

# FBA TENTATIVE AGREEMENT

## JOB SECURITY, STABLE WORKPLACES



This tentative agreement strengthens job security, stabilizes employment and protects as many employees as possible from job loss. It also includes significant protections for workers if they are displaced by restructuring.

### HIGHLIGHTS

- ✔ Pre-2002 contracting-out protections restored under this agreement. And there is **no cap** permitting employers to contract out a set number of FTEs.
- ✔ A process to discuss the feasibility of returning trades and maintenance work currently being performed by outside contractors.
- ✔ New language to assist employees who are impacted by restructuring initiatives at a unit or a site level.
- ✔ New consultation and notice requirements when employers propose a restructuring initiative.
- ✔ Expanded options and rights for regular employees who are displaced by restructuring.
- ✔ A new right for workers in consolidated services displaced by restructuring, who have no option to bump within their work site, now can register with **any** health authority or Providence Health Care within their work site and apply for vacancies as an internal applicant for the duration of their lay-off notice.
- ✔ Displaced employees can apply to be reimbursed for education or retraining costs incurred at an educational institution, up to a maximum of \$1,000, prorated for part-time employees.

### CONTRACT RETENDERING AND REPATRIATION

*“Bill 47 demonstrates government’s commitment to a better path forward, one that provides stability and equal respect for all health care workers, and continuity of care for patients.”*

- Government and employers will consult with the union to identify opportunities and assess the practicability of returning services contracted out under Bill 29, to the direct control of the health employer.
- A working group will meet within 30 days of Bill 47 coming into force to review work contracted out under Bill 29 to determine whether that work may be returned to the control of the facilities employer.
- Health authorities and Providence Health Care will meet with the union within 120 days of the termination, retendering or renewal of those contracted services to assess the practicability of an orderly return to the bargaining unit and under the control of the employer. They will also review all other contracts with the same objective.

**IN NOVEMBER 2018**, the provincial government introduced and passed the *Health Sector Statutes Repeal Act* (Bill 47) which repeals both Bill 29 and Bill 94 – legislation that cleared the way for the mass privatization of health services and resulted in the contracting out of thousands of facilities subsector members.

With this repeal, which will come into force in the new year, health care workers and their unions have an opportunity to promote more stable and secure working and caring conditions in the sector.

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)