

PLEASE POST

February 2, 2004

Legal Matters

Successorship Application in Kamloops and Prince George

We met on Dec. 1-3 in an attempt to bring a resolve to this issue. The consensus among all of the players is that the Unions would probably win on the successor challenge. However, no one can say with certainty what remedies the Board would give as a result of a successorship being declared. Therefore, the parties are trying to negotiate a settlement that will meet the various needs and have some control over the end result.

At the conclusion to these meetings, we felt that we were down to a very few issues. However, these are major concerns for both sides. We are not in agreement on selection process, retention of Public Service Pension Plan and carryover of leave banks.

We have drafted a proposal for resolving this matter with input from the BCGEU and BCNU. This document has now been forwarded to the employer group so that they can review it. We hope to meet with them very soon to see if we can bring this to a conclusion.

Riverview Downsizing & Transition

Several units at Riverview are preparing to be closed as the hospital plans to consolidate services. We are meeting with the Employer in order to discuss these closures and several other outstanding matters. We hope to be able to come to an agreement on how the closures will take place so as to avoid the problems that happened when 3Y closed.

The Employer has also notified that they intend to transition Connolly Lodge over to Fraser Health Authority as of the end of March. We have been in discussion with Jane Mason from FHA and are hoping to meet soon to discuss an agreement. This has been held up due to the ongoing discussions mentioned above regarding the successorship claim for the Kamloops facilities. These talks could have a direct bearing.

Grievance and Potential Grievance Activities

We have been involved in trying to resolve several difficult issues over the past several months. Some have taken the form of grievances but many have also happened before grievances were filed. We are happy to note that we quite often resolve matters without having to resort to the formal grievance procedure. It makes life better for all concerned if we can solve problems quickly and with the least amount of stress on our members. We are happy to note that the majority of the grievances filed in 2003 have been resolved to the satisfaction of our members and without resorting to third party hearings. We will continue to strive to ensure our members are treated fairly and with dignity.

Negotiations

We are preparing for upcoming renegotiation of the Health Sector Agreement. This contract expires at the end of March and we will probably begin talks in early March. A bargaining strategy meeting is set for February 24 at the BCNU offices. Prior to this meeting, we need to finalize our proposals for presentation to the NBA. We will be working on contract language for proposals and the UPN Bargaining Committee will meet in early to mid February to complete our position.

Douglas McLaren
Director, Operations & Member Services

DMc:lg
Opeiu-15