



Facilities Health Subsector Bargaining- September 2022

## TENTATIVE AGREEMENT HIGHLIGHTS

### General wage increases (GWI)

Impact of GWI plus Cost of Living Adjustments (COLA) on selected classifications						
	Hourly Wage by April 1, 2024				Total Increase (%) by April 1, 2024	
	GRID	CURRENT \$/HOUR	NO COLA	MAX COLA	NO COLA	MAX COLA
Housekeeper	10	20.97	23.58	24.09	12.4%	14.9%
Nursing Unit Assistant	SD16(A)	24.46	27.45	28.05	12.2%	14.7%
Lab Assistant II(A)	SD18	25.31	28.40	29.02	12.2%	14.7%
Care Aide	22	25.83	28.97	29.60	12.2%	14.6%
Pharmacy Technician	32	29.86	33.46	34.19	12.1%	14.5%
Electrician	MA31	35.11	39.29	40.14	11.9%	14.3%

\*Final wage grid may vary slightly from these numbers due to rounding.

**Year 1: April 1, 2022** GWI - 4.24%\* (\$0.25 an hour and then 3.24%)

**Year 2: April 1, 2023** GWI - Minimum 5.5% plus up to 1.25% COLA to a maximum of 6.75%

**Year 3: April 1, 2024** GWI - Minimum 2% plus up to 1% COLA to a maximum of 3%

\*Based on Grid 22 (e.g. care aide) at the current rate of \$25.83, the \$0.25 increase in Year 1 equals about 1%. The Year 1 increase will range from about 3.82% to 4.47% across the Facilities' pay grid. The equivalent percentage wage increase will be higher for lower hourly wages and lower for higher hourly wages.

### Shift premiums

Improvements to hourly shift premiums:

	Current	April 1, 2022*	April 1, 2023
Weekend	\$1.80	\$2.00	\$2.15
Evening	\$1.80	\$1.90	-
Night	\$2.50	\$3.00	\$3.20

\*Shift premiums are retroactive to April 1, 2022

- Wage comparability review process, with initial funding for wage adjustments of \$10,635,000 effective April 1, 2023, and an additional \$5,000,000 effective April 1, 2024 (for total ongoing annual funding of \$15,636,000).
- New forensic premium for BCGEU members at Forensic Psychiatric Hospital
  - 4% for maximum, multi-level security
  - 2% for minimum, medium security and community

## Additional highlights

- Renewal of callout compensation MOA for BCGEU BCEHS IT employees
- Trans inclusion: extensive new language, and up to 8 weeks' paid leave for gender-affirming care
- Employer to reimburse 50% of the cost where it requires a sick note
- Trades qualification (TQ) premium increases to \$900/year (\$275/year increase), and to \$1,300/year for two or more TQ tickets (new)
- Annual vacation for employees with 30 years' service increases to 46 workdays (used to max out at 45 workdays' vacation with 29 years' service)
- Bereavement leave expanded to include siblings-in-law, and any person who lives with the employee as a member of their family (formerly had to be a relative permanently residing with the employee)
- Paid leave for sexual or domestic violence in excess of *ESA* minimum increases to 5 days (2-day increase)
- Bi-weekly uniform allowance increases to \$12 (\$2 increase)
- FOODSAFE Level 1 Refresher course to be paid for by employer
- Criminal record checks to be paid for by employer (except for initial check at time of hire)
- Safety footwear reimbursement of up to \$125/year for required CSA Grade 1 or 2 protective footwear
- Fund of \$700,000/year to reimburse health profession licence fees (pharmacy technicians)
- Letters of expectation removed after 36 months by employee request
- Improvements in portability of seniority and benefits
- Mileage set at CRA reasonable per-km rate (up from \$0.54/km)
- The tentative agreement also includes up to five paid days off for ceremonial, cultural and spiritual events for Indigenous workers and unpaid leave to campaign for and serve on Indigenous governing entities like band councils
- Rotation support fund will provide rotation support personnel members may work with to propose revised rotations for their unit/department
- Process for employees or employer to propose alternate hours of work/condensed workweeks
- Process for hiring more Indigenous workers
- Employees may propose combining rest and meal periods
- Employee may choose to withhold scheduling of one week of vacation to be scheduled later in year
- Process for employees or employer to propose working from home arrangements
- OH&S
  - Significant language and process improvements, including for violence in the workplace
  - Me-too provision for agreements in other health sector CAs re additional PPE
- Union rest days enshrined in collective agreement (similar idea to BCGEU G-3 days, though details differ)
- Training fund of \$1.5 million/year available to access