



HOSPITAL EMPLOYEES' UNION

NEWSLETTER

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FBA tables proposal for a template transfer agreement with HEABC

The Facilities Bargaining Association (FBA) has tabled a proposal for a template agreement that will outline the terms of a transfer of service and protect the rights of affected members at a recent meeting with the Health Employers Association of BC (HEABC).

FBA spokesperson Bonnie Pearson, who is assistant secretary-business manager of the Hospital Employees' Union (HEU) says that the unions have presented a reasonable and comprehensive proposal.

“In our proposed template transfer agreement, the FBA has worked to ensure that our members have stability and certainty while facilitating orderly transfers, says Pearson. “We’ve outlined to HEABC the mutual benefits to developing a clear and consistent approach for transfer of service that will contribute to the quality of work life.”

The FBA successfully negotiated provisions in the 2010-2012 facilities subsector collective agreement requiring transfer agreements and labour adjustment plans where members are affected by a transfer of service, (Part 5 - Job Security and Expanded Opportunities Addendum).

The FBA committee meeting with the employer on the template transfer agreement is comprised of representatives from HEU, B.C. Government and Service Employees' Union and International Union of Operating Engineers.

The template transfer agreement will be used in a transfer of service between health authorities, a transfer from an affiliate to a health authority, and a transfer from a health authority to the Health Authority Shared Services Organization (HASSO).

Health authorities in the Lower Mainland and HASSO have been the most involved in transfers of service, an initiative commonly known as “Lower Mainland Integration”. HEU members most immediately impacted by transfers of service include those working in the following areas:

- Supply Chain – Replenishment and Distribution, Purchasing/Procurement, Inventory Control
- Payroll
- Information Technology (IT or IMIS)
- Accounts Payable/Accounts Receivable

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- Diagnostic Imaging
- Capital Projects and Facilities (Plant Services)
- Health Records and Transcription
- Pharmacy
- Lab

Under the collective agreement, employers must serve 90 days notice prior to any transfer of service. Employers must also consult with the FBA and the unions representing affected members.

The FBA and HEABC are scheduled to meet again on June 7.

May 19, 2010