

April 27, 2023

HEABC members and Nurses' Bargaining Association (NBA) ratify three-year agreement

HEABC member employers and Nurses' Bargaining Association (NBA) nurses have ratified a new, three-year collective agreement for the period April 1, 2022 to March 31, 2025. The agreement was reached under the Province's Shared Recovery Mandate. Negotiations commenced for a new collective agreement on December 8, 2022 and the parties reached a tentative agreement on March 31, 2023. Negotiations under the Shared Recovery Mandate support government's key priorities to improve public services and the health care system, while supporting the province's continued economic recovery for all.

Highlights of the agreement include:

- General wage increases (GWI) for all employees effective:
 - April 1, 2022 \$0.25 per hour and then 3.24 per cent
 - April 1, 2023 5.5 per cent plus up to 1.25 per cent Cost of Living Adjustment (COLA) (Now confirmed that 1.25 per cent COLA will apply)
 - April 1, 2024 2.0 per cent plus up to 1.0 per cent COLA
- Indigenous specific anti-racism language consistent with other health sector agreements
- Participation with the new Provincial Health Human Resources Coordination Centre (PHHRCC) for bargaining associations and a PHHRCC working group focused on diversity, equity and inclusion
- A new premium for regular status employees of \$2.15 per hour, for each hour worked, excluding overtime
- Increases to shift premiums, on-call rates, responsibility pay, business allowance and isolation allowance
- A revised wage schedule with new increments at 10 years, 15 years, 20 years, 25 years, and 30 years
- Expansion of voluntary shift exchanges and job share language to enhance flexibility

"This new collective agreement with the Nurses' Bargaining Association helps make BC an attractive and competitive jurisdiction for the profession, now and into the future. With competitive wages that address cost-of-living challenges, and new and increased premiums focused on key areas, this agreement makes regular nursing positions more attractive, and supports efforts to address recruitment and retention challenges in the sector," said HEABC President & CEO Michael McMillan.

About the NBA

The NBA represents approximately 51,500 registered, psychiatric and licensed practical nurses across BC. Approximately 98 per cent of the bargaining association's membership is represented by the BC Nurses' Union (BCNU). Nurses work across the entire health sector in hospitals, long-term care, community and public health, home support and mental health. Approximately 87 per cent of nurses under the NBA are employed by the province's six health authorities and 13 per cent work for affiliate organizations including Providence Health Care.

HEABC contact:

Roy Thorpe-Dorward (Communications Director), 604.767.2307 or Roy.Thorpe-Dorward@heabc.bc.ca