



### Update on Collective Bargaining

The existing collective agreement between the Hay River Health and Social Services Authority (the “HRHSSA”) and the Public Service Alliance of Canada (the “Union”) expired on March 31, 2016. The HRHSSA and the Union began negotiations to reach a new Collective Agreement in early June of 2017. The HRHSSA and the Union returned to the bargaining table on several subsequent occasions, to continue bargaining. The parties held further negotiations in late June of 2017, February 2018, May 2018 and July 2018.

After the negotiations held in July 2018, the Union informed the HRHSSA that HRHSSA did not have a “mandate for settlement”. The Union then filed a “Notice of Dispute” with the Canada Industrial Relations Board. Under the *Canada Labour Code*, once a “Notice of Dispute” is filed, a conciliation officer is appointed to assist the parties to reach a new collective agreement. The conciliation officer then meets with the parties to assist them to come to an agreement.

On December 11-12, 2018, the parties met with the conciliation officer. On the morning of December 11<sup>th</sup>, the HRHSSA presented the Union with a comprehensive offer to settle the collective agreement. The Union provided a partial response the afternoon of December 11<sup>th</sup> and a partial response on the afternoon of December 12<sup>th</sup>.

In the early afternoon on December 12<sup>th</sup>, the HRHSSA attempted to provide the Union with a further response, however, part way through the HRHSSA’s proposal, the Union walked away from the table and refused to return for further discussions. The Union also refused to extend the conciliation period.

While a number of items have been addressed at the bargaining table, some of the more significant components of the HRHSSA’s offer to the Union are:

- A four-year collective agreement that provided no salary change in the first two years, and increases totalling 3.9% over the next two years
- Language to permit the continued services provided by the Midwifery program
- Increased compensation to Midwives
- A clothing allowance for employees required to provide services in clients’ homes
- Increased entitlement to education courses
- Increased entitlement to ultimate removal assistance
- Proposals to address the Union’s concerns over sick leave

The HRHSSA believed that the parties were making good progress in negotiations, and was disappointed that the Union left the bargaining table and refused to return. The HRHSSA was also disappointed that the Union was not willing to extend the conciliation period.

Although the parties were not able to reach an agreement during conciliation, the HRHSSA is committed to reaching a collective agreement. The HRHSSA remains prepared to return to the bargaining table at any time.