

# COLLECTIVE AGREEMENT

Between



*Saskatoon  
Community  
Clinic*

COMMUNITY HEALTH SERVICES (SASKATOON) ASSOCIATION LTD.

and

**CUPE** / Canadian Union  
of Public Employees

**LOCAL #974**

**April 1, 2022 to March 31, 2027**

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THIS AGREEMENT MADE THIS 21<sup>st</sup> DAY OF March, 2025

BETWEEN: THE COMMUNITY HEALTH SERVICES (SASKATOON)  
ASSOCIATION LIMITED, in the City of Saskatoon,  
Hereinafter called the "Employer",  
OF THE FIRST PART

AND: THE CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL NO. 974, being a chartered Local Union  
of the Canadian Union of Public Employees (C.L.C.)  
Hereinafter called the "Union",  
OF THE SECOND PART

### **LAND ACKNOWLEDGEMENT**

We acknowledge the Saskatoon Community Clinic is located on Treaty 6 Territory, land of the Nêhiyawak (neh-Hee-o-wuk), Anihšīnāpē (ah-NI-shi-NAH-beh), Nakota, Dakota, and Lakota Peoples and homeland of the Métis (mey-tee). We proudly serve relatives from many First Nations across Saskatchewan.

As an organization who abides by co-operative principles, it is particularly important for us to recognize our role in truth and reconciliation. This includes acknowledging that treaties were meant to serve as a framework for living together and sharing this land; but the spirit of the treaties has not always been upheld, to the benefit of the non-Indigenous peoples.

We recognize the need to stop reproducing colonialism in the care we provide. We commit to seeking out opportunities to work beyond the existing system where we can and demanding better of the system where we cannot.

We must acknowledge the harms and injustices of the past and present and the intergeneration health inequalities that persist today. We do not turn away from the trauma and tragedy with which countless Indigenous persons live today.

We also recognize our common humanity and the work of so many. Despite significant systemic efforts to erase Indigenous Peoples – outlawing languages, cultural practices, and political traditions and forcibly removing children from families – Indigenous Peoples and their traditional world views, knowledge and practices have survived and continue their revival today. We strive to honour and support Indigenous Peoples and this important work through the healthcare we provide.

## **PREAMBLE**

The parties to the agreement recognize the Saskatoon Community Clinic is committed to the provision of co-operative interdisciplinary primary health care with a specific focus on serving vulnerable members of our community.

The parties to the agreement also share the objective of maintaining and further fostering a collaborative relationship to ensure a positive workplace environment for employees.

## **ARTICLE 1 - PURPOSE**

The Employer and the Union mutually agree that the purpose of this Agreement shall be:

- a) To establish wage rates, hours of work and other working conditions as outlined in the contract;
- b) To provide a method of settlement of disputes and grievances of all employees covered by this Agreement;
- c) To promote an efficient operation and harmonious relations.

## **ARTICLE 2 - INTERPRETATION**

For the purpose of this Agreement the expression:

- a) "Employer" shall mean the Board of Directors of Community Health Services (Saskatoon) Association Limited.
- b) "Employee" or "employees" shall mean any person who is retained in the employ of the Employer.
- c) "Permanent employee" shall mean a person who has completed their probationary period and is retained in the employ of the Employer.
- d) "Full time employees" are employee(s) whose normal hours are one thousand nine hundred and fifty (1950) per year.
- e) "Part time employees" are employee(s) who work less than full time on a scheduled or unscheduled basis with a minimum number of guaranteed hours per pay period.
- f) "Casual employees" are employee(s) who work on a scheduled or unscheduled basis without guaranteed hours and who are available on a call-in basis.
- g) "Temporary employees" are those who are hired to fill a term position.

- h) The pronouns “they/them/theirs” are used to denote gender neutral persons both singular and plural.
- i) “Term position” is a part time or full-time position required for a fixed period of time greater than thirty (30) calendar days and to a maximum of two years.

### **ARTICLE 3 - SCOPE**

This agreement shall apply to all employees employed by the Community Health Services (Saskatoon) Association Limited, Saskatoon, Saskatchewan, except the Executive Director, Administrative Assistant, Medical Physicians, Controller, Confidential Secretary, and Directors of the following departments: Diagnostic Services, Physical Therapy, Clinical Operations, Counselling and Community Services, Member & Public Relations, Pharmacy, Nursing, Environmental Controls, Human Resources, and Westside Services.

### **ARTICLE 4 - DURATION OF AGREEMENT**

This Agreement shall be effective from the 1<sup>st</sup> day of April, 2022 and shall remain in force until 31<sup>st</sup> day of March, 2027, and thereafter from year to year but either party may, not less than sixty (60) days nor more than one hundred and twenty (120) days before the expiry date of the Agreement give notice in writing to the other party to negotiate a revision thereof.

### **ARTICLE 5 - UNION SECURITY**

#### 5.01 a) Recognition

The Employer agrees to recognize the Union as the sole collective bargaining agent for the employees covered by this Agreement, and hereby consents and agrees to negotiate with the Union, or its designated representatives, in any and all matters affecting the relationship between the Employer and the employees. The Employer also agrees that the Union may have the assistance of a representative of the Canadian Union of Public Employees in any negotiations or discussions between the parties to this Agreement.

#### b) Discrimination

The Employer agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any employee in the matter of hiring, wage rates, benefits (except Superannuation, as limited by statute), training, up-grading, up-dating, promotion, transfer, lay-off, recall, discipline, discharge, any other terms and conditions of employment outlined in this Collective Agreement, or otherwise by reason of age, race or perceived race, creed, colour, national or ethnic origin, political or religious affiliation, sex or marital status, family status, sexual orientation, gender identity or expression, place of residence, nationality, ancestry, disability, receipt of public assistance, nor by reason of their membership or activity in the Union.

c) Crossing of Picket Lines During Strike

An employee covered by this Agreement shall have the right to refuse to cross a picket line or to handle goods from an Employer where a strike or lockout is in effect. Failure to cross such a picket line or handle goods from an Employer where a strike or lockout is in effect by a member of this Union shall not be considered a violation of this Agreement, nor shall it be grounds for disciplinary action.

5.02 Membership

- a) Every employee who is now or hereafter becomes a member of the Union shall, as a condition of their employment, maintain membership in the Union and every new employee whose employment commences hereafter shall within thirty (30) days after the commencement of their employment, apply for and maintain membership in the Union as a condition of their employment.
- b) The Employer agrees to name a representative or representatives who will introduce each new employee at the time of hire to the President or other designated representative or representatives of the Union and such representative(s) will acquaint new employees with the fact that a Union Agreement is in effect and with all conditions of employment and will provide the new employee with a copy of the Agreement.
- c) All employees covered by this Agreement shall, within thirty (30) days of employment, as a condition of continued employment, pay the Union dues, fees and assessments of the Union.

5.03 a) Dues Check-Off

The Employer agrees that upon written request by the Union, accompanied by signed authorization cards, monthly dues shall be deducted for and on behalf of all employees who are members of the Union, and such monies shall be paid to the Secretary-Treasurer of the Union each month not later than the tenth (10<sup>th</sup>) day following such deductions, accompanied by a list of names of all employees for and on behalf of whom such deductions have been made and a list of the names of all new employees and employees who have severed employment during the preceding month.

b) Dues Receipt

At the same time that Income Tax (T-4) slips are made available, the Employer shall include the amount of Union dues paid by each Union member in the previous year.

5.04 No employees shall be required or permitted to make a written or verbal agreement with the Employer or the Employer's representatives which may conflict with the terms of this Collective Agreement.

## 5.05 Union Representation in Meetings

It is a requirement for an officer of the Union to attend any meetings the Employer and/or Employer representatives have with employees pertaining to labour relations matters, discipline, or any investigation that may lead to disciplinary action being taken. Any employee who is requested to meet formally with the Employer shall, prior to the commencement of such meeting, be informed of the nature of the discussion. An officer of the Union shall be made available to the Employer at the convenience of the Employer. Leave to attend the meeting will not be unreasonably withheld. An up-to-date list of Union Officers and Shop Stewards will be provided to the Employer by the Union. Nothing in this article precludes the Employer's right to meet with employees at its discretion to give direction, provide coaching, and/or provide company information without the need to provide union representation.

## **ARTICLE 6 - COMMITTEES**

### 6.01 Labour Management Committee

A Labour Management Committee shall be established consisting of up to three (3) representatives of the Union and up to three (3) representatives of the Employer. The committee shall enjoy the full support of both parties in the interests of providing high quality health care services to our members and patients and job security for the employees.

#### a) Function of the Committee

The committee shall concern itself with the following general matters:

- i) Considering constructive criticisms of all activities so that better relations shall exist between the Employer and the employees.
- ii) Improving and extending services to our members and patients.
- iii) Promoting safety and sanitary practices.
- iv) Reviewing suggestions from employees, questions of working conditions and service (but not grievances concerned with service).
- v) Correcting conditions causing grievances and misunderstandings.
- vi) Workload Management  
It is recognized as a joint responsibility to maintain a work environment which is conducive to high quality care while maintaining a reasonable workload for employees. A process is outlined below for employees who have identified areas of concern regarding their workload.

Employees with a workload concern should:

1. Gather information to document the issue.
2. Discuss the issue with their Director and present the information, along with the suggested solutions. At the employee's discretion, they may also provide a summary of their workload concern to the Labour Management Committee to raise its awareness of the concern.  
The discussion/assessment between the employee and the Director may resolve the concern within the department. Resolution may require consultation with other employees.
3. If the workload concern is not resolved to the satisfaction of either the employee or the Director.
4. The Labour Management Committee should be notified of the ongoing concern by either or both parties.
5. The Labour Management Committee, upon notification of the ongoing unresolved concern, shall investigate the workload concern further. This investigation shall include gathering all necessary information, assessing it, and, as necessary, shall present one (1) or more recommendations to the employee and the Director in an effort to resolve the outstanding concern.

b) Meetings of Committee

The committee shall meet at least once each month at a mutually agreeable time and place. Employees shall not suffer any loss of pay for time spent with this committee.

c) Chairperson of the Meeting

An Employer and a Union representative shall be designated as joint chairpersons and shall alternate in presiding over meetings.

6.02 Occupational Health and Safety Committee

- a) *The Saskatchewan Employment Act (Part IV) and The Occupational Health & Safety Act & Regulations, 2020* of Saskatchewan shall constitute the requirements of this Agreement.
- b) Copies of the Occupational Health and Safety Act and the Regulations shall be posted on bulletin boards at all Saskatoon Community Clinic buildings.

- c) As required by the Act and the Regulations, an Occupational Health and Safety Committee shall be established at each Community Clinic building. Each committee shall meet a minimum of four times per year. Minutes of the committee's meeting shall be available in its building until all concerns recorded in the minutes are resolved.
- d) Each committee must consist of at least two (2) and no more than twelve (12) persons, half of which must be employees elected from their building.
- e) The names of the committee members shall be posted in their respective buildings.
- f) All work of the committees will be without loss of pay or benefits and considered time at work.
- g) The duties of the committees include but are not limited to:
  - i) To participate in the identification and control of health and safety hazards in or at the place of employment;
  - ii) To establish, promote, and recommend the means of delivery of occupational health and safety programs for the education and information of employees;
  - iii) To receive, consider and resolve all matters respecting the health and safety of employees; and
  - iv) To carry out other duties specified in *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations, 2020*.

6.03 Joint Job Evaluation (JJE) Committee

A JJE Committee shall be established consisting of two (2) Union representatives and two (2) Employer representatives.

The committee shall meet as required to deal with job descriptions and job matching requests initiated under Article 9 – Job Descriptions and Reclassifications.

6.04 Employee/Employer Meetings

The Employer is committed to a minimum of eight (8) employee/Employer meetings in each department per year. Time spent by employees attending such meetings shall be considered time worked.

## **ARTICLE 7 - TIME OFF FOR UNION BUSINESS**

- 7.01 Two (2) hours a week, excluding time required for meetings between the Union and Management, will be allowed the Union President to conduct Union business. Meetings between Union and Management will also be on company time without loss of pay or benefits.
- 7.02 Representatives of the Union shall not suffer any loss of pay or benefits for total time involved in negotiations with the Employer. Any representatives in excess of four (4) members or higher than the parity of the Employer's representatives, shall be at the expense of Local 974.
- 7.03 Shop Stewards shall be allowed time to meet with any employee concerning Union business on company time and without loss of pay or benefits.

## **ARTICLE 8 - NOTICE BOARDS**

It is agreed that the Union may install a notice board in a suitable location agreed upon by the parties and accessible to the employees for the purpose of posting notices of interest to the Union. Such notice board shall be in keeping with the general furnishings.

## **ARTICLE 9 - JOB DESCRIPTIONS AND RECLASSIFICATIONS**

- 9.01 a) The Employer agrees to draw up job descriptions for all positions and classifications for which the Union is bargaining agent. These job descriptions shall be presented to the Union and shall become the recognized job description and shall be subject to negotiation and mutual agreement.
- b) The JJE Committee will recommend its processes and timelines which, once confirmed by the Labour Management Committee, will become part of the collective agreement.

### **9.02 Job Descriptions**

Within fourteen (14) working days of receipt of a proposed new or changed job description by the Union President (or designate), a meeting of the JJE Committee will take place to negotiate changes to the job description. Timelines may be extended upon mutual agreement.

If, after fourteen (14) days of meeting the parties have not reached agreement about the job description, and there is no mutual agreement to extend the timelines, the matter will be referred to the Labour Management Committee. The Labour Management Committee will meet to discuss the matter within fourteen (14) days of receipt of the referral.

Should the proposed changes have an impact on Employment Equity, timelines shall be modified to accommodate its discussion at the Employment Equity Committee. The Employment Equity Committee shall provide written response to Union and management within fourteen (14) working days of receipt.

All new or changed job descriptions shall be approved by the Labour Management Committee.

9.03 Job Matching

An employee wishing to have their job match re-evaluated shall gather all necessary information and submit a request to the Union President (or designate) and the Employer. The proposal shall be placed before the JJE Committee and within two (2) weeks of the receipt of the proposal the JJE Committee shall render a decision in writing.

9.04 Reclassification

An employee wishing to have their position reclassified shall gather all necessary information and submit such proposal to the Union President (or designate) and the Employer. Within two (2) weeks of the receipt of the proposal the Employer shall render a decision in writing.

When a job is reclassified the employee(s) involved shall be placed in the same step on the wage scale, in their new category, as they enjoyed previous to the reclassification.

9.05 Wage Rates

Wage rates will be determined using comparator positions in the Provider Group, SUN or HSAS Joint Job Evaluation/Pay Equity programs.

It is agreed that any changes in and additions to the salary grid and classification code (Schedule "A" attached hereto) shall be subject to negotiations between the Employer and the Union.

9.06 No position within the scope of this bargaining unit will be displaced wholly or in part by any volunteer activity except in cases mutually agreed upon in writing by both parties.

## **ARTICLE 10 - NEW POSITIONS AND VACANCIES**

### **10.01 a) Postings**

All vacancies within the scope of this agreement that the Employer intends to fill shall be posted on bulletin boards and employees shall be allowed five (5) working days in which to make written application for such vacancies or new positions, provided that where the employee is unable to make application due to sickness, accident, annual vacations or other just cause, an additional five (5) working days will be allowed in order that the Union can endeavour to advise the employee(s) to make such application.

- b) When a vacancy occurs and management intends to fill the vacancy the position shall be posted under the terms of this collective agreement. If management does not intend to fill a vacant position on a temporary or permanent basis management will give notice to the Union. Vacancy management will be a standing agenda item at Labour Management Committee meetings.
- c) Where a vacant permanent position has been filled for a period of three (3) months and the Employer intends to continue to fill the position it shall be posted as a term position. This term position will reflect the permanent job description. If it has been filled for a two (2) year period, it shall be posted and filled as a permanent position.
- d) The Employer may post and fill as permanent the position of an employee who has been absent due to disability for greater than thirty (30) months or where it is clearly medically evident the employee will not be returning to the position. An extension may be granted if mutually agreed upon between the Employer and the Union. In the event the employee is able to return to work, the provisions of Article 20 shall apply.
- e) The hiring of new employees shall be initiated by the Director, who will convene a hiring committee which shall consist of one (1) Director, the Director of Human Resources, or designate and one (1) employee, elected by and from the department affected, or a member designated by the Union.

The committee will review all applications that meet minimum qualifications. The interviews shall be structured by the committee and shall be set at a convenient time for members of the hiring committee. After all interviews are completed, the committee shall choose the new employee to be recommended by majority vote.

Meetings of the committee shall take place during regular working hours and the employees on this committee shall suffer no loss of pay or benefits.

10.02 Seniority

New positions or vacancies shall be filled on the basis of seniority providing the senior applicant or applicants have sufficient qualifications to perform the required duties.

10.03 Probation

- a) A newly hired employee shall be on probation for one hundred (100) working days.

During the probationary period, the employee shall be entitled to all rights and benefits of this Agreement, unless otherwise specified. The probationary period shall not exceed one hundred and eighty (180) calendar days, except in the case of casual employees who must have a probation period of seventy-five (75) working days or one (1) calendar year, whichever comes first.

- b) Halfway through the probation period, and then again just prior to the end of the probation the employee shall meet with their Director for an evaluation which shall also be given in writing, with one (1) copy to the employee and one (1) copy to the Union. The Employer's copy shall be signed by the employee and the employee shall have the right to record in writing their comments. The Director shall inform the President of the Union of the time of the interview, who shall in turn designate a Shop Steward to attend. A designated Shop Steward shall accompany the employee unless they request ~~not~~ to have a Shop Steward present. If they do not want a Shop Steward present they must sign a waiver, copies of the waiver shall be given to the Director and the Union before the interview commences. The employee has the right to the grievance procedure in respect to the interview.
- c) An employee must successfully complete the mid-term evaluation described in Article 10.03 b) prior to applying for a transfer into another position. However, upon mutual agreement of the parties, the requirement to complete the midterm evaluation before making application may be waived. Notwithstanding Article 16.06 – Trial Period, the balance of the probationary period must be served concurrently with the trial period for the new position.
- d) An employee seeking to hold two (2) positions must complete the probationary period for the first (1<sup>st</sup>) position before applying for a second (2<sup>nd</sup>) position. However, upon mutual agreement of the parties, the requirement to complete the probationary period in the first (1<sup>st</sup>) position before making application may be waived and the probationary period of the first (1<sup>st</sup>) position shall be served concurrently with the trial period of the second (2<sup>nd</sup>) position.

10.04 Out-of-Scope Director Position

A vacancy or new position of an out-of-scope Director shall be posted on the bulletin board and employees shall be allowed five (5) working days to make application for the vacancy or new position. Seniority does not apply to these postings.

10.05 New Positions and Vacancies - JJE Implementation

Employees employed by the Community Clinic as of December 9, 2006 who bid on a different position within the Community Clinic will be paid at the Green Circled rate of pay.

All new employees hired by the Community Clinic after December 9, 2006 will be paid at the new hire rate of pay identified in the Collective Agreement wage scales.

**ARTICLE 11 - DEPUTY DIRECTORS**

11.01 When no Deputy Director has been assigned employee(s) shall not be required to cover any duties or responsibilities of a Director who leaves the worksite, or is unavailable during regular hours/evenings/weekends.

Directors are considered available as long as they can be reached by telephone.

If both the Director and the Deputy Director are away, a third (3<sup>rd</sup>) employee shall be designated to be in charge of the department. Where the designated employee is part time they shall be required to work full time.

- a) When employees are temporarily assigned to fill in for a Director, they shall be paid two (2) hours extra pay at their current rate per day for all time replacing the Director, up to four (4) weeks, which timeframe may be extended by mutual agreement of the parties.
- b) When employees who agree to be temporarily assigned to fill in for a Director for duration of four (4) weeks or longer:
  - i) they will be considered temporarily assigned as Acting-Director at the end of the four (4) week period;
  - ii) they shall be paid according to Article 18 commencing the first (1<sup>st</sup>) day, and will pay union dues on their new rate of pay; and
  - iii) they will assume the full scope of responsibility of the Director's position, with the exception of hiring, termination of and imposing discipline on employees in the bargaining unit. This position shall not exceed eighteen (18) months in duration, which timeframe may be extended by mutual agreement of the parties.

c) When an employee is temporarily assigned to fill in for a Director, for a period expected to be greater than 90 days, their original position shall be posted as a term position. The posting may be waived by mutual agreement of the parties.

d) Phone calls after hours

An employee who, after they have left their place of work, receives a phone call from the Employer or designate and is required to provide off site assistance which does not involve a return to their place of work, shall be paid for each hour or portion thereof, or a minimum of thirty (30) minutes at regular rates of pay, whichever is greater.

e) When a Deputy Director has not been assigned, but is called upon in the absence of the Director by the Executive Director or their designate to act as deputy, they shall be deemed assigned.

11.02 a) Permanent Deputy Directors shall be designated in departments.

b) When a vacancy occurs the position shall be posted under the terms of this Collective Agreement.

11.03 It is understood between the parties to this Agreement that Deputy Directors shall have no on-going responsibilities, except during the absence of the Director.

11.04 The probation period for the Deputy Director shall be one (1) year or twenty (20) working days as acting Director, whichever occurs first. The probation report shall be given at the end of this period in writing in accordance with Article 10.03 (b).

## **ARTICLE 12 - PART TIME EMPLOYEES**

12.01 Other than full time employees shall receive the wage rates, conditions of employment and benefits specified in this Agreement on a pro-rata basis according to total accumulation of time worked unless otherwise specified. Other than full time employees are to be called in on seniority basis where possible subject to Article 15.05.

12.02 Part time employees will not be called in for less than three (3) consecutive hours per day at their regular rate of pay.

## **ARTICLE 13 - SENIORITY**

13.01 Seniority shall be defined as the length of service in the bargaining unit from the date the employee last entered the service of the Employer.

Employees hired after June 20, 1996 shall have recognition of seniority limited by the provisions of Article 37 – Employment Equity.

Employees employed at December 9, 2006 were ranked in order of seniority calculated on hours of seniority from the date the employee last entered the service of the Employer. These employees shall be deemed to have been grandfathered into the seniority roster.

Senior employees will be given preference throughout the term of the collective agreement unless a specific article states otherwise, or where agreed to in a letter of understanding between the Employer and Union.

13.02 An employee shall lose all entitled seniority and shall be deemed to have terminated employment with the Employer if in fact the employee:

- a) Is dismissed by the Employer for just cause, and not reinstated by the grievance or arbitration procedure;
- b) Voluntarily leaves the service of the Employer unless they withdraw their resignation within seventy-two (72) hours;
- c) Fails to report for work within thirty (30) days after being notified to report following a layoff, unless the employee can give reason satisfactory to the Employer for such failure to report within the time prescribed;
- d) Fails to notify the Employer within ten (10) days of the date of notice re: intention to return to work;
- e) Has been on continuous lay off for a period in excess of two (2) years.
- f) Is a casual employee and has been removed from the casual list as per Article 15.05 a) Availability.
- g) Is a casual employee and has not worked in the bargaining unit for one (1) year.

13.03 The Employer shall prepare and publish a seniority list annually on the thirty-first (31<sup>st</sup>) of March.

13.04 Term employees do not accumulate seniority beyond the end of their term position.

## **ARTICLE 14 - RIGHT OF ACCESS**

- 14.01 An employee shall have the right to review their personnel file by making prior arrangements with the Director of Human Resources or designate, and shall have the right to respond in writing to any document contained therein, such reply becoming part of the permanent record. Information from an employee's personnel file shall not be released to a third party without specific written authorization from the employee. This release of information does not apply to the Employer's lawyer.
- 14.02 An employee's personnel file shall contain the following:
- a) Job posting, job application and references obtained
  - b) Curriculum vitae, where applicable
  - c) All probation reports and completed orientation form
  - d) Written reprimands (signed according to Article 19).
  - e) Requests for all leaves, and reports made following study leave.
  - f) All work related courses taken while employed by the Employer.
  - g) Job description
  - h) Employee's written permission for release of information from personnel file
  - i) Employment Status Form
  - j) Voluntary Employment Equity Self-Declaration
  - k) Confidential Policy Review Acknowledgement
  - l) Record of Correction
  - m) Performance Review
- 14.03 Accounting Department files pertaining to personnel shall only contain those documents necessary for accounting purposes.
- 14.04 The addition of any further documentation shall be agreed to by the Union.
- 14.05 It is agreed and understood between the parties to this Agreement that only the above described personnel file may be used in any disciplinary action or grievance procedure including arbitration.

## **ARTICLE 15 - HOURS OF WORK, OVERTIME AND SHIFT DIFFERENTIALS**

- 15.01 The regular hours of work shall not exceed seven and one-half (7.5) hours in any one (1) day, nor thirty-seven and one-half (37.5) hours in any week. Employees shall be entitled to two (2) consecutive days off in each week, whenever possible.

Part time employees employed for twenty (20) hours a week or more must be given two (2) consecutive days off in seven (7) days, and one (1) of these days is to be a Sunday, wherever possible. In the event an employee is required to work six (6) or more days, they will be paid at overtime rates as per Article 15.

15.02 All authorized time worked in excess of the regular daily hours of work shall be paid for at the rate of time and one-half (1.5) the regular rate of wages or time and one-half (1.5) in time, whichever is the choice of the employee. If overtime is in excess of four (4) hours per week, subsequent time will be paid at double (2X) time or double (2X) time off, whichever is the choice of the employee.

15.03 Employees who are required to work on their regular day or days off duty, or on a statutory holiday, shall be paid double time (2X), or double time off whichever is the choice of the employee.

15.04 All employees shall be eligible for overtime in their department and all overtime shall be offered in order of seniority. All overtime shall be worked on a voluntary basis.

15.05 Flexible Hours and Time in Lieu

Flexible Hours (Flextime) are an option to apply for varying starting and stopping times or adjusting hours of work with the approval of the Director, and provided it does not disrupt the normal operations of the clinic.

Time in Lieu Bank is a record of the accumulated hours that the employee has earned working Flexible Hours and that they have yet to take off as Time in Lieu.

Time in Lieu is the time off that the employee takes from their regularly scheduled hours to compensate for having worked Flexible Hours.

15.06 a) Availability

i) The employee shall identify their availability for casual work, on the Availability for Casual Work Form, annually by February 1<sup>st</sup>. All casual work will be offered/assigned based on the information provided by the employee. The Union shall have access to the completed prescribed forms, upon request.

ii) Employees are responsible to amend their Availability for Casual Work form, if needed:

- Quarterly, providing availability does not fall below the requirement of the original posting and availability, according to the following schedule:

Submission deadline	Effective dates
February 1	March 1 to May 31
May 1	June 1 to August 31
August 1	September 1 to November 30
November 1	December 1 to February 28/29

and/or

- When they accept a part time or temporary position that affects their availability.

If a casual employee proposes an amendment which is unacceptable to management and/or the Union and the casual employee is unwilling to recommit to the original agreement of availability the Employer, the employee and the Union shall meet to discuss a resolution to the situation which may include removal from the casual list.

b) Offer/Assignment

- i) Casual work that becomes available within seven (7) days will be offered to employees on the casual list in order of seniority. If there is no immediate personal response to a call offering a shift, or the employee declines the shift, the shift will be offered to the next senior employee on the list. All such calls will be documented and the Union shall have access to the call record. An employee may decline no more than four (4) opportunities in a twelve (12) month period. Should an employee fail to accept the casual shift that has been offered in accordance with their availability on the prescribed form (Availability for Casual Work) without good and sufficient reason, the Employer, the employee and the Union shall meet to discuss a resolution to the situation which may include removal from the casual list.
- ii) Casual work that becomes available outside of seven (7) days shall be assigned to employees on the casual list in order of seniority based on their availability. The Employer shall notify the employee of the assigned shifts as soon as possible and the employee will work the assigned shifts subject to approved leaves.

c) Availability for Casual Work

Date received by Director (or designate): \_\_\_\_\_

Submission deadline	Effective dates
February 1	March 1 to May 31
May 1	June 1 to August 31
August 1	September 1 to November 30
November 1	December 1 to February 28/29

Note: If employee misses the deadline for a quarter the latest form will be used.

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Department and Facility(ies): \_\_\_\_\_

In accordance with the posting and in addition, I am available for casual work in the above department on the following basis:

1. Are you available for relief on short notice?

Yes ( ) No ( )

Minimum notice required \_\_\_\_\_ (minutes or hours)

2. Indicate what you are available for with respect to the following:

Minimum length of shift \_\_\_\_\_

Maximum length of shift \_\_\_\_\_

Number of days in a row \_\_\_\_\_

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Check all that apply:							

If not willing to work up to full time hours, limit my availability to \_\_\_\_\_ days in a week.

3. Are you working part time or casual shift in another department or for another Employer?

Yes ( )                      No ( )

If yes, attach a copy of your regular scheduled hours (if applicable)

4. Other relevant information \_\_\_\_\_

Employee signature: \_\_\_\_\_ Date: \_\_\_\_\_

Contact information (phone, email, etc.): \_\_\_\_\_

\_\_\_\_\_

Date approved by Director (or designate): \_\_\_\_\_

cc: Personnel File  
Employee

- 15.07 a) Two (2) fifteen (15) minute rest periods shall be allowed all employees daily; the actual time to be mutually arranged to fit the circumstances.
- b) The Employer agrees to provide a room in each clinic building which will be available only to employees for purposes of breaks (coffee, lunch, etc.).
- 15.08 a) All employees are entitled to know their hours of work and days off at least two (2) weeks in advance. Their starting and quitting times shall not be changed without prior negotiation between the Association and the Union.
- b) Any employee called in for relief assignment shall be given advance notice whenever possible. The employee shall also be informed of the hours that are required to be worked before commencement of the shift.
- 15.09 All compulsory employee meetings outside regular working hours shall be paid for at the rate of time and one-half (1.5).
- 15.10 A shift differential of two dollars and seventy-five cents (\$2.75), in addition to regular pay, shall be paid for all hours worked between 6:00 p.m. and 7:00 a.m.

15.11 Job Sharing

Definitions

- a) Job sharing means two (2) employees sharing the duties and responsibilities of one (1) full time position and co-ordinating their activities as if they were one.
- b) Job sharer is the person filling the other percent of the full time position being shared by the incumbent employee.
- c) Job sharing vacancy is a vacancy in the percent of the full time job sharing position not filled by the incumbent employee.
- d) Incumbent employee is the employee who was originally hired to fill the permanent full time position, which is being job shared.

Conditions

- a) An employee who starts to work in a position that has a substantial change in duties or is a new classification to them, must successfully complete the probation or trial period for that position before applying for and being eligible for a job share in that position.

- b) Scheduled hours for the incumbent and the job sharer will be set at the beginning of the arrangement and will total seventy-five (75) hours over a two (2) week period. In the event an employee in the job share arrangement is absent, and a part time or casual employee for that position is not available, the other employee in the job share may agree to work additional hours at the regular rate of pay, to a maximum of thirty-seven and one-half (37.5) hours per week.
- c) An approved job share arrangement will have a full review after six (6) months of operation, and at the end of the seventh (7<sup>th</sup>) month, Employer, the incumbent or the Union, can, with good reason end the job share.

If the job sharing arrangement is not to be continued at this period of time, then both the incumbent and job sharer will be given thirty (30) days notice of the job share termination.

- d) An existing job sharing arrangement will be automatically renewed after one (1) year for additional terms of one (1) year subject to:

Either the Employer or the incumbent may terminate the job share by providing written notice to the parties at least ninety (90) days prior to the renewal date.

The incumbent will resume full time in the original position. The job sharer maintains seniority rights as per the Collective Agreement but cannot initiate bumping.

- e) When the incumbent employee leaves their job shared position, and the position is to be filled, the full time position will be posted, effective the end of the notice period.
- f) If a job sharer resigns or is terminated the Employer may require the incumbent to revert to full time until another job sharer is recruited. The Employer must make reasonable effort to achieve temporary coverage with the use of part time or casual employees for that position.
- g) All employees in a job sharing position shall be scheduled so as to receive public holiday pay in accordance with Article 31.03.

## **ARTICLE 16 - RATES OF PAY AND INCREMENTS**

- 16.01 New employees will be paid at the start rate in accordance with Appendix "A" unless otherwise negotiated between the Union and the Employer.
- 16.02 Employees shall receive increments in accordance with Appendix "A" until they have reached the top rate of their category.

An increment shall occur after each period of one thousand nine hundred and fifty (1950) hours worked, until the top rate in the category has been attained.

16.03 When an employee is promoted, laterally transferred or moves to a lower paid category, they shall be placed in the same step on the wage scale, in their new category, as they enjoyed in their previous position.

16.04 Lateral Transfers within the Same Pay Grade  
Upon transfer to a position with the same range of pay, the employee shall retain the same rate of pay held in the former position.

16.05 Pay Upon Demotion  
When an employee is demoted, their rate of pay shall be reduced to the rate of pay in the new classification which is next below the employee's present rate of pay.

16.06 Trial Period  
a) An employee moving to another position will serve a trial period as follows:  
i) The following positions will serve a trial period of sixty (60) working days:

Accounting Clerk II  
Accounting Clerk III  
Billing and Statistical Clerk  
CCT/CLXT  
Cleaner  
Clinical Office Assistant (Receptionist)  
Delivery Person  
Health Records Clerk  
Health Records Technician  
Health Promotion Coordinator  
Maintenance/Security/Cleaning  
Medical Administrative Office Secretary  
Medical Steno (424 Secretary/Receptionist)  
Membership Development Coordinator  
Pharmacy Technician  
Physical Therapy Attendant/Receptionist  
Registered Laboratory Technologist  
Seniors Volunteer Coordinator  
Westside Indigenous Community Worker  
Westside Clinical Office Assistant (Receptionist)  
Westside Office Coordinator  
X-Ray Technologist  
X-Ray Technologist/Purchasing Assistant

- ii) The following positions will serve a trial period of one hundred and twenty (120) working days:

- Community Clinic Outreach Nurse – Westside
- Community Mental Health Nurse
- Coordinator of Information Systems
- Counsellor I
- Counsellor II
- Nurse Practitioner
- Nutritionist
- Occupational Therapist
- Pharmacist
- Physical Therapist
- Registered Nurse
- Senior X-Ray Technologist/Purchaser

- iii) Trial period shall not exceed one hundred and eighty (180) calendar days, except in the case of casual workers who must have a trial period of thirty (30) working days or one (1) year, whichever comes first.

- iv) The trial period may be extended upon consultation and agreement with the Union.

- b) Upon completion of the trial period an employee who has moved to a position in the same or lower paid category will move to the step appropriate to their total accumulated time worked at the clinic.
- c) Employees moving into a lower paid category shall not be paid more than the highest increment rate of the category.
- d) If the employee fails the trial period they shall revert back to their previous position.
- e) At any time during the trial period the employee may revert to their previous position if they so choose. Two (2) weeks' notice of intention to revert will be given when necessary. The Union and the Employer shall meet with the employee to discuss the intention to revert.
- f) Employees who return to a position without a break in their seniority shall be reinstated at the same step on the wage scale, and with the same benefits they had when they vacated the position.

**ARTICLE 17 - PAYMENT OF WAGES**

- 17.01 Employees shall be paid every second (2<sup>nd</sup>) Friday. If a statutory holiday falls on a Friday, the preceding day shall be pay day.
- 17.02 The Employer shall provide on each pay date, to each employee, an itemized statement showing the period worked, overtime hours, gross pay, all deductions and net pay.
- 17.03 When it is necessary for any reason to convert the salary of a monthly paid employee to an hourly rate of pay, the following formula shall apply:

$$\frac{\text{Employee's Regular Annual Salary}}{\# \text{ of Hrs in Employee's Regular Work Wk} \times 52 \text{ wks}} = \text{HOURLY RATE}$$

**ARTICLE 18 - TEMPORARY ASSIGNMENT**

- 18.01 Temporary Assignment to a Position with a Lower or Higher Rate of Pay

Lower Rate of Pay

When an employee is temporarily assigned to a position with a lower rate of pay (relative to their own position) when they are already working or during their regular working hours, the employee will be paid at their regular rate of pay, rather than the rate of pay of the position to which they are temporarily assigned.

When an employee is offered a temporary assignment to a position with a lower rate of pay (relative to their own position) during a time when they is not already working and does not have regular hours, they will be paid at the rate of pay of the position to which they are temporarily assigned.

Higher Rate of Pay

When the employees are temporarily assigned to a position of a higher rate of pay (relative to their own position), they shall from the first day, receive payment at the incremental step in the higher rate classification that is equivalent to the incremental step at which they are currently paid.

- 18.02 Union Members in an Out-of-Scope Position

An employee temporarily filling an out-of-scope position for up to eighteen (18) months shall continue to have Union dues deducted from each pay cheque for the purpose of seniority. The employee will also be entitled to the rights and benefits provided by this Agreement upon their return to their position within the bargaining unit. The timeframe may be extended by mutual agreement of the parties.

18.03 Right to Revert

Permanent employees appointed to a temporary out-of-scope position or to a term position shall be returned to their former classification upon termination of the temporary appointment. If the former position no longer exists, the provisions of Article 20 shall apply.

**ARTICLE 19 - REPRIMAND, SUSPENSION AND DISMISSAL**

Preamble and Progressive Discipline

Progressive Discipline

The Union and the Employer agree that the principles of "Progressive Discipline" will be followed in addressing issues of work performance.

19.01 A Shop Steward must be present during Steps (a), (b) and (c) of 19.02. An employee may request of Local #974 that a shop steward not attend at step (a) of 19.02. Where an employee does not wish to have a Shop Steward present with them in the meeting they must sign a waiver, in the presence of a Shop Steward, copies of which shall be given to the Director and the Union before the meeting commences.

19.02 In cases where the work performance of an employee is unsatisfactory to the Employer the following steps must be followed:

a) Record of Correction

The Director will meet with the employee and a Shop Steward to discuss the incident or particulars of the work performance which led to the dissatisfaction with the employee in a private place within fourteen (14) days of when the Director becomes aware of the incident.

If the Director decides a correction is required, the Director shall, within seven (7) days of the meeting, provide a letter of correction to the employee, setting out the reasons for it.

The letter shall be placed on the employee's personnel file. The letter of correction shall be removed after forty-five (45) days at work if no further incident of a similar nature occurs. In the case of casual employees, the letter shall be removed after thirty-four (34) days at work or one (1) calendar year, whichever comes first, if no further incident of a similar nature occurs.

- b) Should another incident arise within two (2) months of Step (a), the Director will give the employee a written reprimand within ten (10) days of the incident. This reprimand shall include particulars of the work performance which led to dissatisfaction and shall be given in a private place. A copy of the reprimand will be sent to the Union and the employee. The Employer's copy shall be signed by the Director and by the employee, to indicate that the employee has read it. The employee has the right to record their comments in writing.
  - c) Should a further incident be considered by the Employer to warrant dismissal, the employee shall not be dismissed, but suspended until the matter has been investigated by the Union. The suspension shall become a dismissal if a grievance has not been lodged by the Union within seven (7) working days of the effective date of such suspension.
- 19.03 Should an employee be suspended/dismissed and it is later established that such suspension/dismissal was unjust, or not in accordance with the provisions of this Agreement, they shall immediately be returned to their former status in all respects and shall be paid for any loss of earnings suffered by reason of such suspension/dismissal.
- 19.04 When an employee is dismissed, suspended or reprimanded, they shall be informed at the time in writing of the reasons for the action taken, and a copy shall be sent to the Union President at that time.
- 19.05 In cases of gross misconduct 19.02 (a, b, c) may be by-passed.
- 19.06 The record of an employee shall not be used against them at any time after eighteen (18) months following a suspension or disciplinary action, including letters of reprimand or any adverse reports. All reports concerning such actions, or written reprimands, shall be removed from the personnel file after eighteen (18) months.

## **ARTICLE 20 - LAYOFFS AND RECALLS**

- 20.01 In the event that an employee returns to work after a leave under Article 26 or 27 or if a layoff becomes necessary, senior employees in the bargaining unit shall be retained and the most junior employee shall be laid off, providing the most senior employees have sufficient qualifications to perform the required duties. The employee and the Union shall be notified in writing three (3) months where reasonably possible, but in no case less than one (1) months' notice of intended lay-off be given. In the event of an increase in employees, laid off employees shall, subject to Article 10.02 and providing they have sufficient qualifications to perform the required duties, be re-employed in the order of their seniority.

When an employee has the right to displace another employee who has less seniority the employee and the Union shall meet with the Employer to relay their intent to exercise their bumping rights.

Two (2) weeks' notice of intention to bump/displace will be given.

- 20.02 Employees laid off due to reduction in employees and who fail to return to work within thirty (30) days after being so notified to do so by registered mail to the last address which the employee shall have recorded with the Employer, shall be considered out of service and forfeit all seniority rights, unless through sickness or any other just cause agreed upon by the Employer and the Union. Employees must notify the Employer within ten (10) days of the date of notice re: intention of return to work.

## **ARTICLE 21 - TERMINATION OF EMPLOYMENT**

### 21.01 Notice

- a) Permanent employees shall be entitled to receive and obliged to give four (4) weeks' notice whenever possible but in no case less than two (2) weeks' written notice of intention to terminate employment.
- b) Probationary employees shall be entitled to receive and shall be obliged to give one (1) week's written notice of intention to terminate employment.

### 21.02 Termination of Employment Pay

- a) Employees shall be given termination of employment pay on the basis of one (1) week after five (5) completed calendar years of service and an additional week for each five (5) completed calendar years of service thereafter up to a maximum of four (4) weeks. The calculation will be on the first (1<sup>st</sup>) twenty (20) calendar years of service.

Employees who have worked less than full time hours in any calendar year will be paid termination of employment pay on a pro-rated basis in that year. Pro-rated pay will be calculated as specified in Article 12.01.

- b) Payment shall be at the regular rate of pay for the position held at termination of employment.

### 21.03 Retroactive Pay for Terminated Employees:

Employees who have retired or ceased employment between the termination date of this Agreement and the effective date of the new Agreement, with the exception of employees who have left the Employer during their probation, will receive full retroactivity of any increase in wages, salaries, or other benefits.

On termination employees shall provide a forwarding address on a form supplied by the Accounting Department.

## **ARTICLE 22 - EMPLOYEE CHANGES STATEMENT**

A monthly statement listing appointment promotions, demotions and separations with the date of termination, hiring or appointment shall be sent to the Secretary of the Union.

## **ARTICLE 23 - ALLOWANCES AND OTHER PAYMENTS**

23.01 Annually, in January of each year, a Clothing Allowance of one hundred and twenty-five dollars (\$125.00) will be paid to all employees. Each department and the Union shall agree on standards of dress and deportment. Part time employees shall be paid in January. Part time employees who regularly work five (5) days a week will receive the full allowance of one hundred and twenty-five dollars (\$125.00).

23.02 a) Travel Allowance

- i) All employees who use their personal vehicle for clinic business shall be paid four dollars (\$4.00) per day or the Provincial Mileage rate, whichever is greater.
  - ii) The Delivery Person(s) who are required to provide a vehicle for work as a condition of employment shall receive the Federal Mileage rate plus two and one-half (\$0.025) cents per kilometre.
- b) The Employer will determine which employees require their own vehicle to perform their duties on a near-daily basis. This may include employees whose job description references a requirement of use of their own vehicle. Those employees will be provided with parking. They will also be provided with a depreciation vehicle allowance of twenty-five dollars (\$25.00) a month.
- c) The Employer will be responsible for payment of the business portion of car insurance.
- d) The Employer will be responsible for paying the deductible for any vehicle involved in an accident while on Clinic business.
- e) The Employer will be responsible for paying parking expenses incurred while on Clinic business.
- f) The Employer will be responsible for car cleaning required due to damage caused by clients, or goods being transported on behalf of the Employer, if authorized by a Director.

23.03 Third Party Medicals

The Association agrees to provide third (3<sup>rd</sup>) party medicals free of charge to all employees, and their dependents, as listed on the Health Services cards.

23.04 Professional Fees

Upon completion of probation, professional fees will be paid for by the Employer when membership is compulsory for the position, if the job classification requires it, where malpractice insurance depends on registration, or when such membership/registration/ licensure fees are required for the employee to practice their profession.

The Employer should be considered as the payer of last resort as it pertains to the reimbursement of professional fees, in recognition that the Employer operates as a not-for-profit health care provider. Where an employee has access to full or partial reimbursement of professional fees from other sources, they shall first seek reimbursement from those sources prior to making a claim with the Employer.

Payment will be made upon submission of receipt provided to the Employer, by the employee. Proof of registration must be provided to the Employer by the employee.

Payment of fees shall be as follows:

- a) Full and part time employees who regularly work sixty percent (60%) or more will have their fees reimbursed at one hundred percent (100%). The amount reimbursed will be the net fees after reimbursement by another employer, if applicable.
- b) Part time employees who regularly work less than sixty percent (60%) will have their fees reimbursed at the end of the licensing year prorated to their FTE during that period. This amount will not be higher than the net fees after reimbursement by another employer, if applicable.
- c) Casual employees will have their fees reimbursed at the end of the licensing year prorated to their FTE during that period. This amount will not be higher than the net fees after reimbursement by another employer, if applicable.

The Employer will adjust the above-noted pro-rated payment in the event it is necessary to do so to comply with Human Rights requirements.

23.05 Health Services Premium

The Employer will pay the Health Services Premium for all employees if the cost of the premiums are reinstated.

23.06 Lockers

The Employer shall provide locked storage in each area for securing employees' purses and wallets.

23.07 Computer Loan

The Employer will allocate a fund which will not exceed twenty thousand dollars (\$20,000.00) for the purpose of employee computer loans.

Employees with three (3) or more years of service may apply for an interest free loan of between five hundred (\$500.00) and two thousand dollars (\$2,000.00) for the purpose of:

- purchasing a home computer, or
- upgrading an existing computer system.

Employees may submit their request to the Accounting Department within thirty (30) days of signing this Collective Agreement and/or they may submit the request in January of each year thereafter.

These requests will be ranked according to seniority with the most senior employee given preference.

If funds remain after the thirty (30) day period, or after the end of January, applications will be processed on a first-come first-serve basis.

Repayment will be made by employee payroll deduction, at a mutually agreed upon rate, over a period of three (3) years or less.

Once the Computer Loan Contract is approved by the Executive Director or designate, the Accounting Department will arrange with the employee to either pay the Computer Vendor directly for the purchase or reimburse the employee upon submission of a cheque request complete with proof of purchase (paid invoice, receipt, or cancelled cheque).

Should the employee cease employment with the Employer for any reason, the full outstanding balance of the loan must be repaid immediately.

These loans are considered a taxable benefit by Revenue Canada and employees will be required to pay income tax on imputed interest. Revenue Canada establishes the imputed interest rate.

23.08 Closure of Departments or Reduction in Benefits

If the CHSA closes a department or reduces a service which results in a loss or reduction of benefits currently provided to the employees, the undersigned parties agree to meet to discuss if, how and in what form, the benefit would continue to be provided.

23.09 Cell Phones

The Employer will determine which employees are required to carry a cell phone. Those employees will be supplied with a clinic cell phone or will be compensated appropriately for the use of their own phone.

**ARTICLE 24 - PENSIONS AND INSURANCE**

24.01 a) Group Pension Plan

As a condition of employment all new employees will be required to participate in the Co-operative Superannuation Society group pension plan, in accordance with the terms and conditions of the plan.

- b) The employee shall contribute six percent (6%) of gross salary to the pension plan and the Employer shall contribute a matching amount.
- c) The employee shall be given a copy of the By-Laws of the Co-operative Superannuation Society and the terms and conditions of the plan, upon joining the plan.

24.02 a) Group Insurance

There shall be a group insurance plan covering life insurance, accidental death and dismemberment, and long term disability for all members of CUPE Local 974, known as CHSA (Saskatoon) Employee's Group Insurance Plan # GO 410, and it shall form part of this Agreement.

The employees' share of the Employment Insurance rebate will be applied toward the Group Insurance Plan either to reduce the premium or increase the coverage for the Union's members. The Employer will provide the Union with an annual statement of the amount of the rebate by February 15<sup>th</sup> for the previous calendar year.

- b) The following principles shall apply:
  - i) Life Insurance volume shall be based on the number of dependents of the member. All eligible dependents are provided by the employee on the enrolment or change form shall be included in the dependent count.

- ii) Long term disability shall provide a minimum of seventy percent (70%) of monthly salary to a maximum benefit of three thousand dollars (\$3,000.00) per month, commencing after one hundred and twenty (120) days of continuous/consecutive disability, in accordance with the terms of the plan.
- c) The employees shall be given a copy of the group insurance and long term disability plan when they commence employment.
- d) Employees receiving long term disability (LTD) benefits as per Article 24.02 shall receive benefits according to the Plan.

24.03 Dental Plan

- a) There shall be a group Dental Plan providing dental coverage for all members of CUPE Local 974.
- b) The premiums for the Dental Plan shall be one hundred percent (100%) Employer paid.
- c) All employees shall be given a copy of the provisions of the Dental Plan, upon joining the Plan.

24.04 Extended Health Plan

- a) The Employer shall provide through the Co-operators Extended Health Care Coverage.
- b) The premiums for the Extended Health Plan shall be 100% Employer paid.
- c) All employees shall be given a copy of the provisions of the plan upon joining the plan.
- d) The plan shall include prescription drug coverage.
- e) The plan shall include eye care coverage.

24.05 Shingles Vaccination

Where an employee receives the shingles vaccination supplied by a Saskatoon Community Clinic Pharmacy, the Employer shall bear any cost not otherwise covered by group plan benefits available to the employee.

24.06 Changes to Benefits

Changes to benefits or carrier shall be negotiated between the Union and the Employer.

## **ARTICLE 25 - STUDY LEAVE**

- 25.01 Where a permanent employee seeks upgrading in work or study pertinent to their position or department, opportunity to do so will be given with full benefits and at the expense of the Employer.
- 25.02 Such request shall be forwarded in writing to the Director in a manner as prescribed from time to time by the Employer.
- 25.03 Permanent employees wishing to upgrade relating to the aims and objectives of the Clinic shall submit a written request to the Executive Director.
- 25.04 The parties to this Agreement agree that unforeseen opportunities for up-grading will be given equal consideration by the Employer.
- 25.05 Employee Development Fund  
Employee(s) shall have access to the employee development fund maintained by the Employer and the “Betsy Bury Fund” a fund supporting Co-op education. (Instructions for application to either fund are as per the Employer’s Human Resources Policy and Procedures Manual).
- 25.06 Union Education  
Subject to mutual agreement, the Union and the Clinic agree to cost-share Union Education for workshops where there is a shared interest between the Association and the Clinic in the following manner:
- a) The Union will be responsible for all costs incurred with respect to registration, mileage, meals and per diems.
  - b) The Clinic will be responsible for all lost wages and benefits payable to the employee(s).

## **ARTICLE 26 - SICK LEAVE**

- 26.01 Sick pay shall only be used for the purpose intended. In order to qualify for sick pay, employees must inform their Director during the morning of the first (1<sup>st</sup>) day of absence. A medical note may be required if an employee has been absent for more than five (5) consecutive working days. A medical note may also be requested immediately if an employee has been absent twice for two or more days within the previous twelve (12) months. In instances where management requests a medical note, the Employer will bear the cost.

In instances of concern relating to the illness, the Director will approach the employee to discuss it.

In instances where management requests the opinion of a second (2<sup>nd</sup>) physician or health-care provider, the Employer will bear the cost.

26.02 Where there is no one available to care for the ill person, the employee may, after agreement with the Director, use sick leave for care of a spouse, common-law spouse, same gender partner, dependent children or legal dependents.

26.03 Short term disability (sick leave) shall be paid on the following basis:

- a) An employee may access short term disability benefits for each short term disability they experience, i.e. on a per disability basis. The benefit payable to them shall be on their length of service as described in the following chart.

<u>Completed Years of Service</u> At date of Disability	<u>Benefits Payable</u>	
	<u>100% of</u> <u>Regular Salary</u>	<u>70% of regular</u> <u>Salary</u>
Less than one (1) year.....	one (1)month.....	three (3) months
More than one (1) year, but less than three (3).....	two (2) months.....	two (2) months
More than three (3) years, but less than five (5)...	three (3) months...	one (1) month
Five (5) or more years.....	four (4) months	

- b) If a person’s short term and long term disability benefits are exhausted concerning a particular disability, they will have a three (3) month waiting period working their normal hours of work before they would be able to regain access to the short term disability benefit for that same disability.

In instances where a person’s short term disability has been exhausted with respect to a specific disability, the Employer may require a medical certificate within the first three (3) consecutive days of illness.

The Employer may only require such documentation during the three (3) month waiting period.

26.04 Long term disability shall be paid according to Article 24.02 (b) (ii).

Employees shall give the Employer two (2) weeks’ notice of their intent to return to work from a long term disability.

26.05 The Employer and the Union recognize that mental health and substance use disorders are health concerns. Where necessary, sick leave benefits will be granted for treatment on the same basis as other health concerns.

Employees whose partner or dependent family member is undertaking a rehabilitative program for mental health, and/or substance use disorder(s) may apply for vacation time or leave without pay to participate with their partner or dependent in such rehabilitative program.

#### **ARTICLE 27 - SUPPLEMENTAL PAY**

- a) **WORKERS COMPENSATION** - When an employee is injured in the performance of their duties during working hours, or contracts a communicable disease covered by the Workers' Compensation Act, the Employer shall pay such employee the difference between the Workers' Compensation Board payment and such employee's salary, less their normal deductions for a period not to exceed three (3) years or up to the time the Workers' Compensation Board makes a cash settlement or a pension.
- b) **SASKATCHEWAN GOVERNMENT INSURANCE (SGI)** – When an employee is off work due to an injury and receives wage loss monies in the form of an Income Replacement Benefit from SGI as per the Automobile Accident Insurance Act, the employee agrees to cooperate with the Employer to ensure such employee receives appropriate supplemental pay. The employee agrees to forward all wage loss monies received from the Income Replacement Benefit through SGI to the employer, with appropriate verification. The Employer agreed to acknowledge receipt of any monies turned over by the employee.

#### **ARTICLE 28 - DUTY TO ACCOMMODATE**

CUPE Local 974 and the Employer are jointly committed to re-integrating employees back into the workplace who have suffered an occupational or non-occupational illness or injury.

- a) **General**

In consideration of accommodating an employee the following shall apply in the order listed below:

- i) Determine if the employee can perform their existing job as it is;
- ii) If the employee cannot, then determine if the employee can perform their existing job in a modified form;
- iii) If the employee cannot, then determine if they can perform another job in its existing form;

- iv) If the employee cannot, then determine if they can perform another job in a modified form;
- v) In a classification created specifically to accommodate the employee with approval of the Union.
- vi) If there are no positions within the bargaining unit that are available, consideration shall be given by the parties to pursue jobs outside of the bargaining unit.

All options shall be considered when accommodating employees. The Employer agrees to make every reasonable effort to provide suitable modified or alternate employment to employees who are temporarily or permanently unable to return to their regular duties as a consequence of an occupational or non-occupational disability. In such circumstances the Employer and the Union may agree to waive certain provisions of the Collective Agreement.

b) Medical Information

It will be the responsibility of the employee returning to work to provide the Employer with medical evidence of the limitations associated with the disability.

The procedure to determine that an employee is fit to perform the duties of their job or modified work must be made in such a way as to protect the confidentiality of the employee's medical information, which shall be limited to:

- i) a prognosis for recovery, with or without limitation;
- ii) a clear opinion as to the employee's fitness to return to work;
- iii) an opinion as to the employee's fitness to perform the specific duties of their current job or the accommodation being considered;
- iv) how long any limitations may last.

The Employer shall bear the cost of any additional required medical information or documentation setting out the accommodation needs.

c) Accommodation Meetings

The Employer and the Union shall meet with the employee to discuss their accommodation and/or return to work.

The employee and Union representative who attend an accommodation meeting shall be released from duty without loss of pay.

d) Graduated Return to Work

The Union, the employee and the Employer will meet to discuss the circumstances where the employees are able to return to work on a graduated return to work program. Such discussions shall include possible modification in the workplace or work process to reduce or eliminate the length of the employee's absence from their own position. The employee shall have Union representation during this discussion. Should the modification be possible, the employee shall be expected to return or continue working.

**ARTICLE 29 - LEAVE OF ABSENCE**

29.01 Union Leave

The Employer agrees that leave of absence without pay, shall be given to any designated permanent employee, not to exceed four (4) at any time, nor more than two (2) from any department, for the conducting of Union business at large under the following conditions:

- a) For a period not in excess of two (2) weeks at any one time as required.
- b) For a period of more than two (2) weeks but not in excess of six (6) months, two (2) weeks' notice being required. The period of six (6) months may be extended by mutual agreement between the Employer and the Union upon the request of the employee.
- c) Provided the leave does not disrupt the normal operations of the Association as determined by the Association's Executive Director or the Executive Director's designate.

29.02 Leave Without Pay

Leave of absence without pay, may be granted to permanent employees for good and sufficient reasons, for a maximum period of one (1) year. The period of one (1) year may be extended but must be renewed by the employee, and must be mutually agreed upon by the Employer and the Union, with the exception of illness which is certified by a physician's certificate or for education purposes for which the Employer may grant additional leave of absence. In the event that the employee does not notify the Employer within seven (7) days after expiry of leave of absence other than for just cause, the Employer will consider that their employment and seniority are terminated. Such leave of absence will not be withheld unjustly.

29.03 Maternity Leave

An employee may apply for leave of absence for pregnancy. Leave of absence shall be granted for a period of up to but not more than two (2) years. The employee on leave of absence shall be reinstated in their former position. The maternity leave shall be extended upon the recommendation of their physician.

29.04 Adoption Leave

A leave of absence, for up to two (2) years shall be granted for the purpose of adoption. However, where both parents are employed by the Employer, only one (1) will be eligible for this leave. The employee on leave of absence shall be reinstated in their former position.

29.05 Paternity Leave

An employee may apply for paternity leave. A leave of absence for paternity leave shall be granted for a period of not more than two (2) years. The employee on leave of absence shall be reinstated in his former position. The paternity leave shall be extended upon the recommendation of the child's physician.

29.06 Serious Illness

An employee shall be granted up to four (4) days with pay plus reasonable travel time in the case of serious illness in immediate family as defined in 29.07 a) and 29.07 c).

29.07 Bereavement Leave

- a) An employee shall be granted up to four (4) days bereavement leave, with possible extension, with pay and benefits and plus reasonable travel time allowed for death in immediate family. Immediate family is defined as father, mother, sister, brother, wife, husband, common-law spouse, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, aunt, uncle, grandparents and grandchildren.
- b) Such bereavement leave that occurs during annual booked vacation shall be deducted from vacation time. This displaced vacation time shall be taken at a mutually agreed upon time.
- c) For the purposes of this Collective Agreement "common-law spouse" shall include same gender partners. All references to, and provision of benefits (except Superannuation, as limited by statute) for, spouses and family members under the Collective Agreement shall include same gender partners and their families.

d) An employee shall be granted, upon request, one-half (0.5) day leave of absence twice (2X) annually with pay to attend, as a pallbearer or mourner, the funeral of a friend or relative excluded under 29.07 a). The leave will be granted by the employee's Director under the condition that the leave not disrupt the normal operations of the employee's department.

29.08 Upon return from a leave of absence, an employee shall be reinstated in the position and status occupied when the leave was granted, except that if the position has been abolished in the meantime, Article 20.01 shall govern.

29.09 While on leave without pay lasting longer than thirty (30) days, an employee will not accrue benefits, but shall accrue seniority as in Article 13.02. However, an employee may elect to continue their Dental, Group Life and Accident Insurance (AD&D), in which case the employee shall be responsible for forwarding to the Employer both the employees' and Employer's share of the premium.

29.10 Jury or Court Duty

The Employer agrees to reimburse those wages lost through the employee being called to jury duty or as a court witness. The employee agrees to turn over any amount paid by the court to the Employer, up to the equivalent of their wages.

29.11 Extension of Leave of Absence

With the exception of Union Leave, an employee requesting an extension of their leave of absence shall provide the Employer with one (1) months' notice for all leaves in excess of three (3) months.

29.12 Leave Without Pay for Care of a Parent

Both parties recognize the importance of access to leave for the purpose of care of parent(s).

- a) an employee shall be granted leave without pay for the personal care of the employee's parent(s), including step-parents, guardians, or foster parent(s), in accordance with the following conditions:
- b) an employee shall notify the Employer, in writing, as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless because of urgent or unforeseeable circumstances such notice cannot be given;
- c) the total leave granted under this article shall not exceed two (2) years during an employee's total period of employment;
- d) leave granted for periods of one (1) year or less shall be scheduled in a manner which ensures continued service delivery;

- e) an employee who has proceeded on leave without pay may change their return to work date if such change does not result in additional costs to the Employer.

#### 29.13 Time Off for Medical Appointments

Employees are encouraged to make health-related appointments outside of their normal work time, if possible.

Employees are permitted to attend health-related appointments for themselves. They will not be docked pay when doing so nor will they be required to make up the time.

If such health-related appointments cannot be made outside of the employee's normal working hours, the employee can take leave, with pay, for the appointments under the following conditions:

- Employees shall try to arrange appointments at times that minimize the disruption of their department's operations; and
- Employees shall notify and receive permission of their Director. Such permission shall not be unreasonably withheld.

#### 29.14 Pressing Necessity Leave

The Employer recognizes that in order to balance work/life demands, employees from time to time need to attend to personal matters. Therefore, subject to operational requirements, full time employees (prorated for less than full time employees as per Article 12.01) will be granted up to five (5) days leave with pay per fiscal year (in thirty-minute increments) to provide for the following:

- To attend to the healthcare needs of parents (including parents-in-law) and adult children;
- To attend to health related appointments for their dependent children, or to accompany a spouse, if needed;
- Severe weather conditions, e.g. storm stayed;
- To attend to circumstances of a sudden or unusual occurrence that could not, by the exercise of reasonable judgment, have been foreseen by the employee; or
- Serious illness or bereavement leave for someone with whom they have a very close relationship.

Employees shall arrange appointments at times that minimize the disruption of operations; and employees shall request and receive permission of their Director. Such permission shall not be unreasonably withheld.

An employee may be granted unpaid leave of absence or vacation beyond the five (5) days, if other circumstances arise, subject to operational requirements.

29.15 Civic Duty

Employees shall be allowed three (3) consecutive hours for the purpose of casting their vote during the polling hours for any federal, provincial, or municipal election or referendum. If this requires time off of work, leave must be requested by the employee and arranged with the appropriate Director at least two (2) weeks prior to the election or referendum. This time off will be without loss of pay or benefits.

29.16 Interpersonal Violence Leave

- a) The parties recognize that employees may face situations of interpersonal violence in their personal lives, and pledge support to employees impacted by interpersonal violence.
- b) Upon notification to the Employer, an employee shall be entitled to a paid leave for a maximum of five (5) days per fiscal year and an unpaid leave for a maximum of a further five (5) days per fiscal year for interpersonal violence leave as provided by the Interpersonal Violence Leave in *The Saskatchewan Employment Act (SEA), Section 2-56.1*.
- c) The employee will ensure the Employer is notified as soon as possible as to the expected duration of the leave. Upon notification to the Employer, the employee may request Time Off in Lieu or Vacation to maintain income while on the unpaid portion of the leave. After ten (10) days, the employee may request to use other applicable leave provisions as per the Collective Agreement.
- d) The Employer and the Union agree that requests and inquiries must be done carefully to balance the safety and privacy of the employee, and that privacy and confidentiality should be maintained to the furthest extent possible.

**ARTICLE 30 - ANNUAL VACATIONS**

- 30.01
- a) The vacation year for all employees shall be April 1<sup>st</sup> to March 31<sup>st</sup>. Employees with less than one (1) years' service shall be entitled to one and two-thirds (1 2/3) days vacation with pay for each completed month of service up to March 31<sup>st</sup>, up to a maximum of twenty (20) working days.
  - b) "Date of Employment" means the date the employee last entered the service of the Employer.
  - c) Earning of Vacation Credits  
Vacation credits shall be earned on the following basis:
    - i) During the first (1<sup>st</sup>) and subsequent, including the fifth (5<sup>th</sup>) year of continuous employment, one and two-thirds (1 2/3) days per month worked (twenty (20) working days per year).

- ii) During the sixth (6<sup>th</sup>) and subsequent years, including the twelfth (12<sup>th</sup>) year of employment, two and one-twelfth (2 1/12) days per month worked (twenty-five (25) working days per year).
- iii) During the thirteenth (13<sup>th</sup>) and subsequent including the nineteenth (19<sup>th</sup>) year of employment, two and one-half (2.5) days per month worked (thirty (30) working days per year).
- iv) During the twentieth (20<sup>th</sup>) year – thirty-five (35) days vacation  
 During the twenty-first (21<sup>st</sup>) year – thirty-one (31) days vacation  
 During the twenty-second (22<sup>nd</sup>) year – thirty-one (31) days vacation  
 During the twenty-third (23<sup>rd</sup>) year – thirty-one (31) days vacation  
 During the twenty-fourth (24<sup>th</sup>) year – thirty-one (31) days vacation  
 During the twenty-fifth (25<sup>th</sup>) year – thirty-one (31) days vacation  
 During the twenty-sixth (26<sup>th</sup>) year – thirty-two (32) days vacation  
 During the twenty-seventh (27<sup>th</sup>) year – thirty-two (32) days vacation  
 During the twenty-eighth (28<sup>th</sup>) year – thirty-two (32) days vacation  
 During the twenty-ninth (29<sup>th</sup>) year – thirty-two (32) days vacation  
 During the thirtieth (30<sup>th</sup>) year – thirty-two (32) days vacation

30.02 An employee whose employment is terminated before they are entitled to an annual vacation shall be paid for their accumulated vacation credit.

30.03 Annual vacation shall be determined by seniority. All vacation requests shall be submitted by March 15<sup>th</sup> of the year and adjudicated by April 1<sup>st</sup>, with all requests either approved or held as pending.

Employees with pending requests shall be given priority in the vacation schedule over new submissions. An employee may withdraw a pending request at any time.

Unused annual vacation of up to one (1) week may be carried over to the next fiscal year. Employees shall be allowed an unbroken vacation leave if desired.

30.04 Where a holiday falls within an employee's vacation leave, such employee shall be granted one (1) additional day of vacation or one (1) day's pay in lieu thereof for each such occurrence.

30.05 Preference in choice of vacation leave shall be determined by the total seniority of service with the Employer and reasonably consistent with the continued efficient operation of the Clinic. The annual vacation schedule shall be posted by April 1<sup>st</sup> of each year and not changed without mutual consent.

This shall not preclude employees from requesting vacation throughout the vacation year.

- 30.06 If an employee becomes ill while on vacation, the employee will:
- a) Follow the process outlined in Article 26.01 of the Collective Agreement; and
  - b) Provide their Director with a physician's certificate stating that the employee is ill. Such certificate shall be obtained and dated while on the scheduled vacation. No retroactively-dated physician certificates will be accepted.

Upon validation of the physician certificate, the employee shall be able to utilize their sick credits for the dates they were ill, as stated in the certificate.

In the event that the employee is charged a fee for a medical appointment, the Employer shall not be responsible for this cost. The Employer agrees to bear the cost of the physician's certificate as per Article 26.01 upon presentation of an invoice and/or proof of payment itemizing the cost of the physician's certificate.

30.07 Part time employees on pre-arranged and mutually agreed vacations have the right to refuse to come in to work during their vacation. Part time employees shall have a minimum of four (4) calendar weeks' vacation time at a time mutually agreed upon between the employee and Employer.

- 30.08
- a) Casual and term employees shall receive their vacation pay as each pay period occurs. Casual and term employees working more than nine hundred and seventy-five (975) hours in the previous vacation year will be paid their vacation pay in the same way as full time employees.
  - b) All other than full time employees, except casual and term employees, shall be paid their vacation pay in the same manner as full time employees.
  - c) "The following formula shall be used to calculate vacation pay for other than full time employees:

$$\frac{\text{Number of vacation days earned}}{260} \times \text{Total Earnings} = \text{Vacation Pay}$$

- 30.09
- a) Part time employees shall earn vacation credits according to the number of calendar years that have elapsed since entering employment. The vacation credits of an employee changing from part time employment to full time employment shall not be calculated on the basis of accumulated time worked, but shall continue to be calculated according to the number of calendar years that have elapsed since entering employment.
  - b) Vacation pay shall be pro-rated in the year of transition.

30.10 Employees will be granted vacation pay advances with fourteen (14) days notice preceding the day prior to the vacation period.

30.11 Employees Called Back from Vacation  
When the Employer makes it mandatory for an employee to cancel prearranged vacation the employee shall immediately notify the Employer of any prearranged vacation and associated costs. Such costs incurred as a result of the cancellation shall be reimbursed by the Employer upon submission of receipts.

Employees called back from their vacation shall be paid at the rate of two (2) times their regular rate of pay for all hours so worked. Such vacation days so worked shall be rescheduled at the discretion of the employee.

### **ARTICLE 31 - PUBLIC HOLIDAYS**

The Employer and the Union recognize that the traditional holidays do not coincide with other religious and cultural observances. We hereby agree as follows:

31.01 The Employer recognizes the following as holidays, without loss of pay:

New Year's Day	Saskatchewan Civic Holiday
Family Day	Labour Day
Good Friday	National Day for Truth and Reconciliation
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
	Boxing Day

and any other day declared or proclaimed as a holiday by the Federal or Provincial Government.

- 31.02
- a) Where a holiday falls on an employee's regular assigned day of rest they shall be granted an additional day off to run continuously if possible, with their regular day of rest or on a day mutually acceptable to the employee and the Employer.
  - b) Where Christmas Eve (December 24<sup>th</sup>) falls on a working day, the Clinic shall operate with a full complement of employees until 12:00 noon and will then operate with a reduced complement of employees.

The complement of employees will provide service until 4:00 p.m.

Employees will be compensated as follows:

- i) Employees who would regularly be scheduled to work on December 24<sup>th</sup> and wish to request vacation for their entire shift on that day will have their vacation request reduced by up to three and one-half (3.5) hours and be paid equivalent to their regularly scheduled shift on that day.

- ii) Employees who work on the morning of December 24<sup>th</sup> will work four (4) hours and be paid for seven and one-half (7.5) hours.
  - iii) Employees who work on the afternoon of December 24<sup>th</sup> will work four (4) hours and be paid for seven and one-half (7.5) hours.
  - iv) The complement of employees who attend work for seven and one-half (7.5) hours will receive pay for all hours worked plus an amount equivalent to three and one-half (3.5) hours or time in lieu.
- c) Where public holidays fall on a Saturday or Sunday, the following will apply:
- i) If the holiday falls on a Saturday, it will be recognized on the Friday before.
  - ii) A public holiday on a Sunday will be recognized the Monday following.
  - iii) If Christmas is a Sunday, it will be recognized the Tuesday following.
  - iv) If Boxing Day is on a Saturday, it will be recognized on the Monday following.

- 31.03
- a) All employees shall be paid as the public holiday occurs.
  - b) Part time and temporary employees will be paid according to *The Saskatchewan Employment Act* as follows: for every public holiday, an amount equal to 5% of their wages, not including overtime pay, earned in the four weeks preceding the public holiday.

31.04 Cultural and Religious Events

The Employer and the Union recognize that all people have their own religious and cultural observances. And the Employer and the Union recognize that they each have a duty to accommodate the religious observances of every employee.

Both parties agree it is respectful of the diverse cultures of employees to accommodate their interest in observing cultural events significant to them. Therefore, the Employer shall endeavour to meet their request to use vacation time, time in lieu or be provided with unpaid leave to attend such events.

**ARTICLE 32 - GRIEVANCE PROCEDURE**

- 32.01 A grievance shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of the collective agreement or an alleged case where the Employer has acted unjustly or improperly.

The time limits outlined in the following grievance procedure may be extended at any step of the procedure by mutual agreement of the parties. Such agreement shall be in writing.

When the Union does not proceed to the next step within fourteen (14) calendar days for Steps 1 and 2, or thirty (30) calendar days for Steps 3 and 4, or reach mutual agreement for an extension of timelines, the grievance will lapse. If the Employer does not respond within these timelines, the grievance is deemed to have moved to the next step.

Policy grievances and those grievances alleging harassment and/or other forms of discrimination shall begin at Step 2.

a) STEP 1

In the event of a grievance the employee concerned shall first refer the matter in writing to the Union Grievance Committee. The Grievance Committee may then refer the grievance to the Director concerned. Such reference shall be made within fourteen (14) calendar days of becoming aware of the grievance or in the event of a Union policy grievance, within fourteen (14) calendar days from the Union becoming aware of a grievance. The Director shall discuss the grievance with the Grievance Committee within fourteen (14) calendar days and shall render a decision within fourteen (14) calendar days of such discussion with the committee.

b) STEP 2

In the event that the Director does not give a decision satisfactory to the Union or does not render a decision within the time prescribed above, the Grievance Committee may refer the grievance in writing to the Executive Director or designate of the Clinic who shall discuss the grievance with the committee within fourteen (14) calendar days and shall render a decision within fourteen (14) calendar days of such discussion with the committee.

c) STEP 3

In the event that the Executive Director or designate does not give a decision satisfactory to the Union or does not render a decision within thirty (30) calendar days prescribed above, the committee may refer the grievance in writing to the Board of Directors of the Association. The Board of Directors shall discuss the grievance with the Grievance Committee within thirty (30) calendar days and shall render a decision within thirty (30) calendar days of such discussion with the committee.

d) STEP 4

In the event that the grievance is not settled by the foregoing procedure, it shall be referred to a Board of Arbitration which shall be established as follows:

- One (1) Board member shall be nominated by the Union,

- One (1) Board member shall be nominated by the Employer, and
- The parties shall agree upon the third (3<sup>rd</sup>) Board Member who shall act as Chairperson.
- Should the parties be unable to mutually agree on a Chairperson, the Minister of Labour Relations and Workplace Safety for the Province of Saskatchewan shall appoint a Chairperson of the Board. The decision of the Board of Arbitration shall be final and binding.

In the absence of any specific provision to the contrary contained in this Agreement, the members of any Arbitration Board established shall, in making their decision, give effective recognition to what is just and reasonable and fully considerate of the rights and interests of the employee or employees concerned.

The decision of the majority of the Board shall be the decision of the Board and failing a majority decision, the decision of the Chairperson shall be the decision of the Board.

- 32.02 In a discussion of grievance with representatives of the Employer, the Grievance Committee may at any time be accompanied by a representative of the Canadian Union of Public Employees.
- 32.03 At any stage of the Grievance Procedure, the parties may have the assistance of employees concerned as witnesses, and any other witnesses and all reasonable arrangements will be made to permit the conferring parties to have access to any part of the Employer's premises to view any working conditions which may be relevant to settlement of the grievance.
- 32.04 As far as practicable, all grievances shall be dealt with during regular working hours without loss of earnings. It is therefore understood that no wages are earned for time after normal working hours.
- 32.05 A Shop Steward or representative of the Union may be requested by the employee to be present at any discussion with the Employer or Employer's agent concerning any aspect of the employee's employment.
- 32.06 The Union shall have the right to examine the payroll records of the Employer through the Executive Director in respect to any aspect of employment concerning the employees. The Union shall mean the President or their designated representative.
- 32.07 At any stage, either of the parties may request a meeting to discuss the matter of the grievance, without prejudice to their respective positions.

A Shop Steward must be present at all such meetings.

32.08 Employee's Maintenance of Benefits While Suspended Without Pay

The employee will maintain access to benefits of purchase of drugs, eye care, extended health care plan, employee and family assistance plan and group insurance plan while the employee is suspended without pay.

**ARTICLE 33 - JOB SECURITY**

33.01 No Contracting Out

In order to provide job security for the members of the bargaining unit, the Employer agrees that work or services presently performed or hereafter assigned to the collective bargaining unit shall not be sub-contracted, transferred, leased, assigned, or conveyed, in whole or in part, to any other plant, person, company or non-unit Employer, unless negotiated otherwise with Local 974, Canadian Union of Public Employees.

33.02 Job Protection and Retraining

If as a result of the Employer introducing new equipment or changes in operating methods or merger or dissolution of departments, certain positions will no longer be required, the Employer will endeavour to anticipate such changes and will conduct a program of retraining and transfer of the employees affected prior to such change. The Employer agrees to notify the Union and the employee(s) at least ninety (90) days before the introduction of any technological change and/or any reduction in permanent employees takes place. The Employer and the Union will commence discussion as to the effect on personnel and application of this article within two (2) weeks of the Employer notifying the Union.

The Employer further agrees before any technological change or reduction in employees takes place, the employee(s) will be given the following options in the following order of precedence:

- a) i) The employee may transfer to a similar position for which they are qualified in another department with no loss of pay and no change of increment date. If there is no vacancy, they shall have the right to displace employees with less seniority, provided they are able to perform the job.
- ii) It is understood, however, that after twelve (12) months from the date of transfer that the employee's rate of pay will be adjusted to the rate of pay of their new job classification.

OR

- b) i) Employees who cannot be placed in similar positions in other departments because of lack of training or qualifications, may if a suitable vacancy is available, be given a reasonable time for on-the-job training in order to qualify for the new position.
- ii) When, after a fair trial not to exceed three (3) months in the new position, it becomes apparent to the Director of the department, that the employee will not be able to qualify, they will be given the opportunity to transfer to another department under Option D, take a lay off under Option E, or accept their severance pay under Option F.

OR

- c) In the event that the Employer should introduce new methods or machines that require greater or new skills than now possessed by the employee, that cannot be learned by on-the-job training, the Employer will assist in retraining personnel either by allowing time off with no loss of pay or loss of seniority for Federal or Provincial retraining schemes or by correspondence courses or other methods of training. The cost of tuition of correspondence or night courses, or other methods of training, to be equally shared by the Employer and employee. Should the employee successfully pass the course, the Employer will pay the total tuition cost of such course or training if the employee agrees to remain in the Employer's employment for a minimum of twelve (12) months after the completion of the course.

OR

- d) An employee may elect to take a position at a lower rate of pay and will be paid the lower rate effective the date of transfer.

OR

- e) An employee may elect to take a lay off retaining their seniority rights pending a job becoming available for which they are qualified or could be retrained for as under Option B. If no suitable job becomes available after one (1) year the employee will be entitled to their severance pay.

OR

- f) An employee may elect to take their severance pay any time.

## **ARTICLE 34 - COMPUTER USE AND SAFETY**

### **34.01 Hours of Work and Minimum Standards**

- a) In order to both get the job done and to reduce stress, the following principle will apply:
  - i) That employees will not be restricted to sitting at computer terminals for specified lengths of time, but can get up to stretch and move around.
- b) Employees working at computer terminals shall have a ten (10) minute alternate work break in every hour worked in front of a screen. This period can be taken away from the terminals and in a place where the employee can perform alternate work that does not require similar body posture or viewing distances.
- c) Glare Protection

Computer terminals will be equipped with non-reflective screens to minimize the glare. Consideration will be given to address concerns about overhead lighting.
- d) Measures listed above should be arrived at by consensus among employees working in a particular area.

### **Computer Maintenance and Testing**

All computers will be maintained according to the manufacturer's specifications. Repairs required will be done immediately.

### **34.02 Eyeglasses and Contact Lenses**

- a) If an employee is experiencing problems with their vision related to the use of computer terminals at work, the Employer will pay for examinations to be conducted as often as indicated by the optometrist or ophthalmologist. The employee is expected to access the vision examination benefit provided for within their benefit plan first.
- b) Employees shall have the right to select their own optometrist and ophthalmologist.
- c) Examination will include all necessary tests and procedures to detect any changes in the eyes, including lenticular changes, retinal changes, refractive and muscle balance changes, from the initial state of the eyes before exposure to the computer terminal.

### 34.03 Posture – Ergonomics – Environment

- a) Equipment should have a fully adjustable keyboard with controls over the height and angle of the screen.
- b) The chair and desk height should be matched to the individual characteristics of the operator, and should be easily adjustable while remaining seated. The chair should be equipped with adjustments for height, back rest and seat length (depth).
- c) Source documents should be well positioned, preferably on a stand to give equal distance between the eye and the screen, and the eye and the source document. Source documents should be clear and visible and the stand should be adjustable.

## **ARTICLE 35 - HARASSMENT**

The Employer agrees that no form of harassment shall be allowed in the workplace or work related situations.

### 35.01 Sexual Harassment

The Employer agrees that no form of sexual harassment shall be allowed in the workplace or work related situations. Sexual harassment is behaviour related to sexuality that may be verbal, non-verbal, or physical. It is deliberate, unsolicited and is unwelcome. It may be one (1) incident or a series of incidents. While the following is not an exhaustive list, sexual harassment may include: threat of reprisal if one does not comply with sexual favours, verbal abuse, unwelcome remarks, jokes, innuendoes or taunting about a person's clothing, body or sexual activities, display of sexually explicit pictures, unwelcome invitations or requests, whether indirect or explicit, to engage in behaviour of a sexual nature, leering or other gestures that are associated with sexuality, gender based insults or taunting, or unnecessary physical contact such as touching, petting, patting, brushing against, pinching, punching, and physical assault. Sexual harassment is considered to have taken place if a reasonable person ought to have known that such behaviour was unwelcome.

### 35.02 Personal Harassment

Personal harassment is disrespectful behaviour or misuse of power such as intimidation, threats, coercion, and favouritism which adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated. Bullying is a form of personal harassment. It may be a single incident or a series of incidents.

Day to day managerial functions and activities such as work assignment, performance management and progressive discipline are not considered personal harassment.

- 35.03 In settling the grievance every effort will be made to discipline and, if relocation is indicated, to relocate the harasser, not the victim.
- 35.04 In cases of harassment and other forms of discrimination an employee, group of employees, or the Union shall have the right to file a grievance in the second (2<sup>nd</sup>) Step of the grievance procedure for preferred handling.

### **ARTICLE 36 - EMPLOYEE/FAMILY ASSISTANCE PROGRAM (EFAP)**

The philosophy, objectives and policies of the EFAP as agreed to in the EFAP Policy Document of November 21, 1991, shall be funded by the Employer.

### **ARTICLE 37 - EMPLOYMENT EQUITY**

37.01 All future recruitment and hiring will follow the Employment Equity Policy until designated employment equity groups reach numerical proportional representation, in our workplace. The designated employment equity groups are:

- Persons reporting an Indigenous identity;
- Individuals reporting a disability;
- Women in underrepresented occupations; and
- Members of minority group.

37.02 Employees shall have recognition of seniority limited by the provisions of the Employment Equity Policy for a period of three (3) years from date of hire. Preference in internal and external hiring will be given to members of designated employment equity groups as per the Employment Equity Policy in the Employer's Human Resources Policy and Procedures Manual.

For application of the policy within the bargaining unit, the interpretation of the policy shall be as follows:

Order of Filling Positions:

- a) Internal candidates with three (3) or more years of service.
- b) Internal Employment Equity candidate by seniority.
- c) Internal candidates with less than three (3) years' service.
- d) External Employment Equity candidates.
- e) External non-Employment Equity candidates.

37.03 The Employment Equity Committee shall include four (4) members from the Union and four (4) members designated by the Employer.

**ARTICLE 38 - PARENTERAL OR MUCOUS MEMBRANE AND TUBERCULOSIS EXPOSURE**

In the event of an employee having an accidental parenteral or mucous membrane exposure to blood or body secretions in the performance of their duties, they must follow the guidelines to prevention of Hepatitis B, Hepatitis C and HIV. The Employer will cover all costs not provided by the Workers' Compensation Board for the immunization and follow-up boosters required for Hepatitis B. The Employer will cover all costs not provided by the Workers' Compensation Board of medications indicated for exposure to HIV recommended in the "Guidelines for the Prevention of Hepatitis B, Hepatitis C or HIV and Other Blood Borne Pathogens" as described by the Saskatchewan Technical Subcommittee on HIV/AIDS, April, 1977, and in accordance with the Regulations for Immunizations, *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations*.

In the event of an employee having exposure to Tuberculosis in the performance of their duties, the Employer will cover all costs not provided by the Workers' Compensation Board for medications, immunization or follow-up boosters.

**ARTICLE 39 - PRINTING COLLECTIVE AGREEMENT**

The printing of the Collective Agreement will be cost-shared equally by the parties. The Union shall be responsible for providing the original signed collective agreement.

SIGNED THIS 25 DAY OF June A.D. 2025  
AT SASKATOON, SASKATCHEWAN.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

Rachel Van

[Signature]

Monique Jensen

Jimmy Gelles

SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.

Lisa Pattee

Clayton

[Signature]

Blair

[Signature]

## LETTER OF UNDERSTANDING #1

**Between:** Community Health Services (Saskatoon) Association Limited

**And:** Canadian Union of Public Employees, Local No. 974

**Re:** Joint Job Evaluation

The parties agree as follows:

### Green Circling

All incumbents in recognized green-circled jobs shall be paid one hundred percent (100%) of any negotiated wage and benefit increases.


The following principles shall be used for the establishment of qualification equivalencies:

1. Where certification and/or licensing can be obtained through gaining necessary experience, the attainment of the certification and/or license shall be deemed to be the equivalent of successful completion of education, i.e. power engineer can be certified and licensed by completing the required amount of “firing time” and successfully passing the government examinations;
2. Where past practice demonstrates that an individual with sufficient directly related previous experience can satisfactorily perform the job, then this directly related experience hours/years in the ratio of two to one (2 to 1) for hours/years of education shall be deemed to be equivalent. The directly related experience has to be within a specified period of time i.e. two (2) years directly related experience would equal one (1) year of education within the last five (5) years preceding the application for the job;
3. Where the job has specific qualification requirements and an individual has held the job through having the requisite qualifications or the equivalent qualifications, the individual shall be deemed to have the qualification(s) and the qualification(s) may be transferable with the individual to other jobs that have the same qualifications(s);
4. Should the qualification(s) change on the Job Description, the employee will be deemed to have the equivalent qualification(s) and the qualification(s) may be transferable with the individual to other jobs that have the same qualification(s);

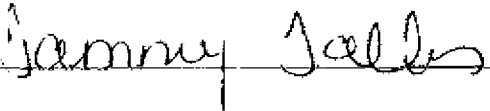
5. Where an individual without the qualification(s) or the equivalent experience is hired into, or awarded a position, they shall be expected to perform the majority of duties within the time period for on-the-job training. As a condition of maintaining employment in this position and classification, the individual will need to demonstrate they have embarked on/enrolled in a program or process that will result in them obtaining the qualification(s) in the specified period of time. As well, the individual will need to demonstrate an ongoing participation in the program or process, at a minimum of every six (6) months. Should the individual not meet the condition above, they shall revert to casual status in a classification that the individual is qualified for and as negotiated by the parties.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

  
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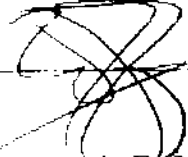
Dated this 25 day of June

SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.

  
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A.D. 2025

## LETTER OF UNDERSTANDING #2

**Between:** Community Health Services (Saskatoon) Association Limited

**And:** Canadian Union of Public Employees, Local No. 974

**Re:** Re-arranged Work Week (RWW)

The parties agree that the fundamental purpose of the Rearranged Work Week (RWW) is to balance work/life demands, increase morale, and reduce sick time utilization. A measure of the success of the RWW is a significant sustained reduction of sick time utilization which will be used to cover the on-going cost of the program.

Earned Day Offs (EDO) will be managed as follows:

- a) The Union agrees to waive the Deputy Pay, Article 10.01, when the Director is absent on an EDO. Management will designate a Director to be in charge for the organization on every EDO and communicate that to the employees.
- b) The RWW will apply to full time employees. Employees who consistently work 37.5 hours per week will be entitled to the RWW.
- c) Employees on a graduated return to work, on a work accommodation with reduced hours, or employees in term positions shall be excluded from the RWW.
- d) Employee EDO requests shall be responded to no later than fourteen (14) days prior to the requested date of the EDO. The EDO may need to be rescheduled to address operational needs.
- e) The RWW requires full time employees to regularly work ninety (90) additional minutes per week which will generally be eighteen (18) minutes per day, in addition to their regular seven and one-half (7.5) hour shift, in order to have up to a maximum of ten (10) additional days away from work per year. EDOs shall not be scheduled in July and December.

Each department will determine the schedule to complete the additional time required with the goal of aligning hours of operation across the facility/organization. The additional time worked must be productive and contribute to expanded service delivery to clients.

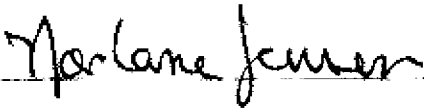
- f) An employee on sick leave will not accrue time towards EDOs.

This letter of understanding replaces Article 15.11 Rearranged Work Week (RWW) of the Collective Agreement (April 1, 2008 to March 31, 2012). Should this RWW Letter of Understanding not be renewed or extended by the parties, the previous language of Article 15.11 Rearranged Work Week shall be reinstated. In addition, the leave language of Articles 29.06 a) and 29.10 Compassionate Leave, 29.11 Special Leave, 29.13 Care of Parents and 29.15 Time Off for Medical Appointments shall be reinstated.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974





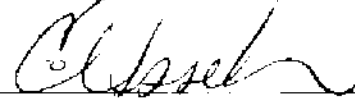


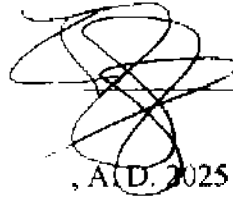
Dated this 25 day of June

SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.







, A.D. 2025

### **LETTER OF UNDERSTANDING #3**

**Between:** Community Health Services (Saskatoon) Association Limited

**And:** Canadian Union of Public Employees, Local No. 974

**Re:** **Market Supplement Program**

The objective of the Market Supplement Program is to ensure that the Community Health Services Association can attract and retain the employees required to provide appropriate health care services to the members of the Saskatoon Community Clinic.

It is agreed that the Employer and the Union will identify areas/classifications where skill shortages have or may impede future service delivery.

The Employer agrees to implement market supplement adjustments for all classifications receiving adjustments under SAHO/CUPE/SEIU/SGEU Market Supplement Programs and/or Collective Agreement (s) for HSAS and SUN.

Additional market supplements may be determined using the following criteria:

- a) Service delivery impacts: service delivery impacts are analyzed, including options for alternative service delivery models;
- b) Turnover rates: an annual turnover (loss of employees to other competitor employers) ratio to the existing employee complement in any given occupation. Local analysis of reasons for leaving will be necessary to determine any trends that may be emerging;
- c) Vacancy rate analysis: whereby the frequency and timing of vacancy occurrences (i.e. seasonal; always following an even; etc.) are analyzed for trends that may affect recruitment/retention efforts;
- d) Recruitment issue analysis; whereby issues such as length of recruitment times, training investments, licensing issues, supply and demand issues, etc. are analyzed for trends which may affect recruitment/retention efforts;
- e) Salary market conditions: affected employer's salary levels are lower than other employers that affected employers would expect to recruit employees from, or other employers that affected employees are recruited to. This may be local, provincial, regional or national depending on the occupational group and traditional recruitment relationships. Cost of living considerations may or may not be appropriate to factor into market salary comparisons.

Market supplemented wage rates shall be reviewed annually from the date of agreement reached between the Employer and the Union. If a further market supplement is warranted then the Union and the Employer shall meet to negotiate a new market supplement wage rate. If it is determined that a market supplement is no longer needed, then the market supplements wage rate shall be frozen, and existing and newly hired employees shall be entitled to receive the market supplement wage rate until such time as the Collective Agreement wage schedule rate matches or exceeds it.

Market supplement earnings shall be considered pensionable earnings, shall be subject to statutory deductions, shall be included in the calculation of employee benefits where appropriate and shall be subject to Union dues deductions as pre the formula determined by the Union.

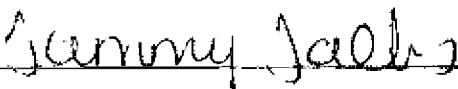
Should the Union or the Employer wish to modify or discontinue the terms of condition of this Letter of Understanding, the party wishing to do so will provide the other party with ninety (90) days notice of the change or discontinuation. The parties shall meet within fourteen (14) calendar days from notification to discuss the matter.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

  
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Dated this 25 day of June \_\_\_\_\_


SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.

  
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, A. D. 2025

## LETTER OF UNDERSTANDING #5

**Between:** The Community Health Services (Saskatoon) Association Limited

**And:** The Canadian Union of Public Employees, Local No. 974

**Re:** Designation of Indigenous Positions at the Westside Clinic

In a Letter of Understanding dated April 1, 2001 between CUPE 974 and C.H.S.A the parties agreed to designate specific permanent positions at the Westside Clinic to Indigenous people, and articulated in that letter of understanding is the methodology that would be used to recruit for and employ these positions.

The parties acknowledge that the understandings reached in that letter will continue to govern the designation of positions at the Westside Clinic to Indigenous people until such time as another letter of understanding concerning the designation of positions at the Westside Clinic to Indigenous persons and the procedures of recruitment for them is arrived at.

The positions governed by that letter of understanding included five (5) permanent positions at the time, namely:

one (1) Receptionist; two (2) Registered Nurses, of which one (1) would be a Community Health Nurse BSN (Outreach), one (1) Native Health Worker (Outreach), and one (1) Counsellor [sic] II position.

The positions noted above have since evolved and their titles changed through the Joint Job Evaluation process. At present, the same five (5) positions remain designated, but are titled as follows (as of April 1, 2001):

One (1) Westside Clinical Office Assistant Receptionist;  
Two (2) Registered Nurses, including one (1) Community Clinic Outreach Nurse, Westside; and one (1) Registered Nurse, Westside;  
One (1) Westside Indigenous Community Worker; and  
One (1) Counsellor II, General Service Westside.

The positions noted above have since evolved and their titles changed. At present, the same five (5) positions remain designated, but are titled as follows (as of February 3, 2025):

One (1) Clinical Office Assistant Receptionist;  
One (1) Registered Nurse, Westside;  
Two (2) Outreach Workers; and  
One (1) Counsellor II, General Services Westside.

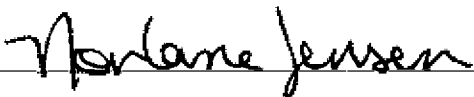
The parties agree that circumstances have changed concerning the Employer's Employment Equity Program's policy and procedure requirements, and that there is a need to revisit the designation of positions at the Westside Clinic as Indigenous, with an eye towards expanding the number of positions, and examining the methodologies required to recruit for these positions. There is a need to consider *bona fide* occupational requirements for all Westside positions, and interim/term hiring vs. permanent hiring conditions if a target candidate cannot be found.

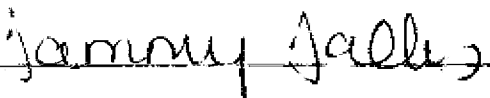
These issues will be reviewed by the Employer's Joint Employment Equity Committee. This committee shall bring recommendations forward concerning the change or replacement of the 2001 Letter of Understanding between CUPE 974 and the Employer concerning the designation of positions at the Westside Clinic to Indigenous persons. If the committee makes recommendations to modify or delete the Letter of Understanding designating specified permanent positions at the Westside Clinic to Indigenous people, CUPE 974 and the Employer agree to meet within three (3) months of the receipt of these recommendations to negotiate modifications to or deletion of the letter of understanding regarding designation of positions.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

  
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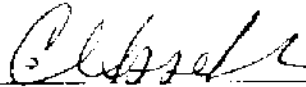
  
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Dated this 25 day of June

SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.

  
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, A. D. 2025

**LETTER OF UNDERSTANDING #8**

**Between:** Community Health Services (Saskatoon) Association Limited

**And:** Canadian Union of Public Employees, Local No. 974

**Re:** **CHSA (Saskatoon) Employee's Group Insurance Plan Closed Categories**

The parties agreed to one (1) closed category in CHSA (Saskatoon) Employee's Group Insurance Plan (effective March 1, 2015) as per Article 24.02:

Four (4) employees who were working less than twenty-five (25) hours per two (2) week period were grandfathered into a closed category with the minimum coverage of the new benefits plan, effective March 1, 2015.

The individuals received a letter from the Employer outlining their coverage with a copy to their personnel file, Accounting and the Union. The employees' names will not go into a Letter of Understanding when the Collective Agreement is printed.


SIGNED ON BEHALF OF:

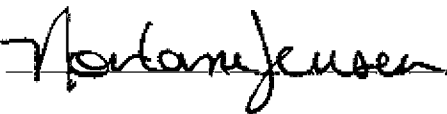
SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

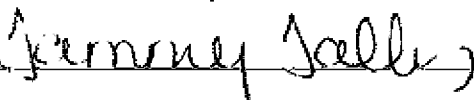
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(SASKATOON) ASSOCIATION LTD.


  
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Dated this 25 day of June

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**LETTER OF UNDERSTANDING #12**

**Between:** Community Health Services (Saskatoon) Association Limited

**And:** Canadian Union of Public Employees, Local No. 974

**Re:** **Extended Hours – Connected to Community Care Phase II**

Notwithstanding Article 15, and other provisions of the Collective Agreement, the following provisions shall be agreed for positions with extended hours of work interacting directly with patients within the Connected to Community Care initiative at the Westside Clinic location. Specifically, both parties agree, effective March 27<sup>th</sup>, 2019, that:

- Employees agreeing to work longer than 7.5 hours per day will not receive overtime pay, unless the total number of hours worked in the week exceeds 37.5 hours. Shifts will not be longer than 11.5 paid hours per day. (Article 15.01)
- The rate of pay for overtime worked shall be paid at the rate of time and one-half (1.5) the regular rate of pay OR time and one-half (1.5) as time in lieu, whichever is the choice of the employee. If overtime is in excess of 4 hours per week, subsequent time will be paid at double (2x) the regular rate of pay or double (2x) time in lieu, whichever is the choice of the employee.
- Full-time employees working alternate lengths of shifts, including weekends, will not be eligible to participate in the RWW program. (LOU #2)
- Shift Differential, in addition to regular rate of pay, will be paid at the rate of \$2.75/hour for the hours worked after 6:00 p.m. (Article 15.10)

Both parties further agree to review this LOU annually from the date of signing, or sooner, if notice is received from either party to do so. A meeting will be scheduled for this purpose within 30 calendar days.


**SIGNED ON BEHALF OF:**


**SIGNED ON BEHALF OF:**

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

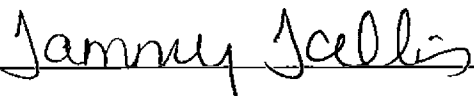
COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.


  
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Dated this 25 day of June

, A. D. 2025

**LETTER OF UNDERSTANDING #13**

Between: Community Health Services (Saskatoon) Association Limited

And: Canadian Union of Public Employees, Local No. 974

Re: **Community Mental Health Nurse – extra week paid vacation (pro-rated)**

As the Employer no longer requires our Community Mental Health Nurses to provide emergency duties outside of their working hours, both parties agree to the removal of the following article in the CBA dated April 1<sup>st</sup>, 2017 to March 31<sup>st</sup>, 2022:

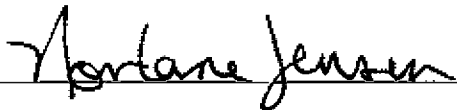
Article 30.02 (a) An extra week paid vacation per annum shall be granted to Community Mental Health Nurses in recognition of emergency duty worked.

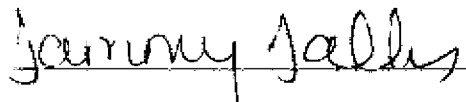
However, the Employer agrees to continue to provide this extra week paid vacation (pro-rated) per annum to the one Community Mental Health Nurse position with the Employer since December 5<sup>th</sup>, 2000 until such time they are no longer in this position.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 974

  
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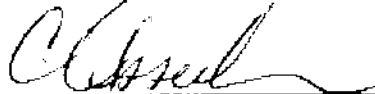
  
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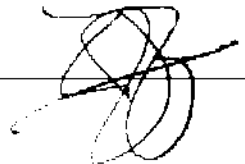
Dated this 25 day of June

SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES  
(SASKATOON) ASSOCIATION LTD.

  
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, A. D. 2025

**LETTER OF UNDERSTANDING #14**

Between: Community Health Services (Saskatoon) Association Limited

And: Canadian Union of Public Employees, Local No. 974

Re: **Wages & Interim Wages**

In accordance with Schedule "A" of the Collective Agreement the parties agree to apply the wage rates retroactively for the following time periods once ratified and official notice is provided to the clinic by the Government of Saskatchewan.

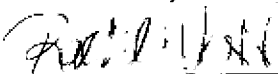
As the provincially negotiated rates between CUPE/SAHO, HSAS/SAHO, and SUN/SAHO, are unknown to the parties at the time of signing, the wage rates Appendix "A" of the Collective Agreement for the following time periods will be updated as a Letter of Understanding once ratified and official notice is provided to the clinic by the Government of Saskatchewan.

- CUPE Wage Rates April 1, 2023 - March 31, 2024
- CUPE Wage Rates April 1, 2024 - March 31, 2025
- CUPE Wage Rates April 1, 2025 - March 31, 2026
- CUPE Wage Rates April 1, 2026 - March 31, 2027
- HSAS Wage Rates April 1, 2024 - March 31, 2025
- HSAS Wage Rates April 1, 2025 - March 31, 2026
- HSAS Wage Rates April 1, 2026 - March 31, 2027
- SUN Wage Rates April 1, 2024 - March 31, 2025
- SUN Wage Rates April 1, 2025 - March 31, 2026
- SUN Wage Rates April 1, 2026 - March 31, 2027


The attached interim wage rates will be in effect as of April 1, 2025 to reflect 95% of SAHO/CUPE and SAHO/HSAS rates based on the most recent version of those rates available at the time of signing.

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 974

  
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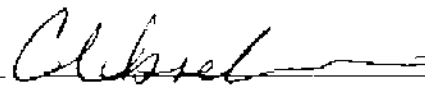
  
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Dated this 25 day of June \_\_\_\_\_

SIGNED ON BEHALF OF:

COMMUNITY HEALTH SERVICES (SASKATOON) ASSOCIATION LTD.

  
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2025

**Interim CUPE Wage Rates in effect April 1, 2025**

CUPE Rates		2022		
Classification	Pay Band	Step 1	Step 2	Step 3
CLEANER	5	17.95	18.58	19.23
CLEANER (GC)	5	20.36	21.09	21.82
DELIVERY PERSON	5	17.95	18.58	19.23
DELIVERY PERSON (GC)	5	20.36	21.09	21.82
HEALTH RECORDS CLERK	7	19.14	19.79	20.47
HEALTH RECORDS CLERK (GC)	7	20.36	21.09	21.82
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT	9	20.31	21.01	21.75
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT (GC)	9	21.38	22.12	22.89
ACCT CLERK II (AP/AR)	13	26.59	27.57	28.50
BILLING & STATISTICAL CLERK	10	20.92	21.64	22.37
BILLING & STATISTICAL CLERK (GC)	10	22.37	23.16	23.95
MEDICAL STENO	12	22.01	22.77	23.60
MEDICAL STENO (GC)	12	24.34	25.18	26.06
MEDICAL STENO (424 SECRETARY/RECEPTIONIST)	12	22.01	22.77	23.60
MEDICAL STENO (424 SECRETARY/RECEPTIONIST) (GC)	12	24.34	25.18	26.06
WESTSIDE CLINIC OFFICE SECRETARY	13	26.59	27.57	28.50
MAINTENANCE/SECURITY/CLEANING	11	21.47	22.21	23.00
MAINTENANCE/SECURITY/CLEANING (GC)	11	22.60	23.38	24.21
ACCT CLERK III (GENERAL ACCOUNTING)	14	29.19	30.23	31.24
ACCT CLERK III (PAYROLL)	14	29.19	30.23	31.24
COMMUNITY DIABETES OUTREACH PROJECT WORKER	13	26.59	27.57	28.50
GOOD FOOD BOX SERVICE CO-ORDINATOR	10	20.92	21.64	22.37
GOOD FOOD BOX SERVICE CO-ORDINATOR (GC)	10	22.02	22.78	23.55
PHARMACY TECHNICIAN	13	26.59	27.57	28.50
PHARMACY TECHNICIAN (GC)	13	23.17	23.97	24.84
SENIORS VOLUNTEER CO-ORDINATOR	12	22.01	22.77	23.60
SENIORS VOLUNTEER CO-ORDINATOR (GC)	12	24.34	25.18	26.06
WESTSIDE INDIGENOUS HEALTH WORKER	13	26.59	27.57	28.50
HEALTH PROMOTION CO-ORDINATOR	14	29.19	30.23	31.24
HEALTH RECORDS TECHNICIAN	13	26.59	27.57	28.50
MEMBERSHIP DEVELOPMENT COORDINATOR	14	29.19	30.23	31.24
CCT/CLXT	14			
Base Rate		29.19	30.23	31.24
Market Adjustment		32.20	33.35	34.47
COORDINATOR INFORMATION SYSTEMS	15	31.77	32.87	34.04
COORDINATOR INFORMATION SYSTEMS (GC)	15	36.47	37.74	39.07
REGISTERED LABORATORY TECHNOLOGIST	16			
Base Rate		34.35	35.56	36.78
Market Adjustment		34.81	36.04	37.28
CLINICAL OFFICE ASSISTANT (RECEPTION)	10	20.92	21.64	22.37
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE	10	20.92	21.64	22.37
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE (GC)	10	22.02	22.78	23.55
X-RAY TECHNOLOGIST	16			
Base Rate		34.35	35.56	36.78
Market Adjustment		34.81	36.04	37.28
X-RAY TECHNOLOGIST/PURCHASING ASSISTANT	16			
Base Rate		34.35	35.56	36.78
Market Adjustment		34.81	36.04	37.28
SENIOR X-RAY TECHNOLOGIST/PURCHASER	19	42.82	44.32	45.88

Note: Market Adjustments are effective October 26, 2010; Green Circled (GC) rates of pay receive negotiated wage increases until the position is vacated; SAHO updated April 16, 2025; - GC rates are not factored for 95%, to be consistent with previous calculations.

**Interim HSAS Wage Rates in effect April 1, 2025**

HSAS Rates Job Title	2023		
	Step 1	Step 2	Step 3
NUTRITIONIST - Base	36.168	37.434	39.715
NUTRITIONIST - Market Adjustment	38.377	39.720	42.140
NUTRITIONIST (GC) - Base	36.168	37.434	39.715
NUTRITIONIST (GC) - Market Adjustment	38.377	39.720	42.140
COUNSELLOR I (GENERAL SERVICES) - Base	39.069	40.435	42.892
COUNSELLOR I (GENERAL SERVICES) - Market Adjustment	40.211	41.617	44.146
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Base	39.069	40.435	42.892
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Market Adjustment	40.211	41.617	44.146
COUNSELLOR I (SENIORS PROGRAM) - Base	39.069	40.435	42.892
COUNSELLOR I (SENIORS PROGRAM) - Market Adjustment	40.211	41.617	44.146
COUNSELLOR I (WESTSIDE) - Base	39.069	40.435	42.892
COUNSELLOR I (WESTSIDE) - Market Adjustment	40.211	41.617	44.146
SENIOR NUTRITIONIST/HEALTH PROMOTER - Base	39.069	40.435	42.892
SENIOR NUTRITIONIST/HEALTH PROMOTER - Market Adjustment	41.455	42.904	45.511
OCCUPATIONAL THERAPIST – Base	39.069	40.435	42.892
OCCUPATIONAL THERAPIST - Market Supplement	40.011	41.417	43.905
OCCUPATIONAL THERAPIST - Market Adjustment	41.801	43.262	45.891
OCCUPATIONAL THERAPIST – Market Supplement (new)	43.953	45.490	48.254
PHYSICAL THERAPIST- Base	39.069	40.435	42.892
PHYSICAL THERAPIST - Market Adjustment	42.011	43.480	46.122
PHYSICAL THERAPIST - Market Supplement – effective September 26, 2012	44.103	45.469	47.926
PHYSICAL THERAPIST - Market Supplement – effective November 12, 2022	46.918	48.363	50.938
COUNSELLOR II (GENERAL SERVICES) - Base	45.555	47.157	50.031
COUNSELLOR II (GENERAL SERVICES) - Market Adjustment	46.885	48.534	51.492
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Base	45.555	47.157	50.031
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Market Adjustment	46.885	48.534	51.492
PHARMACIST - Base	38.072	39.404	41.805
PHARMACIST - Market Supplement	49.451	51.184	53.986
PHARMACIST - Market Adjustment	51.140	52.929	56.154
PHARMACIST - Market Supplement (new)	54.416	56.319	59.751
PHARMACIST (GC) - Base	38.072	39.404	41.805
PHARMACIST (GC) - Market Supplement	49.451	51.184	53.986
PHARMACIST (GC) - Market Adjustment	51.140	52.929	56.154
PHARMACIST (GC) - Market Supplement (new)	54.416	56.319	59.751
ADDICTIONS COUNSELLOR DIPLOMA – Base	31.016	32.099	34.048
ADDICTIONS COUNSELLOR DIPLOMA – Market Adjustment	31.322	32.416	34.384

Notes: Step 3 base rates match the Step 5 rates in HSAS, and are then factored at 95%.

## SCHEDULE "A"

### MONETARY AGREEMENTS CONCERNING CONTRACT BETWEEN THE EMPLOYER and CUPE 974 FOR THE PERIOD APRIL 1, 2023 TO MARCH 31, 2027

#### a) Salaries

##### 1.1 Effective April 1, 2022:

- The Employer provided a two percent (2%) wage increase to CUPE 974 positions matched to positions in the CUPE/SAHO, HSAS/SAHO and SUN/SAHO agreements concerning compensation agreements for the same period.

##### 1.2. Effective April 1, 2023:

- The Employer will provide a two percent (2%) wage increase to CUPE 974 positions matched to positions in the HSAS/SAHO and SUN/SAHO agreements concerning compensation agreements for the same period.

For positions matched to CUPE/SAHO, salary increases will be provided once ratified by those parties and official notice is provided to the clinic by the Government of Saskatchewan.

##### 1.3. Effective April 1, 2024:

For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.

##### 1.4. Effective April 1, 2025:

For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.

Additionally, CUPE 974 positions currently paid at ninety-four percent (94%) of those positions matched to SAHO agreements will be paid at ninety-five percent (95%).

##### 1.5 Effective April 1, 2026:

CUPE 974 positions currently paid at ninety-five percent (95%) of those positions matched to SAHO agreements will be paid at ninety-six percent (96%).

1.6 Retroactivity:

- All employees noted in 1.2 to 1.5., who were employees as of the date of the Collective Agreement, shall be eligible for retroactive pay adjustments for periods based on their paid hours as an employee of the Employer.
- As per Article 21.03 (Retroactive Pay for Terminated Employees), employees who have retired or ceased employment between the termination date of this Agreement and the effective date of the new Agreement, with the exception of employees who have left the Employer during their probation, will receive full retroactivity of any increase in wages, salaries, or other benefits.

b) Negotiation of Changes in Compensation Agreements

For positions matched to HSAS/SAHO and SUN/SAHO salary increases will be provided once ratified by those parties and official notice is provided to the clinic by the Government of Saskatchewan for the periods up to and including March 31, 2027.

**WAGE RATES – APPENDIX “A”**  
**CUPE Wage Rates April 1, 2022 – March 31, 2023**

CUPE Rates		2022		
Classification	Pay Band	Step 1	Step 2	Step 3
CLEANER	5	17.76	18.38	19.03
CLEANER (GC)	5	20.37	21.09	21.82
DELIVERY PERSON	5	17.76	18.38	19.03
DELIVERY PERSON (GC)	5	20.37	21.09	21.82
HEALTH RECORDS CLERK	7	18.92	19.59	20.27
HEALTH RECORDS CLERK (GC)	7	20.37	21.09	21.82
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT	9	20.10	20.80	21.52
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT (GC)	9	21.38	22.12	22.89
ACCT CLERK II (AP/AR)	13	26.33	27.26	28.19
BILLING & STATISTICAL CLERK	10	20.71	21.42	22.17
BILLING & STATISTICAL CLERK (GC)	10	22.37	23.16	23.96
MEDICAL STENO	12	21.78	22.56	23.35
MEDICAL STENO (GC)	12	24.34	25.18	26.07
MEDICAL STENO (424 SECRETARY/RECEPTIONIST)	12	21.78	22.56	23.35
MEDICAL STENO (424 SECRETARY/RECEPTIONIST) (GC)	12	24.34	25.18	26.07
WESTSIDE CLINIC OFFICE SECRETARY	13	26.33	27.26	28.19
MAINTENANCE/SECURITY/CLEANING	11	21.25	21.97	22.76
MAINTENANCE/SECURITY/CLEANING (GC)	11	22.60	23.38	24.21
ACCT CLERK III (GENERAL ACCOUNTING)	14	28.89	29.91	30.92
ACCT CLERK III (PAYROLL)	14	28.89	29.91	30.92
COMMUNITY DIABETES OUTREACH PROJECT WORKER	13	26.33	27.26	28.19
GOOD FOOD BOX SERVICE CO-ORDINATOR	10	20.71	21.42	22.17
GOOD FOOD BOX SERVICE CO-ORDINATOR (GC)	10	22.02	22.78	23.55
PHARMACY TECHNICIAN	13	26.33	27.26	28.19
PHARMACY TECHNICIAN (GC)	13	23.17	23.98	24.84
SENIORS VOLUNTEER CO-ORDINATOR	12	21.78	22.56	23.35
SENIORS VOLUNTEER CO-ORDINATOR (GC)	12	24.34	25.18	26.07
WESTSIDE INDIGENOUS HEALTH WORKER	13	26.33	27.26	28.19
HEALTH PROMOTION CO-ORDINATOR	14	28.89	29.91	30.92
HEALTH RECORDS TECHNICIAN	13	26.33	27.26	28.19
MEMBERSHIP DEVELOPMENT COORDINATOR	14	28.89	29.91	30.92
CCT/CLXT	14			
Base Rate		28.89	29.91	30.92
Market Adjustment		32.12	33.25	34.37
COORDINATOR INFORMATION SYSTEMS	15	31.43	32.53	33.69
COORDINATOR INFORMATION SYSTEMS (GC)	15	36.47	37.74	39.07
REGISTERED LABORATORY TECHNOLOGIST	16			
Base Rate		33.99	35.18	36.40
Market Adjustment		34.48	35.69	36.93
CLINICAL OFFICE ASSISTANT (RECEPTION)	10	20.71	21.42	22.17
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE	10	20.71	21.42	22.17
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE (GC)	10	22.02	22.78	23.55
X-RAY TECHNOLOGIST	16			
Base Rate		33.99	35.18	36.40
Market Adjustment		34.48	35.69	36.93
X-RAY TECHNOLOGIST/PURCHASING ASSISTANT	16			
Base Rate		33.99	35.18	36.40
Market Adjustment		34.48	35.69	36.93
SENIOR X-RAY TECHNOLOGIST/PURCHASER	19	42.38	43.85	45.39

Note: Market Adjustments are effective October 26, 2010; Green Circled (GC) rates of pay receive negotiated wage increases until the position is vacated; SAHO updated April 16, 2025; - GC rates are not factored for 95%, to be consistent with previous calculations.

**CUPE Wage Rates April 1, 2023 – March 31, 2024**

The Employer will provide a two percent (2%) wage increase to CUPE 974 positions matched to positions in the HSAS/SAHO and SUN/SAHO agreements concerning compensation agreements for the same period.

For positions matched to CUPE/SAHO, salary increases will be provided once ratified by those parties and official notice is provided to the clinic by the Government of Saskatchewan.

CUPE Rates		2023		
Classification	Pay Band	Step 1	Step 2	Step 3
CLEANER	5			
CLEANER (GC)	5			
DELIVERY PERSON	5			
DELIVERY PERSON (GC)	5			
HEALTH RECORDS CLERK	7			
HEALTH RECORDS CLERK (GC)	7			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT	9			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT (GC)	9			
ACCT CLERK II (AP/AR)	13			
BILLING & STATISTICAL CLERK	10			
BILLING & STATISTICAL CLERK (GC)	10			
MEDICAL STENO	12			
MEDICAL STENO (GC)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST) (GC)	12			
WESTSIDE CLINIC OFFICE SECRETARY	13			
MAINTENANCE/SECURITY/CLEANING	11			
MAINTENANCE/SECURITY/CLEANING (GC)	11			
ACCT CLERK III (GENERAL ACCOUNTING)	14			
ACCT CLERK III (PAYROLL)	14			
COMMUNITY DIABETES OUTREACH PROJECT WORKER	13			
GOOD FOOD BOX SERVICE CO-ORDINATOR	10			
GOOD FOOD BOX SERVICE CO-ORDINATOR (GC)	10			
PHARMACY TECHNICIAN	13			
PHARMACY TECHNICIAN (GC)	13			
SENIORS VOLUNTEER CO-ORDINATOR	12			
SENIORS VOLUNTEER CO-ORDINATOR (GC)	12			
WESTSIDE INDIGENOUS HEALTH WORKER	13			
HEALTH PROMOTION CO-ORDINATOR	14			
HEALTH RECORDS TECHNICIAN	13			
MEMBERSHIP DEVELOPMENT COORDINATOR	14			
CCT/CLXT	14			
Base Rate				
Market Adjustment				
COORDINATOR INFORMATION SYSTEMS	15			
COORDINATOR INFORMATION SYSTEMS (GC)	15			
REGISTERED LABORATORY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
CLINICAL OFFICE ASSISTANT (RECEPTION)	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE (GC)	10			
X-RAY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
X-RAY TECHNOLOGIST/PURCHASING ASSISTANT	16			
Base Rate				
Market Adjustment				
SENIOR X-RAY TECHNOLOGIST/PURCHASER	19			

Note: Market Adjustments are effective October 26, 2010; Green Circled (GC) rates of pay receive negotiated wage increases until the position is vacated; SAHO updated April 16, 2025; - GC rates are not factored for 95%, to be consistent with previous calculations.

**CUPE Wage Rates April 1, 2024 – March 31, 2025**

For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.

CUPE Rates		2024		
Classification	Pay Band	Step 1	Step 2	Step 3
CLEANER	5			
CLEANER (GC)	5			
DELIVERY PERSON	5			
DELIVERY PERSON (GC)	5			
HEALTH RECORDS CLERK	7			
HEALTH RECORDS CLERK (GC)	7			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT	9			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT (GC)	9			
ACCT CLERK II (AP/AR)	13			
BILLING & STATISTICAL CLERK	10			
BILLING & STATISTICAL CLERK (GC)	10			
MEDICAL STENO	12			
MEDICAL STENO (GC)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST) (GC)	12			
WESTSIDE CLINIC OFFICE SECRETARY	13			
MAINTENANCE/SECURITY/CLEANING	11			
MAINTENANCE/SECURITY/CLEANING (GC)	11			
ACCT CLERK III (GENERAL ACCOUNTING)	14			
ACCT CLERK III (PAYROLL)	14			
COMMUNITY DIABETES OUTREACH PROJECT WORKER	13			
GOOD FOOD BOX SERVICE CO-ORDINATOR	10			
GOOD FOOD BOX SERVICE CO-ORDINATOR (GC)	10			
PHARMACY TECHNICIAN	13			
PHARMACY TECHNICIAN (GC)	13			
SENIORS VOLUNTEER CO-ORDINATOR	12			
SENIORS VOLUNTEER CO-ORDINATOR (GC)	12			
WESTSIDE INDIGENOUS HEALTH WORKER	13			
HEALTH PROMOTION CO-ORDINATOR	14			
HEALTH RECORDS TECHNICIAN	13			
MEMBERSHIP DEVELOPMENT COORDINATOR	14			
CCT/CLXT	14			
Base Rate				
Market Adjustment				
COORDINATOR INFORMATION SYSTEMS	15			
COORDINATOR INFORMATION SYSTEMS (GC)	15			
REGISTERED LABORATORY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
CLINICAL OFFICE ASSISTANT (RECEPTION)	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE (GC)	10			
X-RAY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
X-RAY TECHNOLOGIST/PURCHASING ASSISTANT	16			
Base Rate				
Market Adjustment				
SENIOR X-RAY TECHNOLOGIST/PURCHASER	19			

Note: Market Adjustments are effective October 26, 2010; Green Circled (GC) rates of pay receive negotiated wage increases until the position is vacated; SAHO updated April 16, 2025; - GC rates are not factored for 95%, to be consistent with previous calculations.

**CUPE Wage Rates April 1, 2025 – March 31, 2026**

For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.

Additionally, CUPE 974 positions currently paid at ninety-four percent (94%) of those positions matched to SAHO agreements will be paid at ninety-five percent (95%).

CUPE Rates		2025		
Classification	Pay Band	Step 1	Step 2	Step 3
CLEANER	5			
CLEANER (GC)	5			
DELIVERY PERSON	5			
DELIVERY PERSON (GC)	5			
HEALTH RECORDS CLERK	7			
HEALTH RECORDS CLERK (GC)	7			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT	9			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT (GC)	9			
ACCT CLERK II (AP/AR)	13			
BILLING & STATISTICAL CLERK	10			
BILLING & STATISTICAL CLERK (GC)	10			
MEDICAL STENO	12			
MEDICAL STENO (GC)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST) (GC)	12			
WESTSIDE CLINIC OFFICE SECRETARY	13			
MAINTENANCE/SECURITY/CLEANING	11			
MAINTENANCE/SECURITY/CLEANING (GC)	11			
ACCT CLERK III (GENERAL ACCOUNTING)	14			
ACCT CLERK III (PAYROLL)	14			
COMMUNITY DIABETES OUTREACH PROJECT WORKER	13			
GOOD FOOD BOX SERVICE CO-ORDINATOR	10			
GOOD FOOD BOX SERVICE CO-ORDINATOR (GC)	10			
PHARMACY TECHNICIAN	13			
PHARMACY TECHNICIAN (GC)	13			
SENIORS VOLUNTEER CO-ORDINATOR	12			
SENIORS VOLUNTEER CO-ORDINATOR (GC)	12			
WESTSIDE INDIGENOUS HEALTH WORKER	13			
HEALTH PROMOTION CO-ORDINATOR	14			
HEALTH RECORDS TECHNICIAN	13			
MEMBERSHIP DEVELOPMENT COORDINATOR	14			
CCT/CLXT	14			
Base Rate				
Market Adjustment				
COORDINATOR INFORMATION SYSTEMS	15			
COORDINATOR INFORMATION SYSTEMS (GC)	15			
REGISTERED LABORATORY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
CLINICAL OFFICE ASSISTANT (RECEPTION)	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE (GC)	10			
X-RAY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
X-RAY TECHNOLOGIST/PURCHASING ASSISTANT	16			
Base Rate				
Market Adjustment				
SENIOR X-RAY TECHNOLOGIST/PURCHASER	19			

Note: Market Adjustments are effective October 26, 2010; Green Circled (GC) rates of pay receive negotiated wage increases until the position is vacated; SAHO updated April 16, 2025; - GC rates are not factored for 95%, to be consistent with previous calculations.

**CUPE Wage Rates April 1, 2026 – March 31, 2027**

For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.

CUPE 974 positions currently paid at ninety-five percent (95%) of those positions matched to SAHO agreements will be paid at ninety-six percent (96%).

CUPE Rates		2026		
Classification	Pay Band	Step 1	Step 2	Step 3
CLEANER	5			
CLEANER (GC)	5			
DELIVERY PERSON	5			
DELIVERY PERSON (GC)	5			
HEALTH RECORDS CLERK	7			
HEALTH RECORDS CLERK (GC)	7			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT	9			
PHYSICAL THERAPY RECEPTIONIST/ATTENDANT (GC)	9			
ACCT CLERK II (AP/AR)	13			
BILLING & STATISTICAL CLERK	10			
BILLING & STATISTICAL CLERK (GC)	10			
MEDICAL STENO	12			
MEDICAL STENO (GC)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST)	12			
MEDICAL STENO (424 SECRETARY/RECEPTIONIST) (GC)	12			
WESTSIDE CLINIC OFFICE SECRETARY	13			
MAINTENANCE/SECURITY/CLEANING	11			
MAINTENANCE/SECURITY/CLEANING (GC)	11			
ACCT CLERK III (GENERAL ACCOUNTING)	14			
ACCT CLERK III (PAYROLL)	14			
COMMUNITY DIABETES OUTREACH PROJECT WORKER	13			
GOOD FOOD BOX SERVICE CO-ORDINATOR	10			
GOOD FOOD BOX SERVICE CO-ORDINATOR (GC)	10			
PHARMACY TECHNICIAN	13			
PHARMACY TECHNICIAN (GC)	13			
SENIORS VOLUNTEER CO-ORDINATOR	12			
SENIORS VOLUNTEER CO-ORDINATOR (GC)	12			
WESTSIDE INDIGENOUS HEALTH WORKER	13			
HEALTH PROMOTION CO-ORDINATOR	14			
HEALTH RECORDS TECHNICIAN	13			
MEMBERSHIP DEVELOPMENT COORDINATOR	14			
CCT/CLXT	14			
Base Rate				
Market Adjustment				
COORDINATOR INFORMATION SYSTEMS	15			
COORDINATOR INFORMATION SYSTEMS (GC)	15			
REGISTERED LABORATORY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
CLINICAL OFFICE ASSISTANT (RECEPTION)	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE	10			
CLINICAL OFFICE ASSISTANT (RECEPTIONIST) WESTSIDE (GC)	10			
X-RAY TECHNOLOGIST	16			
Base Rate				
Market Adjustment				
X-RAY TECHNOLOGIST/PURCHASING ASSISTANT	16			
Base Rate				
Market Adjustment				
SENIOR X-RAY TECHNOLOGIST/PURCHASER	19			

Note: Market Adjustments are effective October 26, 2010; Green Circled (GC) rates of pay receive negotiated wage increases until the position is vacated; SAHO updated April 16, 2025; - GC rates are not factored for 95%, to be consistent with previous calculations.

**SUN Nurse Wage Rates, April 1, 2022 – March 31, 2023**

COMMUNITY HEALTH SERVICES ASSOCIATION (Saskatoon) Ltd.											
Registered Nurse Wage Rates											
April 1, 2022	Nurse	Step 1 (Start)	Step 2 (@1950 hrs)	Step 3 (@2925 hrs)	Step 4 (@3900 hrs)	Step 5 (@4875 hrs)	Step 6 (@5850 hrs)	Step 7 (@6825 hrs)	Step 8 (@7800 hrs)	Step 9 (@8775 hrs)	Step 10 (@9750 hrs)
<b>Rates Without Long Service:</b>											
Main Clinic & W/S RNs	A	\$37.82	\$39.62	\$40.53	\$41.43	\$42.41	\$43.39	\$44.87	\$46.34	\$47.72	\$49.09
Community Mental Health RNs	B	\$41.22	\$43.16	\$44.18	\$45.20	\$46.26	\$47.31	\$48.91	\$50.50	\$50.96	\$51.41
Nurse Practitioners	NP	\$51.56	\$53.66	\$54.76	\$55.85	\$57.02	\$58.18	\$59.93	\$61.68		
	GRAD	\$32.65									
<b>Rates With Long Service:</b>											
Main Clinic & W/S RNs	A	\$38.58	\$40.40	\$41.33	\$42.26	\$43.27	\$44.27	\$45.77	\$47.27	\$48.67	\$50.07
Community Mental Health RNs	B	\$42.04	\$44.02	\$45.06	\$46.10	\$47.18	\$48.26	\$49.89	\$51.51	\$51.98	\$52.44
Nurse Practitioners	NP	\$52.59	\$54.73	\$55.85	\$56.97	\$58.16	\$59.34	\$61.12	\$62.90		
	GRAD	\$33.30									

**SUN Nurse Wage Rates, April 1, 2023 – March 31, 2024**

COMMUNITY HEALTH SERVICES ASSOCIATION (Saskatoon) Ltd.											
Registered Nurse Wage Rates											
April 1, 2023	Nurse	Step 1	Step 2		Step 3		Step 4		Step 5		Step 6
		(Start)	(@1950 hrs)	(@2925 hrs)	(@3900 hrs)	(@4875 hrs)	(@5850 hrs)	(@6825 hrs)	(@7800 hrs)	(@8775 hrs)	(@9750 hrs)
<b>Rates Without Long Service:</b>											
Main Clinic & W/S RNs	A	\$38.58	\$40.41	\$41.34	\$42.26	\$43.26	\$44.26	\$45.77	\$47.27	\$48.67	\$50.07
Community Mental Health RNs	B	\$42.04	\$44.02	\$45.06	\$46.10	\$47.18	\$48.26	\$49.89	\$51.51	\$51.98	\$52.44
Nurse Practitioners	NP	\$52.59	\$54.73	\$55.85	\$56.97	\$58.16	\$59.34	\$61.13	\$62.91		
	GRAD	\$33.30									
<b>Rates With Long Service:</b>											
Main Clinic & W/S RNs	A	\$39.35	\$41.21	\$42.16	\$43.11	\$44.14	\$45.16	\$46.69	\$48.22	\$49.65	\$51.07
Community Mental Health RNs	B	\$42.88	\$44.90	\$45.96	\$47.02	\$48.13	\$49.23	\$50.89	\$52.54	\$53.02	\$53.49
Nurse Practitioners	NP	\$53.64	\$55.82	\$56.97	\$58.11	\$59.32	\$60.53	\$62.35	\$64.16		
	GRAD	\$33.97									

**SUN Nurse Wage Rates, April 1, 2024 – March 31, 2025**

**For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.**

COMMUNITY HEALTH SERVICES ASSOCIATION (Saskatoon) Ltd.											
Registered Nurse Wage Rates											
April 1, 2024	Nurse	Step 1	Step 2		Step 3		Step 4		Step 5		Step 6
		(Start)	(@1950 hrs)	(@2925 hrs)	(@3900 hrs)	(@4875 hrs)	(@5850 hrs)	(@6825 hrs)	(@7800 hrs)	(@8775 hrs)	(@9750 hrs)
<b>Rates Without Long Service:</b>											
Main Clinic & W/S RNs	A										
Community Mental Health RNs	B										
Nurse Practitioners	NP										
	GRAD										
<b>Rates With Long Service:</b>											
Main Clinic & W/S RNs	A										
Community Mental Health RNs	B										
Nurse Practitioners	NP										
	GRAD										

**SUN Nurse Wage Rates, April 1, 2025 – March 31, 2026**

**For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.**

COMMUNITY HEALTH SERVICES ASSOCIATION (Saskatoon) Ltd.											
Registered Nurse Wage Rates											
April 1, 2025	Nurse	Step 1	Step 2		Step 3		Step 4		Step 5		Step 6
		(Start)	(@1950 hrs)	(@2925 hrs)	(@3900 hrs)	(@4875 hrs)	(@5850 hrs)	(@6825 hrs)	(@7800 hrs)	(@8775 hrs)	(@9750 hrs)
<b>Rates Without Long Service:</b>											
Main Clinic & W/S RNs	A										
Community Mental Health RNs	B										
Nurse Practitioners	NP										
	GRAD										
<b>Rates With Long Service:</b>											
Main Clinic & W/S RNs	A										
Community Mental Health RNs	B										
Nurse Practitioners	NP										
	GRAD										

**SUN Nurse Wage Rates, April 1, 2026 – March 31, 2027**

**For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.**

COMMUNITY HEALTH SERVICES ASSOCIATION (Saskatoon) Ltd.											
Registered Nurse Wage Rates											
April 1, 2026	Nurse	Step 1	Step 2		Step 3		Step 4		Step 5		Step 6
		(Start)	(@1950 hrs)	(@2925 hrs)	(@3900 hrs)	(@4875 hrs)	(@5850 hrs)	(@6825 hrs)	(@7800 hrs)	(@8775 hrs)	(@9750 hrs)
<b>Rates Without Long Service:</b>											
Main Clinic & W/S RNs	A										
Community Mental Health RNs	B										
Nurse Practitioners	NP										
	GRAD										
<b>Rates With Long Service:</b>											
Main Clinic & W/S RNs	A										
Community Mental Health RNs	B										
Nurse Practitioners	NP										
	GRAD										

**HSAS Wage Rates, April 1, 2022 – March 31, 2023**

<b>HSAS Rates</b>	<b>2022</b>		
<b>Job Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
NUTRITIONIST - Base	35.083	36.313	38.516
NUTRITIONIST - Market Adjustment	37.404	38.714	41.064
NUTRITIONIST (GC) - Base	35.622	36.864	39.115
NUTRITIONIST (GC) - Market Adjustment	37.943	39.266	41.663
COUNSELLOR I (GENERAL SERVICES) - Base	37.887	39.220	41.600
COUNSELLOR I (GENERAL SERVICES) - Market Adjustment	39.086	40.462	42.917
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Base	37.887	39.220	41.600
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Market Adjustment	39.086	40.462	42.917
COUNSELLOR I (SENIORS PROGRAM) - Base	37.887	39.220	41.600
COUNSELLOR I (SENIORS PROGRAM) - Market Adjustment	39.086	40.462	42.917
COUNSELLOR I (WESTSIDE) - Base	37.887	39.220	41.600
COUNSELLOR I (WESTSIDE) - Market Adjustment	39.086	40.462	42.917
SENIOR NUTRITIONIST/HEALTH PROMOTER - Base	37.887	39.220	41.600
SENIOR NUTRITIONIST/HEALTH PROMOTER - Market Adjustment	40.394	41.815	44.352
OCCUPATIONAL THERAPIST – Base	37.887	39.220	41.600
OCCUPATIONAL THERAPIST - Market Supplement	38.876	40.252	42.664
OCCUPATIONAL THERAPIST - Market Adjustment	40.758	42.191	44.750
OCCUPATIONAL THERAPIST – Market Supplement (new)	40.758	42.191	44.750
PHYSICAL THERAPIST- Base	37.887	39.220	41.600
PHYSICAL THERAPIST - Market Adjustment	40.979	42.420	44.993
PHYSICAL THERAPIST - Market Supplement – effective September 26, 2012	43.177	44.511	46.888
PHYSICAL THERAPIST - Market Supplement – effective November 12, 2022	43.177	44.511	46.888
COUNSELLOR II (GENERAL SERVICES) - Base	44.198	45.748	48.524
COUNSELLOR II (GENERAL SERVICES) - Market Adjustment	45.594	47.195	50.059
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Base	44.198	45.748	48.524
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Market Adjustment	45.594	47.195	50.059
PHARMACIST - Base	37.325	38.631	40.985
PHARMACIST - Market Supplement	49.281	51.009	53.785
PHARMACIST - Market Adjustment	51.056	52.843	56.063
PHARMACIST - Market Supplement (new)	51.056	52.843	56.063
PHARMACIST (GC) - Base	37.325	38.631	40.985
PHARMACIST (GC) - Market Supplement	49.281	51.009	53.785
PHARMACIST (GC) - Market Adjustment	51.056	52.843	56.063
PHARMACIST (GC) - Market Supplement (new)	51.056	52.843	56.063
ADDICTIONS COUNSELLOR DIPLOMA – Base	30.086	31.139	33.032
ADDICTIONS COUNSELLOR DIPLOMA – Market Adjustment	30.408	31.472	33.386

Notes: Step 3 base rates match the Step 5 rates in HSAS, and are then factored at 94%.

**HSAS Wage Rates, April 1, 2023 – March 31, 2024**

<b>HSAS Rates</b>	<b>2023</b>		
<b>Job Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
NUTRITIONIST - Base	35.788	37.040	39.297
NUTRITIONIST - Market Adjustment	37.997	39.326	41.722
NUTRITIONIST (GC) - Base	35.788	37.040	39.297
NUTRITIONIST (GC) - Market Adjustment	37.997	39.326	41.722
COUNSELLOR I (GENERAL SERVICES) - Base	38.658	40.009	42.440
COUNSELLOR I (GENERAL SERVICES) - Market Adjustment	39.800	41.191	43.694
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Base	38.658	40.009	42.440
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Market Adjustment	39.800	41.191	43.694
COUNSELLOR I (SENIORS PROGRAM) - Base	38.658	40.009	42.440
COUNSELLOR I (SENIORS PROGRAM) - Market Adjustment	39.800	41.191	43.694
COUNSELLOR I (WESTSIDE) - Base	38.658	40.009	42.440
COUNSELLOR I (WESTSIDE) - Market Adjustment	39.800	41.191	43.694
SENIOR NUTRITIONIST/HEALTH PROMOTER - Base	38.658	40.009	42.440
SENIOR NUTRITIONIST/HEALTH PROMOTER - Market Adjustment	41.044	42.478	45.059
OCCUPATIONAL THERAPIST – Base	38.658	40.009	42.440
OCCUPATIONAL THERAPIST - Market Supplement	39.600	40.991	43.453
OCCUPATIONAL THERAPIST - Market Adjustment	41.390	42.836	45.439
OCCUPATIONAL THERAPIST – Market Supplement (new)	43.542	45.064	47.802
PHYSICAL THERAPIST- Base	38.658	40.009	42.440
PHYSICAL THERAPIST - Market Adjustment	41.600	43.054	45.670
PHYSICAL THERAPIST - Market Supplement – effective September 26, 2012	43.692	45.043	47.474
PHYSICAL THERAPIST - Market Supplement – effective November 12, 2022	46.507	47.937	50.486
COUNSELLOR II (GENERAL SERVICES) - Base	45.076	46.661	49.504
COUNSELLOR II (GENERAL SERVICES) - Market Adjustment	46.406	48.038	50.965
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Base	45.076	46.661	49.504
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Market Adjustment	46.406	48.038	50.965
PHARMACIST - Base	38.072	39.404	41.805
PHARMACIST - Market Supplement	49.451	51.184	53.986
PHARMACIST - Market Adjustment	51.140	52.929	56.154
PHARMACIST - Market Supplement (new)	54.416	56.319	59.751
PHARMACIST (GC) - Base	38.072	39.404	41.805
PHARMACIST (GC) - Market Supplement	49.451	51.184	53.986
PHARMACIST (GC) - Market Adjustment	51.140	52.929	56.154
PHARMACIST (GC) - Market Supplement (new)	54.416	56.319	59.751
ADDICTIONS COUNSELLOR DIPLOMA – Base	30.689	31.761	33.690
ADDICTIONS COUNSELLOR DIPLOMA – Market Adjustment	30.995	32.078	34.026

Notes: Step 3 base rates match the Step 5 rates in HSAS, and are then factored at 94%.

**HSAS Wage Rates, April 1, 2024 – March 31, 2025**

**For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.**

HSAS Rates	2024		
	Step 1	Step 2	Step 3
Job Title			
NUTRITIONIST - Base			
NUTRITIONIST - Market Adjustment			
NUTRITIONIST (GC) - Base			
NUTRITIONIST (GC) - Market Adjustment			
COUNSELLOR I (GENERAL SERVICES) - Base			
COUNSELLOR I (GENERAL SERVICES) - Market Adjustment			
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Base			
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Market Adjustment			
COUNSELLOR I (SENIORS PROGRAM) - Base			
COUNSELLOR I (SENIORS PROGRAM) - Market Adjustment			
COUNSELLOR I (WESTSIDE) - Base			
COUNSELLOR I (WESTSIDE) - Market Adjustment			
SENIOR NUTRITIONIST/HEALTH PROMOTER - Base			
SENIOR NUTRITIONIST/HEALTH PROMOTER - Market Adjustment			
OCCUPATIONAL THERAPIST – Base			
OCCUPATIONAL THERAPIST - Market Supplement			
OCCUPATIONAL THERAPIST - Market Adjustment			
OCCUPATIONAL THERAPIST – Market Supplement (new)			
PHYSICAL THERAPIST- Base			
PHYSICAL THERAPIST - Market Adjustment			
PHYSICAL THERAPIST - Market Supplement – effective September 26, 2012			
PHYSICAL THERAPIST - Market Supplement – effective November 12, 2022			
COUNSELLOR II (GENERAL SERVICES) - Base			
COUNSELLOR II (GENERAL SERVICES) - Market Adjustment			
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Base			
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Market Adjustment			
PHARMACIST - Base			
PHARMACIST - Market Supplement			
PHARMACIST - Market Adjustment			
PHARMACIST - Market Supplement (new)			
PHARMACIST (GC) - Base			
PHARMACIST (GC) - Market Supplement			
PHARMACIST (GC) - Market Adjustment			
PHARMACIST (GC) - Market Supplement (new)			
ADDICTIONS COUNSELLOR DIPLOMA – Base			
ADDICTIONS COUNSELLOR DIPLOMA – Market Adjustment			

Notes: Step 3 base rates match the Step 5 rates in HSAS, and are then factored at 94%.

**HSAS Wage Rates, April 1, 2025 – March 31, 2026**

**For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.**

**Additionally, CUPE 974 positions currently paid at ninety-four percent (94%) of those positions matched to SAHO agreements will be paid at ninety-five percent (95%).**

HSAS Rates Job Title	2025		
	Step 1	Step 2	Step 3
NUTRITIONIST - Base			
NUTRITIONIST - Market Adjustment			
NUTRITIONIST (GC) - Base			
NUTRITIONIST (GC) - Market Adjustment			
COUNSELLOR I (GENERAL SERVICES) - Base			
COUNSELLOR I (GENERAL SERVICES) - Market Adjustment			
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Base			
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Market Adjustment			
COUNSELLOR I (SENIORS PROGRAM) - Base			
COUNSELLOR I (SENIORS PROGRAM) - Market Adjustment			
COUNSELLOR I (WESTSIDE) - Base			
COUNSELLOR I (WESTSIDE) - Market Adjustment			
SENIOR NUTRITIONIST/HEALTH PROMOTER - Base			
SENIOR NUTRITIONIST/HEALTH PROMOTER - Market Adjustment			
OCCUPATIONAL THERAPIST – Base			
OCCUPATIONAL THERAPIST - Market Supplement			
OCCUPATIONAL THERAPIST - Market Adjustment			
OCCUPATIONAL THERAPIST – Market Supplement (new)			
PHYSICAL THERAPIST- Base			
PHYSICAL THERAPIST - Market Adjustment			
PHYSICAL THERAPIST - Market Supplement – effective September 26, 2012			
PHYSICAL THERAPIST - Market Supplement – effective November 12, 2022			
COUNSELLOR II (GENERAL SERVICES) - Base			
COUNSELLOR II (GENERAL SERVICES) - Market Adjustment			
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Base			
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Market Adjustment			
PHARMACIST - Base			
PHARMACIST - Market Supplement			
PHARMACIST - Market Adjustment			
PHARMACIST - Market Supplement (new)			
PHARMACIST (GC) - Base			
PHARMACIST (GC) - Market Supplement			
PHARMACIST (GC) - Market Adjustment			
PHARMACIST (GC) - Market Supplement (new)			
ADDICTIONS COUNSELLOR DIPLOMA – Base			
ADDICTIONS COUNSELLOR DIPLOMA – Market Adjustment			

Notes: Step 3 base rates match the Step 5 rates in HSAS, and are then factored at 95%.

**HSAS Wage Rates, April 1, 2026 – March 31, 2027**

**For positions matched to HSAS/SAHO, CUPE/SAHO and SUN/SAHO, salary increases will be provided once ratified by those parties, and official notice is provided to the clinic by the Government of Saskatchewan.**

**CUPE 974 positions currently paid at ninety-five percent (95%) of those positions matched to SAHO agreements will be paid at ninety-six percent (96%).**

HSAS Rates Job Title	2026		
	Step 1	Step 2	Step 3
NUTRITIONIST - Base			
NUTRITIONIST - Market Adjustment			
NUTRITIONIST (GC) - Base			
NUTRITIONIST (GC) - Market Adjustment			
COUNSELLOR I (GENERAL SERVICES) - Base			
COUNSELLOR I (GENERAL SERVICES) - Market Adjustment			
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Base			
COUNSELLOR I (INDIGENOUS SENIORS PROGRAM) - Market Adjustment			
COUNSELLOR I (SENIORS PROGRAM) - Base			
COUNSELLOR I (SENIORS PROGRAM) - Market Adjustment			
COUNSELLOR I (WESTSIDE) - Base			
COUNSELLOR I (WESTSIDE) - Market Adjustment			
SENIOR NUTRITIONIST/HEALTH PROMOTER - Base			
SENIOR NUTRITIONIST/HEALTH PROMOTER - Market Adjustment			
OCCUPATIONAL THERAPIST – Base			
OCCUPATIONAL THERAPIST - Market Supplement			
OCCUPATIONAL THERAPIST - Market Adjustment			
OCCUPATIONAL THERAPIST – Market Supplement (new)			
PHYSICAL THERAPIST- Base			
PHYSICAL THERAPIST - Market Adjustment			
PHYSICAL THERAPIST - Market Supplement – effective September 26, 2012			
PHYSICAL THERAPIST - Market Supplement – effective November 12, 2022			
COUNSELLOR II (GENERAL SERVICES) - Base			
COUNSELLOR II (GENERAL SERVICES) - Market Adjustment			
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Base			
COUNSELLOR II (GENERAL SERVICES-WESTSIDE) - Market Adjustment			
PHARMACIST - Base			
PHARMACIST - Market Supplement			
PHARMACIST - Market Adjustment			
PHARMACIST - Market Supplement (new)			
PHARMACIST (GC) - Base			
PHARMACIST (GC) - Market Supplement			
PHARMACIST (GC) - Market Adjustment			
PHARMACIST (GC) - Market Supplement (new)			
ADDICTIONS COUNSELLOR DIPLOMA – Base			
ADDICTIONS COUNSELLOR DIPLOMA – Market Adjustment			

Notes: Step 3 base rates match the Step 5 rates in HSAS, and are then factored at 95%.

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