



News on BARGAINING



| PLEASE POST |

Date: August 6, 2021

To: All BCGEU Members at HCN-Revera Lessee (Parkwood Manor)

Re: Pre-Bargaining Bulletin #4: Ready for Negotiations

Ready for Negotiations

Your bargaining committee for Parkwood Manor has substantively finished its preparations and is ready for negotiations with the employer for your first collective agreement.

Your bargaining committee's prep work has included:

- training in the process, pitfalls and strategy of negotiations;
- reviewing all survey feedback, membership meeting notes and other member feedback on bargaining priorities;
- reviewing the consent order from the Labour Relations Board, and accompanying settlement agreement between the parties, that resolved the BCGEU's application to request a common employer designation;
- reviewing the entire existing collective agreement with HCN-Revera Lessee (The Dorchester), large parts of which will be included in your first collective agreement;
- learning from one of the union's pension specialists about the BC Target Benefit Pension Plan;
- drafting written proposals to take to the bargaining table; and
- developing plans to keep you engaged and informed throughout the process.

Bargaining Dates

As we previously shared, the parties have scheduled bargaining sessions for September 2, 3 and 24, 2021, and if necessary will schedule additional dates in October.

Keeping You Informed

Your bargaining committee will keep you updated throughout the bargaining period. You can expect to receive a bulletin from us whenever there's anything to report, and in any event, at least once per month. If you or a co-worker are not receiving these bulletins directly from the BCGEU, it probably means we don't have a current personal email address on file. If this is you, please connect with a member of your worksite bargaining committee and have them pass your contact information to the BCGEU.



Looking Ahead to Ratification

The job of your bargaining committee is now to try to reach a tentative agreement with the employer on your behalf. Once a tentative agreement is reached, we will share the complete details with you a day or two before we hold a membership meeting. At that meeting, we will go over the highlights of the tentative agreement and answer your questions, and members will be able to share their thoughts. Following the meeting we will conduct a ratification vote. All bargaining unit employees will be entitled to vote to accept the collective agreement or to reject it. While your bargaining committee is committed to doing its best on your behalf, it is ultimately you, the members, who will democratically decide whether to accept a tentative agreement.

Thanks for your patience, support and solidarity throughout this lengthy process. If you have any questions or concerns about this bulletin or the bargaining process generally, please reach out to an elected member of your bargaining committee.

In solidarity,

Paula Holm, Bargaining Committee Member
Dana Hussey, Bargaining Committee Member
Sehi Jung, Bargaining Committee Member
Ryan Stewart, Staff Representative – Negotiations

c.c. Mahen Ramdharry, Vice-President, Component 4 and Chair, Local 403
Gary Bennett, a/Coordinator, Negotiations
Eddie Mishra, Staff Representative, Lower Mainland Area Office

RS/PT
MoveUP
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