

COMPREHENSIVE REPORT

This round of negotiations will go down in our union's history as a defining moment when community health workers said, "enough is enough." Following decades of disrespect and devaluation, you pooled your power in an epic strike vote that demanded fairness. What our committee presents to you today is the culmination of that grit and solidarity: A tentative agreement that proves that when we stand together to fight, we can win progress towards what matters to us.

As you know, our ongoing fight has been pay parity with the Facilities Bargaining Association (FBA). In year 1 of this 4-year deal, we have taken a significant step forward towards equity, thanks to a combination of 3% general wage increases per year, low-wage redress, flex allocation and improved shift premiums. We're finally catching up, and even though the fight is not over, if we do ratify this deal, it will set the wheels in motion, giving us the runway we need to close the gap.

It's the resolve you showed to push for more that made this tentative agreement possible. Before our strike vote, HEABC was not budging, had you not voiced your unequivocal support for our bargaining committee with threat of our own job action, following the footsteps of the public sector strike led by the BCGEU, we could not have achieved everything that makes this deal shine.

From your insistence on funds for the Community Health Benefits Joint Trust and a fairer overtime system, to more predictable scheduling and OHS gains, these improvements and more will go a long way in addressing the challenges you've been flagging for years.

We would be remiss not to celebrate the solidarity and people-power that we witnessed throughout this process. All seven unions in our Community Bargaining Association (CBA) had each other's back. Everyone was prepared to go to battle for the other and do what was best for the group.

We are proud of what we accomplished together in this round of bargaining. This is why the entire CBA Bargaining Committee is unanimously supporting this tentative agreement. The next step is to make sure you have all the information you need as we get ready to vote. We encourage you to review this summary closely, and attend an info session so you can get answers to your questions before the ratification vote. Voting will be open from March 16th at 9am to March 20th at 12pm

In solidarity,

Your UFCW 1518 CBA Bargaining Committee

- Connie Samuell (Cowichan Home Support)
- Linda Wilson (Port Alberni Home Support)
- Eleanor Smith (Penticton Home Support)

Bargaining Wins

- ✓ Meaningful wage increases so you can face down inflation
- ✓ Portability for all workers covered by the CBA across the province
- ✓ Certainty and greater equity for Community Health Workers

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How to use this document

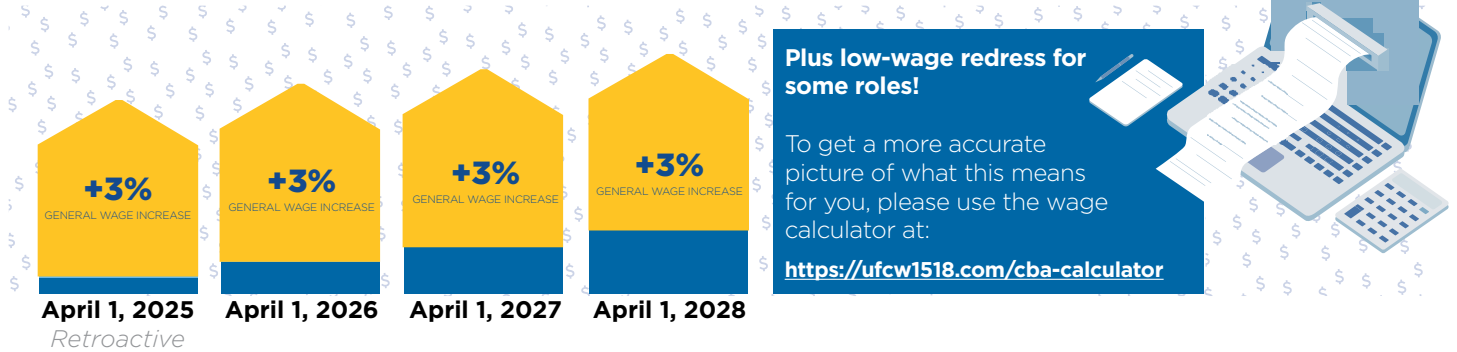
This report is your guide to our tentative agreement and the ratification process. Inside you'll find details of the agreement, how to get answers to questions that you may have, and more.



Your CBA Bargaining Committee

Ratification highlights — What am I voting on?

Wages



An average **increase of about 13% more** for each step of the wage grid over four years.



Expanded **portability rights** for workers to **move jobs between any CBA employer**, not just within health authorities.



Employer paid **Foodsafe refresher courses and criminal record checks**.



Securing the long-term viability of the Joint Community Benefit Trust, now in a position to move closer to equity with the FBA



Premium increases for weekend and afternoon shifts.



Expansion of the **Enhanced Disability Management Program** and meaningful changes to our **occupational health & safety** language.



Significant gains on **wage parity** with those working under the Facilities Agreement (FBA) in hospitals and care facilities. **This is especially true for Community Health Workers (CHWs)**



New paid leaves for citizenship ceremonies and rural/remote travel for medical appointments.



Expanded rights to **overtime** by seniority.

Your bargaining committee

Your UFCW delegates to the CBA bargaining committee

Connie Samuel	Cowichan Home Support
Linda Wilson	Port Alberni Home Support
Eleanor Smith	Penticton Home Support

VOTE!

Your credentials will be sent by email, make sure your email is up to date by updating your email here





What's in the agreement?

To read the full text of these changes, please visit <https://ufcw1518.com/healthcare-bargaining/>

Monetary improvements

Low wage redress

In addition to the general wage increases, a number of positions received targeted low-wage redress increases. Visit <https://ufcw1518.com/cba-calculator> for details:

Shift premium increases

- **Weekend: \$0.50/hour increase** by the end of the agreement for a total of \$1.00/hour.
- **Afternoon: \$0.50/hour increase** by the end of the agreement for a total of \$0.75/hour.

Other monetary compensation

- **Employer paid criminal record checks and fingerprinting** (ending the practice of these only being paid for when outside of legislative requirements).
- Special Leave for **citizenship ceremonies** for workers embarking on Canadian citizenship.
- Special Leave for **rural/remote travel for medical appointments** for members who must travel great distances to get the medical care they need, especially as it relates to specialists and specialist procedures.
- **Coverage for Foodsafe refresher courses**, both the fees and the leave time.
- Language that insulates all CBA wage rates from the minimum wage, ensuring that **no wage rate can be less than the minimum wage plus 1.9%**.

Health, welfare, and occupational health and safety

- Expansion of the **Enhanced Disability Management Program (EDMP)** that expands the number of CBA advocates that assist workers through the disability management process to **13 advocates**.
- **Meaningful changes to our Occupational Health and Safety (OHS) language** across multiple fronts, including the establishment of a **\$750,000 CHW Risk Assessment pilot project** that will have CHWs reviewing the process and recommending meaningful changes to the home support risk assessment process.
- Outside of the bargaining process, the CBA was able to **secure the long-term viability of the Joint Community Benefit Trust (JCBT)** that puts the trust in a position to make meaningful benefit improvements over the next year moving us closer to benefit equity with the FBA.

CBA-wide portability

CBA employees will now be able to **port their seniority, wage rate, special leave bank, and sick leave bank across the entire province** if they achieve regular status **within 18 months** of gaining employment with another CBA employer.

This portability is not restricted to health authority employees, and members can now seek employment with **any health authority** or affiliate regardless of whether they currently work for a health authority or affiliate.

This is in addition to greater clarity regarding portability between HEABC agreements and the establishment of health authorities in the last round of bargaining.

Certainty and greater equity for community health workers (CHWs)

- We've expanded the **minimum percentage of fixed shifts by health authority to 80%**. This will mean that **Vancouver Coastal Health** will need to make a minimum of **80% of their regular lines fixed shifts by April 1, 2027**.
- The opportunity for **casual and regular** (non-R40) workers to apply for **temporary fixed shift postings**.
- **Regular 40-hour CHWs** will now earn **paid time off for paid holidays** instead of money in lieu.
- Clarity and equity with other CBA and FBA workers by establishing the 'Rolling 8' principle for scheduling and overtime.
- A CHW Risk Assessment pilot project that is designed to create a standardized system for measuring risks in the workplace, providing workers with the quantifiable evidence and platform you need to advocate for your health and safety.

Other improvements

- Expanded rights to **overtime by seniority**.
- Lowered the advance notice of overtime to 24 hours and the minimum number of hours in the opportunity to two hours.
- Positions must be posted when they **exceed four months** instead of six months.
- **Establishment of the Rolling 8 Principle** for

continued

What's in the agreement?

To read the full text of these changes, please visit <https://ufcw1518.com/healthcare-bargaining/>



both Article 14 and 15 and clarity on scheduling patterns, scheduled days of rest, and overtime triggers.

- Improved timelines and procedures for **bullying and harassment complaints**.
- Language across the agreement recognizing the **rights and culture of indigenous workers**.
- Pilot project to establish alternative days off for the observance of other holidays or cultural events.

- The strengthening of **Troubleshooter language** and **mandatory Step 3 meetings** that we hope will reduce the amount of time members have to wait to see a resolution to their grievance, especially when those grievances are related to timely or minor issues.
- The restriction of "previous experience" language to health care related experience.

Voting on our tentative agreement

Voting for our tentative agreement will be conducted electronically through an independent, third-party, online voting platform called Simply Voting.

Members will receive voting credentials by email. The credential can be used to log in to the online voting platform. Any type of device (computer, tablet, smart phone) can be used to vote. If you do not receive your voting credentials by the time the vote opens, please call our union office at

604.526.1518 or email reception@ufcw1518.com.

After verifying your union membership, we will help issue your voting credentials

The email with your credentials will come directly from Simply Voting. To ensure you receive your voting credentials, please make sure your email address is up to date. Encourage your co-workers to do the same – especially if they aren't receiving union emails.

Voting opens on
March 16, 9am

and closes on
March 20, 12pm (noon)

Questions about our tentative agreement?

Visit our ratification website

At <https://ufcw1518.com/healthcare-bargaining/> you can find answers, frequently ask questions and other relevant ratification materials.

Come to one of our virtual information sessions!

To ensure that members' questions about the new tentative agreement are answered, our bargaining committee will be hosting a series of education sessions to review key elements and answer questions about the tentative agreements – including one province-wide telephone town hall, and multiple zoom meetings throughout the ratification voting period. To make sure you are ready to cast your vote with confidence, we encourage you to attend at least one session. Links for all info sessions can be found at: ufcw1518.com/healthcare-bargaining/

Virtual info sessions

Interior Health Authority:

- Thursday, March 12th at 10am
- Friday, March 13th at 6pm
- Sunday, March 15th at 1pm

Vancouver Island Health Authority:

- Thursday, March 12th at 1pm
- Friday, March 13th at 10am
- Sunday, March 15th at 6pm

Fraser Health + Vancouver Coastal Health Authority

- Thursday, March 12th at 6pm
- Friday, March 13th at 1pm
- Sunday, March 15th at 10am

Northern Health Authority

- Monday, March 16th at 10am

Telephone Town Hall

- Monday, March 9th - 5:30pm

We will call you!