



HOSPITAL EMPLOYEES' UNION

# NEWSLETTER

PLEASE POST

## Health employers must consult with union on plans for Desktop Management Services

*Employers obligated to engage in 90-day consultation period before negotiating contracting-out arrangement*

The Hospital Employees' Union is insisting that health employers abide by their contractual obligations to consult with the union before moving forward with plans to negotiate a deal with IBM for the contracting out of Desktop Management Services.

Health employers issued formal notice to the union of their intentions on September 23 "in order to ensure that the employer can issue displacement notices...in a timely manner should negotiations result in a contract with IBM."

That's a premature move that runs afoul of the employers' contractual obligations their employees, says HEU.

Under the job security provisions of the facilities collective agreement, health employers are bound to a 90-day consultation period with the union before proceeding to negotiate any contracting-out arrangement that affects members in two or more health authorities.

Health employers' plans would affect members in all six health authorities.

The union is asking health employers to provide the union with detailed information about their plans as required in the collective agreement. This includes a detailed list of the HEU members impacted by the plan to contract out including their classification, health authority and work site.

The union is also seeking access to financial and other planning documents related to health employers' plans to contract out the work.

Under the collective agreement, the employers' plans should be referred to a joint union-employer Alternate Service Delivery Committee at least three months before seeking a contracting-out arrangement.

HEU's letter to health employers is available at <[www.heu.org](http://www.heu.org)>.

*September 29, 2010*

