



Wages and compensation

FACILITIES TENTATIVE AGREEMENT

Wages increase by 14.2% to 14.9% over the next 18 months if maximum inflation adjustments are triggered.

Term

April 1, 2022, to March 31, 2025

Retro pay

Wages, premiums, & allowances will be paid retroactively to April 1, 2022.

COLA

The Cost of Living Adjustment (COLA) in years 2 & 3 is triggered if inflation exceeds the minimum wage increase. Inflation is measured by the 12-month (March to February) annualized average increase of the BC Consumer Price Index for the period preceding April 1, 2023, and April 1, 2024.

WAGES

| | |
|--------------------------------|--|
| YEAR 1 April 1, 2022 | \$0.25 an hour increase and then 3.24% on adjusted hourly wage (a combined increase of 4.24% for Grid 22, for example) |
| YEAR 2 April 1, 2023 | Minimum 5.5% plus up to 1.25% COLA to a maximum of 6.75% |
| YEAR 3 April 1, 2024 | Minimum 2% plus up to 1% COLA to a maximum of 3% |

Impact of GWI plus Cost of Living Adjustments (COLA) on selected classifications

| Hourly Wage by April 1, 2024 | | | Total Increase (%) by April 1, 2024 | | |
|------------------------------|---------|-----------------|-------------------------------------|----------|-------------|
| | GRID | CURRENT \$/HOUR | NO COLA | MAX COLA | |
| Housekeeper | 10 | 20.97 | 23.58 | 24.09 | 12.4% 14.9% |
| Nursing Unit Assistant | SD16(A) | 24.46 | 27.45 | 28.05 | 12.2% 14.7% |
| Lab Assistant II(A) | SD18 | 25.31 | 28.40 | 29.02 | 12.2% 14.7% |
| Care Aide | 22 | 25.83 | 28.97 | 29.60 | 12.2% 14.6% |
| Pharmacy Technician | 32 | 29.86 | 33.46 | 34.19 | 12.1% 14.5% |
| Electrician | MA31 | 35.11 | 39.29 | 40.14 | 11.9% 14.3% |

*Final wage grid may vary slightly from these numbers due to rounding.

Me-too clause

Ensures FBA members get any superior general wage increase or COLA negotiated at any other provincial public sector bargaining table, including the nurses.

Use HEU's wage calculator to see how the yearly increases add up!



Shift premiums

IMPROVEMENTS TO HOURLY SHIFT PREMIUMS

| | CURRENT | APRIL 1, 2022* | APRIL 1, 2023 |
|---------|---------|----------------|---------------|
| WEEKEND | \$1.80 | \$2.00 | \$2.15 |
| EVENING | \$1.80 | \$1.90 | — |
| NIGHT | \$2.50 | \$3.00 | \$3.20 |

*Shift premiums are retroactive to April 1, 2022

New and improved cost coverage

- Sick Notes – 50% employer-paid
- Criminal Record Checks incl. fingerprinting – 100% employer-paid
- Required CSA Footwear – up to \$125/yr
- Uniform Allowance – increased to \$12/bi-weekly pay period
- FOODSAFE Refresher – 100% employer-paid course costs plus 1.5 hours straight time
- College registration fees for Regulated Pharmacy Techs reimbursed
- Trades Qualification Premium – \$900 annually (up from \$625) for one ticket; \$1300 annually (up from \$625) for two or more tickets
- Transportation Allowance – improved to CRA rate (\$0.61/km in 2022); minimum allowance \$5 (up from \$2)

2004 wage cuts

Employers and government acknowledge for the first time the impact of the historic 2004 wage cuts, which wiped out more than a decade of pay equity gains.

As a down payment on the work ahead, \$15.6 million in annual ongoing funding will provide permanent wage adjustments with a priority on the most impacted classifications.

Discussions on how these adjustments will be distributed will begin after ratification and will include the union, employers and a government representative. Wage adjustments will be implemented starting in April 2023.

The parties will also make recommendations to the government on how to implement and fund this work in future rounds of bargaining.

\$15.6 million in annual ongoing funding will provide interim wage adjustments starting with some classifications in 2023 and 2024.

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