



Update on Low Wage Redress for HEU community health workers

In the last round of bargaining, Low Wage Redress language was negotiated for community health workers covered by the Community Bargaining Association (CBA) collective agreement.

Along with wages, Low Wage Redress monies were used to implement a night shift premium – equivalent to the night shift premium provided for members in the facilities subsector.

New night shift premiums will be paid to employees, who work the major portion of their shift between midnight and 8:00 a.m. The amounts will be \$2.00 per hour effective April 1, 2019; \$2.25 per hour effective April 1, 2020, and \$2.50 per hour effective April 1, 2021.

Please note: staff working from 11:00 p.m. to 7:00 a.m. will receive the premium for all eight (8) hours of their shift, since seven of the eight worked hours occur in the midnight to 8:00 a.m. time window. However, staff working 6:00 p.m. to 2:00 a.m. would not receive the premium for any hours, since only two of the eight worked hours fall between midnight and 8:00 a.m.

Here are the agreed to collective agreement changes between the CBA and HEABC:

Night Shift Premiums

The parties have agreed to implement Night Shift Premiums as per the Facilities Collective Agreement (2019-2022) as follows on the first pay period after April 1, 2019:

For employees scheduled under Article 14:

“Employees working the night shift shall be paid a shift differential of two dollars (\$2.00) per hour for the entire shift worked. Night shift will be defined as any shift in which the major portion occurs between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours)”.

For employees scheduled under Article 15:

Night shift premiums shall only apply to employees scheduled to work Live-in and Overnight Shifts as per Article 15.14:

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15.14 Live-in and Overnight Shifts

(a) *Compensation*

Live-in shifts shall be paid at a minimum of 13 hours or more if purchased by the purchaser of the service, at the employee's regular rate of pay. For Live-in shifts, all hours worked between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours) shall be paid a night shift differential of two dollars (\$2.00) per paid hour (maximum 8 hours per Live-in shift). All hours paid shall be used in the determination of benefit entitlement and seniority. Employees shall receive two consecutive days off after five consecutive days worked in one week.

Overnight shifts shall be paid at a minimum of 10 hours or more if purchased by the purchaser of the service, at the employee's regular rate of pay. For Overnight shifts, all hours worked between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours) shall be paid a night shift differential of two dollars (\$2.00) per paid hour (maximum 8 hours per Overnight shift). All hours paid shall be used in the determination of benefit entitlement and seniority. Employees shall receive two consecutive days off after five consecutive days worked in one week. Upon request, the hours purchased by the purchaser of live-in shifts and overnight shifts will be provided to the Union for all clients.

Night Shift Premiums will increase to \$2.25/hour on the first pay period after April 1, 2020 and \$2.50/hour on the first pay period after April 1, 2021.

If you have any questions, please contact one of your bargaining team members.

June 11, 2019