



# HSPBA Proposed 2022-2025 Collective Agreement

For almost 20 years, provincial governments in BC worked deliberately to drive down wages for specialized health professionals in BC.

In many cases they succeeded, leaving health professionals earning some of the lowest wages relative to their colleagues across Canada. It was a misguided attempt to control health care costs; instead, it slowly undermined the health care system even before the pandemic created the current crisis of dire shortages and crushing workload.

With the tentative agreement just secured on behalf of all health science professionals, this begins to turn around.

- For the first time in decades, this proposed agreement provides significant pay increases, delivering members an increase of approximately 12 to 14% more, at the minimum, over three years.
- Cost of Living Adjustments are built in to protect pay against longer-term increases in inflation.
- Improvements to premiums for on-call, short-notice, super shifts and weekend shifts will put more money in many members' pockets.
- A long-overdue update to the classification system provides more recognition of the complexity and scope of work, more opportunity for career advancement, and more respect.
- Specific provisions address the recruitment and retention crisis.
- Occupational health and safety changes address mental health under duress, unsafe workloads, infection control standards, access to personal protective equipment and prevention of violence in the workplace.
- Enhanced education leaves support professional development.
- A new focus on implementing recommendations to support the inclusion of Indigenous workers, patients and clients will work toward reconciliation and culturally-safe health care.
- Inclusion of communities that experience marginalization in the health care system is a major priority.

The Bargaining Committee and the HSA Board of Directors strongly recommend voting in favour of ratification of this tentative agreement. Voting details are below.

In the coming weeks, HSA will be conducting a series of telephone town halls, inviting all members to call in to listen to reports, hear questions from other members, and ask questions themselves. More information on that will be coming soon, and in the meantime, here are the details of the tentative agreement:

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## Comprehensive Report

The Comprehensive Report contains the full Terms of Settlement — the proposed changes to the Collective Agreement — along with explanatory text. [You can view \(and download\) the Comprehensive Report here.](#)

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## Wage Calculator

To see how the proposed wage increases affect you, please [visit our Wage Calculator](#).

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## Highlights

This one-page document [lists the highlights of the proposed agreement](#).

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## Frequently Asked Questions

[We have an extensive FAQ that you can visit here.](#) If you have a question that isn't answered in the FAQ, please ask it via email to info [at] hsabc.org.

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## Voting Information

Online voting will be open at 8:00 am PST on December 14 and close at 11:59 pm PST on December 21. Your voting credentials will be delivered to you in advance.

Members who have provided a personal email address before November 28 will receive their voting credentials by email on December 14. Members who have not provided an email address to HSA will be receiving their voting credentials by mail in the days leading up to December 14.

Any member who does not receive their voting credentials by this date, or misplaces them, can contact HSA to request a replacement anytime up to December 20. [Click here to make sure HSA has your personal email.](#)

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## Information Meetings

Telephone Town Halls, which allow members to call into a group phone meeting, hear reports from union leadership and ask questions, will be held from November 29 to December 13. The dates and times are as follows:

- Tuesday, November 29  
12:00 to 1:30 pm PST
- Tuesday, November 29  
7:00 to 8:30 pm PST
- Wednesday, November 30  
12:00 to 1:30 pm PST
- Thursday, December 1  
7:00 to 8:30 pm PST
- Monday, December 5  
7:00 to 8:30 pm PST
- Tuesday, December 13  
7:00 to 8:30 pm PST

To participate, simply wait for your phone to ring at the scheduled meeting time and pick up. Allow 15 minutes for all the calls to be placed; the meeting won't start until the full dial-out is complete. If you have recently changed your phone number, [please update your contact information so that we dial the correct number.](#)

In addition to the six Telephone Town Halls as scheduled above, HSA is working with stewards at key worksites to organize in-person meetings attended by senior union leadership. The meetings will be held between December 1 and December 13. Locations and dates are being worked on now, and you'll be contacted by email or by your local steward if an in-person meeting will take place near you.

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## Contact Information

Did you get a phone call or postcard from HSA? We're contacting members to make sure we have your current personal email address to ensure you receive all the information about the tentative agreement. [You can confirm or update your contact information with our online tool.](#)

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## Related Bulletins

January 19, 2023: [HSPBA Members: 2022 Pay Increases Expected in About Six Weeks](#)  
November 23, 2022: [HSPBA Ratification: Schedule of Information Meetings on Proposed Contract](#)  
November 21, 2022: [HSPBA Ratification: Information Package on the Tentative Agreement](#)  
November 16, 2022: [HSPBA Ratification: Did You Get A Call from HSA?](#)  
November 4, 2022: [BC's 22,000 specialized health professionals reach tentative agreement](#)  
December 9, 2022: [HSPBA Ratification - What you should know before voting](#)  
November 4, 2022: [HSPBA Bargaining Update - BC's specialized health care professionals reach tentative agreement](#)  
October 22, 2022: [HSPBA Bargaining Update - Advancing proposals on central concerns](#)  
August 29, 2022: [HSPBA Bargaining Update - Talks Resume Week of September 19](#)  
July 11, 2022: [HSPBA Bargaining Update - Work Continues Over Summer](#)  
June 17, 2022: [HSPBA Bargaining Update - FAQ on Bargaining and Job Action](#)  
May 10, 2022: [HSPBA Bargaining Update - Third round of discussions now underway](#)  
April 14, 2022: [HSPBA Bargaining Update - Union Negotiators Propose Wage Increases](#)  
April 7, 2022: [HSPBA Bargaining Update - Wage Proposal On Track to be Tabled Next Week](#)  
March 15, 2022: [HSPBA Bargaining Update - Initial Round of Talks Complete](#)  
March 3, 2022: [HSPBA Bargaining Update - Negotiations Begin](#)

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180 East Columbia  
New Westminster, BC V3L 0G7

Website  
[www.hsabc.org](http://www.hsabc.org)

Telephone 604-517-0994  
1-800-663-2017