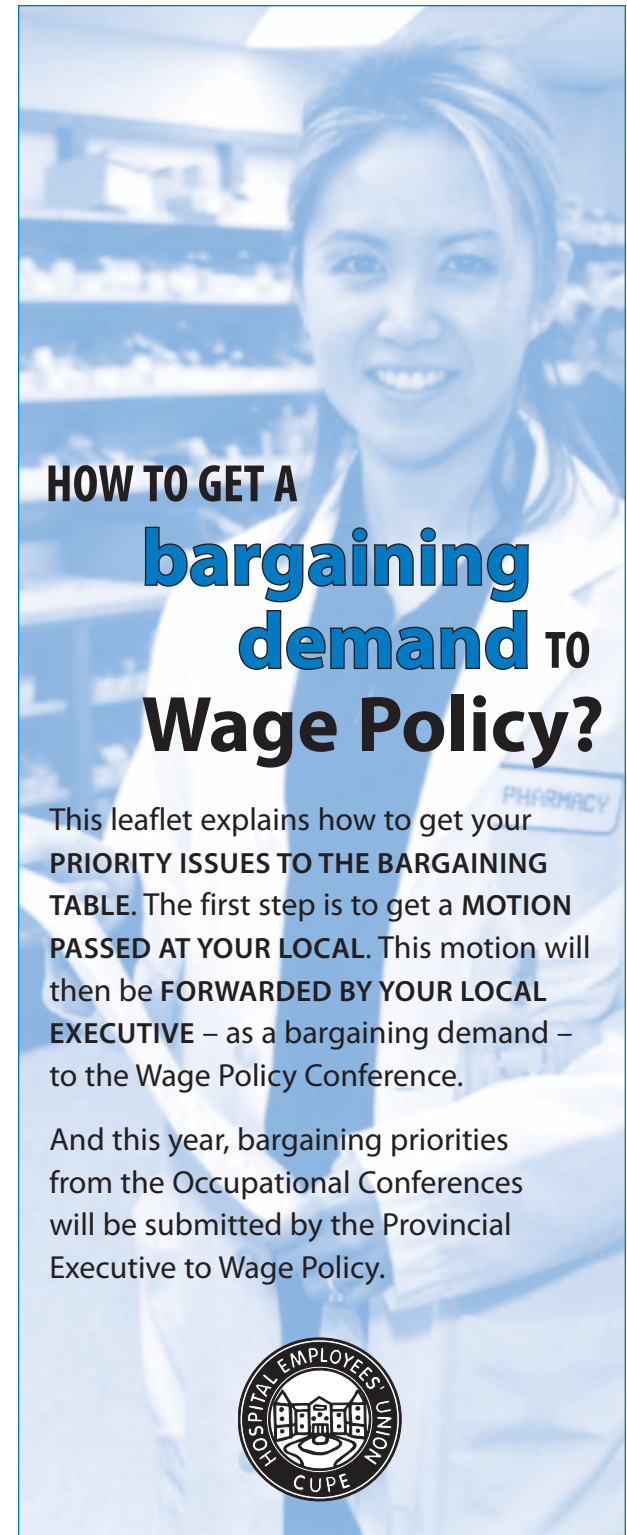


The HEU **18th Wage Policy Conference** – November 3 and 4, 2009 – is the time when members vote on bargaining demands and elect a new bargaining committee.



OUR WORK MATTERS!
OCCUPATIONAL & WAGE POLICY CONFERENCES 2009



HOW TO GET A **bargaining demand** TO **Wage Policy?**

This leaflet explains how to get your **PRIORITY ISSUES TO THE BARGAINING TABLE**. The first step is to get a **MOTION PASSED AT YOUR LOCAL**. This motion will then be **FORWARDED BY YOUR LOCAL EXECUTIVE** – as a bargaining demand – to the Wage Policy Conference.

And this year, bargaining priorities from the Occupational Conferences will be submitted by the Provincial Executive to Wage Policy.



Wage Policy delegates are elected at local meetings, so be sure to watch for notices on your local HEU bulletin board.



www.heu.org



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 Occupational and Wage Policy Conferences, and by contacting your occupational P.E. subcommittee.

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 your 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 18TH 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.*

DEADLINES: Occupational Conference participant credentials must be received by **JULY 10 at 5:00 p.m.** Wage Policy delegate credentials must be received by **AUGUST 5 at 5:00 p.m.** And bargaining demands must be received by **SEPTEMBER 4 at 5:00 p.m.** at the HEU Provincial Office.

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*.

HEU WILL:

1. Bargain to protect job security.
2. Bargain to reduce contracting out.

BECAUSE:

1. Low-waged workers often have more than one job to make ends meet.
2. Too many family-supporting jobs have been lost to low-paying private companies.
3. Low-paid jobs cause retention and recruitment issues.
4. Contracting out has caused deteriorating conditions in health care work sites.
5. HEU's Supreme Court of Canada *Bill 29* victory provides the right to bargain on job security.

You can also submit a bargaining demand in the *traditional formal language*:

WHEREAS thousands of HEU members lost their jobs due to *Bill 29* and contracting out, and

WHEREAS the Supreme Court of Canada ruled sections of *Bill 29* unconstitutional...

THEREFORE BE IT RESOLVED that HEU use these restored rights to bargain on job security, and put a limit or end to the contracting out of health care services in B.C.