

# Bargaining Update



## FACILITIES

## Equity, health and safety, union rights lead discussions at facilities table this week

The nine-union Facilities Bargaining Association (FBA) and the Health Employers Association of BC (HEABC) continued productive discussions this week in their negotiations for a new collective agreement for 58,000 health care workers.

“Our bargaining team is energized by the gains we’ve made,” says HEU secretary-business manager and FBA spokesperson Meena Brisard. “We are steadily working through our bargaining priorities, and getting ready to tackle the important discussion with employers about the compensation package our members need to protect their paycheques against rising costs.

“Our members say they need more work-life balance to alleviate the stress and burnout they’re experiencing,” says Brisard. “That’s why we’ve been really pushing on occupational health and safety improvements, tackling workload, and advocating for employee-initiated rotations and scheduling.”

The parties have agreed on new language providing members with more flexibility in scheduling their annual vacations by holding back some of their vacation hours, and a commitment to create a benchmark for porters.

The FBA bargaining committee has made further progress on securing more resources for union stewards and Enhanced Disability Management Program (EDMP) stewards, which will provide greater support to members who need representation when their contract rights have been violated, and for workers who are ill or injured.

Negotiations have included many equity-related improvements, like addressing Indigenous-specific racism and the recruitment and support of Indigenous workers; more support for workers accessing gender-affirming transition; a review of mental health supports; and a more efficient process for addressing respectful workplace concerns, sexual harassment, and the Complaints Investigation process.

Contract talks continue 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](http://www.heu.org).

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