

Negotiation Timeline

April 3, 2009

SAHO and HSAS agreed to meet to exchange proposals. The HSAS Negotiating Committee met with SAHO and tendered our complete proposal package; SAHO provided an incomplete proposal and demanded the right to add more items later.

April 22, 2009

HSAS asked them to assure us that they did not intend to introduce substantial new proposals in the future. They agreed to this verbally but then refused to do so in writing. We proposed language to try to rectify the situation. SAHO refused.

May 2009

Due to the impasse concerning SAHO's refusal to negotiate in good faith, a Conciliator was appointed to mediate talks. SAHO refused to follow the advice of the conciliator and talks broke off. SAHO then filed an unfair labour practice against HSAS. In response, HSAS filed two unfair labour practices against SAHO.

September 2009

SAHO tabled their final offer to the provider unions (CUPE, SEIU, SGEU) which confirmed our concerns with SAHO's approach to bargaining. This final offer includes a significant number of new take aways proposals and, low financial compensation.

January 2010

Two days are scheduled for the Labour Relation Board Hearing for the unfair Labour Practices. No negotiations will take place before this process takes place and a decision has been given.