



Community health benchmark comparability review seeks member submissions

In the last round of bargaining, the multi-union Community Bargaining Association (CBA) successfully negotiated “comparability increases” to be applied to approximately 80 per cent of jobs held by community health workers.

While these increases will not close the gap completely, they will go a long way in bringing HEU members’ wages in the community health sector closer to those in the facilities subsector.

HEU’s community health workers may be entitled to a comparability increase based on the following criteria:

1. If your community health position has a comparable position in the facilities subsector when reviewing the benchmarks.
2. If the difference in wage rates when comparing the position is adversely affecting the provision of service to clients, and there is a reasonable expectation that the comparability wage adjustment will reduce this adverse impact.
3. The comparability wage adjustment will not create additional demands in other sectors.

The Community Health Worker 2 benchmark covers approximately 51 per cent of the CBA’s memberships and meets the three factors above. Therefore, it’s been agreed that these workers will receive the comparability increases.

All other community subsector benchmarks will be included in the Comparability Review, and the unions want to ensure that members, whose positions are attached to those other benchmarks, have the opportunity to provide input into the process through written submissions to the CBA’s Comparability Review Committee (CRC).

Please ensure that your submission includes information on the factors identified above and which community benchmark your position is attached to as well as the facilities benchmark you think is the correct comparator. **Submission deadline is September 15, 2014.**

The CRC will determine how the comparability increases will be distributed in the last three years of the 2014-2019 community health contract.

The community sector and facilities subsector benchmarks can be found on HEU’s website at <<http://www.heu.org/members/benchmarks>>.

...more

Page Two

Also, if you believe that your job has been improperly matched to a community sector benchmark, this comparability review process will not address that issue. The benchmarks will be compared – not the individuals or individual positions/job descriptions.

If the job description for your position is not matched to a benchmark, or you feel it is incorrectly matched, then you should contact your HEU local shop steward to file a Classification Job Review Request.

Submissions to the CBA's Comparability Review Committee should be sent by **September 15, 2014** to:

Teressa Ford
HEU Servicing Representative
Email: tford@heu.org
Fax: 604-739-1510

June 26, 2014