



BULLETIN

PLEASE POST

DATE: December 14, 2011

Policy grievance charging HEABC is violating contract goes to arbitration

HEABC has denied the policy grievance in which HSPBA charged that the employer is refusing to adhere to the terms and conditions negotiated in the in 2010-12 HSPBA collective agreement, and the grievance has been referred to arbitration.

HSA, on behalf of the Health Science Professionals Bargaining Association, says HEABC has contravened the collective agreement by failing or refusing to work towards fulfillment of the objectives outlined for the Joint Classification Committee, negotiated in the 2012-2012 collective agreement.

In addition, HSA has advised Health Authorities to cease and desist from implementation of the Interim Classification Modifications negotiated in tandem with the terms and conditions of the Joint Classification Committee.

The union bargaining association charges HEABC has contravened the collective agreement by failing or refusing to work towards fulfillment of the objectives outlined for the Joint Classification Committee, while proceeding to implement the Interim Classification Modifications – contrary to the memoranda and collective agreement.

The union believes that Health Authorities are prohibited from implementing any of the interim classification modifications because the right to do so is conditional upon the Classification Committee fulfilling its objectives.

In the policy grievance, the union is seeking a declaration that the employer implemented the interim classifications modifications contrary to the memoranda and collective agreement.

Any member who has been affected by the employer's implementation of the interim modifications, which see a downgrade of grid level, is asked to contact their HSA steward of LRO to grieve the change.