

The Provider Union Coalition Bargaining Proposals as of January 2010



CUPE negotiates common and monetary proposals as part of a coalition with the two other Provider Unions, SGEU and SEIU. The following is a summary of the Provider Coalition's common proposals as contained in our January 21, 2010 offer to SAHO. SAHO refuses to meet with us face to face to discuss these proposals.

Overtime Rates of Pay – (Parity issue with other health care providers in SK)

- Increase overtime rates to a minimum of double time

Shift and Weekend Premiums – (Parity issue with other health care providers in SK)

- Increase premium to weekend hours – implemented in the last year of the collective agreement. (Increase to \$2.60 effective April 1, 2010 and to \$3.10 effective March 31, 2011).
- Increase shift premium – implemented in the last year of the collective agreement. (Increase to \$3.25 effective April 1, 2010, and to \$3.75 effective March 31, 2011)

Standby Payments – (Parity issue with other health care providers in SK)

- Increase to standby payment: minimum payment of eight hours – \$3.35 per hour on a regular working day, \$4.25 on days off and designated holidays, effective April 1, 2010.
- OTFT EMS employees to be paid \$ 4.25 for each hour on standby.

Call Back – (Parity issue with other health care providers in SK)

- Increase to call back rates from time and one half to double time (effective 30 days after the parties exchange notification of ratification).

Call Back Transportation – (Provision of allowance and review process are parity issues with other health care providers in SK)

- Base rate of \$0.4010 per kilometer (\$0.4510 north of the 54th parallel). Rates reviews twice per year; rate not to decrease below base rate.

- Reimbursement at increased rate plus monthly car allowance of \$50 per month, plus \$9.00 per each day required to use vehicle (to a maximum of \$185 per month) for those employees who are required to use their vehicle for the employer on a continuous basis (e.g. Home Care)
- Employees who are required to use their vehicle for the employer on a continuous basis who do not choose car allowance may elect in favour of being reimbursed at a rate of \$0.4010 plus an additional nine one tenths of a cent (\$0.009)
- Effective 30 days following the date upon which the parties exchange notification of ratification by their principals.

Bereavement Leave (Parity Issue with other health providers in SK)

- Where there is a memorial service/internment instead of a funeral, the period of absence from the workplace for the purpose of bereavement leave shall be the same.
- Where there is a memorial service/internment and a funeral, access to one day of leave for the memorial service/internment to come out of bereavement leave provided that the memorial service/internment occurs within one year from the date of death and the total period of absence doesn't exceed the current maximum (4 or 2 days depending on the relationship).
- Addition of aunt and uncle (parity issue with other health care providers in SK)

Family Illness Leave (Parity Issue with other health care providers in SK)

- Remove "illness"
- Removal of restrictions and enhance access.

Responsibility Pay

- Clarity in the language to ensure that responsibility pay is assigned

Professional Fees – (Parity issue with other health care providers in SK)

- For the 2010 licensing year and thereafter, the employer to pay licensing and/or professional fees, as required by the employer or statute, in full.
- Employer to remit such payment directly to licensing and/or professional association on the employees' behalf.

Group Life Insurance – (Parity issue with other health care providers in SK)

- Effective 30 days following the date upon which the parties exchange notification of ratification by their principals, increase coverage to \$20,000
- Effective March 31, 2011, increase to \$25,000

Pension

- All employees, including OTFT employees, shall be enrolled into the Saskatchewan Healthcare Employees' Pension Plan (SHEPP) immediately upon initial hire.
- Employees on leaves of absence may elect to contribute to the SHEPP.

Extended Health

- Same benefit levels and same reimbursement levels as other health care providers in SK.

Joint Job Evaluation

- The health care provider unions prepared to withdraw all proposed amendments related to JJE if the employer does the same.

LPN Letter of Understanding

- Health care provider unions prepare to agree to SAHO letter of understanding re: use of Licensed Practical Nurses

Term/General Wage Increase

- Three year term (April 1, 2008 to March 31st, 2011)
- 4.5% general wage increase in each year
- Retroactive pay for all paid hours with any employer for all employees employed on the date of signing

Retroactivity for Retirees

- Retroactivity for retired employees

Market Adjustments

- Market adjustments established using Alberta rates.
- Both difficult-to-recruit classifications and classifications which are paid below market
- Rates following application of the general wage increase will be eligible for a market adjustment.
- Adjustments to be applied to “family” of the classifications

Long Service Recognition

- Commencing April 1, 2010, 2% will be added to the basic rate of pay for each employee who has complete twenty (20) years of employment in the bargaining unit for so long as she/he remains employed in the bargaining unit.