

Letter of Understanding

Between

**Saskatchewan Union of Nurses
(Certified Bargaining Agent)**

and

**Saskatchewan Association of Health Organizations Inc.
(Designated Employers' Organization)**

Application of Existing Collective Agreement to the Provincial Health Authority

Whereas *The Provincial Health Authority and Health Services Act* was proclaimed and came into force and effect on December 4, 2017;

And Whereas *The Provincial Health Authority and Health Services Act* amalgamated and continued the existing 12 regional health authorities as a single provincial health authority;

And Whereas, the Saskatchewan Association of Health Organizations Inc. continues to be the designated employer representative for the new single Provincial Health Authority;

And Whereas, the new single Provincial Health Authority is a successor employer to the existing 12 regional health authorities;

And Whereas the Provincial Health Authority is reviewing and establishing the administrative structures and processes required to administer the collective agreement under the Provincial Health Authority as a single employer across the Province;

And Whereas the parties have a mutual interest in minimizing disruptions to the workforce and ensuring the provision of patient care during this period as administration of the collective agreement transitions from the 12 regional health authorities to the Provincial Health Authority;

THE PARTIES AGREE AS FOLLOWS:

- 1) That the existing Collective Agreement between the parties for the period April 1, 2014 to March 31, 2018 ("the existing collective agreement") continues to be in force and effect and applies to the Provincial Health Authority;

- 2) That as is set out in s. 3-4(4)(a) of *The Provincial Health Authority and Health Services Act*, the Provincial Health Authority is substituted for any former regional health authority with respect to any agreement to which the former regional health authority was a party, including the existing collective agreement;
- 3) Reference to "regional health authority" as the employer shall mean the Provincial Health Authority. During this period of transition and subject to paragraph 5, the parties agree that the existing collective agreement will be applied as if:
 - Reference to "regional health authority", "geographic regional health authority", or to the geographical area of a "regional health authority" or "health region" (e.g. "throughout the Regional Health Authority" or "within/ in the Health Region"), now refers to an area of the Provincial Health Authority that was the former geographic regional health authority;

For the purposes of this section, "former" means prior to the proclamation of the Act on December 4, 2017.

- 4) The parties agree to meet and attempt to resolve any transition issues related to the application of the collective agreement as information about the required administrative structures and processes becomes available. The parties agree to continue to review progress on a regular basis, no less than once every three months.
- 5) This Letter of Understanding can be terminated upon 90 days' written notice from either party of its intention to withdraw from this agreement.
- 6) Barring written notice from either party, this Letter of Understanding will remain in effect pending the successful conclusion of collective bargaining.

Dated at Regina, Saskatchewan, this 27 day of April, 2018

Per: Tracy M. Zambory

Saskatchewan Union of Nurses

Dated at Regina, Saskatchewan, this 27 day of April, 2018

Per: Gloria Wall

Saskatchewan Association of Health Organizations