



# Newsletter

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## **Merged list protects seniority rights in South Vancouver Island Services Delivery Area**

**H**EU members in the South Vancouver Island Services Delivery Area covered by the Facilities collective agreement have voted to ratify an agreement that protects seniority rights in an amalgamated bargaining unit.

The memorandum of agreement (MOA) with the Vancouver Island Health Authority covers HEU members working at:

- Gorge Road Hospital;
- Juan de Fuca hospitals (Aberdeen, Glengarry, Mount Tolmie and Priory);
- Lady Minto Hospital;
- Queen Alexandra Centre for Children's Health;
- Royal Jubilee Hospital;
- Saanich Peninsula Hospital; and
- Victoria General Hospital.

Under the MOA, seniority lists at all these sites will be merged into one seniority list on October 21, 2005.

After that date, vacancies will be posted to all sites at once, and members can use their amalgamated seniority to apply for positions at any of the sites.

"The reality for many years is that health employers are making staffing decisions on a region-wide basis but members have been unable to exercise their seniority rights beyond a single site," says HEU secretary-business manager Judy Darcy.

"This agreement protects hard-won seniority rights while expanding members' employment options."

Under the agreement, regular and casual employees can combine their accrued seniority from all sites up to the equivalent of full time.

And both parties have agreed to a one-year transition period during which the strict application of contract provisions relating to scheduling and hours of work (articles 19.01 and 20.02) will be delayed.

By the end of that period, regular employees holding more than one position where their total



combined hours are more than one full-time equivalent position must resign from one or more positions by October 21, 2006 so that their hours do not exceed one full-time position.

While the agreement provides for a dovetailed seniority list in an amalgamated bargaining unit, it does not affect local union structures or the shop steward system.

Voting on the MOA took place on September 22.

How does this affect you?

If you work in a South Vancouver Island facility and have questions, contact your local executive -- or your servicing representative at 250-480-0533 (Victoria office).

October 3, 2005