

A MESSAGE FOR COMMUNITY LIVING SOCIETY EMPLOYEES FROM HEU'S DIRECTOR OF ORGANIZING AND BARGAINING

HEU will work to maintain your current call-in procedures and shift blocks in collective agreement negotiations with your employer.

Many CLS employees have shared concerns about maintaining current shifts, specifically those that are longer than eight hours. HEU organizers recognize that the current shift schedules allow you to meet obligations many of you have outside of work.

We want you to know that under the Community Living Services Agreement, hours of work are negotiable at the local level. In general, the union's position is that someone who works hours beyond a normal work day or work week should receive overtime pay. However, we know that many CLS employees are satisfied with their current blocks of work.

As your union, HEU will negotiate with your employer to maintain existing blocks for those employees who are currently working under this schedule.

CLS employees have also told us that you want to maintain current call-in procedures. We understand that each house is site-specific and that the individuals you support have unique needs that can be best met by workers trained in certain areas. That's why HEU will negotiate to maintain the current call-in list with the names of workers who are best suited to the needs of each house.

HEU is committed to helping members create a stable, positive work environment that supports quality care and quality services.

If you have any questions about these or other issues, please call organizers:
Lisa at 604-314-2237, Ria at 604-314-1426, or Arlene at 604-785-5254.
You can also call toll-free at 1-800-663-5813. All calls are confidential.

In Solidarity,
Susan Fisher
HEU Director of Organizing and Bargaining

HEU – Standing up for the people who care



For more information, please visit
www.heu.org and click on the CLS button.

INFO for CLS
Employees

www.heu.org

