



Recruitment and retention

FACILITIES TENTATIVE AGREEMENT

Attracting and retaining skilled workers reduces workload and burnout and ensures the sustainability of our public health care system.

More staff with additional FBA hours

9.25 million hours of staffing will add thousands of new workers to the front lines. More than three out of four of these positions will be regularized and in place by December 31, 2024. Raising staffing levels is key to manageable workloads and creating safer workplaces.

Reversing privatization

Undoing years of privatization under the previous BC Liberal government, privatized support service workers at Fraser Health P3 hospitals and buildings will come into the public health system.

Scheduling and shift rotations

To address the negative impact working a six-day rotation can have on work-life balance, new language provides rotation support for member-initiated proposals to revise unit or department rotations.

More highlights

- Members now have up to one year total to port their seniority, vacation and leave entitlements when accepting employment at another Facilities employer
- \$4.5 million for the FBA Education Fund, which provides for health care education and training for members seeking to upgrade, or train for new health care occupations
- The Recruitment and Retention Working Group will continue to develop retention and recruitment recommendations for the Provincial Health Human Resources Coordination Centre
- New language sets terms for continuing or introducing working from home arrangements
- A working group will consider the feasibility of creating training and mentoring positions
- 3000 new care aides will join the health care system under the Health Career Access Program (HCAP)
- \$300,000 to provide training in mental health first aid, anti-racism and creating culturally-safe work environments
- Significant wage increases guaranteed, with max COLA adjustments between 14.2% and 14.9%

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