

CUPE - Why is this Strike Vote Important to You?

The CUPE Health Care Council is participating in a historic coalition of unions representing Saskatchewan health care providers bargaining with SAHO (Saskatchewan Association of Health Organizations). CUPE, SEIU and SGEU represent over 25,000 health care provider members. Our members form the backbone of our public health care system – we provide the essential framework that supports the entire health care team in providing affordable, quality care to Saskatchewan residents.

We have all been trying to negotiate collective agreements with the Saskatchewan Association of Health Organizations for well over a year, with little success.

Our coalition members' priorities include:

Extended Health Benefits/Dental Plan

- Provision of the same extended health benefits plan for all health care workers. We will not accept a two-tier health benefits system. SUN and HSAS now have these benefits guaranteed beyond the term of their next agreements. Government has told us that “the party’s over” and we may have to pay out of our wage mandate or cut member benefits!

Fair Wage Increases

- We’ve been told by SAHO that our wage mandate is 0 - 1 - 1%, with some “flexibility” in the final year. Other recent health care settlements (SUN and HSAS) have provided over 2 - 2 -2% over the same period. We demand nothing less!

Healthy workplaces

- Addressing workload issues in order to reduce workplace injuries. Health care has the worst WCB injury rates in the province.

Equitable workplaces

- Provision of the same shift/weekend premiums, standby pay, vacation entitlements and professional fee reimbursement for all health care workers. We deserve equitable treatment. Please see the flip side of this document for details.
- Improved family/caregiver leave. Our families are every bit as valuable as any other health care worker’s!

Public Health Care

- We will resist the privatization and contracting out of our public health care system in Saskatchewan. We believe publicly funded, publicly administered, and publicly delivered health care is the best, most efficient way to provide equal access to affordable and quality health care. Strong language will protect us, and the public we serve!

SEIU has now received an 81% strike vote from their members. CUPE members need to do the same to give our health provider coalition the strength to negotiate what all our members deserve. We are STRONGER together! Vote YES on vote day!

WORKPLACE EQUITY ISSUES

CUPE members deserve equitable treatment in the workplace. For too long we have worked side-by-side with other members of the health care team who are receiving superior benefits in areas such as vacation, family leave, professional fees, and wage premiums. **Now is the time to close the gap and demand equal treatment from our Employers.**

Here are a few examples of inequities:

Vacation Accrual	
CUPE	SUN/HSAS
1 to 5 years – Fifteen days 6 to 16 years – Twenty days 17 to 24 years – Twenty-five days 25 and subsequent years – Thirty days	1 to 3 years – Fifteen days 4 to 14 years – Twenty days 15 to 24 years – Twenty-five days 25 and subsequent years – Thirty days
Premium Pay	
CUPE	SUN/HSAS
Weekend Premium – 30 cents/hour Shift Premium – 70 cents/hour	Weekend Premium – \$1.25/hour Shift Premium – \$1.50/hour
Professional Fees	
CUPE	SUN/HSAS
\$150 maximum reimbursement for LPNs, X-Ray, Lab, Medical Radiology, Diagnostic, EEG/ECG, Ultrasound, Cardiology, Nuclear Medicine, Operating Room Technologists and CLXTs	Fees paid in full by Employer. Where licensed by both SRNA and RPNAS, the Employer pays the higher of the two.
Family Leave	
CUPE	HSAS
Family Illness Leave with pay where a family member is ill and requires the attention of the employee. (Accrue 2 hours/month to maximum of 24 hours per year)	Family Responsibility Leave with pay to attend to family member for whom there is reasonable expectation for duty of care (unforeseen or unpredictable or beyond control of the employee, or health related emergent or potentially life threatening – 5 days/year)
	SUN
	Family leave to attend to needs of individuals for whom the employee has duty of care shall be granted – 5 days/year

**SUPPORT WORKPLACE EQUITY!
VOTE YES ON VOTE DAY!**