

COMPREHENSIVE REPORT

to the membership of the

Hospital Employees' Union

*on the tentative agreement
reached between the*

Community Social Services Bargaining Association

– AND –

Community Social Services Employers' Association

June 28, 2018





HOSPITAL EMPLOYEES' UNION

BACKGROUND

Comprehensive report for HEU members covered by the community social services collective agreement

The multi-union Community Social Services Bargaining Association (CSSBA) has reached a tentative agreement for over 15,000 union members working in community social services across the province.

The three-year tentative agreement includes general wage increases in each year, and a significant amount of money for low-wage redress. The compensation achieved in this agreement will help remedy the recruitment and retention challenges in the community social services sector, and will significantly close the wage gap with workers in equivalent positions in the health sector.

CSSBA entered into contract negotiation discussions with the Community Social Services Employers' Association (CSSEA) to try to find common ground and reach a settlement for Community Social Services (CSS) workers that would address the issue of wage comparability with the health sector.

CSS workers are among the lowest paid in the entire public sector, and have experienced a decade of declining wages. Although the work in this sector, in a large majority of cases, is comparable to the work done in the health sector, CSS workers are paid less.

Bargaining priorities in this round of negotiations therefore focused on improving wages and working conditions in an effort to start catching up to wages paid in the health sector.

Although HEU is disappointed that a major bargaining priority identified by HEU members – restoring sick time to 100 per cent – was not achieved, the union's Provincial Executive is recommending members vote in favour of the proposed contract, given that a significant amount of funding has been negotiated to improve wages in the sector.

Funds achieved will also begin to address the wage gaps between the CSS sector and health.

Below are highlights of the agreement, followed by a comprehensive report with the full language changes. Bolded and underlined language means new; words or sentences that have a line through them are deleted. Any explanations offered with respect to the provisions will be identified in comments below.

Except for the changes seen in this document, all other provisions within the Community Living Services (CLS) and General Service (GS) collective agreements remain the same.

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Please note that the first section of the report deals with Aboriginal Services only. The CLS and GS agreement begins at the bottom of page 7.

If approved, this agreement will come into full force and effect on April 1, 2019.

The CSSBA is also recommending a Yes vote to accept the terms of the tentative agreement.

Highlights

TERM OF THE AGREEMENT

Three-year term: April 1, 2019 to March 31, 2022

WAGES

General Wage Increases (GWI) and comparability adjustments under low wage redress in the three sub-sector agreements – Community Living Services (CLS), General Services (GS) and Aboriginal Services significantly close the wage gap between our members and those that work in comparable positions in health.

General Wage Increases:

- 1) Effective the first full pay period following April 1, 2019, 2.0% GWI
- 2) Effective the first full pay period following April 1, 2020, 2.0% GWI
- 3) Effective the first full pay period following April 1, 2021, 2.0% GWI

Note: Wage protected employees will receive 50% of all general wage increases until their new wage rate meets or exceeds their existing wage rate in accordance with the collective agreement.

LOW WAGE REDRESS

The Community Social Services Sector made significant gains for low wage redress in the amount of \$60 million. This money will bring the community social services sector even closer to their comparable jobs in health. We will discuss in detail what the amount for low wage redress is in our ratification meetings.

Comparability adjustments will be divided equally in each year of the agreement and will be effective April 1, 2019, April 1, 2020 and April 1, 2021 – at the same time as general wage increases.

Note: the remaining members are those who work in delegated programs in AS. These members will receive the same wage increases and adjustments to the Public Service Agreement.

OTHER COMPENSATION ITEMS

Pay in lieu of Family Day for part-time and casual employees.

Callback language for remote work paid at a minimum of 30 minutes at time and one-half.

The parties agreed to additional compensation items as follows:

- Effective April 1, 2021, removal of \$10/visit reimbursement cap for paramedical services under the Extended Health Care Plan;
- Enhancements to paramedical services under the Extended Health Care Plan to be determined by the Joint Benefits Committee post ratification for implementation by no later than April 1, 2021
- New monies for Labour Adjustment Education Fund and funding for health and safety and violence prevention training;
- Review of costing data on benefits continuation for employees off on WorksafeBC Claims.

26.9 TRANSPORTATION ALLOWANCE

Effective April 1, 2019 \$0.49

Effective April 1, 2020 \$0.50

Effective April 1, 2021 \$0.51

NON-MONETARY ITEMS

- New Joint Provincial Occupational Safety and Health Council
- Improved language to support the work of our Occupational Safety and Health worker representatives and committee members
- Members can access an advance of up to two weeks of unearned vacation
- Members can now access vacation payout after a minimum of three weeks is taken
- Three days of special leave for employees experiencing domestic violence
- Renewal of the Continuity of Service Memorandum to October 31, 2022
- Portability for wages and vacation as a step towards full portability for members across the sector
- Updated Compassionate Care Leave and Maternity and Parental leave to include legislated changes

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