

THIS ISSUE

- PHASE I
Implementation of
HEU Collective
Agreement
- Menno Home

Menno Home – HEU Facilities Collective Agreement Phased in Approach

The Facilities Subsector Collective Agreement will be initiated at Menno Home with a phased in approach. Phase I will be effective September 20, 2022. This includes the following provisions of the Agreement :

- Article 1 – Preamble
- Article 2 – Definitions
(Not Article 2.01(a) Definition of a Regular Full Time Employee)
- Article 3 – General Conditions
- Article 4 – No Discrimination
(Not Article 4.03 Complaint Investigations)
- Article 5 – Union Recognition and Rights
(Not Article 5.03 – Union Dues specifically)
- Article 6 – Management Rights
- Article 8 – Union/Management Committee
- Article 9 – Grievance Procedure
(Process is to be implemented – issues to proceed subject to the state of agreed implementation of the FCA)
- Article 10 – Expedited Arb
- Article 11 – Arbitrations
- Article 12 – Evaluation Reports, Personnel Files
- Article 13 – Probationary Period
- Article 18 – Termination of Employment
- Article 37 – Occupational Health and Safety
- Article 47 – Printing of the Agreement

You can find the entire FBA Master Agreement on the HEU website at, <https://www.heu.org/collective-agreements/facilities>. The next phases will be communicated once agreement is made with the union.

If you have questions contact the Shop Steward, Megan Wadham mewadham@telus.net or 604 855-3198.

Sincerely,

Jeanette Lee
Director, Human Resources