

TENTATIVE AGREEMENT

Between

Community Bargaining Association (“CBA”)

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 December 14, 2009 and December 19, 2009.

Term of the Agreement

- 2 year agreement: April 1, 2010 to March 31, 2012.
- All provisions of this agreement, except as otherwise specified, shall come into force and effect April 1, 2010.

Compensation

• **Licensed Practical Nurse (LPN)**

(a) Effective the first pay period after April 1, 2010, eliminate step 1 of the April 1, 2009 Community wage grid for LPNs and add a new increment that is 3% above the April 1, 2009 Community top step for LPNs.

(b) Effective the first pay period after April 1, 2011:

- i. Eliminate step 2 of the April 1, 2009 Community wage grid for LPNs and increase the wage rate by 1 cent to be equivalent to the April 1, 2009 Facilities Licensed Practical Nurse wage rate, and
- ii. Add a new increment that is 3% above the new increment established in paragraph (i) above.

• **Licensed Practical Nurse Supervisor Benchmark and Wage Grid**

a) Effective the first pay period following the finalization of the LPN Benchmark:

Step 1	Step 2	Step 3
\$24.83	\$25.45	\$26.04

b) Effective the first pay period following a twelve month period (start of pay period to start of pay period) from the implementation of the LPN Benchmark:

Step 1	Step 2	Step 3
\$25.83	\$26.60	\$27.40

- **Certified Dental Assistants**

- a) Effective the first pay period after April 1, 2010, apply a 3% Wage Increase to grid 8 of the April 1, 2009 Community Agreement.
- b) Effective the first pay period after April 1, 2011, apply a 3% Wage Increase above the new wage grid established in paragraph (a) above.

Definition of Weekend Shift and Premiums

- Effective the first pay period after April 1, 2010, introduce a weekend shift premium of \$0.25/hr.

Prescription Drug Direct Pay

- Effective April 1, 2010 introduce a prescription drug direct pay card (Bluenet)

Compassionate Care Leave

- Effective April 1, 2010, the employee's BC Medical, dental, extended health, LTD, group life insurance, pensionable service and seniority accrual will continue for the duration of the compassionate care leave, to a maximum of eight (8) weeks.

Benefit Entitlements

- Effective April 1, 2010 - New hires are subject to exclusion of pre-existing condition language under the LTD plan.
- Effective April 1, 2010 - LTD definition of "own occupation" to be reduced from 24 months to 19 months.
- Effective April 1, 2010 - The Extended Health Deductible will increase from \$25 to \$100.
- Effective April 1, 2010 - Massage therapy benefits to be paid up to \$1,000 per year.
- Effective April 1, 2010 - Allowance for vision care will increase from \$225 to \$350 every twenty four (24) months.

Employment Opportunities - Memorandum of Agreement #22

- Effective April 1, 2010, the parties agree to extend and revise Memorandum of Agreement #22 and provide displaced employees with priority hiring rights where the contract under which they have worked has been retendered and another Employer covered by the Collective Agreement is the successful bidder, or one Collective Agreement Employer transfers its services to another Collective Agreement Employer

**Consequences of Contracting Out/Re-Tendering by Health Authorities -
Memorandum of Agreement #23**

- Effective April 1, 2010, the parties agree to extend and revise Memorandum of Agreement #23 that establishes a higher severance requirement if contracting out exceeds the trigger. The parties have agreed to establish a trigger of 500 FTEs. The parties have also introduced an escalator on the trigger that increases the level of the trigger by 25 FTEs for every incremental increase of 500 FTEs in the number of FTEs in the Community Subsector.

Enhanced Disability Management/STIIP Joint Working Group

- Within sixty (60) days of the ratification of this agreement, the parties agree to establish an Enhanced Disability Management and Short Term Injury and Illness Plan (STIIP) Joint Working Group. The Working Group will submit a final report to the CBA and HEABC outlining its recommendations by September 30, 2010.

Benefit Joint Working Group

- Within sixty (60) days of the ratification of this agreement, the parties agree to establish a Benefit Joint Working Group to explore means of redesigning, restructuring, costing and delivering health and welfare benefits. The Working Group will submit a final report to the CBA and HEABC by September 30, 2010.

Scheduling Joint Working Group

- Within sixty (60) days of the ratification of this agreement, the parties agree to establish a Scheduling Joint Working Group which will deal with the various shift schedules (consecutive hour work period), fixed hour pilot projects, scheduling window and casual availability. The Working Group reports out on June 30, 2010, September 30, 2010 and December 31, 2010.

Seniority

- HEABC and the CBA agree to meet within 30 days of ratification to discuss options for implementing a common approach for seniority calculations for casual and regular employees. Available options will be developed by October, 2010.

Article 9.2 - Assignment of Arbitrator

- Effective April 1, 2010, the parties have agreed to add 3 additional arbitrators to the roster.

Article 7.4 – Policies (Retitled – Community Health Joint Committee)

- The parties amended the language to recognize the importance and necessity of the principals to this Agreement meeting quarterly to discuss problems which may arise from time to time. The parties also agree to change title of committee to the Community Health Joint Committee.

Health and Benefit Trust

- Effective April 1, 2010, the parties agree to where the collective agreement references Health and Benefit Trust (HBT) as the carrier or provider, the parties agree to replace the wording related to being a carrier with "Health and Benefit Trust or another mutually agreed carrier." The parties also agree that reference to HBT being the provider shall be replaced with the wording, "Health and Benefit Trust or another provider."

Letter of Understanding - Wage Re-opener

- Effective April 1, 2010, the parties have a letter of understanding that in the event the Government decides to modify the PSEC Mandate as it applies to the entire Public Service and Public Sector during the term of the Community Bargaining Association collective agreement arising from the current collective bargaining, the bargaining association will have the opportunity to renegotiate the total compensation for the balance of the term of the collective agreement.

Remainder of Monies

- The parties agree to strike a joint committee thirty (30) days prior to expiry of the collective agreement to allocate a cumulative sum of \$19,455 available from efficiencies achieved through collective agreement changes between April 1, 2010 and March 31, 2012.

Memorandum of Agreements and Letters of Understanding

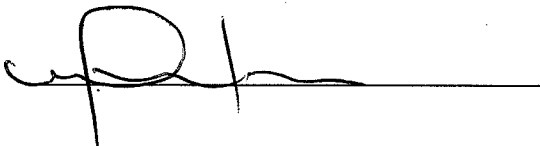
- The parties have reviewed various memoranda of agreements and letters of understanding and have added, renewed, revised and deleted various memoranda (see attached Appendix).

Consequential Amendment as a result of the Bill 29 amendments

- Memorandum entitled "Contracting Out" to be added to the agreement Section (a) of Appendix A.
- Memorandum entitled "Consultation Contracting Out" to be added to the agreement.
- Memorandum entitled "Employee Options" to be added to the agreement.

Agreed to this the 19th day of December, 2009.

Signed on behalf of the HEABC:



Signed on behalf of the CBA:

