

**The Health Science Professionals Bargaining Association**  
2012 Negotiations - Bargaining Proposals

Tabled by HSPBA

On December 7, 2012

at \_\_\_\_\_ am/pm

**2012 Collective Bargaining – UNION PROPOSAL - Framework Agreement between  
HSPBA and HEABC**

The parties agree to conclude the collective agreement for the term April 1, 2012 to March 31, 2014 on the following terms:

- All provisions previously signed

Wages:

General wage increase:

Effective Apr 1, 2012	2%
Effective Apr 1, 2013	2%

Modernize Classification System and Rationalize the Wage Schedule to incorporate all Market Adjustment rates and professions covered by Separate Memoranda

- MOU re: Classification System Amendments

Other Compensation Items:

a) Workload and Violence Prevention:

- Article 38 (amended to include Employer's December 4, 2012 proposal) – Safety and Occupational Health

b) Shift Differential:

- Article 27 – Shift premium (shift differential)

c) On Call and Call Back:

- Union Counter Proposal: LOU re: Improving Quality and Safety through Appropriate use of on-call and call-back
- Article 28.06 – Insufficient off-duty hours
- Article 28.01 – On Call Premiums (standby premiums)

Costs associated with the above will be paid for through cooperative gains by savings and increased productivity from the following, which are more than sufficient to fund above described changes to collective agreement:

- Wellness Strategy MOU
- Union Counter Proposal – Joint Benefits Review Committee MOU
- Reduction of on call through LOU

Other (NOT to be costed against mandate) – Reimbursable Expenses

- Professional Development Fund
- Article 26 (amended) – Transportation and Travel Expenses

Non Monetary Proposals:

- Article 1 – Definitions – Steward Definition
- Article 18 (amended) – Include adoptive and same sex parents and use gender neutral language
- Article 20.02 (amended) – Special Leave – gender neutral use of “parental leave”
- Union Counter Proposal - Article 29.01 – Portability of Benefits – Expanded to 180 days
- Article 39 – No Harassment

Enhanced Disability Management Program:

- Administration (1FTE Coordinator)
- Cost Savings
- Regional representation (7.25 FTE)

In agreement with the following Employer Proposal(s):

- Revised Green Sheet for: Article 5.09 Amendment – Union Stewards in regards to the steward’s duties during new staff orientation
- Revised Green Sheet for: Extension of the MOU requirement to Join and Maintain Membership in Professional Bodies as a Condition of Employment

Green Sheet includes additional language not seen previously. Requires clarification:

- Article 23.11 Amendment – Vacation Carry Over to permit employees on Parental Leave to carry-over all or part of their accumulated vacation

And the following provisions have been signed and agreed to on December 7, 2012:

- Article 24.05 Amendment – Meal Period to provide for 30 minutes pay when an employee is designated to work during meal period
- Article 28.03 Employer proposal of December 4, 2012 framework – Approval of Call Back/Call Back Definition
- SPO 15+5% - Industry Wide Miscellaneous rates
- Early Retirement Incentive - Letter of Understanding
- Article 17 (Revised) – Education Leave (c) courses related to “employment”
- Article 21 – Statutory Holidays – Inclusion of Family Day
  - Article 3 – Casual Stat Pay increased to include Family Day
- Extension of MOU – Requirement to join and maintain membership in professional bodies
  - MOU (copy) of Requirement to join and maintain membership in professional bodies also attached

Dated at Vancouver, BC this \_\_\_\_\_ day of December 2012

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on behalf of the Health Employers Association  
of British Columbia

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on behalf of the Health Science Professionals  
Bargaining Association