



Community health reaches tentative collective agreement

The Community Bargaining Association (CBA) and the Health Employers Association of British Columbia (HEABC) have reached a tentative collective agreement.

“The bargaining team worked hard to reach this tentative agreement,” says HEU secretary-business manager Jennifer Whiteside. “I would like to express my gratitude for their dedication.”

In the coming weeks, members will be provided with the details on the new collective agreement, including a comprehensive report. Before ratification votes are held, HEU’s Provincial Executive will review the agreement and make a recommendation to members.

The CBA represents about 16,000 unionized workers in community health around the province. HEU is one of eight unions represented in the CBA which also includes the BCGEU, UFCW, CUPE, HSA, USWA, CLAC and BCNU.

Agreement highlights include:

- Three-year agreement. Expires March 31, 2022.
- Two per cent general wage increase in each year.
- Low wage redress over three years, amounting to roughly two per cent in each year of the agreement.
- A process to review classifications and decide on money distribution by January 30, 2019.
- A process to map the CBA occupations to the Facilities Bargaining Association grid system.
- Higher severance in cases of contracting out, with a contracting out cap of 500 FTEs over the term of the agreement.
- A task force on optimization of community health work distribution to:
 - investigate paths to regularization and other schedule and assignment issues.
- Education fund of \$250,000 to develop and deliver a comprehensive scheduler education program using union-agreed collective agreement interpretation.
- Special leave days – three paid days can be used by victims of domestic violence.

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- Joint Provincial Health, Safety and Violence Prevention Committee with \$750,000 in funding over the life of agreement for programs to address occupational health and safety issues and high levels of work-related injury and illness in the sector.
- Joint Community Benefit Trust Program funding includes \$1.1 million over the life of agreement for a trust fund to develop faster returns to work and improve the mental health of workers.
- Renewal of the Early Disability Management Program (EDMP) at \$816,000 with union control to represent members through the process.

June 15, 2018