

# FBA TENTATIVE AGREEMENT

## EXPANDED RIGHTS & CONTRACT ENFORCEMENT



In addition to wage increases and other improvements negotiated at the bargaining table, this tentative agreement builds on and strengthens members' rights in several areas.

### HIGHLIGHTS

- ✔ **UNION REPRESENTATION:** employers are now required to advise an employee of the purpose of a meeting that could result in discipline, provide 24 hours' advance notice of the meeting, and inform employee of their right to a shop steward.
- ✔ **EXPANDED ACCESS TO STEWARDS AT MULTI-EMPLOYER SITES:** employees will have access to representation by an FBA steward at the work site for employer-initiated meetings, if there is no steward available within a member's own employer.
- ✔ **SPECIAL PROJECT VACANCIES:** new language requires employers to post special project vacancies after 24 months to eliminate the current issue of indefinite temporary status.
- ✔ **CHILD CARE:** a commitment from the employer to investigate the availability and viability of facilities and equipment for child care centres for children of FBA employees.
- ✔ **OVERTIME BY SENIORITY:** all overtime will now be offered by seniority and the use of unanticipated overtime applies only to affiliate sites. Unanticipated overtime shall be offered by seniority to eligible employees who are at work. If no eligible employee accepts the overtime, then the employer will offer overtime by seniority to other eligible employees.

### VACATION AND LEAVES

- **Float positions:** employers must now create a reasonable number of float positions in order to schedule employees' vacations evenly throughout the year.
- **Parental benefits:** employee access to extended parental benefits under EI's new rules, without suffering a steep cut in benefit payments. Employers will now top up EI payments to 75 per cent of earnings up to 10 weeks under either the standard (35 weeks) or extended (61 weeks) parental benefits.
- **Pregnancy loss:** employees can access up to three days of paid leave using compassionate leave credits for pregnancy loss after 20 weeks.
- **Sexual or domestic violence:** employees can now request up to 17 weeks of unpaid leave for reasons related to sexual or domestic violence. Access to three paid days using special leave credits for an employee or their dependent child experiencing sexual or domestic violence.
- **Leave and vacation balances:** employers are now required to make special leave and accrued vacation balances available to employees electronically.

### Union rights:

- » The union will be notified of any new excluded positions to determine if those positions have been properly excluded from the bargaining unit.
- » New arbitrators have been added to the Industry Troubleshooter, Expedited Arbitration and Classification Appeals rosters to address members' issues in a more timely manner, and employers can no longer force the union into a full arbitration process because of a preliminary objection.
- » Requirement for employers to provide more demographic information to the union on a monthly basis.

THE HEU PROVINCIAL EXECUTIVE RECOMMENDS THAT YOU  
**VOTE "YES"** TO THE TENTATIVE AGREEMENT

Comprehensive report and ratification vote schedule: [www.heu.org/FBA2019](http://www.heu.org/FBA2019)