

Bargaining Update



FACILITIES

Steady progress on key issues – wages, compensation remain outstanding

Progress continues to be made on key collective agreement priorities after five days of negotiations this week at the facilities subsector bargaining table.

HEU secretary-business manager Meena Brisard, also the spokesperson for the nine-union Facilities Bargaining Association (FBA), says the bargaining team is making headway, but there is still work to do and the key issues of compensation, including wage increases, remain outstanding.

“We began this process with more than 200 bargaining proposals,” says Brisard. “And we’re making steady progress on provisions that will address workload and improve health and safety. We’re also tackling the systemic barriers in our health care system that stand in the way of recruitment and career mobility for many workers.”

All parties at the bargaining table are committed to addressing Indigenous-specific anti-racism and systemic discrimination in the health care system in concrete and meaningful ways, including recruitment and retention initiatives for Indigenous workers.

The two sides have also exchanged proposals to establish a provincial Diversity, Equity and Inclusion (DEI) working group to review baseline demographic data and make recommendations to the Ministry of Health and employers on training and other initiatives.

The bargaining committee is making progress toward expanding the Enhanced Disability Management Program (EDMP) program, which provides support to ill and injured workers.

And the multi-union bargaining committee is pressing for more resources for union stewards so they have the time to administer the collective agreement and advocate for members.

“Compensation, including wage increases, is an outstanding issue,” says Brisard. “The bargaining committee is committed to achieving a settlement that provides economic security to our members in the face of rising costs.”

HEU has scheduled a telephone town hall with local executives in the facilities subsector next week to provide a status update on negotiations. Bargaining continues next week.

The facilities subsector collective agreement covers more than 58,000 health care workers. HEU represents more than 90 per cent of these workers. Health employers are represented by the Health Employers Association of BC (HEABC).

To keep up to date on FBA bargaining, please visit www.heu.org.

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