

## Tentative Sodexo deal at ARHCC includes wage boost, no two-tier

The HEU-Sodexo bargaining committee at Abbotsford Regional Hospital and Cancer Centre (ARHCC) reached a tentative agreement with Sodexo for a 40-month contract ending in Sept. 2016 that includes a modest wage increase over the lifetime of the contract for all members and no two-tier wages.

A meeting and ratification vote will take place on June 24. Members can learn more about the tentative offer and cast their ballot on the entire package.

Since bargaining with Sodexo began last December, the union committee consistently raised the membership's three key priorities – a fair and reasonable wage increase, health benefit improvements, and no two-tier wages. This tentative deal delivers on all three priorities.

Wages will rise by \$0.80 for all classifications over the 40 month term starting with retroactive pay of \$0.15 an hour effective Oct. 1, 2013, bringing wages up to \$15.35 an hour. Further raises to \$15.60 an hour on Oct. 1, 2014, \$15.90 an hour on Oct. 1, 2015, and \$16 an hour on April 1, 2016 are scheduled.



Benefits will also be significantly improved. Effective Sept. 1, 2014, your existing benefits would be replaced with a new package that should meet many of the needs of you and your family. If ratified, Sodexo members will receive a prescription drug card to purchase medication covered by BC PharmaCare and the employer will now cover 100 per cent of the drug benefit. In addition, the \$2,000 per year cap on prescription medication will be eliminated.

Vision care, paramedical treatments and other existing benefits would be boosted, plus new coverage would apply to orthotic inserts. Your basic dental coverage would rise from 80 per cent to 90 per cent, and orthodontic coverage will be added to the plan on Sept. 1, 2016.

There were also measures to improve respect and dignity on the job for members. Sodexo agreed to a commitment to fair treatment in the workplace, stronger protections against worksite harassment, and a fairer probationary period and evaluation process.

## MEMBERS TO VOTE ON TENTATIVE DEAL



Members will now decide whether or not to accept the proposed contract. Your bargaining committee unanimously recommends acceptance.

A comprehensive report with full details of the agreement is being prepared for members to review.

The meeting to review the report and cast a vote will take place on Thursday, June 24. Once the time and location have been confirmed, vote meeting details will be posted on your union bulletin board and at [www.heu.org/CSSW](http://www.heu.org/CSSW) online.

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