



Bargaining Bulletin

HOSPITAL EMPLOYEES' UNION

THE HEART OF HEALTH CARE

Frequently Asked Questions on Compensation Improvements

There's a series of Facilities Fact Sheets on the website that should answer most of your questions about the tentative agreement covering HEU members in the facilities sector.

Here are a few additional questions that keep coming up on the general wage increase, special adjustments and other compensations improvements – along with some answers.

We'll add more fact sheets and bulletins like this as needed – so check back occasionally.

Q: What do you mean by "compounded" and "not compounded"?

A: Compounded refers to the accumulated impact of year over year wage increases.

For example, annual general wage increases (GWI) in the tentative agreement are 1.5%, 2%, 2% and 2.7% for a total of 8.2% – but that's not compounded.

If you apply the wage increase to a theoretical hourly wage – let's call it \$19 – each annual wage increase is calculated on top of (compounded on) the previously adjusted hourly wage.

	Hourly wage before GWI	GW I	Wage after GWI
Year 1	\$19	1.5%	\$19.29
Year 2	\$19.29	2.0%	\$19.68
Year 3	\$19.68	2.0%	\$20.07
Year 4	\$20.07	2.7%	\$20.61

That's a total increase of \$1.61 or 8.5% over the term of the contract – compounded.

-OVER-
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Q: How are special adjustments calculated in relation to the GWI?

A: Special adjustments (SA) are calculated on top of the GWI.

For example, LPNs will receive 1.5% on top of the GWI in each year of the contract.

	\$/hr before GWI/SA	GWI	\$/hr before SA	SA	\$/hr after GWI/SA
Year 1	\$21.50	1.5%	\$21.82	1.5%	\$22.15
Year 2	\$22.15	2.0%	\$22.59	1.5%	\$22.93
Year 3	\$22.93	2.0%	\$23.39	1.5%	\$23.74
Year 4	\$23.74	2.7%	\$24.38	1.5%	\$24.75

That's a total – or compounded – increase of 15.1% (as opposed to 14.2% if you just added all the increases together).

Let's use another example – a Pharmacy Tech II (PC15) – a classification in the group that receives an additional 1% in years 2, 3 and 4.

	\$/hr before GWI/SA	GWI	\$/hr before SA	SA	\$/hr after GWI/SA
Year 1	\$20.54	1.5%	\$20.85	–	\$20.85
Year 2	\$20.85	2.0%	\$21.27	1.0%	\$21.48
Year 3	\$21.48	2.0%	\$21.91	1.0%	\$21.13
Year 4	\$21.13	2.7%	\$22.72	1.0%	\$22.95

That's a total increase of 11.7% over the term of the contract. This group also receives an additional lump sum amount in year one that does not affect the hourly wage.

Q: I see that there are increases to meal, call back and transportation allowances as well as to shift and weekend differentials. What are the increases?

A: The Meal Allowance increases by 71%; Night Shift Differential by 40%; Weekend Premiums by 33% and the Call Back/Transportation Allowance by 18%.

	Current	Apr1/06	Apr1/07	Apr1/08	Apr1/09
Meal Allowance	\$7	\$12	\$12	\$12	\$12
Night Shift Differential	\$1.25	\$1.35	\$1.50	\$1.60	\$1.75
Weekend Premium	\$0.75	\$0.85	\$0.90	\$0.95	\$1.00
Call Back/ Transportation Allowance	\$0.39/km	\$0.46/km	\$0.46/km	\$0.46/km	\$0.46/km

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Q: Trades and Power Engineers are receiving special adjustments. Does that mean the \$500 TQ premium will end in this contract?

A: No. In fact, it has been extended to include Power Engineers.