

It's Hard to be Thankful when AIMS Wreaks Havoc on Pay and Schedules

Saskatchewan—Heading into the Thanksgiving long weekend, SEIU-West is speaking out for members in the former Cypress Health Region (CHR) where AIMS issues are at a crisis level since the system's rollout in late August.

SEIU-West represents more than 13,000 healthcare workers across Saskatchewan. Including more than 1,300 employees of the Saskatchewan Health Authority (SHA) in the former CHR, which covers healthcare facilities and programs in Swift Current and a dozen other communities in the province's southwest.

Since 2022 the SHA has been rolling out the Administrative Information Management System (AIMS), a new system to manage its human resources, payroll, and scheduling. An admirable project, except AIMS has been chronically late, wildly over budget, and plagued with errors and problems.

Under the Collective Agreement, the SHA is legally bound to pay our members in full, on time, for all the hours they work. For dozens of our members in Cypress, this has not been happening.

In addition to appropriately paying workers, the SHA is legally required to schedule our members for the shifts that they are willing, able, and qualified to work. For dozens of our members in Cypress, neither are happening.

The result: Members are unable to pay their bills, unable to make ends meet, stressed out that they might lose their cars, even their homes. Patients in hospitals, residents in care facilities, and home care clients are not getting the care they need and deserve, because AIMS is not scheduling enough staff.

In recent weeks SEIU-West has filed nearly 100 formal grievances with the SHA relating to AIMS issues, but the grievance process takes time. "The reality is, there are members who cannot wait for the grievance process to resolve all these issues," says SEIU-West President, Lisa Zunti. "They cannot *afford* to wait for AIMS to be fixed. They are having serious problems making ends meet *right now*."

We are calling on the provincial Ministry of Health, which funds and directs the SHA, to immediately allocate emergency funding to address the pressing needs of our members. They need full pay now.

We are sounding the alarm: Fix what you already know is broken, those currently affected and those who will be affected in the future do not deserve this.

Service Employees International Union West (SEIU-West) represents over 13,000 people across Saskatchewan. They include people who work in health care, education, municipalities, community-based organizations, retirement homes, and other sectors. They are joined by one colour—purple—and one union, SEIU-West. Visit PurpleWorks.ca to find out more about SEIU-West members.

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