

UNIFOR LOCAL 4600

HEALTHCARE BARGAINING UNIT STRIKE VOTE

IMPORTANT

Please read the **UNIFOR LOCAL 4600 Strike Vote Update** posted with this document and vote at one of these locations so that your employer hears your clear call for fair, timely negotiations.

Strike Vote and Town Hall:

Tuesday, April 24th @ 7:00 PM

Holiday Inn, 300 Esplanade, Sydney

Strike Vote and Town Hall:

Thursday, April 26th @ 4:00 PM

Coal Miner's Café

15832 Central Ave., Inverness

Strike Vote: Wednesday, April 25th @ 11:00 -1:00 PM

Northside General Hospital

Glace Bay General Hospital

Cape Breton Regional Hospital

New Waterford Consolidated Hospital

Strike Vote and Town Hall:

Friday, April 27th @ 11:30 AM

Sacred Heart Hospital

Cheticamp

Strike Vote and Town Hall:

Wednesday April 25th @ 4:00 PM

Inverary Inn, Baddeck Town Hall

Strike Vote and Town Hall:

Friday, April 27th @ 4:00 PM

Buchanan Memorial Hospital

Neil's Harbour

Strike Vote: Thursday, April 26th @ 11:00 -1:00 PM

Northside General Hospital

Glace Bay General Hospital

Cape Breton Regional Hospital

New Waterford Consolidated Hospital

Strike Vote and Town Hall:

Sunday, April 29th @ 3:00 PM

Holiday Inn in Sydney

Unifor Local 4600 Health Care Classifications

- Activity Coordinator
- Autism Interventionist
- Behaviour Interventionist
- Child Care Assistant
- Continuing Care Assistant
- CSR/SPD Technician
- CT Technologist
- CT Technologist Team Lead
- Diagnostic Imaging Technologist 1
- Diagnostic Imaging Technologist 2
- Dietician
- DIIS Coordinator
- Dosimetrist
- EEG Technologist
- Film Processing Technician
- GI Aide
- Medical Laboratory Assistant
- Medical Laboratory Technologist 1
- Medical Laboratory Technologist 2
- Lab Technologist (Non Reg)
- Laboratory/Radiology Tech
- LIS Coordinator
- Mammography Tech 1
- Mammography Tech 2
- MRI Technologist 1
- MRI Technologist 2
- Nuclear Medicine Tech 1
- Nuclear Medicine Tech 2
- Occupational Therapist
- Occupational Therapy Assist
- Oncology Assistant
- Ophthalmic Medical Tech
- Orderly
- Orthopedic Technologist
- Orthotic Technician
- Paramedic Emergency
- Pathology Assistant
- Pedorthist
- Pharmacist
- Pharmacy Technician
- Phlebotomist
- Physiotherapist
- Physiotherapy Assistant
- Pulmonary Function Technician
- Pulmonary Function Technician (Course)
- Diagnostic Imaging Quality Control Technologist
- Radiation Oncology Therapist
- Recreational Therapist
- Recreation Coordinator
- Cardiology Technologist II
- Registered Vascular Tech
- Respiratory Therapist
- Respiratory Therapist Aide
- Social Worker II
- Social Worker III
- Social Worker III Head Clinician
- Stroke Management Coordinator
- Therapeutic Activity Director
- Ultrasound Technologist I
- Ultrasound Technologist 2
- Unregistered Cardiology Tech
- Ward Aide
- Diagnostic Imaging Engineering Tech



LOCAL 4600

How did we get here?

The Nova Scotia Council of Health Care Unions (Unifor, NSGEU, CUPE and NSNU) have been at the table for nearly two years of painful and non-traditional bargaining. The Employers began to slow the pace of bargaining significantly in October of 2016 and have continued over the two months.

In the spring of 2017, the council complained to the Nova Scotia Labour Board to intervene because there was no progress. Both sides agreed to multiple dates and by December a conciliator stepped in to try to move things along. After several dates with conciliation – we are still nowhere close to a deal. The board was again asked to settle the outstanding issues and finalize an Essential Services plan for the IWK this month. The Labour Board is hearing submissions from both the Employer and the Council of Unions and reach a conclusion on the remaining issues.

At the end of this process the IWK will have an Essential Services plan. The Council of Unions, Health Care Bargaining Unit, have worked hard to reach an Essential Services plan that meets the needs of its members as well as ensures the health and safety of patients.

The Council of Unions believes that the remaining issues cannot be resolved through negotiations with the Employer and is using the process provided under the Essential Health and Community Services Act to empower the Labour Board to finalize the essential services plan so we can be in a legal strike position.

Negotiations for a new collective agreement and for essential services plans, which are now required by law, have been frustrating at best.

Why do we need a strike mandate?

The primary goal of the both the strike vote and sending the essential services plan to the Labour Board is to create enough pressure that the Employers and the government will engage in meaningful negotiations and complete a new collective agreement.

It is time for us to send a strong message to the Employers and government that we expect them to take collective bargaining and the Council's proposals seriously and to work with the Council of Unions to get a negotiated deal.

This strike vote is an important next step in the bargaining process to get health care members a new collective agreement.

The NSHA and IWK continue to table proposals that would negatively impact members and their families.

- The wage restraint pattern would mean that many health care workers will be the lowest paid in the country.
- The Employer wants the ability to move employees so they would have a difficult and long commute to work. This would create instability and uncertainty for thousands of families around the province.
- Employers recently tabled new limits on your holiday and time in lieu banks that amount to a concession for our members.
- The Employer wants to have full control over your health and benefit plans. Unifor opposes this.
- The Employer refused to table their proposals on the cost sharing of retiree benefits. The council has proposed all current employees get a cost share of retiree benefits past age 65.
- The Council of Unions, NSHA and IWK have further conciliation dates set for May 2nd, 3rd, and 4th.
- We are still working to complete an Essential Services plan with the Nova Scotia Health Authority.

For more information contact:

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