

FACILITIES TENTATIVE AGREEMENT

AT A GLANCE



TERM:

April 1, 2019 to March 31, 2022

GENERAL WAGE INCREASES:

February 1, 2019*	1.75 per cent (incl. ESD)
April 1, 2019	2.0 per cent
April 1, 2020	2.0 per cent
April 1, 2021	2.0 per cent

*2014-2019 Facilities Collective Agreement including Economic Stability Dividend.
Note: Effective first pay period after date

GRID CONSOLIDATION:

April 1, 2019	Grids 7 & 8 moved up to Grid 9
April 1, 2020	Grid 9 moved to Grid 10

Note: Effective first pay period after date

PREMIUM INCREASES:

	Current	March 1, 2019****	April 1, 2019	April 1, 2020	April 1, 2021
Evening Shift Premium*	\$1.05	\$1.20	\$1.45	\$1.45	\$1.80
Night Shift Premium*	\$2.00	\$2.00	\$2.00	\$2.25	\$2.50
Weekend Premium*	\$1.25	\$1.25	\$1.25	\$1.50	\$1.80
On-call Differential**	\$2.25	\$3.00	\$3.30	\$3.40	\$3.40
Isolation Allowance	\$74/month	\$74/month	\$100/month***	\$100/month	\$100/month

*hourly • **hourly, with four-hour minimum on-call • ***extended to include Powell River • ****March 1, 2019 increases from 2014-2019 Agreement
Note: Increases effective first pay period after date

HIGHLIGHTS

- ✓ **NO CONCESSIONS**
- ✓ **NO CONTRACTING OUT** protection restored from pre-2002
- ✓ **600,000+ NEW BARGAINING UNIT** hours by 2021
- ✓ **\$8.5 MILLION** from government to start a new provincial health care OH&S organization
- ✓ **\$1 MILLION** for MSI prevention projects
- ✓ **INCREASES** to evening, night, weekend and on-call differentials and isolation allowance
- ✓ **GRIDS 7, 8 AND 9** eliminated
- ✓ **\$3 MILLION** in funding for the FBA Education Fund
- ✓ **PROCESS** to look at bringing contracted-out work back under health authority control
- ✓ **ACCESS TO COMPASSIONATE LEAVE** for pregnancy loss after 20 weeks
- ✓ **SEXUAL/DOMESTIC VIOLENCE** leave using special leave credits
- ✓ **SPECIAL PROJECT VACANCIES** to be posted after 24 months
- ✓ **ENHANCED DISABILITY MANAGEMENT PROGRAM** continues at \$1.5 million per year

THE HEU PROVINCIAL EXECUTIVE RECOMMENDS THAT YOU
VOTE "YES" TO THE TENTATIVE AGREEMENT

Comprehensive report and ratification vote schedule: www.heu.org/FBA2019