

January 25, 2019

Health employers and Nurses' Bargaining Association ratify three-year agreement

HEABC members and the Nurses' Bargaining Association (NBA) have ratified a three-year provincial collective agreement for the period April 1, 2019 to March 31, 2022. HEABC and NBA entered into formal negotiations in September 2018 and reached a tentative agreement on November 25, 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%
- Improved professional responsibility language
- Provisions to address recruitment, retention and staffing/scheduling challenges, including a short-notice call premium and a commitment to establish a Strategic Nurse Staffing Committee at each Health Authority/Providence Health Care to consult on health authority level nurse workforce planning
- A process to bring stability to benefits' costs through the establishment of a joint working group to review the current benefits plan in order to ensure that nurses' benefits are sustainable
- Resources to support education
- A commitment to working with nurses to implement primary and community care models
- A joint process to look at new work schedules that better meet the needs of nurses

"We are very pleased to have reached an agreement with the Nurses' Bargaining Association," said HEABC President & CEO Michael McMillan. "The agreement helps set the stage for a strong collaborative relationship with the nurses' union that will benefit patients, nurses and health care employers."

About the NBA

Led by the BC Nurses' Union (BCNU), which represents approximately 98 per cent of the NBA's 44,000 members, the Nurses' collective agreement covers RNs, RPNs and LPNs who provide care in various settings including hospitals, clinics, home support and residential care homes throughout BC.

More information:

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