's just not worth it.

The Saskatchewan Government needs to instruct SAHO to STOP using LPNs as a bargaining chip, STOP stalling the JJE review of LPNs and START negotiating a fair collective agreement!