

Frequently Asked Questions regarding the Tentative Agreement

July 20, 2011

I've heard a lot of different dates regarding the Tentative Agreement. What do they all mean?

Date of signing of the Memorandum of Agreement (Tentative Agreement) was July 8, 2011. That is the day HSAS met with SAHO to formalize the agreement that had been reached.

Date of Ratification – this date will occur once HSAS receives all ballots back from the membership. Once all the votes have been counted, and if the membership votes to accept the Tentative Agreement, HSAS will advise SAHO that the agreement has been ratified. When SAHO advises us that the Council of CEOs of the health regions have also voted and ratified the tentative agreement on behalf of the health regions, then the agreement will be considered ratified by both parties. This will form the date of ratification. The SEB (mat leave top-up) is effective on this date.

Date of Signing of the Collective Agreement – this is the date that the formal changes to the Collective Agreement will be signed off on by both parties. HSAS has offered a date in mid-August for this signing. We are waiting on a response from SAHO as to whether or not this date will work for them. All articles, other than retro pay on base wage rates and market supplement wage rates, and the SEB come into effect on this date. The Market Adjustment wage rates take effect on this date. After the agreement is signed, HSAS and SAHO will work together to get it printed and sent out to the membership.

I have applied for another position in the health region. Will I still get my retro pay?

Yes, if you remain with your current employer, but obtain a new position, you will still receive your retro pay.

I have started working for a different health region. Will I still get my retro pay?

Yes, but you will have to apply to your previous health region employer to receive the pay. Please contact your former manager.

So if members vote in favour of this agreement...WHEN WILL I GET MY RETRO PAY?

SAHO has told us it will take 12-16 weeks from the date the Collective Agreement is signed for retro-pay to be paid. When we have a definite pay period identified, we will make that information available.

I belong to a group that does not currently receive a market supplement. How do we prove that we need a market supplement for my group?

We rely on our membership to provide us with the necessary information to go through the Market Supplement process. If you are concerned about the level of service your profession is able to provide, we need to hear from you. For example: Are there vacancies? Have those vacancies been posted? Were they able to fill those vacancies? Why are people leaving? Are they able to recruit experienced professionals? Do you work overtime? Do you get paid for it? How often? Do you work standby? How often are you called back? Have there been service cuts or management directives to scale back the

level of service you have usually provided? What impact has this had on programs? Are you replaced when you go on vacation? Any information you can provide related to the work environment will help us make the most of the Market Supplement program.

So although OTFT EMS standby increased to \$5.00 per hour, I still don't think it will help us recruit. We are already short and no one will come to work here for an additional \$.80 an hour. I am worried that my community won't have the service. What happens then? The next contract seems far away to fix things.

Any time you know of an EMS service that is in a compromised situation to respond to calls or provide appropriate service levels, please let us know. EMS issues were brought forward in this round of bargaining with our media campaign and service stories directly related to EMS. However, there is still more to be done. When we are made aware of situations where patient care has been compromised, we will examine all of our options for addressing it with the Government and with the public.

I don't like that my wage increases are applied to the base rate and not the market supplement rate that I receive. I am not really seeing the full increase. Why can't we change that? It doesn't seem fair.

HSAS proposed this round to dissolve the Market Supplement program and establish the market supplemented rates as the base rates. SAHO refused to consider that proposal. However, next round we will be examining the Market Supplement once again and attempting to address its issues. We know the shortcomings of this program and we repeatedly brought them to SAHO's attention, but SAHO refused to acknowledge the problems.

I am a permanent part time employee. I had asked to reduce my hours to less than what I am working right now for a year but my manager said no because my contract didn't allow me to. The new language in the tentative agreement looks like I can do that now. Am I reading this right? What if my manager still won't let me reduce my hours?

Yes, you are correct. This was a change that HSAS negotiated in this round of bargaining. Previously, only full-time employees could reduce their hours of work. It is now possible for part-time employees to temporarily or permanently reduce their hours of work. If your manager still won't allow you to reduce hours, even with the changes to the agreement, please contact your Labour Relations Officer for assistance in challenging your manager's decision.

I am an OT who works in acute care and who graduated with a Masters degree. All of the schools only have Masters degrees now, no Bachelors degrees. I see a Masters rate in the wage table but I have been told that I won't be getting the Masters rate. Why not? This does not seem to be fair. I spent more time in University and have accumulated more debt and now I don't get any credit for that.

It is a management right to determine what qualifications are required for a position. The only way that right is trumped is if a certain level of education is required by law. For example, to be considered a Social Worker, the law requires that you must have a Bachelor of Social Work. Until the Government acknowledges the Masters degree as the requirement to be a licensed Occupational Therapist in Saskatchewan, the employer has the right to minimally request a Bachelor's degree and pay at that level. We recommend that you ask your professional body to continue to advocate the Government to acknowledge the Master's level of education as the standard in the province of Saskatchewan.