



Transitioning to a 37.5 hour work week

April 25, 2013

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.

See your [collective agreement page](#) for links to resources on transitioning to a 37.5 hour workweek.

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

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