



HHS Layoffs and Contract Violations

Local 70 Communication to
Members



Our Situation

- HHS is providing over 50 nurses with the news that their jobs are ‘eliminated’ or ‘affected’
- They refuse to call these layoffs and are planning to reassign RNs to current vacancies
- This is a violation of our Contract



How Did This Happen?

- This hospital and others are challenging the interpretation of our Layoff Language. They believe that they have a case that if there are vacancies – that they have no obligation to give layoff notices
- ONA has successfully challenged this in arbitration. The OHA has put this in front of a number of arbitrators when we have gone to arbitration for our contract – they have not been able to get an arbitrator to change our layoff language.
- CUPE was given this language by an arbitrator and subsequently has been reassigned for years – but RNs are supposedly professionals and no arbitrator has agreed to do this to us, recognizing the difference.



Your Layoff Rights

(You have been denied the right to use your seniority for your job security)

Layoffs are scary—but ONA members have negotiated rights:

- The right to accept the layoff
- The right to retire if eligible (age 55) with a severance of 2 weeks pay for each year of service (up to 52 weeks)
- The right to accept a vacancy (this is a job that has been posted and there are NO internal applicants). ALL jobs must be posted even during layoffs
- The right to bump a junior nurse provided you are qualified (if you bump a junior nurse, there is a retirement package offered to the eligible nurses on that unit so the nurse you would bump may not have to leave if there is someone wanting to retire with a package)
- You may resign if you cannot retire and receive a small severance (4 or 16 weeks)



Alternatives Considered

- We will file Association Grievances disputing the action(s) of HHS
- Every nurse notified needs to contact us and file an individual grievance: Email Connie Ross – ross070connie@yahoo.ca
- Every nurse who is able to retire in the coming weeks needs to grieve that they were not offered an Early Retirement Package – if they would have been interested in retiring with a package
- We are in communication with ONA Central and our Labour Relations Officer on other strategies that we may invoke



Recommendation or Decision

- Fill in the papers that the hospital provides with your options (without prejudice)
- Make sure you tell your manager you are cooperating, but do not agree and will grieve this action
- Be prepared to have either a meeting or telephone conversation with our lawyers



Summary

- You have rights in your collective agreement and we WILL be challenging HHS
- The process will not happen overnight – so you MAY have to move to another job (we hope we can stop it – but no guarantees)
- Support each other and have faith that your union dues are being spent wisely to provide us with the most current and expert advise
- Questions: email Pat MacDonald: local070@ona.org or contact your site reps
- Grievance Process: Connie Ross: ross070connie@yahoo.ca and copy local070@ona.org
- Watch for updates – we will be organizing other actions
- Check our local webpage frequently: www.onalocal070.com