



A Union of Specialized
Health Care Professionals

REVISED PROPOSAL

HSAS to SAHO April 26, 2011

This package is subject to agreement on all items contained herein. Should agreement not be achieved on all outstanding articles, HSAS reserves the right to revert to its last official position on each article. Provisions tentatively agreed remain tentatively resolved and agreed unless there is mutual agreement between the parties to reopen a provision to allow for amendments. Any items not previously agreed to or contained within this package remain as current.

**Errors and Omissions excepted*

**Without Prejudice*

Article 11.11 Maternity/Paternity/Adoption Leave

(f) Supplemental Employment Insurance

Maternity/Paternity/Adoption Supplemental Employment Benefit (SEB)

The Employer will implement a Supplemental Employment Benefits Plan. Employees will receive the Supplementary Employment Benefits if they meet eligibility requirements.

Maternity/Paternity/Adoption Supplemental Employment Benefit (SEB) shall apply to all Employees.

“Eligible Employee” shall mean an Employee who has completed at least thirteen (13) weeks of employment prior to commencing her/his maternity and/or paternity/adoption leave, and who is in receipt of Employment Insurance maternity or paternal/adoption benefits.

Maternity Supplemental Employment Benefits

An Employee, who is in receipt of Employment Insurance (EI) maternity benefits pursuant to the “Employment Insurance Act”, shall be paid a SEB that is equivalent to the difference between the gross weekly EI benefit the Employee is eligible to receive and seventy-five (75%) of the Employee’s regular weekly rate of pay. This SEB payment shall commence following completion of the two (2) week EI waiting period and upon submitted proof of receipt of EI benefits. The SEB payment shall continue while the Employee is in receipt of the EI Maternity benefits for a maximum of fifteen (15) weeks.

The Employer will pay seventy-five (75%) percent of the Employee’s regular weekly rate of pay for the two-week waiting period required for maternity benefits under the Employment Insurance Act.

Parental/Adoption Supplemental Employment Benefits

An Employee, who is in receipt of the Employment Insurance (EI) parental/adoption benefits pursuant to the “Employment Insurance Act”, shall be paid a SEB that is equivalent to the difference between the gross weekly EI benefit the Employee is eligible to receive and seventy-five (75%) of the Employee’s regular weekly rate of pay. The SEB payment shall commence following completion of any required two (2) week EI waiting period and upon submitted proof of receipt of EI benefits. The SEB payment shall continue while the Employee is in receipt of EI parental/adoption benefits for a maximum of ten (10) weeks.

If a two-week waiting period is required for parental/adoption benefits under the Employment Insurance Act, the Employer will pay seventy-five percent (75%) of the Employee’s regular weekly rate of pay for this waiting period.

In instances where two Employees share the paternity/adoption leave and both are in receipt of EI parental/adoption benefits, both Employees shall be eligible for the SEB to a maximum of ten (10) weeks each.

SEB Payment Calculation

- SEB payments will be based on the regular weekly rate of pay in the Employee’s home position.
- The regular weekly rate of pay shall be determined by multiplying the Full Time Employee’s regular weekly work hours by the regular hourly rate of the last day worked

prior to the commencement of the leave and excludes overtime, premiums and allowances.

- Regular weekly work hours for other than full time Employees shall be determined by calculating the average regular hours paid per week over fifty-two (52) weeks preceding the commencement of the leave.

Salary changes with an effective date during the leave will not result in an adjustment to the SEB payment.

Article 15.05 Time Off in Lieu of Overtime

An Employee shall have the option to bank time-off in lieu of overtime pay and call back pay. The time off, calculated at the appropriate overtime rates in lieu of overtime pay and call back pay, may be banked to a maximum of one-hundred twenty (120) hours. Time off in lieu shall be taken at a time mutually acceptable between the Employee and Employer and must be recorded on timesheets and work records. Any unused portion of the time in lieu bank as of February month end payroll report will be paid out prior to March 31 of each year.

Article 15.11(c) Standby and Reporting to Work

A standby payment shall be paid to each Employee so assigned on the following basis:

- (i) \$5.00 per hour for each hour on standby with a minimum payment for eight (8) hours.
- (ii) OTFT EMS Employees shall be paid on the basis of the Provincial Minimum wage rate per hour for each hour on standby with a minimum payment of eight (8) hours each day on standby.

Article 19.01 Transportation Allowance

Update mileage rate in (a), (b), (c), (d), (e) to reflect current rates.

Revise review table in (e) to:

Review Period	Effective Date
January 2009 over July 2008	April 1, 2009
July 2009 over January 2009	October 1, 2009
January 2010 over July 2009	April 1, 2010
July 2010 over January 2010	October 1, 2010
January 2011 over July 2010	April 1, 2011
July 2011 over January 2011	October 1, 2011

(g) through (j) current language remains the same.

- (k) Employees who are required to use their vehicle for the conduct of the Employer's business on a continuing basis shall be provided with a reasonably located electrified parking spot to be fully paid for by the Employer.

Article 19.06 Northern Allowance Provisions

Employees of Keewatin Yatthé Health **Region**, Mamawetan Churchill River Health **Region** and Cumberland House Health Centre shall be entitled to the following northern provisions:

(a) Northern Allowance

In addition to other pay and allowance provided for by the Collective Agreement, Employee(s) shall receive a biweekly Northern Allowance as follows:

	April 1, 2009	April 1, 2010	April 1, 2011
La Loche			\$212.00
Ile a la Crosse, Pinehouse, Sandy Bay			\$212.00
Buffalo Narrows			\$212.00
Cumberland House			\$132.00
Beauval			\$132.00
Creighton, Green Lake			\$132.00
La Ronge			\$88.00

NOTE: As per our discussion on September 29, 2010, SAHO advised they would provide the appropriate Northern Allowance numbers from the PSC contract.

Northern Allowance shall be pro-rated for Employees working less than fulltime. In addition to the above allowance Employee(s) shall receive any increase (during the life of the agreement) in the Northern Allowance in accordance with the Saskatchewan Government and General Employees Union (SGEU) and Public Service Commission (PSC) rates.

(b) Transportation Expense

Revise (i), (ii), (iii), (iv) to reflect current mileage rates.

(i) Moving and Transportation Expenses for New Employees

(i) Current language remains the same.

(j) DELETE Medivac (see new 19.08)

(j) Retention Strategies

All Employees shall receive annual retention payments after each year of service in the North. Employees shall receive the retention payment annually on their hiring anniversary date.

	April 1, 2009	April 1, 2010	April 1, 2011
La Loche	\$4,200.00	\$4,400.00	\$4,600.00
Ile a la Crosse, Pinehouse, Sandy Bay	\$4,000.00	\$4,200.00	\$4,400.00
Buffalo Narrows	\$3,650.00	\$3850.00	\$4050.00
Cumberland House	\$3,300.00	\$3,500.00	\$3700.00
Beauval	\$2,500.00	\$2,700.00	\$2,900.00
Creighton, Green Lake	\$2,000.00	\$2,200.00	\$2,400.00
La Ronge	\$1,900.00	\$2,100.00	\$2,300.00

Article 19.07 Shift Premiums

(a) Evening/Night Premium

Employees working an evening or night shift where the major portion of hours worked fall within the hours of 1500 and 0800 hours, shall be paid at their regular hourly rate plus a shift premium of **three dollars and seventy-five cents (\$3.75)** cents per hour for all hours worked.

(b) Weekend Premium

A weekend premium shall be paid at the rate of **three dollars and seventy-five cents (\$3.75)** per hour for each hour worked between 0001 Saturday and 2400 hours **Sunday**.

Article 19.08 Specialty Medical Transport

- (a) **Specialty Medical Transport (SMT) shall mean any transport, by road and/or air, which requires an Employee to have specialized and specific training which is considered to be “over and above” the continuing education credits of the profession and entry level requirements. The course length would typically be at least 40 hours in length. It shall further mean the Employee has additional responsibilities of care and safety of the patient in an isolated environment. Isolated environment shall mean those areas where there is less medical support than provided in a regular hospital or work environment, or no additional medical support beyond the medical support of the SMT personnel.**
- (b) **SMT designated positions shall have the ongoing responsibility for planning and assessing treatment policies and procedures for the SMT program.**
- (c) **For shifts designated as SMT, the employee shall be paid at a rate of 16% above their rate of pay (including any Market Supplemented rate).**
- (d) **SMT positions shall be designated as such, and shall be required, by job description and/or job posting, a minimum of one (1) year experience relevant to the required work as determined by the Employer.**

Article 20.06 Professional Standards

Employers will endeavour to provide necessary staffing to ensure safe care. If and when, in the professional opinion of the Employee at the point of care, there is insufficient staffing to provide safe, competent patient/client care, the Employee has an obligation to immediately report the situation to a Supervisor.

If the Employer agrees with the opinion of the Employee(s), the Employer shall endeavour to either provide the necessary staffing to ensure safe competent care, or if possible, transfer the client to a care area where safe care can be provided.

If the Employer disagrees with the opinion of the Employee(s) or is unable to provide the necessary staffing to ensure safe, competent care, or transfer the client, an expedited alternative to a formal grievance shall be implemented as follows:

The Employee(s) and the Supervisor shall immediately identify options for resolving the issue, attempt to reach a consensus and implement the agreed upon measures without undue delay.

Where a consensus cannot be reached between the Employee(s) and the Supervisor on a preferred course of action, or where resolution is unavailable, the employee may provide a written statement within 24 hours, to the supervisor, identifying which professional standard has not been met in her professional opinion. The Supervisor shall provide a written response to the employee(s) within 24 hours of receiving the written statement regarding that determination and outlining care delivery directives regarding the reported concerns.

In the event the Supervisor is unavailable, the Employer designate shall provide interim direction to the Employee(s) to be effective until the Supervisor can provide written direction at the earliest opportunity.

Article 30.04 Pension Plan

- (c) Employer and employee contributions for employees enrolled in the Public Employees Pension Plan (PEPP) shall be increased to **nine** percent (**9%**).

Letter of Understanding #13 Provincial Market Supplement Program

Delete LOU

Letter of Understanding #14 Determination of Market Supplement Rates

Delete LOU

Letter of Understanding #16 Re: Extended Health and Dental Plans

Further to Article 30.05, there shall be guaranteed support of HSAS current benefit levels under the SAHO Extended Health and Enhanced Dental Plans to **March 31, 2013**. Full accounting will be given for **all income and receipts**, contributions, claims and expenses attributable to HSAS from July 1, 2004. Any surpluses generated after that date will be used to support the Extended Health and Enhanced Dental Plans for HSAS Employees only. On the date the Participation Agreement between SAHO and HSAS is signed, this Letter of Understanding will become null and void.

Wage Proposal

April 1, 2009

- 4% General Wage Increase applied to the April 1, 2008 base rates of pay. For all classifications which are currently market supplemented, add 4% to the current market supplemented rate, and establish this rate as the new base rate.

April 1, 2010

- 4% General Wage Increase applied to the April 1, 2009 base rates of pay.

April 1, 2011

- 4% General Wage Increase applied to the April 1, 2010 base rates of pay.

April 1, 2012

- 6.5% General Wage Increase applied to the April 1, 2010 base rates of pay.

NOTE: Items previously agreed to remain as agreed.