



## Hospital Bargaining Principles and Priorities

HWC SEIU Local 1 Canada – Provincial Hospital Bargaining  
Round 2009 – Beginning August 10, 2009

The following are bargaining principals and priorities identified by members in the run up to the 2009 Round of SEIU Provincial Hospital Bargaining. The SEIU Hospital Workers Council Bargaining Committee has used members' input as their guide when preparing bargaining proposals for negotiation with the Ontario Hospital Association.

- Job Security:
  - Regional staff planning
  - Extended layoff and recall rights
  - Disclosure compliance regarding workforce restructuring
  - Strengthen contracting-out language
  - Prevent volunteers from performing bargaining unit work
  - Pay Equity maintenance committee
- Payment improvement:
  - Shift premiums
  - Overtime
  - Responsibility allowance
  - Training premiums
  - Transportation
  - Uniform allowance
  - Meal allowances
  - Paid holidays
- Health and Welfare benefits:
  - Sick, compassionate and mental health days
- Parental leave top up
- Enhanced bereavement leave
- Vacation entitlements and scheduling
- Scheduling improvements / Call-in procedure
- Health and Safety:
  - Protective clothing and equipment
- Job Posting transparency
- Clear definitions for contract language regarding 'full' and 'part time', 'temporary' versus 'unscheduled', 'posted schedule', 'master schedule', 'seniority', 'service', a 'layoff', etc.
- Post Seniority Lists at all worksites – March and September
- Making the central bargaining process lead to a provincial contract
- Member Services Efficiency:
  - Provide more employer-paid time for Stewards to service bargaining unit members
  - Electronic Employer Data Submission (including full member contact details, job classification, seniority, etc.)
  - Union bulletin boards
  - Workplace union offices
  - New member orientation

### RPN Division

- Mentorship
- Workload
- Paid education
- Wage adjustment
- Responsibility pay
- Scheduling
- Scope and utilization
- Joint Nursing Initiatives Council



# Bargaining Update

**NOTICE**

# **Contract Bargaining Begins**

between

**SEIU Local 1 Canada**

and the Ontario Hospital Association  
on behalf of your hospital

**Aug. 10, 2009**

See over for Bargaining Principles and Priorities