

Negotiation Timelines

Following is a complete timeline, and supporting documentation, of the collective bargaining process between SAHO and HSAS:

February 2, 2009: Notice to bargain received from HSAS

March 31, 2009: Collective Agreement expires.

April 3, 2009: HSAS and SAHO exchange proposal packages

April 22-24, 2009: HSAS refuses to bargain unless SAHO withdraws clauses on the cover sheet of the employers' proposal package and that SAHO agrees not to table any further proposals. SAHO does not agree to the preconditions to bargaining and HSAS breaks off negotiations with SAHO on the first day. HSAS cancels bargaining for the remainder of the week.

May 20-22, 2009: The parties request the appointment of conciliator.

June 15-17, 2009: SAHO and HSAS meet with the services of a conciliator. SAHO provided a proposal to meet the concerns of HSAS. HSAS refused the proposal and again refused to commence negotiations. SAHO filed an unfair labour practice application with the Labour Relations Board. HSAS responded with two unfair labour practice applications accusing SAHO of not negotiating in good faith, and communicating directly with their members.

July, 2009: Dates are set in January, 2010 to hear the unfair labour practices. HSAS refused to bargain with SAHO until a decision is made by the Labour Relations Board. SAHO indicates that they are prepared to bargain at any time.

August, 2009: HSAS is waiting for the Labour Relations Board hearing.

September 2009: HSAS is waiting for the Labour Relations Board hearing.

October 2009: HSAS is waiting for the Labour Relations Board hearing.

November 2009: HSAS is waiting for the Labour Relations Board hearing.

December 2009: HSAS is waiting for the Labour Relations Board hearing.

January 25, 2010: Just prior to the Labour Relations Board hearing, HSAS and SAHO negotiated to settle and withdraw the unfair labour practice applications without prejudice.

February 1, 2010: SAHO sends an email to HSAS to resume bargaining following settlement of ULP. SAHO offers 2 days in February to meet to discuss preliminary and process issues. SAHO also offered 7 sets of dates (of 3 days each) that SAHO is prepared to meet to bargain from March to May, and a willingness to consider alternate dates suitable to HSAS.

February 1, 2010: Email is received from HSAS accepting one day in February to meet to discuss preliminary issues.

February 16, 2010: The parties meet to discuss process and preliminary issues. HSAS indicates their acceptance of one set of future dates (March 8, 9 & 10).

March 8-10, 2010: The parties meet to resume bargaining. HSAS indicates acceptance of one set of future meeting dates (April 28, 29, 30).

April 28-30, 2010: The parties meet to continue bargaining. HSAS indicates acceptance of one set of future dates (June 1-3). Of the initial 7 sets of dates (21 days) offered by SAHO on February 1, HSAS agreed to just 2 of those sets of dates.

May 19, 2010: A letter is sent from SAHO to HSAS offering 5 sets of dates (15 days) that SAHO is available to bargain with HSAS from June to August. SAHO also stated a willingness to consider alternate dates suitable to HSAS in order to facilitate bargaining throughout the summer period.

June 1, 2010: A response is received from HSAS which fails to accept any of the dates as offered by SAHO and fails to offer any alternate dates for consideration.

June 1-3, 2010: The parties meet to continue bargaining.

June 3, 2010: A letter is received from HSAS refusing to agree to any more dates.

June 7, 2010: A letter is sent from SAHO to HSAS requesting acceptance of dates as proposed by SAHO or alternate dates suitable to HSAS in order to facilitate bargaining throughout the summer period.

June 8, 2010: A letter is sent from SAHO to HSAS indicating frustration at the union's refusal and delay in accepting dates to continue bargaining throughout the summer.

July, 2010: Email received from HSAS, refusing to accept proposed dates through the summer and not agreeing to meet until the end of September. The suggested meeting dates are a reduction from 3 days of bargaining at a time to 2 days of bargaining at a time.

August, 2010:

September 28-29, 2010: The parties meet to continue bargaining. HSAS indicates agreement to meet on one set of dates in November (8th & 9th).

October 1, 2010: A letter is sent from SAHO to HSAS accepting dates offered and requesting additional dates throughout October and November in order to facilitate bargaining in as timely a manner as possible.

October 7 & 8, 2010: The parties meet to continue bargaining. The parties agree to another set of dates in November (16th & 17th).

November 8 & 9, 2010: Parties meet to continue bargaining. HSAS refuses to provide any dates beyond November.

November 16 & 17, 2010: HSAS breaks off talks with SAHO and refuses to meet until the union completes its research.

April 2009

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2009

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2009

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2009

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2009

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2009

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Contract expired
March 31, 2009

October 2009

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2009

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2009

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Meeting dates
proposed by SAHO

Actual meeting
dates.

HSAS not willing to
meet, SAHO
offers to meet.

January 2010

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
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February 2010

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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2010

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2010

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2010

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2010

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2010

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2010

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2010

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2010

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2010

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December 2010

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

