



Your Bargaining Update

May 11, 2026

Dear Members,

Your bargaining committees met with the Saskatchewan Association of Health Organizations (SAHO) May 4 to May 8 for both individual and common table bargaining. Together, the three health provider unions focused on SAHO's determination to move employees and work freely.

Your voices are being heard: the pressure you've been applying is making a difference at the bargaining table. This week, we saw signs that the employer is finally realizing that these issues must be resolved in a way that respects your rights and ties to your families, communities, and your patients/residents/clients.

The employer gave a detailed presentation on their vision of how employees and work could be moved. The presentation was welcome but raised more questions than answers. For example, we learned that only some positions in some programs in some areas will be affected—but the employer was unable to say which ones or how many. Some employees' work areas will cross union boundaries, but impacts master rotations, call-in lists, etc. were not addressed.

In response to HPU questions, SAHO promised to come back with a more detailed proposal during the next round of bargaining, which will be held May 19-22. More detail is needed for us to resolve a number of key issues at both the individual and common tables. We also expect the employer to respond to the detailed HPU proposal on the rights of employees who move from a job in one HPU's jurisdiction to one represented by a different HPU.

Your HPUs are exploring all available options to get you the collective agreement you deserve.

The *Saskatchewan Employment Act* makes taking job action illegal without an essential services agreement. To keep that option open, representatives from the HPUs will be meeting with the employer on May 11 to plan essential services negotiations.

What can you do to support bargaining?

- Write a letter to your MLA. Tell them what is happening in healthcare and what an average day at work is like. Tell them the government's treatment of healthcare workers is unacceptable. Politicians listen when the people they represent speak up.
- Talk to the people around you. Bargaining your contract isn't just a union or member issue, it's a healthcare issue. We all rely on our healthcare system at some point in our lives and the more people who understand what is at stake, the stronger our collective voice becomes.

We will continue to fight for what is best for our members because you deserve better.

On behalf of your bargaining committees,

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Lisa Zunti
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