



# Bill 29 Settlement

EXPANDED OPTIONS

February 2008

## Settlement Agreement expands re-training and posting options for laid-off members

NEW RE-TRAINING AND POSTING OPTIONS – aimed at helping workers whose jobs may be contracted out under the 700 FTE cap – will now ensure laid-off members have every opportunity to continue working in decently-paid health care jobs.

### **\$5 million dollar re-training fund**

A \$5 million dollar re-training fund, coordinated by a joint union/employer committee, will cover course costs and provide a living stipend (where appropriate).

Training will be targeted in areas of “need”, including community health.

During the re-training period, workers will be placed on a casual list with their current employer to maintain active status and seniority. These members are entitled to access work for which they're qualified. And if there is no work for which they are qualified, they will be deemed unavailable until the re-training is complete.

Following re-training, workers who post into a new position within the first six months will be able to port their seniority and service. If no ongoing vacancy is available following re-training, members can register on the casual list in any one health authority.

### **Better access to postings**

HEU members who are laid off due to contracting out under the existing cap, or because of public-private partnerships (P3s) can now access more postings.

Laid-off workers can now apply for vacancies anywhere in the province. Those who post into a regular job vacancy in another health authority will qualify for benefits the month after they start their new position and can apply for up to \$800 in moving expenses.

Laid-off workers can also register for work under the collective agreement Casual Addendum in another health authority, apply for ongoing vacancies and access benefits without the usual requirement to have worked 180 hours.

In addition, the recall period is extended from one year to two years, if seniority has not been ported to another health authority.

### **Early retirement, voluntary departure**

At their discretion, health employers may provide early retirement, voluntary departure incentives or other labour adjustment provisions suggested by the union, where these measures would create vacancies to be filled by other workers affected by layoff.

### **EXPANDED OPTIONS**

- \$5 million to re-train workers laid off under current 700 FTE cap
- Access to casual list during re-training
- Ability to port seniority and service to new employer
- Ability to post to regular, ongoing vacancies or casual list in another health authority
- Up to \$800 in moving costs
- Recall period extended from one to two years

For more information visit [www.heu.org](http://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.