

# BARGAINING PRIORITIES COMPARISON

SAHO is completely focused on unnecessarily rewriting fundamental parts of your collective agreement. This means deleting entire provisions – pages and pages of your collective agreement – and removing important workplace rights. This is wasting time and preventing us from bargaining improvements that would help you and improve our province's health care system.

CUPE 5430's proposal package to SAHO is based on membership priorities, and the proposed changes that would improve your working life and assist the employer with recruitment and retention, reducing worker burnout and time spent working short staffed.

## SAHO's proposals include:

- No discussions about compensation (wages or premiums) or benefits have happened yet, and SAHO has not tabled proposals on these items.
- And not a single one of the proposals they have tabled would address recruitment and retention or improve your working conditions.
- Remove references to CUPE and local of the union from the collective agreement.
- They want to increase the standby threshold from the current 183 days, which we have proposed to lower, to 260 days – almost nine months of standby.
- Removal of rights in layoff and re-employment.
- Introduction of language and provisions that would create large, multi-community work areas, which means that the employer can move work or workers around as they wish within and across union jurisdictions and former health authorities.
- Remove all protections of your work to allow contract nursing in our facilities and privatization of health care services.
- Complete removal of important provisions in your collective agreement including:
  - request for transfer/reassignment,
  - re-employment provisions,
  - no new employees hired until laid off employees are given an opportunity for re-employment,
  - removal of the need to provide a reasonable number of scheduled days off for part-time and relief workers,
  - flexible working hours,
  - removal of penalty for not assigning/offering relief work correctly,
  - maximizing full-time employment provisions,
  - variable hours, and
  - removal of automatic recognition of public holidays proclaimed by federal and civic governments.

## CUPE 5430's proposals include:

- Fair wage increases each year recognizing the cost of living.
- Increases to shift and weekend premiums, standby pay, and call back. Transportation rate increases.
- Significant enhancements to relief language: a change from shifts being assigned to shifts being offered with additional improvements.
- Professional licensing and registration fees to be fully covered by the employer for all employees who require them.
- Portability of benefits and seniority for members who might want to move to other union jurisdictions in Saskatchewan.
- Enhancements to the overtime language with an emphasis on addressing the mandating issue.
- Introduction of Supplemental Employment Benefits (SEB) for maternity and parental leaves.
- Improvements to funding for extended health, enhanced dental benefits, and long-term care disability benefits.
- Improvements to discipline language – stricter constraints on the employer's ability to discipline.
- Enhancements to language on discrimination and cultural diversity.
- Improved language on occupational health and safety, such as the right to refuse, PPE, and the harassment policy.
- Proposals to enhancing language on training, orientation, and mentoring workers.
- Enhancements to the Provincial Employment Strategy Committee language with a focus on the representative workforce and Indigenous peoples.
- Improvements to leave provisions.
- Ensuring personal property loss that happens while working is covered.
- Introduction of language around improvements for LPNs.

TD/tw/tg:cope491