

Pharmacy Technicians and the HEU



DID YOU KNOW?

Under current law, you don't get to choose your union if the Labour Relations Board moves you into a different bargaining association.

Quick facts:

- HEU and its union bargaining partners in the Facilities Bargaining Association (FBA) recently negotiated significant gains for HEU's 300 pharmacy technicians across the province.
- Pharmacy technicians receive a lump-sum payment of up to \$487.50 in addition to the \$4,200 signing bonus.
- Pharmacy technicians receive a special wage adjustment of one per cent in 2007, 2008 and 2009, over and above the general wage increase – boosting their hourly wage by 11.7 per cent (compounded) over the four-year contract.
- Pharmacy technicians have access to the \$5 million paid education allowance fund, offering skills and training upgrades and career mobility within health care.
- In the 2006-2010 round of bargaining, HEU and the FBA protected all benefits and blocked concessions like *flexible benefits*.

Advantages for pharmacy technicians in the HEU/FBA collective agreement

- Long-term disability plans (LTD) are 100 per cent employer-paid (it's 100 per cent **employee**-paid in the Health Science Professionals Bargaining Association, moving to 30 per cent **employee**-paid later this year).
- Casual pharmacy technicians are called-in by seniority.
- Overtime rates for all pharmacy technicians are paid at double-time for all additional shifts in a work week (based on "rolling 8" criteria).
- There's no limit on the number of vacation weeks that can be scheduled during peak holiday time (the HSPBA has a two-week limit).
- Standing (or open) job applications are permitted when a pharmacy technician is on vacation or leave of absence.

IF YOU HAVE ANY QUESTIONS

e-mail Tilly Hiscock, chair of HEU's patient care technical sub-committee, at tillyh@heu.org