



EXECUTIVE SUMMARY OF BARGAINING ASSOCIATION MODEL

The NSGEU, CUPE, NSNU, and Unifor have proposed a bargaining association model for multi-employer collective bargaining in the Acute Care Sector. It will apply to the IWK Health Centre and the new Province wide Health Authority.

The Bargaining Associations will represent members of more than one union for the purpose of collective bargaining. In the Associations, each union will continue to speak on behalf of and represent their own members as they do today. All members would remain members of their current union, but the unions would bargain collective agreements together.

Under the model, there would be four province-wide bargaining units:

- RNs and NPs;
- Healthcare;
- Administrative Support;
- Service Support.

There would be one bargaining association and one collective agreement for each of the bargaining units.

Employees in public health, addiction services and continuing care will be included based on their classification in the respective bargaining units and will maintain current union membership.

The make-up of the present bargaining units is not consistent in all of the DHAs and the IWK. The Unions propose that these differences be resolved and that inclusion in a bargaining unit would depend on where the majority of employees in the classification currently reside. For example, where a classification is in two different bargaining units (i.e. Healthcare and Service Support) the classification will be included in the unit where the majority currently resides.

The Bargaining Associations will each require a constitution that will detail how they will function. Each Association will have a negotiating committee composed of members chosen by the member unions. Membership is proportional to the size of the Union's membership. Decision-making will be by consensus, but if consensus is not possible then majority vote will be required.

The Unions will strive to get the best terms and conditions for members. Each union will use its normal process to consult with members in the development of contract proposals. Where desirable, the Negotiating Committee will seek to negotiate specific terms advantageous to members of one of the unions.

Tentative agreements will require approval by a majority of union members affected. Authority to conduct a strike will require a majority vote of employees in the bargaining unit.

The unions that make up a bargaining association will develop a common communication strategy. Members of the Negotiating Committee will be bound to support decisions of the Committee.

Each individual union will remain responsible for the administration of the collective agreement for its members.

The Bargaining Association Model and union membership will not be a barrier to mobility of employees.

The service and seniority of members will be integrated provincially.