

SUN NEGOTIATIONS UPDATE

July 13, 2015
sent via SUNBurst

Negotiations Update

[July 13, 2015] Your Negotiations Committee is pleased to inform members that we have secured dates with SAHO throughout the summer months and have begun discussions concerning contract negotiations.

During the past year SUN and the Regional Health Authorities have had a number of discussions on issues in healthcare and have identified some similar concerns regarding a number of key issues such as Recruitment and Retention, churn, the NAC/IAC process and patient safety. With this in mind, SUN and SAHO entered into negotiations utilizing a collaborative solution based process to identify issues and find resolve. The parties met on July 10 and focused on establishing some ground rules so that we may begin talking about the key priorities in a productive and solution-based manner. The parties have committed to a number of sessions during the summer months with a view to concluding most of our work by the early fall.

As your Committee noted during our report at the Annual Meeting, and is subsequently published in the July issue of SUNSpots, to date there had been little progress concerning contract negotiations. We have been met with a number of challenges and while frustrating, we have stayed the course and remained focused on our goals and priorities – the protection of the bargaining unit/ profession, safe staffing levels and safe workloads topping this list.

We know that a top priority for the membership centers around creating a practice environment that provides high quality, safe patient care. The value of the registered nurse profession and the value your skills, education and training bring to the positive outcomes for your patients, is also a paramount goal. Respect for that important role, as a valued team member, should be evidenced by the practice in the Regions.

As we indicated in our report(s), the current round of negotiations has been, and will continue to be, very different than our traditional course of bargaining — the professional environment is different, the political landscape is different, and the bargaining setting is different.

The outcome of the proposed LPN bylaws is still unknown, as we await Minister Duncan's direction and pending approval. When all is said and done, these LPN bylaws and supporting documents will directly impact the shape and future of the registered nursing profession. SUN strongly believes that more important work and development is needed around role clarity, practice guidelines and the decision-

making framework, including how these changes are going to translate into practice. This belief is shared by the SRNA who continues to advise Employers and the Ministry that this work must be completed before changes can be implemented in the workplace.

Parallel to this, your Committee must also keep in mind any movement and/or progress made in negotiating a new Partnership Agreement. As was reported in the July issue of SUNSpots, during the 2015 Annual Meeting SUN members resolved that if there was not significant [positive] progress made on reaching a new partnership SUN would withdraw their support of such an agreement. Dates for continuing these discussions have now been set throughout the summer months.

As we move through discussions with SAHO, and with the Government and employers concerning the Partnership Agreement, pertinent information and updates will be made available to members. Members are encouraged to keep an eye on SUN's website as well as their personal emails and SUNSpots for updates.

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