



HOSPITAL EMPLOYEES' UNION

# BARGAINING BULLETIN

PLEASE POST

## Community Health Bargaining Association reaches tentative agreement

This weekend, the Community Health Bargaining Association (CBA) and the Health Employers Association of BC (HEABC) reached a tentative agreement.

### Details of the tentative agreement include:

- a weekend shift premium of 25 cents per hour for all weekend shifts;
- the establishment of a CBA/HEABC working group to improve scheduling practices;
- increases to the LPN wage grid as follows:
  - effective April 1, 2010, eliminate step one of the April 1, 2009 LPN wage grid and add a new increment that is three per cent above the current highest step;
  - effective April 1, 2011, add a new increment that is three per cent above the 2010 highest step and eliminate step one (what was previously step two of the 2009 grid);
- a new wage grid benchmark for LPN supervisors with approximately three per cent increases in each of the agreement's two years, and
- similar increases of approximately three per cent for Certified Dental Assistants.

### Benefits package changes include:

- a point-of-sale (Blue Net) drug card;
- vision care increased from \$225 to a maximum of \$350 every 24 months;
- a joint working group to examine the feasibility of short-term sick leave;
- the annual EHB (extended health benefits) deductible increased from \$25 to \$100;
- massage therapy capped at a maximum of \$1,000 per year;
- long-term disability (LTD) coverage under the "own occupation" category reduced from 24 to 19 months, and
- limits on access to long-term disability benefits for claimants who have pre-existing conditions.

A comprehensive report will be available to members by mid-January. HEU's Provincial Executive will also review the agreement and make a recommendation to HEU members in the CBA.

CBA negotiations are led by the B.C. Government and Service Employees' Union (BCGEU), which has the largest number of members in this sector. The CBA also includes the United Food and Commercial Workers Union (UFCW), HEU, CUPE, HSA as well as smaller affiliate unions.

*December 21, 2009*

