



Thinking ahead: your priorities for the next round of bargaining

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The expiry of the Health Master Agreements does not occur until March 31, 2001. The Paramedical Professionals, the Nurses and the Community Health Support Agreements are open as of that date. We then have an opportunity to address the money we make and work issues of concern to us. It is important that we start thinking about our bargaining agenda today. Negotiations are our one opportunity every three years to sit down with our employers to resolve our past grievances and establish our future needs.

March 31, 2001 is closer than you think. In the near future we will be calling for bargaining proposals for the affected members.

For the Nurses Agreement, our proposals need to be ready eight months before the expiry of the agreement ... August 31, 2000.

For the Paramedical Professional and the Community Health Support, our proposals have to be ready four months before the expiry of the agreements ... November 30, 2000. These are timelines established by the Articles of Associations for the three bargaining units.

What are HSAs priorities? Members have to start serious discussions at the work place as to what is needed in this next contract and what we are prepared to do to achieve our priorities. You start to establish these priorities by determining the five or six issues of most concern in your chapter and submitting them when there is a call for proposals. When all these work place issues come together, HSAs provincial priorities become evident and determine the mandate for the negotiating team.

Once we are ready we will meet with other unions in the bargaining associations to blend the proposals. When all the unions are comfortable that their issues are properly identified at the bargaining tables, we will be ready to meet with the employer representatives.

Membership input is the most valuable part of the negotiation process. It is as important at the beginning as it is at the end. We negotiate to satisfy the memberships priorities and it is your support and participation that get us there.

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