

February 15, 2019

## **Health employers and Health Science Professionals ratify three-year agreement**

HEABC members and the Health Science Professionals Bargaining Association (HSPBA) have ratified a three-year collective agreement for the period April 1, 2019 to March 31, 2022. HEABC and HSPBA entered into formal negotiations in September 2018 and reached a tentative agreement on November 9, 2018.

The tentative agreement was achieved under the Government of BC's Sustainable Services Negotiating Mandate and supports the priorities of improving services and ensuring sustainability. Some of the highlights of the agreement are:

- General wage increases for all employees effective the first pay period after:
  - April 1, 2019                   2.0%
  - April 1, 2020                   2.0%
  - April 1, 2021                   2.0%
- A new, profile-based classification system for the sector to be completed by a joint Classification Review Committee
- Improvements to the grievance and arbitration system through the establishment of a Dispute Arbitration Review Committee
- The establishment of a working group to make recommendations for a provincial framework/structure for health care sector occupational health and safety issues and solutions
- Initiatives to address recruitment and/or retention issues for priority professions to be identified by a Provincial Recruitment and Retention Working Group
- Tools and strategies for employers and employees to identify, assess and address workload issues affecting Health Sciences Professionals through the establishment of a collaborative Working Group on Workload

“We are very pleased to have reached a collaborative agreement with the Health Science Professionals Bargaining Association, which includes a number of improvements to address workload, appropriate compensation and job classification, recruitment and retention, and occupational health, safety and violence prevention issues,” said HEABC President & CEO Michael McMillan.

### **About the HSPBA**

Led by the Health Sciences Association of BC, which represents approximately 85 per cent of members, HSPBA represents a diverse group of 18,000 members including Dietitians, Medical Technologists, Occupational Therapists, Radiation Technologists, Pharmacists and Physiotherapists.

### **More information:**

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