



## How to get your issue on the bargaining agenda

There are a few ways to have your voice heard in the bargaining process – through the Patient Care Occupational Conference, the Wage Policy Conference, and by contacting your HEU Nursing Team.

### *Here's how it works:*

1. In the coming weeks, your local will hold Special Meetings for the union's fall Occupational Conferences to elect/select participants, 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 Wage Policy Conference.
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 4 at 5:00 p.m.** to take to Wage Policy. It's really helpful to quote the Article and name the specific contract to ensure the bargaining committee understands the exact change the local wants.
7. Each bargaining demand from your local must be on a separate *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 Wage Policy.

HEU's **18<sup>th</sup> Wage Policy Conference** is **November 3 and 4, 2009**, at which time delegates elect a new bargaining committee and vote on the bargaining demands submitted by locals. *Watch for notices on your local union bulletin boards for special meeting dates and information on submitting delegate credentials and bargaining demands.*

Occupational Conference participant credentials must be received at the HEU Provincial Office by **July 10 at 5:00 p.m.**

The **Patient Care Occupational Conference** is scheduled for **September 24 and 25** in Richmond.





## 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** (please note: the contents of this demand are for example purposes only).*

### **HEU WILL:**

1. Bargain for violence prevention programs in acute and long-term care to reduce worker injuries.
2. Bargain for better health and safety language for workers injured as a result of on-the-job violence.

### **BECAUSE:**

1. Injury rates among health care workers are on the rise.
2. There is no standardized health and safety protocol for dealing with aggressive residents and patients.

*You can also submit a bargaining demand in the **traditional formal language** (again, please note: the contents of this demand are for example purposes only).*

**WHEREAS** statistics reveal that injury rates resulting from workplace violence are on the rise, and

**WHEREAS** health employers do not have standardized health and safety language on handling patient/resident violence, and

**WHEREAS** some employers have implemented their own violence prevention programs without union consultation...

**THEREFORE BE IT RESOLVED** that HEU will bargain for joint employer/union initiatives to reduce the incidence of injuries from patient or resident aggression in acute and long-term care, and

**THEREFORE BE IT RESOLVED** that HEU will bargain for standardized violence prevention programs implemented across the province.

Each bargaining demand from your local must be on a separate *HEU Bargaining Demand* form, signed by the chairperson and secretary-treasurer, and received by HEU's Provincial Office – 5000 North Fraser Way, Burnaby, B.C. V5J 5M3 or fax: 604-739-1510 – on **Friday, September 4, 2009 at 5:00 p.m.**

