

HEALTH CARE ADMINISTRATIVE PROFESSIONALS' STRIKE VOTE INFORMATION

What did we ask for?

The Council of Unions tabled their bargaining proposals to the employers in October 2022. A copy was circulated to members at that time. Some key elements of this proposal included changes to the job posting language to put a 30-day time limit for the employer to post a vacant position, language to ensure placement into a new position occurs within 60 days of being offered the position, an increase to vacation entitlement for those who have had over 108 months (9 years) of service, and a 3.5% retention incentive after 25 years of service.

What did we get?

A full ratification document was distributed to members in April 2023, detailing what was achieved at the bargaining table. Highlights included seniority protection for Casuals on maternity leave; seniority protection between employers; new language on gender & discrimination; enhanced language on eight different leave of absences; and changes to rules around WASCAL lists.

The wage pattern proposed by the employer was identical to what was previously achieved at the Healthcare and Support Bargaining Units for this round of negotiations.

Why was it recommended?

The employer offered three non-monetary language changes that had not been achieved by the Health Care or Support tables: a Pay Equity committee, Volunteer Firefighter/Ground Search & Rescue language, and Storm Leave. These changes would be unique to the Administrative Professional bargaining unit. Following eight days of conciliation and bargaining, the committee felt that the employer was not willing to offer any more funding at this table so, considering the already long delay and the new collective agreement set to expire on November 1, 2023, they decided to recommend the tentative agreement.

Where do we go from here?

We mobilize! Now that the tentative agreement has been rejected, we need to show the employer we're willing to **fight for more!** This means coming to meetings, joining rallies, talking to your colleagues about the issues, and, eventually, joining strike committees. Less than **50%** of the membership participated in the ratification votes. **If we want a better deal, we need everyone.**

What do we need?

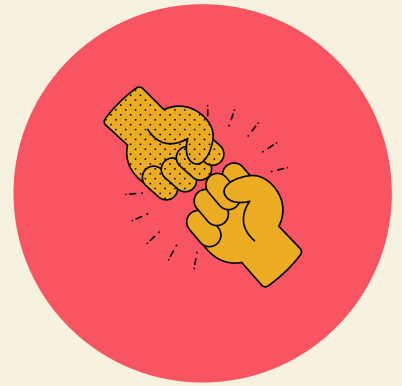
The best way to show the employer we stand together is to present a **strong strike mandate**. It does not mean we are on strike, or even going on strike. Instead, it shows the employer you stand with your bargaining committee and their proposals, and, most importantly, you're willing to stop work to get them.

For a strike vote to pass, we need at least **50%** of the membership to vote in favour of strike action.

But we need more than a "pass." Not voting is recognized as a 'no' vote under Nova Scotian labour law. A 'NO' vote or a weak strike mandate will take away any leverage your bargaining committee has at the table. We need a very high percentage of members voting "YES" to show the employer we are serious and give the bargaining committee the support they need to win!



What can I do to help?



There are many ways to get involved:

- Talk to your friends and colleagues—the more who know and take the issue seriously, the more support we will have;
- Come to meetings—we need to hear everyone’s voices so that our proposals and messaging represent everyone;
- Volunteer to help—planning strike votes and strikes takes time and energy; your bargaining committee cannot do it alone;
- Attend events—if and when we start holding rallies and informational pickets, please attend; that is the time to talk to people and show them who you are and what we’re fighting for.

Update your contact info:

We need to be able to reach you!

Please make sure your contact information is up to date with your union:

CUPE

Click here: <https://tinyurl.com/mryp2hra>

NSGEU

Click here: <https://tinyurl.com/mr3tdejn>



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