

Update from your Bargaining Committee

HSAS met with SAHO for three days, June 15-17, 2009. The parties were joined by a conciliator appointed by the government to assist us in attempting to resolve our objections to SAHO's insistence on **addressing** "*wages, differentials, benefits and other monetary items as part of an offer to settle all outstanding items at the **conclusion** of the bargaining process consistent with past practice*" and to **add any new bargaining proposals**.

Over the course of the three days, SAHO did not change their substantive position and continued to insist on these bargaining practices which have been proven to be completely ineffective over the last 3 rounds of bargaining.

HSAS changed our position several times during the 3 days and concluded by simply advising that if SAHO removed the word "add" from the preface of their proposals package so that they would not have the ability to add more proposals at any point that they wished to during the bargaining process, that we could continue to bargain.

SAHO refused to agree to this compromise and has filed an Unfair Labour Practice against us, stating that we have set "pre-conditions on bargaining."

This action by SHO has resulted in the suspension of bargaining as the Unfair Labour Practice will have to be heard by the Labour Relations Board.

We will defend ourselves vigorously against the charge but sadly will have no ability to prevent this delay in the bargaining process.

We will keep the membership informed throughout this process.

- Bill Fischer
Chair, Bargaining Committee