

## THIS ISSUE

- PHASE II  
Implementation of  
HEU Collective  
Agreement
- Menno Home HEU  
members

## Menno Home – HEU Facilities Collective Agreement

### Phase II

The Facilities Subsector Collective Agreement Phase II will be effective October 1, 2022. This includes the following provisions of the Agreement :

Phase II - Non-monetary / Substantive Provisions									
Art. 14	Selection Criteria	Not 14.14	More favorable Rate or Condition						
Art. 16	Job Postings and Applications								
Art. 19	Scheduling Provisions	19.01	Structural elements not enforceable until the first payperiod following January 1, 2023						
Art. 20	Hours of Work	20.02	Structural elements not enforceable until the first pay period following January 1, 2022						
Art. 34	Leave Unpaid								
Art. 44	Volunteers								
Art. 45	Child Care								
Addendum	Casual Employees	Not Section 4(b) or Section 13							
Addendum	Job Security and Expanded Opportunities								
Addendum	Return to Work Program								
MOA	Standardization of Non-Monetary Provision to New Certifications								
MOA	FBA Education Fund								
MOA	Contracting Out								

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](mailto:mewadham@telus.net) or 604 855-3198.

Sincerely,

Jeanette Lee  
Director, Human Resources