

MEMORANDUM OF AGREEMENT
(this “**Agreement**”)

Between:

HEALTH EMPLOYERS ASSOCIATION OF BC
(“**HEABC**”)

And:

COMMUNITY BARGAINING ASSOCIATION
(“**CBA**”)

(together, the “**Parties**”)

Re: 2019-2022 CBA Low Wage Redress - Layered Over and Anomalous Jobs

WHEREAS during the 2019-2022 CBA collective agreement, the parties undertook low wage redress (LWR) to reduce the wage disparity between the CBA and the Facilities Bargaining Association (FBA) collective agreement.

WHEREAS the parties changed the classification grid system.

WHEREAS the parties identified jobs classified as anomalous or layered over by the CBA classification system which were not affected by the initial changes to the grid system.

THEREFORE the Parties agree to the following:

1. As set out in Appendix A of this MOA, Employers shall change the grid for all listed anomalous jobs to the new grids as stated in Appendix A.
2. Employees affected by the change in clause 1 shall be paid retroactive wages for the difference between the old rate of pay and the new grid rates of pay (as set out in Appendix A) from April 1, 2020 to the date the rate of pay is changed.
3. Effective April 1, 2020, the parties agree to amend the CBA collective agreement Glossary of Terms in the Classification Manual as follows:

I. Layering Over:

An employee who is required to assign work to one or more ~~another~~ Community Subsector employee(s) and is required to ensure that the assigned work is completed shall have her wage rate layered over the other employee(s).

The layered over wage rate will be ~~one~~ the next highest classification grid ~~higher than the classification grid for the~~ wherein the top increment step rate provides for a minimum difference of 5% above the top increment step rate of the other employee's job, with the layered over employee maintaining her own increment step.

If ~~this~~ the above results in the layered over wage rate being below the appropriate wage rate of the other employee's classification, the layered over wage rate will be placed at the first increment step that results in a wage rate above the appropriate wage rate of the other employee's classification, to a maximum of the top increment step.

4. The parties agree that, in addition to amending the collective agreement on a permanent basis, the change in clause 3 will affect the jobs set in Appendix B. Employees affected by this change shall be paid retroactive wages for the difference between the old rate of pay and the rate of pay (as determined by applying the changed layered over language) from April 1, 2020 to the date the rate of pay is changed.

Agreed this 15th day of February 2023.

Signed on behalf of HEABC:

DocuSigned by:
Paul Todd
E96460D2496945A...

Paul Todd,
Senior Director, Labour Relations

Signed on behalf of the CBA:

DocuSigned by:
Richard Tones
209FE7079B614B6...

Richard Tones,
CBA Spokesperson

Appendix A - Anomalous Jobs

Health Authorities

| Employer | Job Description | Old Grid | New Grid |
|----------------------------|--|-----------------|-----------------|
| Provincial Health Services | Data Analyst, Health Surveillance | 17 | 42 |
| Provincial Health Services | Surveillance Analyst, Geographic Information Systems | 17 | 42 |
| Vancouver Coastal | Financial Aid Worker | 9 | 7 |
| Vancouver Coastal | Health Protection Assistant (Program Assistant) | 6 | 5 |
| Vancouver Coastal | Vector Control Officer | 8 | 21 |
| Vancouver Coastal | Clinical Assistant | 7 | 12 |
| Vancouver Coastal | Sensory Screening Technician | 7 | 12 |
| Vancouver Coastal | Minor Test Shopper | 1 | 1 (unchanged) |
| Fraser Health | Minor Test Shopper | 1 | 1 (unchanged) |

Affiliates

| Employer | Job Description | Old Grid | New Grid |
|-------------------------------------|--|-----------------|-----------------|
| Bloom Group | Adult Guardianship Worker | 10A | 32 |
| CMHA Shuswap/Revelstoke | Program Coordinator - Housing | 11 | 35 |
| CMHA Shuswap/Revelstoke | Program Coordinator - Rehabilitation | 11 | 35 |
| CMHA Shuswap/Revelstoke | Program Coordinator Information Education Family Support | 11 | 35 |
| CMHA Vancouver-Fraser | Bounce Back Community Coach | 10 | 34 |
| Arrow and Slokan Lake | Transit Driver | 6 | 7 |
| Lower Similkameem Community Society | Stopping the Violence Counsellor | 15 | 42 |

| | | | |
|---|--|----|---|
| Lower Similkameem Community Society | Child & Youth Mental Health Clinician | 17 | 44 |
| Lower Similkameem Community Society | PEACE Program Counsellor | 15 | 42 |
| Open Door Services Society | Activity Coordinator | 10 | 31 |
| Child Development Society of Fort St. John & District | Speech Language Therapy Assistant | 9 | 28 (matched to Rehab assistant benchmark) |
| Child Development Society of Fort St. John & District | Community Programs Coordinator | 11 | 35 |
| Child Development Society of Fort St. John & District | Behaviour Assistant, Kids Connect Autism Program | 9 | 28 |
| Everywomen's Clinic | Sterile Supply Technician | 6 | 17 |
| Coast Foundation | Plumber | 11 | 40 |
| Coast Foundation | Accounting Clerk | 8 | 12 |
| Coast Foundation | Trust Program Administrator | 14 | 40 |

Appendix B – Layered Over Jobs

Health Authorities

| Employer | Job Description | Grid of Employee Supervised |
|-------------------|---|------------------------------------|
| Vancouver Coastal | Scheduler Coordinators | 32 |
| Vancouver Coastal | Workflow Community Health Worker 2 | 21 |
| Vancouver Coastal | Mental Health Worker 2 - Lead | 34 |
| Vancouver Coastal | Clerical Support Clerk, Lead (Workflow) | 5 |
| Vancouver Coastal | Lead, Ambulatory Clinic Clerk | 8 |
| Vancouver Coastal | Lead Clinic Clerk | 5 |
| Vancouver Coastal | Workflow Community Health Worker 2 | 21 |
| Fraser Health | Workflow Community Health Worker | 21 |
| Island Health | Scheduler Coordinator | 32 |
| Island Health | Home Support Team Lead Position | 32 |
| Northern Health | Workflow CHW II | 21 |

Affiliates

| Employer | Job Description | Grid of Employee Supervised |
|-----------------|-------------------------------|------------------------------------|
| Bloom Group | Shift Team Lead | 35 |
| Bloom Group | Indigenous Team Lead | 34 |
| Bloom Group | Family Support STL | 34 |
| Bloom Group | Family Support Indigenous STL | 34 |
| Bloom Group | Case Planning Support | 38 |