



SAHO has formally advised the Provider Group Unions (SEIU, CUPE & SGEU) that they will begin a collections process in respect to certain overpayments that occurred during JJE. The overpayments are as a result of incorrect bundling or evaluation identified as a result of the JJE Reconsideration process.

The Provider Group Unions requested a meeting with SAHO with a view to obtaining much-needed information as to the repayment scheme contemplated by SAHO and the Employers.

On June 19 this meeting occurred. The Provider Group Unions had lots of questions but received mostly incomplete or partial answers. We indicated to SAHO that the overpayment repayment needed to be postponed until we all had satisfactory answers to the questions we asked and that our members would be asking. SAHO would not commit to a postponement. SAHO and the Employers advised us that they have made a unilateral decision to utilize monies intended for retroactive payment of General Wage Increases to offset repayment amounts where they have identified employees to be in an overpayment situation. Please note that the Provider Group Unions have NOT agreed to this unilateral strategy.

The Provider Group Unions have formally responded to SAHO and the Employers as follows:

- WE have indicated that any communication between the Employer and an Employee in regards to the overpayment repayment scheme have to involve the Union; as it is the obligation of the Union to negotiate with respect to the parameters and process of repayment.
- WE have formalized our earlier request for Employer data showing the detailed repayment overpayment calculations with respect to each of our members. To date, we have been unable to obtain from SAHO or the Employer either the names of the employees affected and/or the suggested amount of overpayment.
- WE have stated to SAHO that the Employers have NO right to unilaterally offset any overpayment repayment amount from an employee's retroactive general wage increase and have identified this strategy as a violation of *The Labour Standards Act*.
- WE have formulated queries in respect to CRA (Canada Revenue Agency) issues including taxation, eligibility for certain benefits, effect upon pension plans and the like. We continue to await receipt of a comprehensive reply.

We have requested that SAHO and the Employers honour all retroactive general wage increases owing to all employees and that such payment be made in full on July 14, 2006.

If any member has received any documentation from his/her Employer regarding “JJE Overpayment Recovery - Repayment Options”, including time limits to repay, please note that the Union is not in agreement to the contents of this document; nor do we recommend that you sign any such document. The Provider Group Unions intend to negotiate on behalf of our members and we require your co-operation to do so. We would ask that you contact your Local Union Representative prior to making any decisions in respect to the SAHO and Employer proposed repayment scheme.

We will make every effort to keep our membership informed of further developments.