

COMPREHENSIVE REPORT ON THE TENTATIVE AGREEMENT

BETWEEN SALVATION ARMY HARBOUR LIGHT ARC AND BCGEU

Your Bargaining Committee reached a tentative agreement with Salvation Army Harbour Light ARC in early August 4, 2022.

Now it's time for you to vote. We've put together this report to help you understand the changes we negotiated with the employer so that you can make an informed decision.

You will find full details of the changes in the Ratification Document.

HIGHLIGHTS OF THE TENTATIVE AGREEMENT

TWO YEAR COLLECTIVE AGREEMENT

Your new collective agreement will be from April 1, 2021 to March 31, 2023.

NEW WAGE INCREASES

The wage increases in the tentative agreement are higher than the last offer. The increase to the hourly wage will be between 7.12% to 23.09% depending on your classification. No member will be paid less than \$21 an hour and all members will receive at least a 1% increase over the last offer. Members will be paid the April 1, 2022 hourly wage for their classification upon ratification. You can view your hourly wage in Appendix A of the Ratification Document.

Retroactive payments to April 1, 2021. The employer hopes to pay your retroactive money within two (2) pay periods following ratification of the tentative settlement. Retroactive pay will be calculated by the employer and they will let you know how much you will receive. If you disagree with the amount, talk to the employer. If you still don't agree, contact a member of your bargaining committee.

In order to receive retroactive pay you need to be employed on the date of ratification. If you are on a Leave of Absence and experiencing hardship, contact Human Resources and they may be able to accommodate your circumstances.

IMPROVED VACATION (ARTICLE 8.1)

Vacation will increase from 10 to 15 days for members in their first year of employment. You will also move up to the next vacation time level sooner. At year 8 you will now receive 20 days, at year 15 you will receive 25 days and at year 21 you will receive 30 days.

Here is the new vacation entitlement:

New Hire Year	15 workdays (prorated if necessary) (previously 10)
First calendar year of service	15 workdays (previously 10)
2-7 years (previously 2-8 years)	15 workdays
8-14 years (previously 9-16 years)	20 workdays
15-20 years (previously 17-24 years)	25 workdays
21 years or more (previously 25 years)	30 workdays

NEW OVERNIGHT SHIFT PREMIUM (ARTICLE 14.12)

In your surveys, you indicated that a shift premium was one of your main priorities. We heard you and negotiated a new shift premium for staff working overnight. Here are the details:

Employees shall be paid a shift premium of \$0.25 per hour for all hours worked on the following shifts:

- 11:30 pm – 7:30 am - Beacon , Haven & Sutherland
- 9:00 pm – 7:00 am - Anchor
- 9:30 pm - 7:30 am - Crosswalk
- 12:00 am (midnight) - 8:00 am - Front Desk and Security

This clause will apply to any future overnight shifts that start in the evening, go through midnight and which end in the morning.

NEW BED BUG AND PARASITIC INFESTATIONS PROTECTIONS (ARTICLE 22.9)

Parasitic infections, like bed bugs, will be added to Article 22.9 which covers hygiene.

If you are bitten by a bed bug you will get 24 hours off to deal with the infection. If you are scheduled to work in the immediate hours following infection you will not lose pay while you are dealing with the infection. The employer will also provide appropriate treatment.

INCREASES TO FOOTWEAR ALLOWANCES (ARTICLE 25.2)

Regular and casual loading dock employees, drivers and kitchen supervisors who have completed their probationary period will be reimbursed \$120 (up from \$100) annually toward the purchase of steel-toed boots. Regular kitchen staff who have completed their probationary period will now be reimbursed \$80 (up from \$60) annually toward the purchase of non-slip footwear and, casual employees who have completed their probationary period will now be reimbursed \$80 (up from \$60) toward the purchase of non-slip footwear every two years.

NEW MEAL BREAK PAYMENTS. (ARTICLE 14.6)

When overnight shelter staffing levels drop below the newly collective agreement established levels, shelter workers working that shift will be paid their meal break. A Memorandum of Understanding has also been negotiated that explains how Article 14.6, Meal Breaks, will be applied. We also made the language more clear in Article 14.6(a). Staff cannot be required to work more than 5 consecutive hours without a 30 min meal break

OTHER CHANGES

DEFINITIONS: We removed gendered language to reflect the diversity of our staff.

BARGAINING COMMITTEE (ARTICLE 2.6)

To improve representation, future Bargaining Committees will have at least one member from 108 E. Hastings and one member from 119 E. Cordova. Everyone will still vote for entire committee.

UNION/MANAGEMENT COMMITTEE (ARTICLE 7.4(g))

The bargaining committee attends joint Union/Management meetings. However, with this new language, members may be called to attend a meeting to assist the committee and provide information specific to the issues being discussed. Talk to your bargaining committee if you want to bring an issue forward.

JOB POSTINGS & APPLICATIONS (ARTICLE 12.1)

Temporary positions that are six months or less will be filled by seniority within the classification.

PAID HOLIDAYS (ARTICLE 17.1) AND COMPASSIONATE CARE LEAVE (20.3)

We improved these so they are the same as what is required under the Employment Standards Act.

BEREAVEMENT LEAVE (ARTICLE 20.1)

We changed to non-gendered language and included “sibling-in-law” to what is defined as immediate family. Entitlement to leave is now the same for all immediate family members.

FULL-TIME PUBLIC DUTIES (ARTICLE 20.7(a))

An employee seeking election for First Nations, Metis or Inuit positions will be entitled to leave of absence to campaign.

AGGRESSIVE BEHAVIOUR (ARTICLE 22.3)

The employer is still responsible for establishing appropriate measures to eliminate or minimize risk of violence and to provide training on how to respond to aggressive behaviour but we removed the line “at no cost to employer”. Employer cannot claim that they can’t afford education, training and implementation.

BASIC MEDICAL INSURANCE (ARTICLE 24.1)

If the BC government chooses to reinstate MSP premiums, the employer will pay them.

PROTECTIVE CLOTHING AND EQUIPMENT (ARTICLE 25.2(e))

The employer will issue personal alarms but the purpose is for safety, not surveillance. Union will have a say through the Joint Occupational Health and Safety Committee in implementation.

EQUAL PAY (ARTICLE 26.1)

We removed gendered language to reflect the diversity of staff.

ILLNESS OR INJURY LEAVE (ARTICLE 27.1(a))

All employees, including casual and temporary employees, shall be entitled to five (5) paid sick days per year after ninety (90) days of service. Employees also are entitled to three (3) days of unpaid sick leave. This used to apply only to post probation regular staff but now applies to casual and temporary staff as well. This is reinforced in Article 29.2 for Casual Employees and Article 30.3 for Temporary Employees.

PAY IN LIEU OF VACATION AND PAID HOLIDAYS FOR CASUAL (ARTICLE 29.4) AND TEMPORARY STAFF (ARTICLE 30.6)

Casual and temporary employees will now receive 10.6% of straight time pay in lieu of scheduled vacations and paid holidays.

CASUAL CALL-IN (ARTICLE 29.5(b))

This defines the block for casual call-in which provides more flexibility for senior casual employees.

TEMP PREGNANCY AND PARENTAL LEAVE (ARTICLE 30.5)

Temporary employees will now be entitled to pregnancy/parental leave.

NEW VIOLENCE RISK ASSESSMENT

A violence risk assessment for all departments and in all facilities will be conducted by June 30, 2023. Details are outlined in the Memorandum of Agreement.

RECOMMENDATION

We are proud of what we were able to accomplish with your trust and support and we recommend that you vote to ratify this tentative agreement.