



Nikkei Seniors
Health Care &
Housing Society

健康で長生き “Kenko de nagaiki”
Living, laughing, and aging gracefully

August 7th, 2024

Memo – Update on Bargaining with BCGEU/Nikkei Seniors Health Care and Housing Society

We are pleased to provide an update on the status of bargaining. Negotiation sessions were held on June 4th, 20th, and 24th, and July 8th and 17th.

We appreciate the efforts of the BCGEU to work with us toward establishing our first collective agreement. This is a slow process, but we think it is important to get it right.

Progress and Achievements

We have agreed to 10 non-monetary proposals and two monetary proposals put forward by the Union.

Outstanding Monetary Proposals

We are currently working through the balance of the Union’s monetary proposals.

The Society has countered the Union’s proposals. **The Society’s monetary counterproposals maintain or improve the monetary terms of employment for every single employee.**

Regrettably, we need a source of funding to further improve the terms and conditions of employment; as we explained to the Union, someone has to pay for those improvements.

We asked Fraser Health for a financial commitment for extra funding so we could agree to these proposals. Unfortunately, they did not give us that commitment.

We have provided the Union the Society’s audited financial statements for the 2023 fiscal year.

We have committed to providing the Union a copy of the Society’s audited financial statements for the current fiscal year as well – these should be available shortly.

We told the Union we would commit to spending a surplus on our employees. That means the Society has committed to improving working conditions for the employees above spending money on the residents or the facility.

Address 6680 Southoaks Crescent • Burnaby, BC V5E 4N3

Phone 604.777.5000 **Email** srhousing@nikkeiplace.org **Website** seniors.nikkeiplace.org

Charity No. 118972975 RR 0001



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Ongoing Negotiations and Future Plans

We remain optimistic and committed to continuing our negotiations. We have agreed to a voluntary extension of the statutory freeze period until the end of November, ensuring that the current terms and conditions of employment remain stable while we work toward an agreement.

We are grateful for the patience and support of every employee. We are working together toward a brighter future for Nikkei Seniors Health Care and Housing Society.

With gratitude and appreciation,

Jay Haraga
Executive Director

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