

**Side-by-Side Comparison
Of SAHO Final Offer and Provider Unions' Best Offer**

SAHO	PROVIDER UNIONS
4 year term	Agreed
General wage increase of 4%, 2%, 1 ½% and 2%	Agreed
All employees on staff as of date of signing eligible for retro pay.	Agreed
Retro pay ends as of April 1, 2010	Full retro pay
Retirees eligible for retro, have to apply to Employer within 30 days of signing of collective agreement.	Retirees eligible for retro, Employer will payout. No need to apply.
Market wage adjustments for 8 classifications.	Agreed, plus market adjustments applied to other classifications in same "family of jobs". Additional classifications use existing market supplement process to adjudicate wage competitiveness, hard to recruit/retain issues.
Pay LPN new wage rate when JJEMC adjudicates file. No retro.	Pay LPNs market adjustment equal to new wage rate from April 1, 2008 (date first LPN graduated with new education requirements) until JJEMC adjudicates file.
Shift premium - no change	March 31, 2011- go to \$2.70 March 31, 2012 - go to \$3.75
Weekend premium - no change	March 31, 2011- go to \$2.35 March 31, 2012 - go to \$3.10
Regular standby premium - no change	March 31, 2011- go to \$2.32 March 31, 2012 - go to \$3.15
Day off/stat/OTFT EMS standby premium - no change	March 31, 2011- go to \$4.25 March 31, 2012 - no change
Transportation allowance - no change	Transportation rate of 40¢ per kilometre (45¢ in North). Rate is adjusted by SPTI, but will not fall below 40¢ per kilometre(45¢ in North).
Professional fees - no change	For 2011 and on, reimburse fees based on 2010 occupation fee schedule, or \$175, whichever is greater.
Counter proposal on LPN utilization of skills.	Agreed
Maintain LOU on EH&EDB up to March 31, 2012.	Agreed
No agreement	Shared services organization - transferred employees retain their union membership and their collective agreement.

SAHO	PROVIDER UNIONS
JJE maintenance committee - reduce composition to 1 rep from each union and 3 employer reps.	Maintain current composition of committee.
JJEMC - reduce quorum to 2 reps from unions/employers.	Agreed
SAHO pays for JJE now, change to unions paying costs of union participation.	Maintain current negotiated agreement.
Eliminate additional JJEMC appeal process.	Maintain additional appeal process, set time limit so that additional information has to be submitted within 30 days of appeal notice.
Eliminate mediation stage from JJEMC dispute process.	Agreed
Eliminate ability of parties to present evidence and arguments in JJE dispute resolution process.	Maintain current language.
Sole chair for dispute resolution process.	Maintain ability to mutually agree on sole chair or panel.
Outstanding bundling issues/ 300 series jobs - eliminate or reduce retro pay.	Agree to follow decision of arbitrator.
Outstanding JJE files - SAHO only adjudicates.	SAHO and Unions small committee adjudicate, as was past practise.

The SAHO offer includes concession proposals specific to each of the provider unions. The following is a side-by-side comparison of SAHO's concession proposals and CUPE's positions.

SAHO	CUPE
21.01 b) - Jobs posted as multi-site (2 or more facilities/communities) or regionally-based. Employees travel on own time and responsible for travel expenses.	No agreement. Maintain current language which limits postings to a single location. Multi-site only by mutual agreement.
21.14 - Employer able to change encumbered positions to multi-site positions. Employees travel on own time and responsible for at least 60 km of travel costs per one way trip.	No agreement. Maintain current language which prevents employer from transferring employees to other facilities/communities without agreement.
25.02 - Employer able to impose posting freeze during the lay off process.	No agreement.
25.05 - Employer gains right to redeploy laid off employees without their agreement. Employees may only exercise bargaining unit wide seniority to displace if there are no vacancies in health region and no facility-based bumping options.	No agreement. Maintain current language which allows laid off employees to exercise bargaining unit wide seniority to displace into any position for which they are senior and qualified.

SAHO	CUPE
27.02 - Reworded so employees 'entitled' to unpaid day of rest in designated three week period. Employer gains right to schedule earned day off without employees' agreement.	No agreement. Maintain current language which provides for earned unpaid day of rest for each 112 hours worked. Day of rest scheduled by mutual agreement between employee and employer.
27.04 f) i) - Relief employees can only expand shorter shift to a longer shift if the shifts are in the same department.	Agree.
27.04 i) - Senior employee missed for relief shift no longer compensated for missed shift. Instead will be assigned another relief shift as supernumerary.	No agreement. Maintain current language which requires employer to schedule relief by seniority or compensate employees when they are missed as senior employee for relief shift.
27.10 a) - Senior employee missed for an overtime shift no longer compensated for the missed shift. Instead will be scheduled a supernumerary overtime shift.	No agreement. Maintain current language which requires employer to offer overtime by seniority or compensate employees when they are missed as senior employee for overtime shift.
27.17 - Employer no longer required to pay weekend overtime premium to employees who work 3 or more consecutive weekends.	Union counter proposal to pay overtime premium only for 3 rd weekend or weekend that triggered the 3 rd weekend worked. Employer no longer pays weekend overtime premium for 4 th and subsequent weekends.
29.10 - Employees no longer allowed to displace vacation with family illness leave, pressing necessity or other types of leave. Limited to sick leave, bereavement and jury duty.	No agreement. Maintain current language which permits employees to displace vacation with any type of approved leave.
30.01 - Leave of absence for alternate employment limited to two months.	No agreement. Maintain current language which allows general leaves of absence for one year.
31.08 b) ii) - Employees on re-employment list must provide medical proof of disability to employer annually.	No agreement. Maintain current language which employees provide medical information in accordance with benefit plans and to employer if and when they are medically fit to return to work.
No agreement.	CUPE will withdraw all of its outstanding language proposals if Employer withdraws its outstanding proposals.

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