

## **PUBLIC SERVICE BARGAINING PACKAGE HIGHLIGHTS** **Fifteenth Nurses' Master and Component Agreements**

### **Length of Agreement**

- ⇒ 2-year agreement expiring March 31, 2014.

### **Wages**

- ⇒ General Wage increase of 1% effective January 1, 2013.
- ⇒ General Wage increase of 1% effective June 1, 2013.
- ⇒ General Wage increase of 1% effective January 1, 2014.
- ⇒ General Wage increase of 1% effective October 15, 2014.
- ⇒ Previous contract stipulated that we could not bring in a wage increase until January 1, 2013.
- ⇒ Last increase kicks in after contract expires. This was the only way that we could gain extra money so as to begin closing gap with Health Sector nurses.

### **Recruitment and Retention Incentive Adjustment**

- ⇒ Adjustment maintained for the life of the agreement.

### **Respectful Workplace**

- ⇒ New clause added that requires employers to develop an anti-bullying policy.

### **Nursing Registration Fees**

- ⇒ Employer reimbursement of licensing fees increased to \$250 from \$200.

### **Archived Vacation**

- ⇒ Renewed opportunity for staff to cash out archived vacation.

### **Bereavement Leave**

- ⇒ Step-child and step-sibling added to list of immediate family

### **Family Illness and Leave for Medical and Dental Care**

- ⇒ Definition of "child" expanded to include child over the age of 18 residing with employee who is permanently dependent due to mental or physical impairment.

### **Safety and Violence Prevention**

- ⇒ Language improved to provide for local Occupational Health and Safety (OH&S) Committees in community and all OH&S minutes will be forwarded to the Provincial Joint Occupational Health and Safety Committee (PJOSH)

- ⇒ PJOSH reinstated with inclusion of high-level employer participation. Committee will meet quarterly and a strong focus will be on violence prevention programs
- ⇒ PJOSH minutes will be circulated to Union, Employer and OH&S committees.
- ⇒ Each Employer will designate a senior representative responsible for developing and supporting crisis response teams to care for employees impacted by workplace violence.
- ⇒ Employees performing community visitation shall have the right to request support should they feel there is a potential for violence.
- ⇒ The Employer will take all reasonable steps to eliminate, reduce or minimize the risk of violence when dealing with patients with a history of violence towards staff.
- ⇒ Parties will work on developing workplace violence safety training and a mentorship program for employees who are new to mental health.
- ⇒ Employer to provide baseline staffing information to Union by March 31, 2013 and annually thereafter.
- ⇒ OH&S Committee at Forensic Psychiatric Hospital will perform a study on the correlation between workplace violence and communications and provide their findings and recommendations to PJOSH, Employer and Union.

### **Vehicle Allowance**

- ⇒ 51¢ per km effective on the date of ratification
- ⇒ 52¢ per km effective April 1, 2013

### **Vehicle Allowance**

- ⇒ Effective April 1, 2012
  - Breakfast - \$11.75
  - Lunch - \$13.50
  - Supper - \$22.75

### **Overtime Meal Allowance**

- ⇒ \$15.30 effective April 1, 2012

### **Health and Welfare**

- ⇒ Auxiliary compensation in lieu of benefits increased as follows:
  - 67¢ per working hour effective date of ratification
  - 70¢ per working hour effective April 1, 2013.
- ⇒ Bi-weekly maximum increased as follows:
  - \$46.90 effective date of ratification
  - \$49.00 effective April 1, 2013.
- ⇒ Auxiliaries who qualify for benefits but are then laid off will be able to maintain benefits for a maximum of six months following layoff up from three months.

This highlight package is designed to provide you with an easy review of the changes to the collective agreement. Should you wish to see this in further detail or require the actual language changes, the full settlement package may be found on the Union websites. For UPN, this can be found at: <http://www.upnbc.org/>. For BCNU, the website is: <http://www.bcnu.org/>.