

FACILITIES TENTATIVE AGREEMENT

SAFE WORK



FBA members have the highest rates of injury in the health care system – and health care has become one of the most dangerous occupations in the province. That’s why tackling occupational health and safety (OH&S) was a top priority in this round of bargaining.

New provisions deal directly with violence, mental health, workload and musculoskeletal injuries (MSI) to help keep health care workers safe.

HIGHLIGHTS

- ✔ An \$8.5 million government-funded Provincial Occupational Health and Safety organization to develop strong safety practices in health care workplaces to reduce and prevent injuries.
- ✔ A \$1 million investment in MSI prevention projects.
- ✔ Mandatory work station risk assessments for ergonomic safety, including an employer response to worker requests within 30 days.
- ✔ Implementing the national *Psychological Health and Safety Standard* to prevent and protect workers from psychological harm.
- ✔ Embedding WorkSafeBC’s bullying and harassment definition into the contract.
- ✔ Renewing the Enhanced Disability Management Program at \$1.5 million per year.

WORKLOAD

- New language that requires the employer to respond to workload by assessing patient demand in determining if additional workers are required when a facility is over-census and/or has increased patient demand.
- Regional workload committees that require employers to provide the unions with data to identify areas with heavy workloads.
- A joint process to establish best practice tools for investigating and assessing workload issues.
- 600,000+ more bargaining unit hours added to the system by 2021 to address workload.

JOHS COMMITTEES

- A \$600,000 fund for pilot projects focused on injury prevention, using OH&S stewards.
- New language requiring employers to release OH&S stewards from their duties to participate in workplace inspections and accident investigations.
- A new provision that requires employers to update the unions on active JOHS committee members’ names and ensure mandatory training, under the *OH&S Regulation*.

VIOLENCE:

- Regional Violence Prevention committees to coordinate work at a regional level on violence prevention initiatives.
- Critical incident debriefing for all workers involved in Code White incidents.
- JOHS committees to receive Code White records to ensure appropriate follow up.
- Up to 17 weeks of unpaid leave for reasons related to sexual or domestic violence. And, up to three days of special leave for absences resulting from the employee or the employee’s dependent child having experienced domestic or sexual violence.

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

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