



# Newsletter

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## **May 1 wage schedule includes Campbell Liberals' 11-per-cent wage cut**

The Health Employers' Association of B.C. has issued a new wage schedule that reduces pay rates by 11 per cent effective May 1.

The government imposed wage cuts will affect both the hourly and monthly rates for all classifications.

The new wage schedule does not include pay equity adjustments that will be retroactive to April 1 and partially restore some of the cuts for targeted classifications. It's expected that pay equity adjustments will be finalized within days, after which a revised wage schedule will be issued.

Also not included in the May 1 wage schedule is the four-per-cent reduction in the hourly rate that will result from an increase in the work week from 36 to 37.5 hours. The union is disputing HEABC's planned implementation of the longer work week on July 29.

When implemented, the longer working week will result in a further four-per-cent cut in the hourly rate but the monthly rate will not change. As a result, there will be no impact on the pay cheques of full-time workers.

HEU secretary-business manager Chris Allnutt is predicting a recruitment and retention crisis in the wake of the steep wage cuts and is urging HEABC to work with the union to adjust wage rates for professional and technical classifications within the bargaining unit.

"Health employers don't know what they're doing when it comes to managing the public's investment in skilled workers," says Allnutt.

"Their second class treatment of LPNs is a prime example. These nurses are required to get more training, and to take on more responsibilities as a result of an expanded scope of practice. Yet their wages have been cut significantly while at the same time HEABC agrees not to roll back wages for other categories of nurses."

HEABC's May 1 wage schedule can be downloaded from the electronic version of this newsletter at [www.heu.org](http://www.heu.org).

**Please note: this wage schedule will be replaced with a new wage schedule that includes pay equity adjustments within the next few days.**

May 27, 2004

