

Dispatches

October 2004

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Notice of 2004 Annual Convention

- Who:** All HSAS Members
- What:** Annual Convention
- Where:** Delta Bessborough Hotel
601 Spadina Crescent East
Saskatoon, SK
- When:** 1:00 p.m., Saturday, November 20, 2004
- Why:**
1. Find out what your union has been up to over the past year and what challenges we face in the coming months.
 2. Hear a speaker from the National Union of Public and General Employees
 3. Discuss and vote on proposed amendments to the HSAS Constitution and By-Laws.
 4. Be eligible to win one of two (2) prizes of one hundred dollars (\$100.00) each.

HSAS Regional Council Training/Orientation

- Who:**
1. Those HSAS members who attended the November 21-22, 2003 training session in Yorkton and are still active in their Regional Council;
 2. Up to five (5) HSAS members who are active in an established Regional Council;

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Convention Agenda

- 1:00—1:30 p.m. Registration
- 1:30—1:40 p.m. Introduction and Welcome by President Chris Driol
- 1:40—2:15 p.m. Guest speaker—a representative from the National Union of Public and General Employees will speak to us on the Canadian Health Professionals Secretariat and union governance.
- 2:15—2:30 p.m. Refreshment Break
- 2:30—5:00 p.m. Business Meeting (see agenda below)
- 5:00—6:00 p.m. Social to welcome new members to our union

Business Meeting Agenda

1. Adoption of Agenda
2. Adoption of the November 22, 2003 Annual Convention Meeting Minutes
3. President's Annual Report
4. Executive Director's Annual Report
5. Committee Reports
 - (a) Finance - Presentation of Audited Financial Statements
 - (b) Negotiating
 - (c) Communication
 - (d) Education Fund
 - (e) Emergency Fund
 - (f) Grievance
 - (g) Charitable Donations
 - (h) Constitutional - Presentation of proposed amendments to the HSAS Constitution and By-Laws.
6. Announcement of results of mail-in ballot for the Executive Council seat representing Speech Language Pathologists, Audiologists, Orthoptists and Music Therapists.
7. Old Business
8. New Business

9. Member Resolutions

To ensure the whole HSAS membership is aware of what resolutions will be discussed and voted on at the Annual Convention, Executive Council requested members to mail, fax or email their resolutions and rationale no later than September 3, 2004 for publication in this edition of Dispatches. However, no resolutions were received.

10. Adjournment

11. Lottery to select winners of two (2) cash prizes of \$100.00 each. Only those who are HSAS members and are present at the draw will be eligible.

Important Reminders for the Annual Convention

1. Pre-Registration

It would greatly assist us in organizing the convention if members would let us know on or before **November 10, 2004** if you plan to attend by calling Colette Duffee in our Saskatoon office at:

Phone: 955-3399
Toll-Free: 1-888-565-3399
E-mail: hsastoon@sasktel.net

2. Expense Guidelines for Members Attending the Annual Convention

In order to be eligible for the following expense reimbursement, members **must pre-register as per item #1 above.**

- Travel – 18¢ per kilometre for members living outside the City of Saskatoon. **Car pooling is expected.**
- Childcare – to a maximum of \$30/day per child, receipts required.
- Meals – Receipts are required. To a maximum of:

Breakfast	\$ 6.00
Lunch	\$10.00
Supper	\$14.00



- Accommodation – One nights hotel accommodation for those travelling more than 3 hours one way to a maximum of \$99.00 per night plus tax.

Receipts required. Members must make their own reservations.

Here is a list of centrally located hotels you may wish to contact:

Delta Bessborough	244-5521
Sheraton Cavalier	652-6770
Raddison	665-3322

HSAS Constitution and By-Law Amendments

Over the past year, the HSAS Constitutional Committee (Ian Holton, Natalie Horejda, Diane Lieffers, Mary Wilson and Chairperson JoAnn Walker), in concert with HSAS Executive Council and legal counsel Lynn Hnatick have been working on HSAS By-Law amendments. The result of their work will be presented for approval to those attending the Annual Convention. To get to this point the following has taken place:

1. Approved by over 3/4 of Executive Council at their June 8, 2004 meeting and
2. Approved unanimously by the HSAS Board of Governors.

Note: Before an amendment to the HSAS By-Laws is presented at the Annual Convention it must be approved by at least 3/4 of Executive Council and by a simple majority of the Board of Governors.

3. A full text of the proposed Constitution and By-Laws along with an explanatory memo was sent to all HSAS members in August of this year.
4. Twenty membership meetings were held throughout the province from September 9, 2004 to October 6, 2004 to explain the proposed changes to the membership.

Note: In order for these By-Law changes to come into effect, two thirds (2/3) of the members attending the Annual Convention must vote in favour of it.

Note to HSAS Members From the HSAS Constitutional Committee

Informational meetings for members regarding the proposed new Constitution and By-Laws were completed on October 6th this fall. Twenty meetings were held throughout the province which provided members with information on why, what and how the process of proposed changes took place over this past year. The meetings were not as well attended as we would have liked but overall the response was positive with good questions coming forward.

In response to questions posed at the meetings, we offer the following clarifications:

1. The plan is to develop a procedural policy for the implementation of the delegate system upon approval of the By-Laws at the Convention.

While By-Laws provide a framework to operate they do not have to contain all procedural details. This allows for flexibility in the development and refinement of the framework as needs arise.

2. All resolutions proposing a change to either the HSAS Constitution or By-Laws must first be approved by both the Executive Council and the Board of Governors before it is placed before the Convention. While this is not a change from the current By-Laws, the threshold for approval by Executive Council has been lowered from 3/4 to 2/3.

It is common practice in the vast majority of organizations to have their governing body approve changes to the Constitution and By-Laws before being placed before the Convention.

3. In order for an ordinary resolution to be considered by the convention it must meet the following two (2) criteria:
 - (i) the resolution must emanate from either ten (10) HSAS members or Executive Council or the Board of Governors, and
 - (ii) the resolution must be received by the Secretary of the Union at least sixty-five (65) calendar days before the Convention.

Any ordinary resolution meeting the above criteria shall be presented at the convention with a recommendation from Executive Council.

At the Annual Convention this November 20, 2004, the Chair of the Constitutional Committee, JoAnn Walker, will place the following resolution before the convention for approval:

Whereas the HSAS Constitutional Committee, Executive Council and Board of Governors have approved the proposed amended HSAS Constitution and By-Laws;

Therefore be it resolved that:

- 1. The current Constitution and By-Laws last amended November 25, 2003 be rescinded and***
- 2. The proposed new Constitution and By-Laws presented this day be approved in their entirety.***

It is important to note that the document is presented for approval as a whole document, not

in parts, as it is essentially a new and complete By-Laws for HSAS along with title and numbering changes to the Constitution.

The Constitutional Committee encourages members of HSAS to read their July edition of *Dispatches* as well as their August 19, 2004 mail out to prepare for our Convention. Additionally, you may wish to visit the HSAS website at www.hsa-sk.com to review our current Constitution and By-Laws in order to compare it with the summary of changes provided to you.

The Constitutional Committee encourages members to come out and vote in favour of the new Constitution and By-Laws.

Executive Council Elections

Eight (8) Executive Council seats are up for election for the term November 2004 to November 2006.

Requests for nominations were mailed to members impacted by the vacancies at the beginning of September. As a result of the nominations process, we have six (6) seats acclaimed, one (1) contested seat and one (1) seat where no nominations were received.

I. Acclaimed Seats

<u>Professional/Composite Group</u>	<u>Number of Vacant Seats</u>	<u>Incumbent/ Health Region</u>	<u>Member Acclaimed/ Health Region</u>
Occupational Therapists	1	Mary Wilson Regina Qu'Appelle	Mary Wilson Regina Qu'Appelle
Physical Therapists, Prosthetists, Exercise Conditioning Therapists and Orthotists	1	JoAnn Walker Saskatoon	JoAnn Walker Saskatoon
Psychologists and Psychometricians	1	Dawn Phillips Saskatoon	Rupal Bonli Saskatoon
Public Health Inspectors, Infection Control Practitioners, Dental Hygienists/Therapists and Health Educators	1	Vacant	Valeria Stopanski Heartland
Recreation Therapists and Mental Health Therapists	1	Anne Robins Saskatoon	Anne Robins Saskatoon
Social Workers	1	Angie McConnell Saskatoon	Angie McConnell Saskatoon

II. Contested Seat

<u>Professional/Composite Group</u>	<u>Number of Vacant Seats</u>	<u>Incumbent/ Health Region</u>	<u>Member Acclaimed/ Health Region</u>
Speech Language Pathologists, Audiologists and Music Therapists	1	Vacant	Doug Ramsay Regina Qu'Appelle Karen Wasylenko Saskatoon

Ballots and candidate profiles have been mailed to members represented by this seat. In order to be counted, ballots must be received in the HSAS Saskatoon office no later than 5:00 p.m. Monday, November 15, 2004.

Members of this composite group who have not received a ballot are requested to phone Colette in the Saskatoon office at 955-3399 or toll-free at 1-888-565-3399.

The successful candidate will be announced at the Annual Convention and in the next edition of our newsletter, *Dispatches*, mailed subsequent to the Annual Convention,.

III. No Nominations

<u>Professional/Composite Group</u>	<u>Number of Vacant Seats</u>	<u>Incumbent/ Health Region</u>	<u>Member Acclaimed/ Health Region</u>
Dietitians and Nutritionists	1	Victoria Jurgens Prince Albert Parkland	none received

As a result of no nominations being received for this seat, Executive Council has requested that any HSAS Dietitian or Nutritionist interested in representing their colleagues call Chris Driol, HSAS President, at 955-0841 or toll-free at 1-888-565-3399. Upon receiving an expression of interest, a request for nominations will again be mailed out.

**** End of Annual Convention Information ****

Regional Council Training/Orientation (cont.)

3. Up to five (5) HSAS members in Health Regions where there is an interest in establishing an HSAS Regional Council.

What: Orientation and training for HSAS members involved in or who hope to be involved in operating or establishing an HSAS Regional Council.

Where: Delta Bessborough Hotel (Salon Batoche)
601 Spadina Crescent East
Saskatoon

When: 1:00 p.m. to 5:00 p.m. Thursday, November 18, 2004
9:00 a.m. to 5:00 p.m. Friday, November 19, 2004
9:00 a.m. to noon Saturday, November 20, 2004

We are also planning on having educational sessions Thursday and Friday evenings.

Registration:

1. In order to participate, you must pre-register on or before Monday, November 8, 2004 by calling Colette in our Saskatoon office at 955-3399 or toll-free at 1-888-565-3399.
2. Expense guidelines are as follows:

1. Wage Replacement

If you are scheduled to work the afternoon of November 18, and/or all day November 19, and/or the morning of November 20, please complete, have your Employer sign and submit an "Attendance Request for Union Business" form (available through the Saskatoon HSAS office) as soon as possible for prior approval so your Employer may bill HSAS for your wages. If you have any questions regarding completion of the form, please phone Colette in the Saskatoon HSAS office.

For those who do not live within the Saskatoon Health Region the Union paid leave will include scheduled work time missed due to travelling to Saskatoon.

2. Expenses

- (i) **Travel**—car pooling is expected. For those who use their vehicle, you will be reimbursed 18¢ per kilometre.
- (ii) **Childcare** - a maximum of \$30.00 per day-per child; receipts required.
- (iii) **Meals**—the only meal eligible for reimbursement is lunch on November 18, 2004 (to a maximum of \$10.00) if you need to travel more than one (1) hour to

arrive at the meeting. All other meals will be provided.

(iv) Accommodation

Two (2) nights accommodation will be provided at the Delta Bessborough Hotel for all participants travelling from outside the Saskatoon Health Region. Upon pre-registering with Colette, she will confirm accommodations and reserve your room.

Bargaining Update #3

Since our last update we have been informed by SAHO that David Wartman, the consultant hired to serve as their spokesperson at our table has been released and SAHO Labour Relations Consultant Tracy Thomas will be his replacement as spokesperson.



Bargaining dates have been scheduled for October 26, 27 and 28, November 23, 24 and 25 and December 14, 15 and 16.

We are currently working on our classification system and progress on improving definition of senior, etc. has been painfully slow.

In September other healthcare sector unions, SEIU, CUPE and SGEU, commenced bargaining with SAHO. Also, you have likely heard the Public Service Government Employment Sector of SGEU signed a tentative collective agreement September 30, 2004.

We take the view that the government mandate for public sector unions of 0% (for 2004), 1% (for 2005) and 1% (for 2006) does not address the recruitment, retention and workload issues facing healthcare professionals, nor does it keep pace with inflation.

The Bargaining Team has recently been informed by the HSAS Finance Committee that the union's job action contingency fund is approaching a million dollars.

SAHO and government should take no comfort in their tentative agreement with the public service as the challenges facing healthcare professionals are much different.

Funny Signs

At an optometrist's office: "If you don't see what you're looking for, you've come to the right place."

In the front yard of a funeral home: "Drive carefully. We'll wait."

Regional Council News

HSAS FIVE HILLS REGIONAL COUNCIL

Our Annual General Meeting was held on September 23, 2004. Katherine Brisbin (Assessor/Coordinator) was re-elected as Chairperson, and Gwen Moyse (Social Worker) was re-elected as Vice-Chair. Mary Lee Booth (Psychologist) is the Secretary Treasurer. Paul Sylvester (Public Health Inspector), Deign Salido (Respiratory Therapist), Shirley Lapointe (Assessor/Coordinator), Marcie Thompson (Occupational Therapist) and Dot Hicks (Rehab Exercise Therapist/Educator) are the Members-at-Large.

The next Regional Council meeting will be December 7, 2004 in the Solarium. This will be the Christmas Social. Watch for further information.

Five members from this Regional Council plan to attend the Regional Council Training Session in November.

Please feel free to contact any member of your council for any questions or comments.

We are active within the Health Region. Our members sit on OH&S, Employee Wellness and Lifestyles and Representative Workforce committees. We participate in management/employee meetings as necessary and as requested by members. We provide orientation to HSAS at the orientation sessions for new employees.

SUN COUNTRY HSAS REGIONAL COUNCIL

On Monday, September 13, 2004, in Weyburn, the Sun Country HSAS Regional Council was established. Elections were presided over by Chris Driol, our provincial HSAS President, who came to add his support to greater local involvement of the membership in HSAS. He also attended a previous meeting to assist us in that direction. Jim Jeffery our very helpful and approachable Labour Relations Consultant was also present.

The local membership carefully considered how we might establish a regional council which best suited our needs. Brent McKee from Yorkton originally encouraged us to organize a regional council. Katherine Brisbin from the Moose Jaw Five Hills Regional Council attended a formative meeting where she spoke about the advantages of forming a regional council. Murray Wotherspoon from Prince Albert Parkland conveyed some of his wise counsel in the operation of a regional council in a vast rural health region.

After sending in our expression of interest to HSAS, we convened a meeting where we established an HSAS Regional Council Working Group. They proposed, and we established, the positions of co-chairs: one represents the Estevan and the Moose Mountain areas (the east) while the other co-chair is located in the greater Weyburn area (the west). As communication amongst members and with HSAS is seen as a key goal, the position of Communications Officer was instituted as part of the executive. Added to this were the positions of Secretary-Treasurer and three members-at-large.

The following HSAS members were elected to serve on our inaugural Sun Country HSAS Regional Council:

Co-Chair Estevan and Area	Esther Marshak
Co-Chair Weyburn and Area	Rod Watson
Secretary-Treasurer	Laurie Schmidt

Communications Officer
Members-At-Large

Henry Gobeil
Maureen Kraemer
Jody Larson
Marlene Salmers

We shall develop and evolve as a vehicle to enhance the interests of the HSAS members in our region. We also hope to contribute to the overall growth and maturity of HSAS provincially.

We look forward to the partnerships with other regional councils and the HSAS Executive.

- Rod Watson

SASKATOON HSAS REGIONAL COUNCIL

Saskatoon Regional Council is having our 5th Annual General Meeting December 9th, 2004 6:30 p.m. at Saskatoon City Hospital, 2nd floor Boardroom. There will be pizza and pop provided. Elections will take place for the following positions:

- Chair;
- Vice-Chair;
- Secretary/Treasurer;
- 4 Members-at -Large.

If you would like to submit a nomination please contact Candi Thompson at 978-4016 or email at candina@shaw.ca. Come out and get involved in your union. Hope to see you all at our Annual General Meeting.

-Candi Thompson

ATTENTION: HSAS Members Working in Heartland, Prairie North and Regina Qu'Appelle Health Regions

If you are interested in forming an HSAS Regional Council, please contact:

For Heartland HSAS members:
Ian Holton
Kindersley Union Hospital
1003 - 1st Street West
Kindersley, SK S0L 1S2
Phone: 463-2611
Email: ian.holton@sasktel.net

For Prairie North HSAS members:
Rick Felix
Don Ross Centre
891—99th Street
North Battleford, SK S9A 1E9
Phone: 446-6555

For Regina Qu'Appelle HSAS members:
Debbie Matties
Regina Mental Health Clinic
3rd Floor, 2110 Hamilton Street
Regina, SK S4P 2E3
Email: dmatties@sasktel.net

HSAS Supports Education

I. Continuing Education Fund

The Continuing Education Fund was established at the October 1990 Annual General Meeting with the purpose of promoting continuing education in areas directly related to one's present position.

A lottery system is used to select applicants with five (5) names drawn on October 1st and five names on May 15th of each year. Successful applicants are eligible for a maximum of \$500.00.

It is the position of HSAS that the responsibility for assuming costs associated with continuing job related education resides with the employer. To ensure our fund is not treated as a primary source, the Education Fund Committee requires members to apply to their employer or other sources prior to making application to the HSAS Education Fund. Failure to do so will result in the disqualification of the applicant.

For the October 1st draw we had twenty-four (24) applicants. Those chosen were:

<u>Name</u>	<u>Profession</u>	<u>Health Region</u>
Richard Brenner	EMT	Heartland
Lesley Magnus	Research Therapist	Saskatoon
Nicole Pylatiuk	Physical Therapist	Regina Qu'Appelle
Kelly Thompson	EMT	Heartland
Elaine Tyerman	Physical Therapist	Saskatoon

II. 25th Silver Anniversary Scholarship Award

The 1997 Annual Convention established two (2) \$500.00 scholarships to mark the 25th Anniversary of our union. The scholarships are awarded annually to a spouse or dependent of an HSAS member enrolled in full-time studies at a post-secondary educational institution leading to a degree, diploma or certificate in an area of study currently represented by HSAS.

This year's successful applicants are:

1. B. Brown, Physical Therapist, Prairie North Health Region, whose daughter is pursuing a BSc in Occupational Therapy at the University of Alberta.
2. A. Phillips, Assessor Coordinator, Saskatoon Health Region, whose daughter is pursuing a BSc in Pharmacy at the University of Saskatchewan.

Note: Pursuant to a request from an HSAS member, Executive Council has agreed to move the deadline for completed Silver Anniversary Scholarships from July 31 to August 15 of each year.



Saskatchewan Government Budget Cuts Affect HSAS Members

In the July 2004 edition of *Dispatches*, we promised a breakdown of HSAS positions impacted by budget cuts. Here is that breakdown by Health Region.

A. Five Hills

1. One full time Social Worker position abolished with incumbent laid off.
2. One full-time Supervisor Paramedic position abolished with incumbent laid off.

B. Sunrise

1. One Infection Control Practitioner had hours reduced from six eight hour shifts to five eight hour shifts in each 2 week period.

C. Cypress

1. One full-time Mental Health Therapist position abolished and incumbent laid off.
2. One full-time Addictions Counsellor IV position abolished and incumbent laid off.

D. Saskatoon

1. One full-time Clinical Pathways Coordinator position abolished and incumbent laid off.
2. One full-time Health Educator (Dental) position abolished and incumbent laid off.
3. One part-time Health Educator (Dental) position reduced by .14 and incumbent issued a lay-off notice.
4. Two vacant full-time positions abolished:
 - 1 Staff Physical Therapist position
 - 1 Research Therapist position

E. Prairie North

1. One full-time Health Educator (Dental) position abolished and incumbent laid off.

F. Prince Albert/Parkland

1. One vacant full-time Physical Therapist position will remain vacant and won't be filled until further notice.
2. One vacant full-time Speech Language Pathologist position will remain vacant and won't be filled until further notice.

Members impacted by lay off have been contacted by the union and are being assisted through the lay off process by their HSAS Labour Relations Officer.

Extended Health and Enhanced Dental Plan (EHEDP) Update

A. Funding Issues

In our July edition of *Dispatches* we outlined how the EHEDP was in a deficit position because CUPE, SEIU and SGEU contributions to the plan were not sufficient to cover their usage costs. As a result of this, benefit reductions for those unions were being contemplated by SAHO to take effect October 1, 2004. However, we are pleased to report that on August 30 the government gave a commitment to SEIU, CUPE and SGEU to provide funding to sustain their current level of benefits for another six (6) months.

Unfortunately, this good news story raises two concerns:

1. Government has indicated this six (6) months of funding will come out of the Career Adjustment Fund. This Fund was established in 1993 to assist healthcare workers who had been laid off from work to facilitate new career options.

HSAS's position is that this extra funding should be new money and the Career Adjustment Fund should remain whole and in place for laid off workers.

2. In the future when HSAS requires funding for our EHEDP, will we have the same support from government that SEIU, CUPE and SGEU have been provided.

As part of the deal for providing this interim financing, the government requested the unions and SAHO to work with them on a tripartite committee to discuss how the Extended Health and Enhanced Dental Plan can be sustainable in the long term. Tim Slattery will serve as HSAS's representative on this Committee.

Future newsletters will keep you informed of any developments.

B. Prescription Drug Costs

The insurance underwriter for our plan, Great West Life, will be requesting families who exceed \$750.00 in annual prescription drug costs to apply to the provincial Drug Program for coverage.

In order to maintain your prescription drug coverage it is important for members who receive this request to comply.

Should you have any questions regarding this matter, please contact Tim Slattery at 955-3399 in Saskatoon or toll-free at 1-888-585-3399.



You Want to Collect Your SHEPP Pension and Continue to Work for Your Health Region

There has been some confusion about the relationship between termination and retirement in the Saskatchewan Healthcare Employees' Pension Plan. Until now, SHEPP has allowed members to retire and receive a pension without terminating their employment, subject to their employers' personnel policies and collective agreements. However, the Pensions Division of the Saskatchewan Financial Services Commission has recently ruled that termination is a requirement under *The Pension Benefits Act, 1992* and *The Pension Benefits Regulations, 1993*.

To ensure the Plan complies with the Act and Regulations, SHEPP has adopted this ruling effective immediately. Under the new rule, a member cannot collect a SHEPP pension unless the employment relationship has been severed.

Retired members who return to work for an employer participating in SHEPP will continue to collect their pension. However, they are not eligible to rejoin the Plan and add to their existing pension or to begin earning another pension. There is no minimum length of time that must pass between a retired member's termination and subsequent return to work. It may be as short as a day or some longer period as long as the initial employment relationship has been severed.

The Plan booklet will soon be amended to reflect this change and a news bulletin will be added to the SHEPP web site to advise members. If you have any questions about SHEPP's retirement provisions, please contact a Pension Officer at 751-8300 (in Regina), or toll-free at 1-866-944-4440 or email sheppinfo@shepp.ca.

Attention: HSAS Members Required to Use Their Own Vehicle for the Conduct of the Employer's Business

Pursuant to Article 19.01(e) of the HSAS/SAHO Collective Agreement, the increase in the Saskatchewan Private Transportation Index for the period January 2004 to July 2004 has resulted in the following changes to the per kilometre transportation rate effective October 1, 2004:

South of the 54th parallel
Adjust the per kilometre rate from 36.1 cents to 37.1 cents

North of the 54th parallel
Adjust the per kilometre rate from 41.1 cents to 42.1 cents

Please contact your HSAS Labour Relations Officer should you have any questions regarding this.

Grievance Corner



A. Arbitration Decision Supports HSAS Position

Facts

Our member was laid off by the employer after ten (10) years of employment. While on lay off he obtained a position in another facility within the same health region. Pursuant to Article 26.12, our member was required to serve a trial period:

26.12 Trial Period

Except as mutually agreed between the employer and the union, employees who assume a position through placement (Article 26.07)... shall be considered on trial as per Article 21.08. During this trial period, employees shall be provided with orientation and such existing in-house training as required to fulfil their new duties. Where the existing in-house training program exceeds three (3) months, this trial period may be extended by mutual agreement. During this trial period the employee may be returned to lay-off if not considered **capable** or may request same without further recourse to the bumping procedure. (emphasis in the first line in the original and thereafter added)

Prior to the end of the three (3) month trial period it was extended. It was during this extended trial period that the employer terminated his employment.

The result of this termination was that our member was returned to lay off status without recourse to the bumping procedure.

The union filed a grievance alleging the employer had erred in claiming the termination was due to the member not being capable of performing the job.

Decision

On October 12, 2004, the single arbitrator, Bob Pelton, allowed the grievance and directed the employer to reinstate the grievor and make him whole regarding lost wages and benefits. Additionally, he directed the grievor be credited the seniority he would have accrued but for the cessation of his employment.

In arriving at his decision the arbitrator stated the employer did not communicate to the grievor in writing the circumstances warranting the extension nor the improvements expected by the employer as required by Article 21.08(a):

21.08 Trial Period for Reclassification, Transfer, Promotion (a) Full Time Employees

Except where mutually agreed by the employer and the union, employees who are reclassified, transferred or promoted within the geographical

boundaries of the Regional Health Authority shall be considered on a trial in their new position for the first ninety (90) calendar days following the date of appointment to the new position. During this trial period, the employee may be returned to the former position if not considered **capable**, or may request to be returned to the position formerly held without loss of seniority at the former rate of pay.

This trial period may be extended on one (1) occasion only, up to a maximum of ninety (90) calendar days when mutually agreed between the employer and the union. It is agreed that **the circumstances warranting the extension, the improvements expected by the employer and the duration of the trial period extension will be communicated in writing to the employee on trial and the union** prior to the expiration of his/her first ninety (90) day trial period. (emphasis in the first line in the original and thereafter added)

In conclusion Mr. Pelton stated:

“The grievor’s formal education, his ten year’s of experience in the profession and what I have concluded was an overly critical, that is unreasonable and unfair assessment of his performance has satisfied me that the grievor was capable.”

Significance of Decision

Members serving a trial period can take comfort in the decision, because:

1. It reinforces the employer’s obligation during the initial ninety (90) calendar day trial period to communicate to the employee in writing the circumstances warranting the extension, the improvements expected by the employer and the duration of the trial period extension and
2. The threshold employers have to meet to terminate an HSAS member’s trial period for work performance is very high; that is, they have to demonstrate the person is incapable of performing the job.

Congratulations to LRO Mario Kijkowski and legal counsel Neil McLeod for your dedication in seeing this grievance through to a successful conclusion.

B. Additional Grievances

(i) Appendix D—Vacation Provision for Former PSC Employees

A former PSC employee who was receiving their vacation entitlement on the first day of the vacation year transferred to another Health Region. The Health Region the employee transferred to is now refusing to extend this benefit to this

person.

A grievance was filed and HSAS was prepared to proceed to arbitration but the Region relented and agreed the member could port this benefit.

(ii) Letter of Understanding #3—SGEU / PSC Sick Time Payout on Termination or Retirement

A former member of SGEU was denied his sick leave payout upon retirement. HSAS grieved this and was prepared to arbitrate the matter when the employer agreed to pay the amount owing.

(iii) Article 8.01 No Discipline Without Cause

An HSAS member was terminated by the employer alleging just cause. HSAS filed a grievance over the termination and it will be heard by arbitrator Bob Pelton in December 2004.

C. Reclassification Arbitration

Five (5) days of hearings were completed October 18, 2004 over a reclassification dispute with the Saskatoon Health Region regarding Rehabilitation Coordinators. Chairperson Phil Johnson has yet to render a decision.

Golf Shirts



The Health Sciences Association of Saskatchewan has a limited number of golf shirts available for sale. These attractive shirts, in both men's and women's styles and a variety of colours, are embroidered with the HSAS logo on the upper left chest.

The shirts may be viewed at:
<http://www.ashcity.com>
 (Styles 225444 and 125224).

The shirts are being sold at the union's cost which is currently \$36.00.

These shirts will be available for sale at the Annual Convention in November. Alternatively, you may contact Charlene in the Regina office if you are interested. She may be reached at 1-877-889-4727.

Executive Council

Executive Council is the governing body that conducts the business of the union between Annual Conventions.

Representing	Seats	Elected	Address	Term Ends
Addictions Counsellors/ Therapists	1	Terry Dodds Saskatoon Health Region	Sturdy Stone Building Addictions Services 122 - 3rd Avenue N. Saskatoon, SK S7K 2H6	Nov. 2005
Social Workers	2	Angie McConnell Saskatoon Health Region	Department of Social Work Royal University Hospital 103 Hospital Dr. Saskatoon, SK S7N 0W8	Nov. 2004
		Rick Felix Prairie North Health Region	Don Ross Centre 891 - 99th Street North Battleford, SK S9A 1E9	Nov. 2005
Assessor/Coordinators	2	Debbie Matties Regina Qu'Appelle Health Region	Regina Mental Health Clinic 3rd Floor, 2110 Hamilton Street Regina, SK S4P 2E3	Nov. 2005
		Tanis Sibley Heartland Health Region	Kindersley Union Hospital 1003 - 1st Street West Kindersley, SK S0L 1S2	Nov. 2005
Speech & Language Pathologists, Audiologists, Orthoptists, Music Therapists	1	Vacant		Nov. 2004
Respiratory Therapists, Perfusionists	1	Warren Chykowski Saskatoon Health Region (Respiratory Therapist)	Royal University Hospital Respiratory Therapy Dept. Box 50, 103 Hospital Dr. Saskatoon, SK S7N 0W8	Nov. 2005
Emergency Medical Technicians, Dispatchers, Paramedics	2	Ian Holton Heartland Health Region (EMT-A)	Kindersley Union Hospital 1003 - 1st Street West Kindersley, SK S0L 1S2	Nov. 2005
		Kateri Singer Regina Qu'Appelle Health Region (Paramedic)	Emergency Medical Services Box 3930 Regina, SK S4P 3R8	Nov. 2005
Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists	2	JoAnn Walker Saskatoon Health Region (Physical Therapist)	Community Services Royal University Hospital 103 Hospital Dr. Saskatoon, SK S7N 0W8	Nov. 2004
		Bonnie Yake Regina Qu'Appelle Health Region (Physical Therapist)	Wascana Rehab Centre 2180 - 23rd Avenue Regina, SK S4S 0A5	Nov. 2005
Public Health Inspectors, Infection Control Practitioners	1	Vacant		Nov. 2004
Pharmacists	1	Nicole Bidwell Regina Qu'Appelle Health Region	Pharmacy Department Regina General Hospital 1440 - 14th Ave. Regina, SK S4P 0W5	Nov. 2005
Occupational Therapists	1	Mary Wilson Regina Qu'Appelle Health Region	Occupational Therapy Dept. Pasqua Hospital 4101 Dewdney Avenue Regina, SK S4T 1A5	Nov. 2004
Recreation Therapists, Mental Health Therapists	1	Anne Robins Saskatoon Health Region (Recreation Therapist)	McKerracher Centre 2302 Arlington Ave. Saskatoon, SK S7J 3L3	Nov. 2004
Psychologists, Psychometritians	1	Dawn Phillips Saskatoon Health Region (Psychologist)	Ellis Hall Royal University Hospital 103 Hospital Dr. Saskatoon, SK S7N 0W8	Nov. 2004
Dietitians, Nutritionists, Dental Hygienists/ Therapists, Health Educators	1	Victoria Jurgens Prince Albert Parkland Health Region (Dietitian)	Community Dietitian Shellbrook Hospital Box 70, 211 - 2nd Ave. West Shellbrook, SK S0J 2E0	Nov. 2004

Executive Officers

The **Executive Officers** are elected from and by Executive Council for a one (1) year term except the President, who is elected for a two (2) year term by the general membership.

President Chris Driol Addictions Counsellor	Treasurer Warren Chykowski Respiratory Therapist
First Vice-President Kateri Singer Paramedic	Second Vice-President/Secretary Mary Wilson Occupational Therapist

Board of Governors

The **Board of Governors** provide guidance and counsel to Executive Council on all matters regarding administration of the Union. Any member having served at least four (4) years on Executive Council, at least two (2) of which as an officer, shall be eligible for election to the Board of Governors for a seven year term. The current Governors are:

Ted Makeechak Physical Therapist	Natalie Horejda Physical Therapist
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Committees

Standing

2004 Annual Convention

Warren Chykowski (Chair)
JoAnn Walker

Constitutional

Ian Holton
Natalie Horejda
JoAnn Walker (Chair)
Mary Wilson

Grievance

Nicole Bidwell (Chair)
Ian Holton
Scott Thomson
Bonnie Yake
Anne Robins (Alternate)
Tanis Sibley (Alternate)

Regional Council Development

Terry Dodds (Chair)
Debbie Matties
Mary Wilson

Charitable Donations

Dawn Phillips (Chair)
Anne Robins

Emergency Fund

Tanis Sibley (Chair)
Tim Slattery
Bonnie Yake

Negotiating

Chris Driol (Chair)
Ian Holton
Mario Kijkowski
Robert Shaw
Tim Slattery
Mary Wilson

Education Fund

Ted Makeechak (Chair)

Communications

Terry Dodds (Chair)
Ian Holton
Natalie Horejda
Jim Jeffery
Tim Slattery
Eileen Zaba

Finance

Laura Carney
Warren Chykowski (Chair)
Lynn Regier
Tim Slattery
JoAnn Walker

Ad Hoc

Archives

Terry Dodds
Kevin Glass
Ian Holton
Mary Wilson (Chair)

Regional Councils

Upon approval of Executive Council the HSAS By-Laws provides for members in each Health Region to organize themselves into an HSAS Regional Council. Once established, Regional Councils can act on matters of local concerns. Active Regional Councils are as follows:

Sunrise Regional Council - Tamara Dobmieier (Chair)
Five Hills Regional Council - Katherine Brisbin (Chair)
Keewatin Yatthé Regional Council—Virgil Paul (Acting Chair)
Prince Albert Parkland Regional Council - Ruby Lafayette (Chair)
Saskatoon Regional Council - Candi Thompson (Chair)
Sun Country Regional Council—Rod Watson (Chair)

Note: If members in other regions are interested in forming a Regional Council, please contact Terry Dodds - Chair of the Regional Council Development Committee. Terry can be contacted at (306) 655-4108 or:

Sturdy Stone Building
Addiction Services
122 - 3rd Avenue North
Saskatoon, SK S7K 2H6

Saskatoon HSAS Staff

#42 - 1736 Quebec Avenue
Saskatoon, SK
S7K 1V9

Phone: (306) 955-3399
Toll-Free: 1-888-565-3399
Fax: (306) 955-3396
E-mail: hsasstoon@sasktel.net

Tim Slattery slatteryt.hsas@sasktel.net
Executive Director

Kevin Glass glassk.hsas@sasktel.net
Labour Relations Officer

Al Shalansky shalanskyal.hsas@sasktel.net
Labour Relations Officer

Lynn Regier regierl.hsas@sasktel.net
Administrator

Colette Duffee hsasstoon@sasktel.net
Secretary/Receptionist

Crystal Larson larsonc.hsas@sasktel.net
Secretary/Receptionist

Saskatoon Labour Relations Officers' Assignments

We encourage members' concerns and questions be directed to the staff person assigned to their Regional Health Authority/Worksite.

Kevin Glass
Phone: 955-5712
E-mail Address: glassk.hsas@sasktel.net
Toll-Free: 1-888-565-3399

Heartland
Keewatin Yatthé
La Ronge EMS
Mamawetan Churchill River
Prairie North
Saskatoon

- Idylwyld Health Centre - Public Health Services
- Kinsmen Centre
- McKerracher
- Parkridge
- Royal University Hospital
- Sherbrooke
- Stensrud Lodge
- Youth Services

Al Shalansky
Phone: 955-3454
E-mail Address: shalanskyal.hsas@sasktel.net
Toll-Free: 1-888-565-3399

Kelsey Trail
Prince Albert Parkland
Saskatoon

- Calder Centre
- Idylwyld Health Centre - Client/Patient Access Services
- Nurses Alumnae Wing
- Saskatoon City Hospital
- St. Paul's Hospital
- Sturdy Stone
- rural areas

Regina HSAS Staff

#180 - 1230 Blackfoot Drive
Regina, SK
S4S 7G4

Phone: (306) 585-7751
Toll-Free: 1-877-889-4727
Fax: (306) 585-7750
E-mail: hsasregina@sasktel.net

Jim Jeffery jefferyj.hsas@sasktel.net
Labour Relations Officer

Mario Kijkowski mario.hsas@sasktel.net
Labour Relations Officer

Charlene Hebert hsasregina@sasktel.net
Secretary/Receptionist

Regina Labour Relations Officers' Assignments

We encourage members' concerns and questions be directed to the staff person assigned to their Regional Health Authority/Worksite.

Jim Jeffery
Phone: 585-7753
E-mail Address: jefferyj.hsas@sasktel.net
Toll-Free: 1-877-889-4727

Mario Kijkowski
Phone: 585-7754
E-mail Address: mario.hsas@sasktel.net
Toll-Free: 1-877-889-4727

Cypress
Regina Qu'Appelle
· Alcohol and Drug Services
· Community Health Centres
· Hearing Aid Plan
· Mental Health Clinics
· Public Health Services
· Wascana Rehabilitation Centre
Sun Country

Crestvue Ambulance Services
Five Hills
Kilbach's Ambulance Services Ltd.
Regina Qu'Appelle
· Cupar and District Nursing Home
· Emergency Medical Services
· Extendicare
· Home Care/SWADD
· Lumsden and District Heritage Home
· Pasqua Hospital
· Regina General Hospital
· Regina Lutheran Home
· Regina Pioneer Village
· Santa Maria Senior Citizens Home
Sunrise

Visit us on the Web at www.hsa-sk.com !

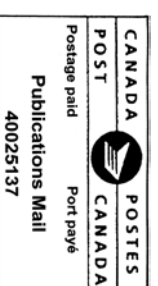




Please return all Canadian undeliverable addresses to:

#412 - 1736 Quebec Avenue
Saskatoon, SK
S7K 1V9

Email: larsonc.hsas@sasktel.net



Note: If any of your colleagues express concern about not receiving their newsletter, please have them call the Saskatoon Office.

Dispatches is published for the information of members of the Health Sciences Association of Saskatchewan.

Check out our Web Site !
www.hsa-sk.com

