



Bargaining Bulletin

HOSPITAL EMPLOYEES' UNION

THE HEART OF HEALTH CARE

Tentative agreement boosts wages, employment security

A TENTATIVE AGREEMENT reached in the health facilities subsector on March 15 increases wages and provides important job security protections. Highlights include:

- 8.5% general wage increase compounded over four years: 1.5%, 2%, 2%, 2.7%
- \$4,200 in signing and skills enhancement bonuses with pro-rated payout based on hours worked. Available to current regular and casual workers, including members on Maternity Leave, LTD and WCB.
- Improvements to shift differentials, weekend premiums, transportation and meal allowances.
- Wage adjustments for Trades, LPNs, IT, Lab Assistants, Buyers, Pharmacy Techs, Orthopaedic Techs, and Nursing Unit Assistants.
- Benchmark reviews for Clerical, Patient Care Technical, Stores, Orthopaedic Techs, Rehab Assistants, Volunteer Coordinators, Activity Workers III and IV, Accountants, Social Service Assistants and Health Records Technicians.
- Employment security protections include: contracting-out capped at 700 FTEs, over four years, with limits in each year; improved bumping language; enhanced severance and a training allowance for members losing jobs to contracting-out and P3 developments; and improved posting options with the ability to port seniority for members working in affiliates.
- A \$5 million Education Allowance Fund to be administered by the union.
- Expanded utilization and professional development for LPNs and Care Aides.
- Regional committees to address workload issues.
- An apprenticeship program for Trades workers to be piloted in Vancouver Coastal Health.
- Input on shift scheduling for LPNs and Care Aides.
- A professional responsibility clause for LPNs to assist them in advocating for quality care, according to their standards of practice.

More details are included in the union's Comprehensive Report, soon to be available in locals and on-line at www.heu.org

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HOTLINE - 24-HOUR BARGAINING INFORMATION

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NUMBER

18

