SUN- SAHO COLLECTIVE AGREEMENT FACT SHEET
FOR THE PERIOD APRIL 1, 2008 TO MARCH 31, 2012

Article No.	Change made New Article Wording (indicated in bold)	Application/Interpretation/Effective date
7.03(c) and (d)	No change to wording	If a scheduled overtime shift is changed/cancelled during the confirmed and posted period, SUN will consider article 7.03(c)and (d) to apply and that the Employer shall be required to pay double time (2X) for all shifts so changed.
8.02	Overtime rate increased to two times (2X)	Effective: July 6, 2008
9.01	In-Charge premium increased to $1.90 per hour	Effective date of signing: July 6, 2008
10.01	Temporary Supervisor Assignment rate increased to 5.5% over the Employee's current hourly rate	Effective: July 6, 2008
12.03	Standby rate increased to $3.15 per hour	Effective: July 6, 2008
14.01	Shift premium increased to $3.25 per hour Increased to $3.75 per hour	Effective: July 6, 2008 Effective: April 1, 2009
14.02	Weekend premium increased to $2.60 per hour Increased to $3.10 per hour	Effective: July 6, 2008 Effective: April 1, 2009
14.04	RN/NP premium of $6.00 per hour for all hours worked as a Registered Nurse (Nurse Practitioner).	SUN believes the RN/NP premium should be paid on all hours worked in the role of RN/NP including meetings/education, etc. effective July 6, 2008
15.03	Vacation year changed to April 1 to March 31	Changed to match the Employers fiscal year
15.13	Vacation Requests must be submitted by February 1 Confirmed vacation schedule to be posted by March 1	
16.01	Family Day added as a statutory holiday	
17.04(e)	Supplemental Employment Insurance benefits added	Effective: July 6, 2009
17.17	Employees shall have access to the Deferred Salary Plan	Details outlined in February 8, 2008 Memorandum of Agreement
22.01	Probationary employees are only able to exercise Article 27 rights in applying for positions where a new position would result in an increase in hours, change of status or classification	This will limit probationary employees from moving within their permanent position to other positions with the same FTE

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27.01d) 1 and 2	Do not apply for the period of the Collective Agreement	In keeping with LOU #12
27.06	**Minimum Number of RN/RPN Positions** **In order to stabilize the current nursing workforce, Regional Health Authorities shall maintain, as a minimum, the number of full time equivalent RNs and RPNs (including vacancies) employed by each Regional Health Authority as of November 1, 2007, for the duration of the collective agreement.** **The Employer shall provide the Union with quarterly reports of paid full time equivalents**.	This language is to reflect that the figures as of November 1, 2007 equal the minimum number of RN/RPNs in each Regional Health Authority.
27.07(a)	**A new graduate shall be defined as an individual who commences employment with a temporary graduate license.** **Addition of reference to Graduate Psychiatric Nurses**	
27.07(b)	Graduate nurses may be hired into full time **or other than full time positions** in the New Graduate Recruitment Program.	It recognizes that new grads may want to go into OTFT positions.
27.07(c)	**At the time of hire, new graduates shall be informed of the Mentorship Program outlined in Article 42.05.**	
27.08	**At the time of hire, foreign-trained Registered Nurses and Registered Psychiatric Nurses shall be informed of the Mentorship Program outlined in Article 42.05.**	Foreign trained reference was SAHO's wording and was part of the "final offer".
27.13	**Permanent OTFT-RPT Vacancies of 0.3 FTE or Less** **In consultation with the Local where permanent OTFT-RPT positions of 0.3 FTE or less are vacated, the Employer may offer permanent existing OTFT – RPT Employees, within the applicable work area, in order of seniority, the opportunity to increase their hours.** **Where additional hours are added to an Employee's position, new Letters of Appointment for affected OTFT – RPT Employees shall be issued.** **In the event the Employer is unable to fill the existing vacancy, as outlined above, the vacated**	Local executive must be consulted prior to the permanent vacancies being offered to senior OTFT staff.

	position shall be posted and filled in its entirety according to 27.01.	
28.02(c)	Does not apply for the duration of the Agreement	In keeping with LOU #12
39.02	**A foreign-trained Registered Nurse or Registered Psychiatric Nurse with a temporary license who becomes registered within the first eight (8) months of employment shall have her rate of pay adjusted as per Article 48.02.**	Part of SAHO's final offer. SUN considered redundant since IENs are considered Grad Nurses until they pass the CRNE exam and are to be treated the same as new graduates.
42.03	**Employees shall be granted annually up to eight (8) hours of paid professional development leave per full time Employee, pro-rated for other than full time on the basis of hours worked. Unused days are not cumulative from one calendar year to another. Utilization of this leave is subject to advance approval by the Employer with respect to timing and course content.**	Effective July 6, 2008 and was not to be prorated for 2008. The Employer still has the right to approve when and what.
42.04	Orientation is to be provided to an Employee who returns to her position after an extended period.	The orientation program to be provided will be determined through **Employer needs assessment and Employee consultation**. The Employer and Employee will discuss required work assignment adjustments before the commencement of orientation.
42.04(c)	**Employees, at the time of hire, shall be informed of the Mentorship Program outlined in Article 42.05.**	
47.05	**Definition – Mentoring involves a voluntary, mutually beneficial and long-term professional relationship between new hires and/or new graduates and current employees.** The Mentorship Program is to be established as a Regional level. **On a one-time basis for each mentor and newly hired Employee, the Employer shall provide a minimum of sixteen (16) hours of paid leave to attend these educational sessions.**	

58.05	Professional Standards **Employers will endeavour to provide necessary staffing to ensure safe care. If and when, in the professional opinion of the Registered Nurse or Registered Psychiatric Nurse at the point of care, there is insufficient staffing to provide safe, competent nursing care, the RN or RPN 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 nursing 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 SUN Work Situation Report 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 at the unit level, 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.	
60.06	**Employee(s) who are assigned as a preceptor shall be paid a premium of sixty-give cents ($0.65) per hour, in addition to all other premiums, for all assigned hours spent preceptoring. This premium shall only apply where preceptor duties do not constitute the Employee's regular job duties, as evaluated by the position evaluation tool.**	This preceptor premium should also be paid when acting as a preceptor to with respect to the Basic Critical Care Course.
61.04(b)	**(b) Influenza Vaccine** **The parties agree that influenza vaccinations may be beneficial for patients and Employees. Upon a recommendation pertaining to a facility or a specifically designated area(s) thereof from the Medical Health Officer or in compliance with applicable provincial legislation, the following rules shall apply:** **1) Employees shall, subject to the following, be required to be vaccinated for influenza.** **2) If the full cost of such immunization is not covered by some other source, the Employer shall pay the full or incremental cost for the vaccine and will endeavour to offer vaccinations during the Employee's working hours. In addition, Employees will be provided with information, including risks and side effects, regarding the vaccine.** **3) Employers recognize that Employees have the right to refuse any required immunization.** **4) If an Employee refuses to take the vaccine required under this provision, in the event of an outbreak in the facility, the Employee shall be placed on unpaid leave of absence. The Employee has the option of taking antiviral drugs and returning to work when cleared or not taking the antiviral drugs and being reassigned by the Employer where practicable. If an Employee is placed on unpaid leave, she may use vacation credits or banked time in lieu of overtime as per Article 8.03 and 15.01 in order to maintain her**	Employer proposal. Contained in the final offer. Employees have the right to refuse the influenza vaccine but in the event of an outbreak they may be placed on an unpaid LOA. They would be able to access vacation or banked overtime for the LOA period of time.

	income. **5) If an Employee refuses to take the vaccine because it is medically contra-indicated, and where a medical certificate is provided to this effect, she will be reassigned during the outbreak period, unless reassignment is not possible, in which case the Employee will be paid in accordance with Article 18. It is agreed that any such reassignment will not adversely impact the scheduled hours of other Employees. Any time lost shall not result in loss of the Employee's sick leave credits.** **6) If an Employee gets sick as a result of the vaccination, and applies for Workers' Compensation Benefits, the Employer will not oppose the claim.** **7) Notwithstanding the above, the Employer may offer the vaccine on a voluntary basis to Employees free of charge.** **This clause shall be interpreted in a manner consistent with the Saskatchewan Human Rights Code.**	
Rates of Pay	**Long Service Recognition** **Commencing April 1, 2008, 2% will be added to the basic rate of pay for each Employee who has completed 20 years of employment in the bargaining unit for so long as she remains employed in the bargaining unit.**	Includes periods of employment in the bargaining unit which have been interrupted by a break in service.
LOU #12	**LETTER OF UNDERSTANDING #12** **BETWEEN** **SASKATCHEWAN UNION OF NURSES AND SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS** **RE: Maintaining Minimum Staffing Provisions Related to** **Hiring Targets** **This Letter of Understanding shall be in effect from April 1, 2008 to March 30, 2012. For clarity, this**	A position can only be abolished where there has been a reduction of service; a facility or unit closure; or a merger/transfer as provided by Articles 28, 30 and 31.

	Letter of Understanding shall expire on March 30, 2012 and shall not continue beyond that date. **Notwithstanding other articles of the current collective agreement, no nursing position or vacancy will be abolished by the Employer except in circumstances of reduction of service, facility or unit closures, mergers or transfers as provided by Articles 28, 30, and 31.** **Where positions are abolished in accordance with Articles 28, 30, and 31 the Employer shall meet with the Union to provide information pertaining to where the Employer has or will create positions within the RHA equal to the number of RN/RPN Full Time Equivalents abolished. In the event that the number of RN/RPN full time equivalents falls below the number established November 1, 2007, by Regional Health Authority, as a result of abolished positions per Articles 28, 30 and 31, the Employer shall meet with the Union to advise where the Employer shall simultaneously create and post positions equal to the number of RN/RPN full time equivalents abolished.** **There will be no replacement by other health care providers during the life of this Letter of Understanding except in the following circumstance. In order to meet the Employers' operational needs, where a vacancy cannot be filled through normal job postings and recruitment initiatives, the Employer shall continue to post the vacancy. However, after providing written notice to the Union, the Employer may employ other health care providers on a temporary basis, not to exceed 6 months to offset the vacancy while recruitment attempts continue. Upon mutual agreement the temporary offset may be renewed for a specified period. The agreement for a renewal shall not be unreasonably withheld by either party.**	