

# SGEU Health Providers Bargaining Update

## March 17, 2021



**To: SGEU Health Provider Members**

**Re: Vacation Requests – deadline to submit**

As you may recall, a mutual agreement was reached in late 2020 to allow vacation requests to be submitted on a monthly basis. Details were communicated to all SGEU Health Provider members in the December 4, 2020 update from the Bargaining Committee. This agreement was in place with the Saskatchewan Health Authority (SHA) until March 1, 2021. **As such, this agreement has now ended and we will revert to the language in the Collective Bargaining Agreement (CBA).**

**This memo is a reminder that you must submit your annual vacation request by March 31st in order for it to be awarded based on seniority.** Any requests submitted after March 31 will be awarded based on a first-come first-served basis.

The relevant section of the CBA is as follows:

### **Section 15.07 – Vacation Period/Posting/Scheduling**

- a) Where vacation bank balances are not printed on earning statements, projected accumulated vacation credits for all Employees shall be posted during the month of February of each year and will be subject to verification in accordance with vacation credit entitlement determined on the vacation cut-off date of March 31st of each year.
- b) Employees will indicate their choices of dates for the vacation year by April 1st of each year.
- c) Vacation schedules shall be posted by April 30th of each year. Once posted, these dates may be changed with mutual consent of the Employee and the Employer, except in extenuating circumstances. It is understood that credit entitlement is subject to verification after the accrual year ending March 31st.
- d) If an Employee has still not scheduled unexpended vacation credits by January 15th, the Employer will meet with the Employee in order to determine the dates for vacation to be utilized. Any vacation credits not carried over as per Article 15.06 a) and b) – Carry-over of Unused Annual Vacation Leave must be used by March 31st of each year.

- e) Annual vacation time shall be regulated on a mutually agreed basis. In the case of disagreement, seniority shall govern within the work area. However, Employees who do not request vacation time before April 1st of each year shall forfeit their right to use seniority. Disputes after this date shall be governed on a first-come, first-served basis.
- f) An Employee shall be entitled to receive vacation in an unbroken period, unless otherwise mutually agreed upon between the Employee and the Employer.

If you have questions about the vacation policy or any other issue, or if you require further information or assistance, please contact a member of your Bargaining Committee.

**Thank you for the work you do on a daily basis to provide high-quality care for patients, clients and residents in the health care system, especially during the additional challenges we have all faced due to the COVID-10 pandemic.**

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

To keep up-to-date about SGEU Health Providers 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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**Diane Ralph, Vice-Chair - [dralph@sgeu.org](mailto:dralph@sgeu.org)**

**Tanya Schmidt, member fKTHR**

**Ryan Favel, member fKYRHA**

**Wendy McPhail, member fMCRRHA**

**Danny Hind and Kim Nordmarken, Labour Relations Officers (LROs)**