

March 1, 2023

HEABC and Community Bargaining Association ratify three-year agreement

HEABC and the members of the Community Bargaining Association (CBA) have ratified a three-year agreement for the period April 1, 2022 to March 31, 2025. HEABC and the CBA reached a tentative agreement on January 16, 2023 under the province's Shared Recovery Mandate for public sector bargaining. The agreement supports the key priorities of protecting services, improving health care and preparing for future needs and challenges, while supporting the province's continued economic recovery for all.

Highlights of the agreement include:

- General wage increases for all employees effective the first pay period after:
 - Year 1 – a flat increase of \$0.25/hour which provides a greater percentage increase for lower paid employees, plus 3.24 per cent
 - Year 2 – 5.5 per cent plus a potential Cost of Living Adjustment to a maximum of 6.75 per cent
 - Year 3 – 2.0 per cent plus a potential Cost of Living Adjustment to a maximum of 3.0 per cent
- A negotiable Flexibility Allocation of up to 0.25 per cent in years 1 and 2 to support mutually beneficial outcomes for both parties.
- The continuation of low wage redress to bring parity of CBA positions with similar positions and provisions in the Facilities Bargaining Association, as well agreement to participate in the joint Provincial Health Human Resource Coordinating Centre (PHHRCC), which is a bargaining association joint forum.
- The addition of language that provides employers with the ability to recognize previous experience for salary purposes to address recruitment and retention challenges.
- Updated scheduling language for home support workers.

“We are very pleased to have ratified an agreement with the Community Bargaining Association that includes fair wage increases and measures to address staffing and workload challenges,” said HEABC President & CEO Michael McMillan. “I want to thank both the union and the employer bargaining teams for their hard work and commitment in reaching an agreement that will both improve conditions for employees and provide better services for patients, clients and residents of BC's health care system.”

About the CBA

There are approximately 21,700 active employees in the Health Services and Support Community Subsector Collective Agreement who provide services in a wide variety of settings, including private homes, group homes, residential community living homes, supported employment programs, child development centres, adult day programs, mental health centres, community service agencies and health authorities throughout BC. These employees are on the front-line of providing important health services in our neighbourhoods and communities. The most common job classification in the Collective Agreement is Community Healthcare Workers (44 per cent).

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