



Update on comparability increases for HEU community health workers

In the last round of bargaining, the Community Bargaining Association (CBA) and the Health Employers Association of BC (HEABC) negotiated a “comparability increase” for certain classifications, impacting about 80 per cent of workers in the community health subsector.

Wage increases for eligible employees will increase starting the first pay period after the following dates, and at the respective rates: 1.0 per cent (1%) April 1, 2016; one-half per cent (0.5%) April 1, 2017, and one-half per cent (0.5%) April 1, 2018.

The parties, however, could not agree on the list of eligible classifications, and went to arbitration.

On June 17, arbitrator Vince Ready delivered his decision giving the comparability increases to the following eligible classifications: Administrative Support 3, Activity Worker, Administrative Support 4, Community Health Worker 2, Resident Care Aide, Support Worker 1 and 2, and Scheduler 1 and 2.

The new wage rates, including the 0.5% general wage increase and 1.0% comparability increase as of the first pay period after April 1, 2016 are as follows:

Old Grid	New Grid	Step 1	Step 2	Step 3	Step 4
5	5A	\$17.68	\$18.31	\$18.90	\$19.52
8	8A	\$19.52	\$20.12	\$20.74	\$21.34
9	9A	\$20.41	\$21.01	\$21.64	\$22.24
10	10A	\$21.34	\$21.94	\$22.56	\$23.15

Led by the BC Government and Service Employees' Union, the multi-union CBA represents 14,000 health care workers in the province, including about 1,500 HEU members.

For more information, read BCGEU's frequently asked questions document or visit their website at <www.bcgeu.ca>.

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