



Bill 29 Settlement

CONSULTATION ON
CONTRACTING OUT

February 2008

New rights: HEU can now challenge contracting-out schemes and propose alternatives

UNDER THE TERMS OF THE *BILL-29* Settlement Agreement, consultation with HEU must take place before employers can go ahead with any contracting out that would affect members.

Consultation will enable the union to access information about potential privatization plans, propose alternatives, and discuss options for workers who may be affected if contracting out goes ahead.

Consultation, proposing alternatives

Health employers must give HEU a minimum of 60 days' notice before issuing a request for proposals (RFP) for the contracting out of a service. If the proposal involves a significant number of sites, the notice period will be up to 90 days.

If the contracting-out plan involves more than one health authority, the matter will be referred to a B.C.-wide "Alternate Service Delivery" (ASD) committee. It will be made up of four representatives each from HEU and other health unions, and from health employers.

The committee will study the privatization scheme starting 90 days before an RFP is to be issued. Experts – front-line workers and others – can be called in to help explore alternatives.

Options for impacted workers can also be explored.

Re-tendering and contracting in

Health employers must give HEU 60 days' notice if they intend to re-tender a contract for a service that has been privatized but was once in-house. During that period, the union can make proposals on how to return the service to the public sector. However, this does not apply to the extension or renewal of existing commercial contracts.

Accessing information

As part of the consultation process, health employers will be required to disclose relevant documents related to a contracting-out plan, something that has not occurred before.

"Consultation will give us the right to put contracting-out plans under the microscope," says HEU secretary-business manager Judy Darcy. "We'll be in a position to challenge privatization plans, including plans by the new shared services organization. Contracting out will be far more difficult for health employers."

CONSULTATION

- HEU gets 60 to 90 days' notice before an RFP for contracting out is issued
- HEU can propose alternatives
- A province-wide union/employer committee will examine other options and consult with experts, including members, if contracting-out plans involve more than one health authority
- HEU gets 60 days' notice of intent to re-tender a contracted-out service, and the right to propose a contracting-in plan
- Disclosure of contracting-out information by employers required
- Any contracting out falls under the 700 FTE cap negotiated in 2006

For more information visit www.heu.org

VOTE YES for a settlement agreement that expands options, provides new rights, and puts the union on stronger footing for 2010 bargaining.