

What CUPE Members Need to Know about SAHO'S Final Offer



- **MARKET ADJUSTMENTS**

SAHO's proposed market adjustments do not address the growing recruitment and retention problems in health care.

Here's why:

There are many health care jobs in Saskatchewan that have chronic vacancy and turnover problems. The growing number of vacant CUPE positions is hurting health care. It affects the timely delivery of care to patients and residents. It's hard on the workers who work short-staffed to provide the care. It costs the health care system through increased overtime, injuries and burn-out.

SAHO's market adjustment offer is for just 8 classifications. Their offer does not even extend to the entire classification family. For example, Medical Radiation Technologists would receive a market adjustment but MRT-Specialty and MRT Working Supervisor positions would not. That's not fair. It is important to maintain the differential between the rates by extending the market adjustment to all of the related jobs.

SAHO is playing fast and loose with the numbers and the truth when it explains that its market adjustment offer is tied to a 'western Canadian average.' **Skilled workers don't leave Saskatchewan for the 'western average' rate of pay. They leave Saskatchewan for the higher paid jobs in Alberta.** The SUN settlement adjusted RN rates so they were comparable with Alberta RN rates (taking into account the difference in the cost of living). It's working. Why do SAHO and the government take a different approach with the many skilled jobs in the provider unions?

There are many more classifications than the 8 proposed by SAHO that require a market adjustment.

Here are some examples of hard-to-recruit health care jobs in Saskatchewan and how they compare with Alberta rates. These jobs, among others, require market adjustments:

Classification	2010 (SAHO's Final Offer)	2010 Alberta	Percentage Difference between SK & AB
Health Information Management Practitioner	\$25.22	\$32.81	23%
Biomedical Engineering Technologist	\$35.02	\$41.50	16%
Biomedical Media Technician	\$25.22	\$42.52	41%
Painter & Decorator	\$20.87	\$32.38	37%
Medical Transcriptionist	\$19.81	\$28.89	31%
Plumber	\$32.56	\$38.72	16%
MRTs, MLTs, Nuclear Med Tech	\$33.06	\$39.26	16%
Pharmacy Technician	\$24.22	\$32.81	26%

SAHO's market adjustment offer won't fix recruitment and retention issues. In fact, SAHO's offer is just a shameful attempt to divide CUPE members. **An extra 50 cents is NO SUBSTITUTE for a contract that includes fair general wage increase and no concessions. It's no substitute for a contract that addresses professional fees and parity issues such as shift and weekend premium.**

SAHO's final offer is just not worth it!