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FACILITIES BARGAINING ASSOCIATION

Hello,

Season’s greetings and thank you for your patience as we completed the final verification of the Facilities Bargaining Association (FBA) ratification vote.

These results have now been fully verified and finalized.

The result was very close, and it is understandable that members have questions about how it was calculated.

Our Constitution (Article 11, Section H) states:

“For Provincial or Multi-site votes, a Membership decision shall prevail:
1. by two-thirds (2/3) of the eligible Locals voting in the majority, and
2. by fifty per cent (50%) of all eligible voting Members voting in the majority.”

The final overall local results are as follows:
• 161 locals voted
• 108 locals voted in favour
• 53 locals voted against

The result of 108 locals meets the required two-thirds majority of locals. Also, with a 54% majority (including the constituent unions), the FBA agreement is ratified.

You may have seen a different number on social media, on unofficial HEU channels, which was incorrect.

To ensure transparency and clarity, we are releasing the final, verified local-by-local vote results together with this message. If you are interested in a further breakdown of the results, please see the breakdown by locals **here**.

In addition, concerns have been raised about members being able to vote in more than one Local, or about members being able to vote more than once.

Under HEU's Constitution and By-Laws (the "Constitution"), members are permitted to belong to more than one Local, and those members who do belong to more than one Local are permitted to vote in each of their Locals.

This practice is rooted in Article 11, Section H of the Constitution, which states that "Eligible members in each Local shall vote individually on the proposed terms of settlement."

This language has been consistently interpreted and applied in our ratification votes over many years. It is not new, and it was clearly communicated in advance of the latest ratification vote, including on HEU's website: **https://www.heu.org/fba-voting**.

Thank you to everyone who participated in the ratification process and for the patience you have shown throughout the bargaining process.

In solidarity,

Lynn Bueckert
Secretary-business manager
Hospital Employees' Union

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