

SGEU Health Providers Bargaining Update February 26, 2021



To: SGEU Health Provider Members

**Re: SGEU Conditional Hires – Change in Practice
(EFFECTIVE IMMEDIATELY)**

A recent memo from the Saskatchewan Health Authority (SHA) laid out an important change in the practice for SGEU Conditional Hires.

This change was a result of a decision made in an Arbitration filed by the union in 2019, where the conditional hire process was reviewed as it relates to the Collective Bargaining Agreement (CBA) for SGEU Health Providers, specifically Article 9 – Vacancies and New Positions, as well as Letter of Understanding (LOU) #10. That review found that there was one past practice in the three former health regions – Kelsey Trail Health Region (fKTHR), Mamawetan Churchill River Regional Health Authority (fMCRRA) and Keewatin Yatthé Regional Health Authority (fKYRHA), which will now be followed for all conditional hiring.

The change is as follows: **Current “conditional hires” will now be considered as “qualified” applicants when applying for positions.**

The change will commence on a go-forward basis, effective immediately.

When filling a position, the employer will now consider both the qualifications as set out in the Provincial Job Description **and** the equivalent qualifications where an employee is “conditionally hired” and is able to demonstrate that they have embarked on a program or process to obtain the required educational qualification(s).

The new and past practices are outlined below:

Past Practice	New Practice
Internal Qualified (conditional hires excluded) External Qualified	Internal Qualified (conditional hires included) External Qualified
Internal Unqualified (conditional hires included) External Unqualified	Internal Unqualified External Unqualified

“Conditional hires” must demonstrate that they have embarked on a program or process to obtain the required educational qualification(s), at minimum every 6 months. In the past, the employer has followed LOU #10 in regards to this timeframe, and will continue to do so because the LOU language remains the same and is not affected by this change in practice. Should an individual not meet their conditions they shall revert to casual status in a classification that they are qualified for and as negotiated by the parties.

If you have questions or require further information or assistance, please contact a member of your Bargaining Committee.

Thank you for going above-and-beyond in your work during the COVID-19 pandemic, and for your ongoing efforts to provide exceptional care and support to patients, residents and clients in our health care system.

Please do everything you can to keep yourself safe at work, in your community and at home.

To keep informed about SGEU Health Provider information, please download our [SGEU Health Sector app](#), follow us on Facebook [@sgeuhealthproviders](#) or check out our website <https://www.sgeuhealthproviders.org/>

In Solidarity,

SGEU Health Providers Bargaining Committee:

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