

TENTATIVE AGREEMENT

Between

Health Science Professionals Bargaining Association (“HSPBA”)

And

The Health Employers Association of British Columbia (“HEABC”)

The following provisions make up the material changes agreed to between the parties during collective bargaining between February 27, 2012 and January 31, 2013.

Term of the Agreement

- 2 year agreement: April 1, 2012 to March 31, 2014
- All provisions of this agreement, except as otherwise specified, shall come into force and effect 30 days following ratification

Monetary

General wage increase all employees (except Pharmacists):

- Effective the first pay period after ratification 2.0%
- Effective the first pay period after April 1, 2013 1.0%

The temporary market adjustment rates for pharmacists will become permanent.

Definition of Employee Status and Benefit Entitlement (Article 3)

The Parties agree to increase the percentage that casual employees receive in lieu of vacation and statutory holidays to reflect the additional statutory holiday, Family Day.

Union Stewards (Article 5.09)

The parties agree to include language regarding providing new employees with steward information during group orientation.

Arbitration (Article 8)

The parties agree to new language for arbitration, expedited arbitration, and fast track arbitration.

Education Leave (Article 17)

The Parties agree that courses that are related to the employee's employment are eligible for education leave.

Maternity and Parental Leave (Article 18)

The Parties agree to modernize the maternity and parental leave language.

Special Leave Application (Article 20.02)

The Parties agree to modernize the special leave language.

Leave – Statutory Holidays (Article 21)

The Parties agree to amend the language to reflect the additional statutory holiday, Family Day.

Leave – Vacation (Article 23.11)

The parties agree to permit regular employees on leave pursuant to Article 18 – Parental Leave to carryover vacation for use within six (6) months of completion of the leave.

37.5 Hour Work Week (Article 24.01 and Transition MOU) (Effective no later than September 1, 2013)

The Parties agree to implement a 37.5 hour work week and a memorandum regarding the transition to a 37.5 hour work week. Northern Health will implement no later than November 1, 2013.

Meal Period (Article 24.05)

The Parties agree to amend the language to provide for thirty (30) minutes straight-time pay when designated to be available to work during a meal period.

Transportation Allowance and Travel Expenses (Article 26) (Effective the first pay period following April 1, 2013)

The Parties agree to increase transportation allowance to fifty-two cents (52¢) per kilometer.

Shift Premiums (Article 27.01) (Effective January 1, 2014)

The Parties agree to increase shift premiums and clarified that shift premiums are payable on overtime shifts.

Call-Back Definition (Article 28.03)

The Parties agree to amend the definition of call-back and on-call.

Should be read jointly with LOU Improving Quality and Safety through the Appropriate Use of On-Call and Call-Backs.

Insufficient Off-Duty Hours (Article 28.06)

The Parties agree to amend the window from six (6) to eight (8) consecutive hours off between ten (10) pm and the commencement of the employee's next shift.

Portability of Benefits (Article 29)

The Parties agree to amend the language to allow employees to port back to original facility and increase the timeframe to one hundred and eighty (180) days.

Extended Health Care Coverage (Article 34.02) (Effective May 1, 2013)

The Parties agree to include Pharmacare tie-in with BlueNet Card and with the addition of coverage for Prometrium and standard oral contraceptives and injectables, and a ninety (90) day grace period for maintenance pharmaceuticals. Employees will continue to have the option to pay the difference between generic covered drugs and the brand name equivalent.

Safety and Occupational Health (Article 38)

The Parties agree to new language requiring the health authorities and Providence Health Care to provide employees with violence prevention training and to amend the language to provide all employees with access to critical incident stress debriefing.

No Harassment (Article 39)

The Parties agree to new language promoting work environments free from personal harassment and requiring all employers to develop policies to maintain such environments.

Letter of Understanding Re: Early Retirement Incentive Benefit

The Parties agree to enhance and support efforts to increase the uptake of ERIB by eligible employees.

Letter of Understanding Improving Quality and Safety through the Appropriate Use of On-Call and Call-Backs

The Parties agree to new language on the appropriate use of on-call and call-back.

Should be read jointly with Article 28.03 Call-Back Definition.

Memorandum of Understanding Extension Re: Requirement to Join and Maintain Membership in Professional Bodies as a Condition of Employment

The Parties agree to renew this memorandum.

Memorandum of Understanding Re: Early Accommodation Measures for Employees

The Parties agree to a new memorandum changing how "own occupation" is applied.

Memorandum of Understanding Re: Classification Redesign Committee

The Parties agree to establish a committee to assist with the redesign of the classification system.

Memorandum of Understanding Re: Multi-Employer Steward Committee

The Parties agree to establish a committee to address the issue of multi-employer stewards.

Memorandum of Understanding Re: Joint Benefits Review Committee

The Parties agree to establish a committee to review current benefit plans and provide recommendations.

The Parties have also agreed that the committee will redesign benefits in order to achieve savings.

EDMP Stewards (Effective April 1, 2013)

The Parties agree that the employers will contribute \$408,000 annually for the creation of disability management representatives to support the Enhanced Disability Management Program (EDMP). This will extinguish the obligation to allocate twenty-five (25) percent of cost savings from the EDMP to improved disability management pursuant to the EDMP Memorandum of Agreement.

Letter of Agreement Re: Professional Development Fund (Effective April 1, 2013)

The Parties agree to that a \$225,000 Professional Development Fund shall be established payable for the period April 1, 2013 to March 31, 2014. The Fund is to be administered by the Health Science Professional Bargaining Association.

Subject to ratification by March 31, 2013

Memorandum of Understanding

The Parties have reviewed various memoranda of understanding and have agreed to delete the following appendices:

- Appendix 17 Joint Benefits Review Committee
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Housekeeping Changes

The Parties agree to various housekeeping changes to the following:

- Retention of Seniority and Benefits on Lay-Off (Article 10.06)
- Lay-Off (Article 10.07)
- Leave – Compassionate (Article 15)
- Leave – Sick - Accumulation (Article 19.01)
- Leave – Sick – Specialist Appointments
- Industry Wide Miscellaneous Rates - SPO 15+5 Percent

Agreed to this 31st day of January, 2013

Signed on behalf of the HEABC:

Signed on behalf of the HSPBA:




