

HSAS Collective Bargaining - Update

Date	HSAS States	SAHO Sets the Record Straight
April 3, 2009	SAHO and HSAS agreed to meet to exchange proposals. The HSAS Negotiating Committee met with SAHO and tendered our complete proposal package; HSAS stated that SAHO provided an incomplete proposal and demanded the right to add more items later.	<p>SAHO and HSAS met and exchanged proposal packages.</p> <p>SAHO tabled approximately 23 proposals and provided a brief explanation of their proposals.</p> <p>HSAS tabled approximately 133 proposals and did not provide any background or explanation.</p> <p>There was no discussion at this time regarding the ability to add more proposals as negotiations progressed.</p> <p>At no time has SAHO made “demands”. SAHO has always indicated they are prepared to negotiate, and fulfill their obligations by presenting proposals for discussion.</p>
April 22, 2009	HSAS asked them to assure us that they did not intend to introduce substantial new proposals in the future. They agreed to this verbally but then refused to do so in writing. We proposed language to try to rectify the situation. SAHO refused.	<p>SAHO explained to HSAS that SAHO had tabled their complete proposal package with the issues that are known.</p> <p>SAHO explained that they may introduce new and/or amended proposals during the process of negotiations and that HSAS could do the same. This provides flexibility for both parties and the ability for either party to respond to issues that arise out of negotiations. The language tabled by SAHO is commonplace in negotiations and has been tabled with SUN, SEIU, CUPE, SGEU, as well as HSAS in the last round of bargaining. The unions (including SEIU, CUPE, SGEU and HSAS) have tabled exact or similar language with SAHO in previous negotiations. HSAS’ objection is the only objection ever raised on this language.</p> <p>SAHO further explained that if HSAS disagreed with any proposal, HSAS was not compelled to agree to it. All proposals are subject to negotiation by the parties.</p> <p>The written language proposed by HSAS and refused by SAHO would have given HSAS the right to “veto” the introduction of a new proposal.</p>

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April 22, 2009		HSAS refused to commence bargaining unless SAHO agreed not to table any new proposals or SAHO agreed to HSAS' "veto" (thus setting a precondition on bargaining). When SAHO did not agree to the union's preconditions, HSAS walked away from the table and canceled the next day of scheduled talks.
May 2009	Due to the impasse concerning SAHO's refusal to negotiate in good faith, a Conciliator was appointed to mediate talks. SAHO refused to follow the advice of the conciliator and talks broke off. SAHO then filed an unfair labour practice against HSAS. In response, HSAS filed two unfair labour practices against SAHO.	<p>SAHO repeatedly attempted to commence negotiations with HSAS. Each time, HSAS refused to bargain unless SAHO agreed to HSAS' preconditions.</p> <p>HSAS requested the services of a mediator. SAHO responded by requesting that a conciliator be appointed. HSAS agreed to SAHO's proposal.</p> <p>SAHO and HSAS did not meet again until June.</p>
June 15, 15, 17 2009		<p>SAHO and HSAS met, with the services of a conciliator. SAHO again requested to commence negotiations with HSAS and provided a proposal that met the concerns raised by HSAS.</p> <p>HSAS refused this proposal and again refused to commence negotiations.</p> <p>As a result, SAHO filed an unfair labour practice application with the Labour Relations Board. SAHO is confident that HSAS is on the wrong side of the law by failing to negotiate in good faith.</p> <p>HSAS responded by filing two unfair labour practice applications against SAHO, accusing SAHO of not negotiating in good faith, and communicating directly with their members.</p>
July 2009		Dates are set for hearing the unfair labour practice applications in January 2010.

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September 2009	SAHO tabled their final offer to the provider unions (CUPE, SEIU, SGEU) which confirmed our concerns with SAHO's approach to bargaining. This final offer includes a significant number of new take away proposals and, low financial compensation.	<p>SAHO has not tabled a final offer to the Provider Group Unions. SAHO tabled an initial financial offer with the provider group unions on September 22, 2009. SAHO provided an amended offer on October 16, 2009 following further negotiations. Negotiations are ongoing with the provider unions.</p> <p>SAHO's offers include efficiencies which had already been identified at each Provider Union table and are not "new" proposals.</p>
January 2010	Two days are scheduled for the Labour Relations Board Hearing for the unfair Labour Practices. No negotiations will take place before this process takes place and a decision has been given.	SAHO has indicated to HSAS that SAHO is prepared to commence bargaining at anytime. In SAHO's view, any delay in bargaining is due to the preconditions set by HSAS and their refusal to negotiate until the LRB makes a decision.