



Update for CUPE Local 5430 Members

**RE: IT members, the Saskatchewan Health Authority (SHA), 3sHealth and eHealth
June 7, 2018**

The parties met on May 3rd to initiate a conversation about IT Services Transition. CUPE provided a summary to IT members about the first meeting.

The second meeting of all the unions, SHA, 3sHealth and eHealth took place on May 31st. The SHA, 3sHealth and eHealth wanted to discuss a framework to allow provider union members to transition to eHealth. The unions' raised concerns about this transition.

The unions explained that IT work is similar to transcription work in that the work is mainly electronic based and is easily distributed to members in their current locations. The employer and the unions already have a signed letter of understanding specifically for transcription work and the unions believe this model works well. If members stay at their current locations, with their current union and collective agreement there will be little disruption in the delivery of IT services. It was CUPE's understanding that IT members and their supervisors or managers currently take direction from eHealth on individual projects.

The unions then requested details from the employer and eHealth:

- which classifications will be affected;
- exactly how many members;
- what positions will be available in eHealth for our members;
- rates of pay;
- will employees be required to travel if they work for eHealth;
- how will supervision work; and
- how will workers' relationships change if IT workers are employees of eHealth and other workers are employees of the SHA.

SHA, eHealth and 3sHealth indicated many of these details have not been worked out. These three organizations have committed to sharing information with the unions once its gathered

CUPE recommended that the employer provide as much up to date information as soon as possible to the IT staff. Unions noted there is existing language in each of the respective collective agreements to address employer reorganizations. The unions suggested that multiple unions can operate at eHealth. The employer feels they can arbitrary move employees from one organization to another and there is no negotiating this, but feel the parties can only negotiate how we move IT members.

The following details about the SGEU/eHealth bargaining unit were identified:

- eHealth currently has 287 employees in their bargaining unit;
- eHealth/SGEU currently operate under the existing contract for The Public Service Commission (PSC), the Government of Saskatchewan and SGEU. Follow this link: <http://employeeservices.gov.sk.ca/agreements/sgeu/>; and
- The SGEU members who work at eHealth are currently negotiating a first collective agreement that would result in SGEU/eHealth having its own agreement – separate from the PSC/Government of Saskatchewan agreement. Many items remain outstanding at their bargaining table and negotiations continue.

The employer stressed their desire to negotiate a framework that will provide for continuity of services during the transfer of employees to eHealth. The employer identified the specific number of job positions in each provider union that they expect to be part of an eHealth transition: 95 CUPE; 83 SEIU-West; 2 SGEU and 35 out of scope positions.

The employer listed a number of items they believe would need to be addressed if the parties agreed to negotiate a framework for moving SHA employees into eHealth:

- Job Classifications;
- Rates of Pay;
- Scheduling;
- Hours of Work;
- Seniority;
- Sick Leave;
- Benefits;
- Pension Plans;
- Vacation; and
- Disability & Accommodations.

Further meetings are planned in the month of June between the employers and the provider unions. Additional information will be provided when it becomes available for distribution.