

Building equity in the workplace

FACILITIES TENTATIVE AGREEMENT



Action on reconciliation, fostering greater inclusion and diversity

Truth and reconciliation

The joint union-employer Indigenous-specific anti-racism (ISAR) working group negotiated all of the Indigenous worker provisions in the tentative agreement.

The tentative agreement preamble recognizes the traditional territories and the widespread systemic racism against Indigenous peoples. Paid leave is expanded for culturally significant ceremonies and celebrations.

Unpaid leave for political office now includes campaigning for and serving on Indigenous governing entities like band councils. And more Indigenous workers will be hired to provide cultural expertise, knowledge and leadership in health settings.

Diversity, Equity and Inclusion Working Group

The Diversity, Equity and Inclusion (DEI) Working Group will collect data on the workplace realities for racialized, disabled, and 2SLGBTQ+ health care workers and provide recommendations to the Ministry of Health and employers on how to tackle discrimination, racism and harassment on the job.

More highlights

- Establishment of a provincial forum on Indigenous-specific anti-racism in health
- The collective agreement was updated with gender-neutral language
- Respectful workplace complaints will be investigated within 15 days of filing, and an outcome will be provided within 45 days of investigation
- Provisions to support trans inclusion in the workplace include protecting the job security, privacy and safety of trans workers
- A cumulative total of up to eight weeks of paid leave specifically for gender-affirming surgical procedures and revision
- Workplace sexual harassment complaints will be handled by a third-party investigator trained in trauma-informed counselling
- The National Day for Truth and Reconciliation statutory holiday (September 30) is added to the tentative agreement

Read the complete comprehensive report

The HEU Provincial Executive and the FBA Bargaining Committee recommend you **VOTE YES** to the tentative agreement.

Online voting happens from 8 a.m. Oct. 5 - 8 p.m. Oct. 12 Pacific time

