



# Community Health Services and Support: Vote - YES" for tentative settlement

January 17, 2013

As outlined earlier this week, the multi-union Community Health Services and Support Bargaining Association has reached a tentative collective agreement with the Health Employers Association of BC (HEABC).

After meeting this week, HSAs board of directors recommends support for the tentative contract.

HSA President Reid Johnson thanked the unions bargaining representatives Kate Meier (residential care worker, South Peace Child Development Centre) and Dani Demetlika (Senior Labour Relations Officer). -Kate and Dani have done a tremendous job representing the interests of our community health services and support members," he said. -HSAs members in this sector have expertise in specialized work, whether its autism intervention, supported child development, early childhood education, or mental health and addictions. Were pleased that with their help, the bargaining association was able to reach a fair agreement," he said. -On behalf of the union and the board of directors, I thank HSA bargaining representatives for their hard work and diligence."

In the coming days, HSA will send detailed information about the contract and ratification process. Please sign up at [hsabc.org](http://hsabc.org) to ensure we can contact you with more information about upcoming ratification votes; please ensure HSA has your personal email and phone number.

The two-year proposed agreement covers more than 14,000 workers in community health, and comes after one year of difficult negotiations. The agreement achieves members' key priorities including an across-the-board wage increase while protecting health and welfare benefits. Highlights include:

- â€¢ 3% wage increase for all employees (2% upon ratification and 1% April 1st, 2013)
- â€¢ Improved scheduling provisions
- â€¢ Improved grievance arbitration language
- â€¢ Respectful workplace provisions
- â€¢ Improved selection criteria provisions
- â€¢ Elimination of a double probationary period for casuals
- â€¢ Protection for casuals in the event of retendering

The CBA represents more than 14,000 members, the majority of whom are represented by the BCGEU. Other unions at the table include HSA, UFCW, HEU, CUPE, and USWA.

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