

November 30, 2017

**An update from your Health Provider Negotiating Committee**

Dear Health Provider Member:

After working hard over the last couple of months your SGEU Health Provider Negotiating Committee, along with CUPE and SEIU-West, will be returning to our individual bargaining tables. This will be done on a without-prejudice basis, in order to give us the flexibility needed to move forward. Individual union contact will be made with SAHO to confirm further bargaining dates.

In October, a without-prejudice principles document was presented to SAHO. This document outlined what it would take to come to an overarching deal, on items contained within, that would form the basis of an agreement going forward. Amended versions have been exchanged throughout our without-prejudice discussions.

During our last discussion, November 23 to November 27, it was concluded that we were not going to reach a settlement that would be acceptable to the unions. All items that were previously on the table for the unions and SAHO remain on the table including the minus 3.5% rollback.

With the launch of the new Saskatchewan Health Authority, combining 12 health regions into one, our committee is willing to discuss transition issues. Unfortunately, we have had little time to do so with the focus on attaining a principles document that would lead to the basis of a new collective agreement.

A letter of understanding surrounding the Joint Job Evaluation plan was signed on the first day of bargaining, which states that the Committee of the Parties (COPS) will conduct a comprehensive review of the JJE plan. This review will consider all factors relative to the plan: decision making, education, experience, independent judgement, work relationships, impact of actions, leadership/supervision, sensory demand, physical demand, and environment.

We have agreed that if a provincial review by the Joint Job Evaluation Maintenance Committee results in a reduced pay band for a classification due to the education skill factor, that classification will retain its previous rate of pay, including any market supplements or adjustments, until the comprehensive review is complete. This will apply to both incumbents and new hires. After the comprehensive review is finished, if a subsequent decision by the JJEMC results in a reduced pay band, all incumbents – including those hired after the date of the original JJEMC review that recommended a lower pay band – will maintain their original rate of pay. There will be a three-month delay before implementation of pay band changes, so that the parties can determine whether a market adjustment is necessary for new employees.

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The parties have also agreed that where a JJEMC provincial review results in an increased pay band for a classification due to the education skill factor or other factors, that pay band change will be implemented as per the collective agreement.

If you are not doing so already, we encourage you to regularly check the SGEU Health Providers [website](#) and [Facebook page](#) for updates, and to send your MLA, the Finance Minister, and the Minister of Health a letter outlining your concerns. Find a draft letter that you can send directly to the Health Minister [here](#). And if you have any questions or comments for your negotiating team, please use the "Ask Your Team a Question" feature on the website, which can be found [here](#).

In Solidarity,

Your SGEU Health Provider Negotiating Committee:

Bonnie Erickson, Chair – Kelsey Trail Health Region  
Kim Nordmarken, Vice Chair - Kelsey Trail Health Region  
Cynthia Roney - Kelsey Trail Health Region  
Wendy McPhail - Mamawetan Churchill River Health Region  
Ryan Favel - Keewatin Yatthé Health Region  
Danny Hind – Labour Relations Officer