

HSAS

Bargaining Update

Provided by SAHO

April 29, 2015

Q: What retroactive pay am I eligible for?

A: SAHO's proposal offers 20 months of retroactivity to be paid to HSAS employees. Bargaining has been ongoing for more than 25 months. SAHO provided HSAS with a notice over 13 months ago, on March 12, 2014, that retroactivity would cease to accumulate on September 12, 2014. The date was extended by two months to November 12, 2014. It's important for all concerned that settlements are reached in a timely manner.

Q: Why is there a proposed cap on professional fees?

A: Professional fees are determined by regulatory associations that are outside the control of the employer. Past fee increases have gone up by as much as 20% in a single year for some classifications. The cap on fees seeks a reasonable amount for fees, and can be renegotiated each agreement. This provides employers with some stability, while making professional bodies accountable to their members when determining fees.

Q: How does this offer compare to other healthcare settlements?

A. This offer provides compensation comparable to other recent healthcare settlements.

- **April 1, 2013 – 1.5%**
- **April 1, 2014 – 1.5%**
- **April 1, 2015 – 1.55%**
- **April 1, 2016 – 1.95%**

