

Memorandum of Agreement
re: Year 15, 20, 25 and 30 Add Pay

Between:

Nurses' Bargaining Association (NBA)

And:

Health Employers Association of BC (HEABC)

(together, the "Parties")

Whereas:

- a. During negotiations to renew the 2019-2022 Provincial Collective Agreement, the parties agreed, among other things, to add Year 15, Year 20, Year 25 and Year 30 Increment Steps to the Nurse Wage Schedule effective April 1, 2023 (the "Year 15-30 Increment Steps"); and
- b. The parties' shared goal in establishing the Year 15-30 Increment Steps was to offer an incentive that would retain and recruit nurses to the BC healthcare system; and
- c. During the ratification process, some nurses identified circumstances in which the Year 15-30 Increment Steps would not recognize their prior contributions commensurate with their years of service, for example, due to promotion language contained in the Collective Agreement; and
- d. In order to address some of these concerns, the parties have agreed as described in this MOA to permanently replace the Year 15-30 Increment Steps with Year 15, 20, 25 and 30 "add pay" instead;

AND THEREFORE, the parties agree as follows:

1. The Year 15-30 Increment Steps will be permanently deleted from the Nurses' Provincial Collective Agreement, and will be replaced instead, effective April 1, 2023, with an additional hourly add pay of either \$0.50, \$1.25, \$2.25 or \$3.50 that applies in addition to a nurses' applicable Year 1 to 10 Increment step wage rate (together, the "Year 15-30 Add Pay").
2. Eligibility for the applicable rate of Year 15-30 Add Pay will be based on Article 13 – Seniority as follows:
 - a. For regular nurses, achieving at least a 15, 20, 25 or 30 year seniority date with their employer, respectively, calculated pursuant to Article 13.01(A); or
 - b. For casual nurses, achieving at least 29,250, 39,000, 48,750 or 58,500 hours worked with their employer, respectively, calculated pursuant to Article 13.01(B).
 - c. For clarity, seniority date or hours for the purposes of Year 15-30 Add Pay for Licensed Practical Nurses (LPNs) who become Registered Nurses (RNs) or Registered Psychiatric Nurses (RPNs) will be determined based on the combination of both their LPN and

RN/RPN seniority dates or hours, as applicable, under the Nurses' Provincial Collective Agreement.

3. Notwithstanding para. 2, new nurses hired after October 1, 2023, who do not have existing seniority and who are otherwise eligible for employer recognition of relevant nursing experience for the purposes of annual increments as described in Article 52 or Article 11.04(F)(2)(C), will upon the commencement of their employment be eligible to be credited for their relevant nursing experience in the same manner described in Article 52 or Article 11.04(F)(2)(C) for the sole additional purpose of establishing their initial Year 15-30 Add Pay eligibility date or hours, as applicable. Eligibility for Year 15-30 Year Add Pay will thereafter accrue based on para. 2 above (e.g. seniority accruals). Year 15-30 Year Add Pay eligibility will be portable in the same manner as, and consistent with, seniority portability.
4. For clarity, the Year 15-30 Add Pay will be:
 - a. applicable for all hours paid,
 - b. pensionable,
 - c. applicable for the calculation of overtime, and
 - d. effective, April 1, 2024, increased based on future General Wage Increases.
5. All Collective Agreement language will continue to apply in the usual way to Year 1 to 10 Increment Steps, including among other things, promotional and laddering language.
 - a. For example, a nurse with a seniority date of 26 years may be moved from Level 3, Step 10 to Level 4, Step 7 upon receiving a promotion to provide the minimum \$200 increase, but would still retain the Year 25 Add Pay on top of their Level 4, Step 7 wage rate.
6. The parties agree that the Year 15-30 Add Pay is reflected in the revised wage grids attached to this MOA as Appendix A (2023/24) and Appendix B (2024/25).

Implementation

7. In order to implement Year 15-30 Add Pay, each employer will determine initial eligibility for Year 15-30 Add Pay for all nurses employed by them as of October 1, 2023, based on each nurse's seniority date (regular) or seniority hours (casual) as it exists on that date, in accordance with the principles described in paras. 1 and 2 above.
8. Notwithstanding para. 7 above, there will then be a one-time application process available to:
 - a. existing RNs/RPNs who initially joined the NBA as LPNs on or after the first full pay period following May 11, 2016; and
 - b. all existing nurses (RNs/RPNs/LPNs) hired under the Nurses' Provincial Collective Agreement since October 1, 2013, who at the time of their hire did not have existing seniority and at the time were deemed eligible by the employer for recognition of relevant nursing experience under Article 52 or Article 11.04(F)(2)(C).

9. The one-time application process will work as follows:
- a. such nurses may apply to their employer starting October 1, 2023 and by no later than December 31, 2023, for recognition of their previous LPN seniority date or hours, or their relevant nursing experience, as applicable, for the sole purpose of establishing their initial Year 15-30 Add Pay eligibility date or hours;
 - b. for the nurses described in para. 8(a) above, the initial Year 15-30 Add Pay eligibility date or hours, as applicable, will be based on the combination of any recognized previous LPN seniority and the nurse's existing RN/RPN seniority date or hours (as applicable);
 - c. for the nurses described in para. 8(b) above, the initial Year 15-30 Add Pay eligibility date or hours, as applicable, will be based on the combination of any recognized relevant nursing experience and the nurse's existing seniority date or hours, (as applicable);
 - d. applications will contain supporting documentation and will be reasonably considered by the employer;
 - e. the employer will make a determination on each application by no later than March 31, 2024.
10. For clarity, nurses determined to be eligible as of October 1, 2023 (or as of March 31, 2024, if determined through the one-time application process) for Year 15-30 Add Pay in accordance with this Memorandum of Agreement will receive any applicable rate(s) of Year 15-30 Add Pay retroactively to April 1, 2023 or any applicable portion thereof.
- a. For example, a nurse who achieved a 15 year seniority date with their employer on July 1, 2023 would receive retroactive payment for Year 15 Add Pay back to July 1, 2023.
11. Nurses will thereafter become eligible to receive the applicable rate of Year 15-30 Add Pay upon achieving the necessary seniority date(s) or hours worked, as described in paras. 1 to 3 above.

Appendix W

12. Appendix W - Hours of Work and Remuneration – para. 6 will be amended as follows (additions underlined, deletions struck out):
- “All positions will be paid at Nurse Level 3, Step ~~15~~10 of the wage rate grid while occupying the position...”
13. Full-Time Stewards, Stewards at Large, and EDMP representatives will be eligible to receive Year 15-30 Add Pay in accordance with this Memorandum of Agreement.

Dispute Resolution

14. Any dispute arising from the application of this Memorandum of Agreement with respect to determining a nurse's eligibility for Year 15-30 Add Pay will be addressed through the BC Healthcare Office of Arbitration with the assistance of the Registrar as required, to ensure that

these matters are decided in a timely and expedited manner. This may include a mutually agreed fast track process.

15. Disputes between the parties arising from the interpretation of this MOA may be addressed through the usual grievance process(es) or as otherwise mutually agreed by the parties.

This Memorandum of Agreement is dated for reference on May 30, 2023.

For HEABC:

For the NBA:

James Suderman, ED, Negotiations

Jim Gould, NBA Spokesperson & BCNU Interim CEO