

April 5, 2016

## **Tentative agreement signed with Nurses Bargaining Association**

HEABC and the Nurses' Bargaining Association (NBA) have signed a tentative agreement for the period of April 1, 2014 to March 31, 2019. HEABC and NBA entered into negotiations on September 21, 2015.

Highlights of the tentative agreement include:

- Labour stability, with a five-year term consistent with the government of BC's Economic Stability Mandate and other health sector agreements
- Modest wage increases (5.5 per cent over five years)
- Provisions to support the sustainability of employee benefits
- Integration of Licensed Practical Nurses into the NBA Provincial Collective Agreement
- Provisions to address staff turnover
- The development of provincial frameworks to address workplace violence and promote psychological health and safety in the workplace
- Commitments to address specialty nursing, rural and remote recruitment and retention, and nursing scope of practice issues
- A mechanism for overseeing the implementation of provisions related to nurse staffing and replacement
- A mechanism for improving healthcare labour relations dispute management in BC

"We are very pleased to have reached an agreement with the Nurses Bargaining Association," says David Logan, HEABC President & CEO. "This is the last of the health sector agreements to be reached under the *2014 Economic Stability Mandate*. These long-term agreements provide labour stability that allows healthcare providers to focus on patient-centre care."

HEABC will now present the tentative agreement to its Board of Directors for endorsement; following that, both parties will take the details of the tentative agreement to their respective members for ratification to ensure broad-based support. It is expected the ratification vote results will be announced after May 10, 2016.

## **Background**

### ***Bargaining***

- The current NBA Provincial Agreement expired March 31, 2014.
- Negotiations with NBA commenced on September 21, 2015.
- On March 31, 2016 the parties reached a tentative agreement.

### ***Nurses Bargaining Association (NBA)***

- NBA bargains on behalf of approximately 41,870 unionized employees working in BC's health sector – including registered nurses (RNs), registered psychiatric nurses (RPNs) and licensed practical nurses (LPNs).
- The largest union in NBA is the BC Nurses Union (BCNU), followed by the Hospital Employees' Union (HEU), and the Health Sciences Association of BC (HSA). The Union of Psychiatric Nurses of BC (UPN) merged with the BCNU in December 2014.
- In 2013, the Government of BC passed legislation – the Health Authorities Amendment Act – transferring all LPNs from the Facilities and Community bargaining associations into the Nurses' Bargaining Association. Previously, the majority of LPNs were included in the Facilities Subsector collective agreement.
- RNs and RPNs work in hospitals, long-term care, community and public health, home support and mental health facilities.
- LPNs work in hospitals, long-term care, community and public health, and home support.
- The last round of bargaining with NBA concluded with a tentative agreement on September 25, 2012 after eight months of negotiations. That two-year agreement covered the period between April 1, 2012 and March 31, 2014 and encompassed the Public Sector Employers' Council (PSEC) Secretariat's Cooperative Gains Mandate.

### **More information:**

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