

July 7, 2010

Dear CUPE Members,

In June 2010, your CUPE health care bargaining team met with CUPE health care workers from across the province at over 100 bargaining update meetings. Our coalition partners, SEIU-West and SGEU, held similar meetings with their respective members. The purpose of these meetings was to:

- explain the contents of SAHO's latest not so final offer;
- explain the Provider Union Coalition's offer of settlement (May 11, 2010);
- obtain feedback from members about SAHO's latest offer and the Provider Union Coalition's offer; and
- discuss future bargaining strategy.

Your CUPE bargaining Committee wishes to thank you for your participation and feedback at these meetings. The message was overwhelmingly clear from CUPE, SGEU and SEIU-West members that we need to keep fighting for equal treatment and fighting back against SAHO's concessions.

Many who attended the meetings commented about how much they appreciated the handouts provided. These handouts compared SAHO and the Provider Unions' positions and explained the SAHO concessions. In order to ensure this same information is distributed as widely as possible, a similar side-by-side comparison of the SAHO and the Provider Unions' last positions is enclosed with this letter.

You will see upon review of the side-by-side comparison that SAHO's last offer contains many concessions to your rights and even proposes limited retroactive pay.

In contrast, the Provider Unions' offer of settlement is affordable, equitable, and acceptable.

- **AFFORDABLE:** Apart from the concessions demanded by SAHO, the parties are not all that far apart in their positions. We estimate that the cost of the Provider Unions' offer is approximately 13% over 4 years. Our offer "end-loads" the cost of equity items by implementing them in the last year or on the last day of the proposed 4 year term of the agreement. This measure will assist the government in addressing its current budget concerns.
- **EQUITABLE:** Our offer restores equal treatment between RNs and other health care providers in areas such as reimbursement of professional fees and premiums for evening and weekend work.
- **ACCEPTABLE:** For the reasons above, we believe our very reasonable proposal can form the basis of a tentative agreement—one we would be pleased to recommend members vote to accept.

We are very disappointed that SAHO continues to waste so much money on misleading letters and advertising. By our calculations, SAHO has now spent more than 2 million dollars trying to persuade members to accept a second rate offer that contains many concessions and no retroactive pay after March 31, 2010. SAHO has made many false claims about its offer. Here are a couple of examples:

- SAHO states that its language proposals are few in number. This claim is false. The truth is that SAHO's latest offer contains about twenty-five pages of concessions to your rights. These concessions include multi-site work, eliminating third weekend overtime premium, and rollbacks to your seniority rights in the areas of relief assignment, overtime and layoffs.
- SAHO states that its proposals are intended to make the CUPE agreement more consistent with the SEIU and SGEU agreements. This claim is false. The truth is that SAHO's final offer contains many concessions that will result in fewer rights for CUPE members compared to other health care workers. For example:
 - The SAHO offer eliminates the third weekend overtime premium altogether for CUPE members. All other health care workers will continue to receive an overtime premium for working three weekends in a row.
 - Under their current contracts, CUPE, SGEU and SEIU members can exercise their seniority to displace into another position in their health region. SAHO's final offer limits this right for CUPE members only.
 - SEIU has a type of multi-site language, but their members are paid travel time and mileage from a home base. In SAHO's offer, CUPE members are expected to cover their own travel time and pay at least 60 km of their travel one way.

Your bargaining team has contacted SAHO, the Minister of Health Don McMorris and Premier Brad Wall to advise them that we want to bargain now and through summer to reach an agreement. We are also meeting with CEOs, RHA Board members and MLAs to explain our offer to settle. We believe negotiating to achieve a tentative agreement that all the parties can recommend for a ratification vote is the best way to ensure a fair contract for everyone.

Please look for updates in the coming weeks and if you have any questions or concerns please contact the CUPE Health Care Council at: cupehealthcarecouncil@sasktel.net.

Stay United and Stay Strong.

In solidarity,

Your CUPE Bargaining Team

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