

MEMORANDUM OF AGREEMENT

BETWEEN:

**SERVICE EMPLOYEES INTERNATIONAL - WEST, CANADIAN UNION OF PUBLIC EMPLOYEES and
SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION**

UNIONS

- and -

SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS INC.

DESIGNATED EMPLOYER ORGANIZATION

RE: Healthcare Provider Unions Joint Job Evaluation Plan Provincial Job Descriptions 225 (Assistant Cook) 24 (Cook) and 10 (Head Cook) and Sask Polytechnic Health Care Cook Certificate as an education qualification alternative.

WHEREAS:

- i) Provincial Job Descriptions 24 (Cook) and 10 (Head Cook) require a Journey Person Cook Certificate as the educational qualification
- ii) Provincial Job Description 225 (Assistant Cook) require a Professional Cooking Certificate as the educational qualification
- iii) Sask Polytechnic offers a Journey Person Cook Certificate and a Professional Cooking Certificate currently, and will be offering a Health Care Cook Certificate.

AND WHEREAS:

- iv) While the Journey Person Cook Certificate provides the necessary education for an individual to perform the duties in Provincial Job Descriptions 24 (Cook) and 10 (Head Cook), the parties agree that the Health Care Cook Certificate is an alternative-education program that will equally meet the necessary education requirements in the Provincial Job Descriptions 24 (Cook) and 10 (Head Cook).
- v) While the Professional Cooking Certificate provides the necessary education for an individual to perform the duties in Provincial Job Description 225 (Assistant Cook), the parties agree that the Health Care Cook Certificate is an alternative education program that will equally meet the necessary education requirements in Provincial Job Description 225 (Assistant Cook).

NOW THEREFORE, the parties agree to the following:

1. This Memorandum of Agreement (MoA) shall work in concert with the provisions of the applicable Provider Union Collective Bargaining Agreement. Where this MoA is silent, the terms and conditions of the applicable Provider Union Collective Bargaining Agreement shall govern. In case of discrepancies between this MoA and the applicable Provider Union Collective Bargaining Agreement, and in the absence of specific provisions in this MoA, the terms and conditions of the Provider Union Collective Bargaining Agreement shall govern.

2. The Health Care Cook Certificate will be considered an alternative education qualification for Joint Job Evaluation Plan Provincial Job Descriptions 24 (Cook) and 10 (Head Cook).

The Health Care Cook Certificate will be considered an alternative education qualification for Joint Job Evaluation Plan Provincial Job Description 225 (Assistant Cook).

3. Where an applicant for a posting(s) for Provincial Job Descriptions 225 (Assistant Cook), 24 (Cook) and 10 (Head Cook) possesses the minimum experience hours/years qualification as per Letter of Understanding in each provider agreement titled *Implementation Issues – Provider Group Joint Job Evaluation* (SGEU LOU #10 b) ii., SEIU LOU #22 b. ii. and CUPE LOU #23 b) ii.), such experience shall be considered an equivalency to the education qualification of Journey Person Cook Certificate, Professional Cooking Certificate and the Health Care Cook Certificate. Such applicants shall be considered qualified and are not hired as “conditional”, but are considered a “regular” (not conditional) hire.
4. For the purposes of determining the minimum experience qualification when applying article b) ii. of the letter of understanding in each provider agreement titled *Implementation Issues – Provider Group Joint Job Evaluation* (SGEU LOU #10 b) ii., SEIU LOU #22 b. ii. and CUPE LOU #23 b) ii.) as it relates to Provincial Job Descriptions 225 (Assistant Cook), 24 (Cook) and 10 (Head Cook), the hours/years of education required to obtain the Journey Person Cook Certificate, Professional Cooking Certificate or the Health Care Cook Certificate, whichever is less, will be used.
5. After signing this MoA, employees who do not possess the education qualification or equivalent experience may be conditionally hired into Provincial Job Descriptions 24 (Cook) and 10 (Head Cook) and may satisfy their obligation by completing either the Journey Person Cook Certificate or Health Care Cook certificate.
6. After signing this MoA, employees who do not possess the education qualification or equivalent experience may be conditionally hired into Provincial Job Description 225 (Assistant Cook) and may satisfy their obligation by completing either the Professional Cooking Certificate or Health Care Cook certificate.

7. Employees who have been conditionally hired into Provincial Job Descriptions 225 (Assistant Cook), 24 (Cook) and 10 (Head Cook) and as of the date of signing the MOA have not yet satisfied their obligations will be met with individually, with their union representative present, to discuss their individual options which may include completing the Health Care Cook Certificate rather than either the Journey Person Cook or Professional Cook Certificate, as the case may be. In any event, the decision will be made by the employee.
8. Any of the parties, upon the provision of ninety (90) calendar days notice, may seek to amend the terms of this Memorandum of Agreement. Failure to reach agreement regarding the amendments of the terms of this MoA will allow the party seeking to amend the MoA to end the MoA.
9. This revised MoA supersedes the previous MoAs, regarding the Health Care Cook Certificate, dated April 19, 2022.

Signed this 29 day of March, 2023



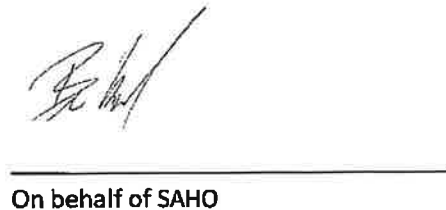
On behalf of SEIU West



On behalf of SGEU



On behalf of CUPE



On behalf of SAHO