

February 11, 2019

Health employers and Facilities Bargaining Association ratify three-year agreement

HEABC members and the Facilities Bargaining Association (FBA) have ratified a three-year collective agreement for the period April 1, 2019 to March 31, 2022. HEABC and FBA entered into formal negotiations in September 2018 and reached a tentative agreement on December 1, 2018.

The tentative agreement was achieved under the Government of BC's Sustainable Services Negotiating Mandate and supports the priorities of improving services and ensuring sustainability. Some of the highlights of the agreement are:

- General wage increases for all employees effective the first pay period after:
 - April 1, 2019 2.0%
 - April 1, 2020 2.0%
 - April 1, 2021 2.0%
- Increases to shift premiums to improve staffing during evenings, nights and weekends in support of improved services, and improved consultation processes.
- Establishment of joint union/employer working groups to develop tools and strategies to address workload issues, establish guidelines and processes to respond to the repeal of Bill 29, develop a provincial framework for occupational health and safety for the health sector, and collaborate on recruitment and retention strategies that support diversity, equity and inclusion.
- One-time funding of \$1 million to be allocated to the FBA Education Fund.
- Establishment of a Musculoskeletal Injury Prevention Pilot Project at four sites to assess ergonomic concerns, create individualized interventions, and evaluate their outcomes.
- A commitment by employers to increased straight-time paid hours by at least 600,000 hours by December 31, 2021.

“We are very pleased to have reached a collaborative agreement with the Facilities Bargaining Association, which includes a significant focus on occupational health and safety, and other commitments that will both improve conditions for employees and provide better services for patients, clients and residents of BC's health care system,” said HEABC President & CEO Michael McMillan.”

About the FBA

Led by the Hospital Employees' Union (HEU), which represents approximately 93 per cent of the FBA's 42,000 members, the Facilities subsector collective agreement covers employees who provide support services in various settings including hospitals and residential care homes throughout BC.

Care Aides are the largest classification group in this subsector, making up approximately one-third of the bargaining association. Care Aides provide non-clinical care for hospital patients and extended care home residents, and are an important part of integrated care teams.

More information:

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