



# Newsletter

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## **HEU members' rights protected by merged seniority list in Vancouver Coastal Health Authority**

HEU members working in the Vancouver Coastal Health Authority under the Facilities collective agreement will vote on November 24 on a memorandum of agreement that would protect their seniority rights in an amalgamated bargaining unit.

Under the MOA, seniority lists at all these sites will be merged into one seniority list after the date of ratification – November 24, 2005.

After that date, vacancies will be posted to all sites at once, and members can use their amalgamated seniority to apply for positions at any of the sites.

"The reality for many years is that health employers are making staffing decisions on a region-wide basis but members have been unable to exercise their seniority rights beyond a single site," says HEU secretary-business manager Judy Darcy.

"This agreement protects hard-won seniority rights while expanding members' employment options."

Under the agreement, regular and casual employees can combine their accrued seniority from all sites up to the equivalent of full time.

And both parties have agreed to transition period of up to two years during which the strict application of contract provisions relating to scheduling and hours of work (articles 19.01 and 20.02) will be delayed.

By the end of that period, regular employees holding more than one position where their total combined hours are more than one full-time equivalent position must resign from one or more positions so that their hours do not exceed one full-time position.

While the agreement provides for a dovetailed seniority list in an amalgamated bargaining unit, it does not affect local union structures or the shop steward system.

The time and location of the November 24 votes will be posted by your HEU local at your worksite.

November 4, 2005

