

BULLETIN

September 8, 2023

HSPBA classification review begins September 22

Three steps to modernize health care AND ensure you're paid correctly!

By September 22, all HSA members who work full or part-time under the Health Science Professionals Bargaining Association will have the opportunity to help modernize the health care system, ensure your role in that system is clearly recognized, and confirm that your job is classified and paid appropriately.

For over twenty years, previous governments refused to modernize the classifications system, but in the last round of bargaining, your union and the current government struck an agreement to complete the design and implementation of the new profile-based redesigned classification system.

It's going to make a big difference – improving recognition of the specialized work you do, recognizing advanced practice and supervisory/leadership work in the same manner for all health science professions, and proactively assigning you the right level of pay.

It's going to take 15 minutes of your time, maybe less. Here's how it's going to work.

STEP ONE: MAKE SURE HSA HAS YOUR UP-TO-DATE PERSONAL EMAIL

It's true we say this a lot, but it really is key to this process.

This whole classifications review process will result in all health science professionals covered by the Health Science Professionals Bargaining Association being assigned to a new classification profile – and that determines your wage.

The union is going to help ensure you have been assigned to the correct classification profile. And our online classifications review tool – launching soon -- will assess the classification of your job based on your feedback and provide you with your personalized classification assessment. Because it's individualized and it's private, you'll need your personal email address registered with HSA to set it up.

Visit: <https://www.hsabc.org/contact/member-contact-update-form> to make sure HSA has your current personal email – and update it if needed

STEP TWO: YOUR EMPLOYER WILL GIVE YOU YOUR CURRENT JOB DESCRIPTION AND EMPLOYER-ASSIGNED CLASSIFICATION PROFILE

They'll need to provide all members in full- and part-time positions – but not casuals – with these documents no later than September 22.

Some members may have already received theirs, and if you don't receive anything by September 22, speak to your employer to request yours. If that doesn't work, let HSA know.

It's important to note that only full and part-time employees will be included – if you work casual you won't be part of the review and you won't receive these documents from the employer.

STEP THREE: FILL OUT THE ONLINE TOOL

We'll be launching the classifications review tool shortly. Once it's up, you'll need to spend 15 minutes – maybe less – answering the tool's simple questions. You'll have to do this as soon as possible, and no later than November 15.

Don't worry, we will send plenty of reminders. 😊

SEPTEMBER 26 AND 27 INFORMATION MEETINGS

All members are invited to attend a series of special telephone town hall meetings where you'll hear more about the classifications review process and be able to ask your questions:

- Tuesday, September 26 from noon – 1:00 pm
- Tuesday, September 26 from 7:00 pm – 8:00 pm
- Wednesday, September 27 from noon – 1:00 pm
- Wednesday, September 27 from 7:00 pm – 8:00 pm

To join any of these, all you need to do is answer your phone at the start time – all HSA members affected by the review will be dialed automatically. Just pick up and you'll be connected to the meeting.

WE ARE HERE TO HELP

Have questions? Want to learn more? You're in luck! We have answers to Frequently Asked Questions on the classifications review process plus tons of other resources on HSA's website.

Other questions? Contact us at redesign@hsabc.org