



Transitioning to 37.5 hr workweek

LATEST DEVELOPMENTS

- [Agreement in principle reached on 37.5 hour work week grievances](#) (September 4, 2015)
- [Update on 37.5 hour work week grievances](#) (April 28, 2015)
- [Update on 37.5 hour work week grievances](#) (February 4, 2015)
- [We need you to gather examples of how 37.5 has affected you and your workplace](#) (July 17, 2014)
- [Arbitrators rule implementation of 37.5 hour work week inconsistent](#) (April 11, 2014)
- [Arbitration makes progress on 37.5 hour week challenges](#) (March 28, 2014)
- [Initial dates set in expedited process to resolve grievances](#) (January 23, 2014)
- [Transitioning to a 37.5 hour work week](#) (April 25, 2013)
- [Agreement reached on process to implement 37.5 hour work week](#) (April 17, 2013)
- [HSPBA will fight health authority's attempt to break contract agreement](#) (April 5, 2013)
- [Provisions of new HSPBA collective agreement now in force and effect](#) (April 5, 2013)

RESOURCE MATERIALS

Materials available to stewards:

- [Union guide to process for implementing 37.5 hr workweek](#) (May 6, 2013)
- [Extended Workday / Workweek Schedule Package](#) (April 19, 2013)
- [Frequently-asked questions about the 37.5-hour work week](#) (Updated April 30, 2013)
- [Article 24.01 Hours of Work](#)

Agreement between the Health Employers' Association of BC and HSA on 37.5 hr workweek:

- [Agreement: HEABC and HSABC: 37.5 hr workweek implementation process](#) (April 15, 2013)
- [HEABC letter to HSA Executive Director Jeanne Meyers on implementation process](#) (January 30, 2013)
- [Memorandum of Understanding on transition to 37.5 hr work week](#) (January 30, 2013)
- [Memorandum of Understanding between Fraser Health Authority and HSPBA](#)

REALIZING WAGE GAINS

To realize wage gains won through bargaining, health professionals are moving to a 37.5 hour workweek.

In bargaining, the employers agreed to a cooperative, consultative process when implementing the 37.5 hour workweek. In this process, staff, supervisors and managers will consult in each department, section or work unit that has a current schedule with extended workdays (i.e. workdays of more than 7.5 hours per day) and revise the schedules.

At HSA's Annual Convention held April 18-20, HSA chief stewards and activists participated in a training session to assist and advocate on members' behalf during this transition.

Members should be engaging in discussions at the local level **with the help of stewards** around the

implementation of the 37.5 hour work week in your department/work unit. If your employer is not consulting on implementing schedule changes, see your steward. You can [find your steward here](#)

A COLLABORATIVE PROCESS

The agreement negotiated between HEABC and the Health Science Professionals' Bargaining Association is clear that managers must work with staff in good faith to develop mutually-agreed schedules.

- The employer must give the affected staff an outline of service delivery objectives. They may also propose a schedule at this time.
- The employer must give the affected staff a reasonable opportunity (at least 2 weeks) to propose a work schedule, or propose an alternative to the employer's schedule
- The employer must consider any proposals the staff put forward. If the employer rejects the proposal, they must provide an explanation.

Members should work with steward assistance throughout this process.



TIMELINES FOR IMPLEMENTATION

- July 1, 2013 (September 1 for Northern Health Authority): Last day the employer can come to your departmental staff with proposals for schedule changes. If you disagree with the proposed plan, you and your steward should work with the employer to develop a schedule that works for everyone in the department. Stewards should be working with the LROs where the schedules cannot be agreed to, where employers are looking to eliminate extended work day schedules, or where the employer is proposing layoff as a way to implement schedules. We will use the grievance procedure for disputes.
- August 1, 2013 (October 1 for NHA): Last day for agreement on new schedules.
- September 1, 2013 (November 1 for NHA): Last day for implementation of new schedules.

If you have questions regarding the process, please speak with your steward. You can [find your steward here](#)

Attachments

File Attachments:

-  [union_guide_37.5.pdf](#)
-  [MOA on 37-5 hour work week.pdf](#)

- [Print](#)
- [PDF](#)

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