

Facilities Bargaining Association

PLEASE POST

Implementation of Family Day 2013 for facilities subsector members

The Facilities Bargaining Association (FBA) and the Health Employers Association of BC (HEABC) have reached agreement on the implementation of the new statutory holiday – Family Day – to begin in February 2013.

A negotiated agreement was required to accommodate the impact another statutory holiday would have on regular part-time rotations. Rather than displacing regular part-time workers and posting new rotations, the parties have agreed – without prejudice – to modify existing part-time schedules to incorporate backfilling needs for the new holiday.

The FBA and HEABC have agreed that if employers need to create new regular part-time rotations, incorporating the new stat holiday, article 20.05 of the facilities subsector collective agreement will apply. This article provides that employers will attempt to eliminate, as far as possible, part-time positions.

Further, the new schedules will be reviewed and approved at the union local level. However, should a post-implementation issue arise that cannot be resolved locally or by the provincial union, then the grievance process will be utilized.

Job fairs will be conducted in departments affected by the regular part-time rotation modifications, and selections will be made by seniority in each department. Full-time and casual employees are not eligible to participate in the job fairs. Once all positions are filled, the job fairs are concluded.

As per article 19, the employer will provide 14 days' notice of the new schedule implementation.

If you have any questions, please contact your local shop steward.

December 20, 2012

