

BULLETIN

What's up and what's not with union actions and grievances

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Y2K bug = vacation ban?

Some health employers have stated recently that they will be banning all vacations for employees from December 31, 1999 to March 15, 2000. The employers argue that the potential effects of a Y2K disaster on health care delivery warrants this move, and that health facilities may need staff available to institute manual systems in case of a system crash.

HSA Membership Services Coordinator Brian McConville said he has serious concerns about this unreasonable employer position, and that HSA will consider filing a policy grievance if employers proceed with the ban. -Its ludicrous to ban well-deserved vacations for a problem that may well never happen," he said. -This is a clear violation of the collective agreement. And in the event that the problem actually does arise despite years of planning and trouble-shooting, hospitals can revert to their established disaster plans for staffing instead of this vacation ban."

Employers who have expressed an intent to ban vacations so far include:

- Capital Health Region
- Simon Fraser Health Region
- Langley Memorial Hospital

-HSA will be monitoring this situation closely," McConville said, -and we'll keep members as informed as possible."

Cooperation key to success at AIDS Van

Health Services and Support workers at AIDS Vancouver worked successfully with their employer to arrive at fair Long Term and Short Term Disability Plans.

HSA Negotiator Dawn Adamson said that while it was a long road, she commends the employer for recognizing the importance of a secure and viable disability plan. -This deal provides a good security net for our members at AIDS Van," she said. -Since a number of AIDS Van workers could themselves face the prospect of immunosuppression and other health complications, both a Long and Short Term Disability Plan was of particular importance."

In the past, employees were struggling to pay for both the Long and Short Term Disability Plans, and even more so recently when the costs of these plans skyrocketed. With the new agreement, the employer will pay for a SUB top up plan for short term disability where the employee receives 75 per cent of full wages for the two week waiting period and 66 2/3 per cent of full wages for the remainder of the 17 weeks.

Welcome! to new members at Deltassist

HSA celebrates our joint certification with the Canadian Auto Workers Union for 63 members at Deltassist Family and Community Services. Our new members work at 14 sites in Delta, Surrey, Tsawwassen and Vancouver, providing counselling and other programs. Some services include those for seniors, alcohol & drug outpatients, family enhancement, outreach family counselling, sexual abuse counselling, suicide prevention, residential programs for youth, and support for pregnant and parenting teens.

CAW originally represented 11 bus drivers at Deltassist, and these members will continue to remit dues to CAW.

HSA Organizer Janice Davis said HSA and CAW Local 4100 applied jointly to the Labour Board for a poly-party certification. "This is a new and exciting development for HSA," she said. "This new joint certification means that there will be one collective agreement negotiated to cover all employees working at Deltassist, including the 11 original CAW members. The existing CAW collective agreement remains in force for the CAW members until a new collective agreement covering all employees is ratified."

Davis added that HSA and CAW will jointly administer the new collective agreement, once it is ratified. HSA and CAW will also bargain jointly in all future contract talks with the employer ... represented by the Community Social Service Employers Association ... and have agreed to articles of association that govern how the two unions will cooperate in representing the employees.

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