

Community Bargaining Association COMPREHENSIVE REPORT

Tentative Agreement Highlights and Ratification FAQs

2025-2029 TENTATIVE AGREEMENT HIGHLIGHTS

Wage Increases

Members will see a 3% general wage increase in each year of the agreement retroactive to April 1, 2025. This, coupled with the allocation of low wage redress monies, will result in most members earning approximately 13% more than you are now by the end of the agreement. This is especially true for workers in grid 21 or lower, such as CHWs.

Monetary Wins

- Employer Paid Criminal Record checks and fingerprinting (ending the practice of it 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 in terms of fees and 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%.

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.
- Opportunities to increase premium rates through low wage redress during the term of the agreement.

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 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.

Non-Monetary Wins

- 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 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.

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 our 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 last round.

Certainty and Greater Equity for Community Health Workers

- 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.

RATIFICATION FAQs

What are the wage increases offered by this agreement?

The general wage increases in each year of the four-year agreement are 3%. This is in addition to the application of over \$32 million in low wage redress. Only a portion of those funds have already been allocated to the agreement, and the parties will be jointly determining how and where the remaining monies will be spent. The goal of the parties is to address long standing inequities in wages, premiums, and vacation.

Are the pay increases retroactive?

Yes. The pay increases for the first year are retroactive to the first pay period after April 1, 2025, including the first allotment of low wage redress monies. You can see the exact impact on your wage rate with our online calculator.

When do the improvements to pay increases take effect?

Each general wage increase take effect the first full pay period after April 1st of each collective agreement year. This means you will see an increase to your wage rate annually. There is still a considerable amount of funds still to be allocated from remaining low wage redress. The parties will determine how to allocate those funds over the next four to six months and further wage adjustments will be announced when that process is complete.

How long will it take to get retro pay?

This is entirely under the control of the employer. The union will advocate for retroactive pay to be issued as quickly as possible, and we have attempted to structure our collective agreement so that those calculations are as straightforward as possible. Note that your employer is unable to send retroactive pay until B.C.'s Ministry of Finance has actually sent the funds to cover retroactive payments.

Do the wage increases keep up with inflation?

Inflation estimates for 2025 and 2026 remain just above 2.1% which means that we anticipate that the combination of your general wage increases and the application of low wage redress monies will exceed inflation rates for the term of the agreement. This was in no small part to the efforts of BCGEU members in the public service who stood up on behalf of all public service workers in BC in a historic strike that resulted in a doubling of the wage offer from the province.

Are there any improvements to shift premiums?

Yes. These increases represent a significant win, putting us on the path to parity with FBA:

- Weekend Shift Premium: Increase of \$0.50 per hour by the end of the agreement for a total of \$1.00 per hour.
- Afternoon Shift Premium: increase of \$0.50 per hour by the end of the agreement for a total of \$0.75 per hour.

In supportive housing, discrepancies in shift premiums are one of the primary monetary gaps that persist between agencies. With thousands more supportive housing, shelter and women's transition home workers set to benefit from the shift-premium wins in this deal, we're taking one more step towards closing that gap for good.

Will I still receive retro pay if I am no longer working in my CBA position?

Employees who have severed employment prior to the date of ratification of this collective agreement are eligible for retro pay for hours worked since the expiry of the previous collective agreement. The employer will notify all former employees once, in writing, at their last known address, that retro pay is payable upon written application. Former employees must submit their written application to the employer within 60 days of ratification. Retro pay will be calculated using paid hours during the applicable period.