

# How to get your issue on the bargaining agenda



# OUR WORK MATTERS! 2011

There are a few ways to have your voice heard in the bargaining process – through the Occupational and Facilities Bargaining Conferences, and by contacting your occupational P.E. subcommittee.

## Here's how it works:

1. In June, your local will hold “special meetings” for the union’s fall Occupational Conferences to elect/select representatives, based on your local’s entitlement.
2. There will also be a General Membership or “special meeting” – which must have quorum – where members will elect delegates to the Facilities Bargaining Conference. (\*This may also take place during the same “special meeting” to elect/select Occupational Conference representatives)
3. At these meetings, members will discuss bargaining issues and priorities. It’s important to organize prior to the meetings to ensure a high turnout and to get support for your motion(s).
4. All members have the right to put forward a bargaining demand for consideration by their local. It can be written informally so that the issue is easily understood. *For example: We want laid-off members to receive severance pay after five (5) years of service, not 10. (Article 43, facilities subsector)*
5. Once a motion is put forth and seconded, a discussion takes place, followed by a vote.
6. If the motion is passed, then the Local Executive submits it – as a bargaining demand – to HEU’s Provincial Office by **September 21, 2011 at 5:00 p.m.** to take to the Facilities Bargaining Conference. It’s really helpful to quote the Article to ensure the bargaining committee understands the exact change your local wants.
7. Each bargaining demand from your local must be on a separate *HEU Bargaining Demand* form, and signed by the chairperson and secretary-treasurer.
8. HEU’s Provincial Executive will also submit bargaining priorities from the Occupational Conferences directly to the Facilities Bargaining Conference.

HEU’s **Facilities Bargaining Conference** is **November 20-22, 2011**, at which time delegates will elect a new bargaining committee and vote on the bargaining demands submitted by locals.

## Deadlines:

Occupational Conference representative registration must be received by **July 15, 2011 at 5:00 p.m.** Facilities Bargaining Conference delegate credentials must be received by **August 22, 2011 at 5:00 p.m.** And bargaining demands must be received by **September 21, 2011 at 5:00 p.m.** at the HEU Provincial Office.

## How to write a bargaining demand

When writing a bargaining demand, the first section is the **call for action** – what you’re hoping to **achieve**. The second section is the **reason** for the demand – why the **change** is needed.

*Here’s an example of a bargaining demand written in **plain language**.*

### **HEU WILL:**

1. Bargain to strengthen our benefits package.

### **BECAUSE:**

1. HEU members and their families rely on our dental and extended health care plans.
2. The employer has been trying to open our benefits plan over several rounds of bargaining.
3. We can negotiate for changes that will improve coverage in a cost-effective manner.

*You can also submit a bargaining demand in the **traditional formal language**:*

**WHEREAS** the employer has attempted to open up our benefits package over several rounds of bargaining, and

**WHEREAS** the HEU membership and their families rely on our dental and extended health care plans,

**THEREFORE BE IT RESOLVED** that HEU bargain to strengthen our benefits package.



**OUR WORK  
MATTERS!**  
2011