

Fanout #1
January 15, 2020

Exchanged proposals January 14th and continued to meet January 15, 2020.

Employer proposals include:

- 4 year agreement. No increase in wages (0%, 0%, 0% and 0%)
- Eliminate semi-annual lump sum payments.
- Eliminate Education Allowances for Baccalaureate Degree, Master's Degree and Doctorate for all future employees.
- Reduce overtime to 1 1/2X for the first 4 hours. 2X applies after 4 hours at 1 1/2X or on scheduled days of rest for full-time Employees
- Cap overtime bank at 38.75 hours.
- Eliminate monthly car allowance for employees required to have a vehicle.
- Employee requests to work permanent evenings or permanent nights will be at "Employer discretion" versus "will not unreasonably withheld".
- Eliminate Designated Days of Rest for part-time employees
- Ability to require part-time to work, even up to full-time, without attracting overtime.
- Casuals will be terminated if they do not work for 3 months, without a prior arrangement with management
- Delete any requirement to have an RN or RPN in charge.
- Delete Christmas and August Civic Holiday as superstats.
- Maximum of 2X for overtime on a Named Holiday
- Reduce evening premium from \$2.75 to \$2.11 per hour. Premium starts at 19:00 hours instead of 15:00 hours
 - Reduce night premium from \$5.00 to \$3.10 per hour.
 - Reduce weekend premium from \$3.25 to \$2.55 per hour. Reduce weekend time period from 64 to 48 hours.
- Diminish obligation to accommodate injured or ill Employees until "an available vacancy within a 50 km radius" becomes available.
- Reduce recall rights. An employee is terminated after 12 months unless recalled to a regular position.

PLUS many other proposed rollbacks in language and rights.

The AHS spokesperson clarified financial rollbacks are not based on the current economic climate. AHS mandate is to move to "Ontario-West standard" (exclusive of Alberta).

Employer and UNA ingoing documents will be posted in the Negs 2020 Conference.

A comparison summary of ingoing proposals will be posted when it is completed.

Next bargaining dates are January 30th and 31st.

Please share this information with your colleagues

Heather Smith, President, UNA