HEU makes progress at bargaining table with H.A.R.P.S.

Contract covers 140 members at Cartier House and Hilton Villa

Negotiations for a first collective agreement for HEU members employed by Health and Personnel Services Inc. (H.A.R.P.S.) and working at Cartier House in Coquitlam and Hilton Villa in Surrey have made headway on a number of provisions, including health and safety rights, no discrimination language, and rules around scheduling.

During talks on January 12, 14, 20 and 21, the parties reached agreement on most of the non-monetary language, and hope to achieve a tentative agreement in the coming weeks.

According to HEU's bargaining committee, the parties have settled on the following:

- a job posting process with selection criteria;
- scheduling rules for overtime rights, meal and rest periods, various unpaid leaves of absence, and jury duty;
- OH&S rights and protections, including vaccinations and inoculations, union representation on the OH&S committee, and the right to refuse unsafe work;
- language that ensures training, in-services and safe staffing levels when dealing with aggressive residents, and
- a requirement that the employer provide protective clothing and equipment, and information/training on handling hazardous materials.

The employer has also agreed not to make any shift rotation changes until consultation takes place with workers and the union to explore scheduling options.

Talks continue on January 29, February 3 and 4. A report with a Q&A period will be held at your next local meeting.

The union's bargaining committee includes HEU negotiator Juli Rees, servicing representative Della McGaw; members Parmindra Palak (Cartier House), Luzviminda Wongsam and Elvirah Muchali (both from Hilton Villa).

H.A.R.P.S. is represented by Paula Boddie and Lena Boyce.

There are 94 HEU H.A.R.P.S. members at Hilton Villa and 43 at Cartier House working as care aides, food service and laundry workers, and activity aides. They certified with HEU on October 10, 2008.

January 23, 2009