



Community Bargaining Association

COMPREHENSIVE REPORT

This round of negotiations will go down in our union's history as a defining moment when community health workers said, "enough is enough." Following 30 years of disrespect and devaluation, you refused to be government's after-thought anymore and pooled your power in an epic strike vote that demanded fairness. What our committee presents to you today is the culmination of that grit and solidarity: A tentative agreement that proves your rally cry was heard by making progress on every bargaining priority you identified.

As you know, our ongoing fight has been pay parity with the Facilities Bargaining Association (FBA). In year one of this four-year deal, we have finally achieved that feat thanks to a combination of 3% general wage increases per year, low-wage redress, flex allocation and improved shift premiums. We're finally catching up, and even though the fight is not over, if we do ratify this deal, it will set the wheels in motion, giving us the runway we need to close the gaps for good.

Setting us up for this success, was the historic job action executed by our picketing coworkers in the public service, who locked in robust general wage increases across the public sector. However, it's the resolve you showed to push for more that made this tentative agreement possible. HEABC was not budging - they weren't even meaningfully engaging with non-monetary proposals at our table before the public-service strike, during, and after! Had you not voiced your unequivocal support for our bargaining committee with threat of our own job action, we could not have achieved everything that makes this deal shine.

From your insistence on funds for the Community Health Benefits Joint Trust (aka our extended health benefits) and a fairer overtime system, to more predictable scheduling and OHS gains, these improvements and more will go a long way in addressing the chronic recruitment and retention challenges you've been flagging for years.

I would be remiss not to celebrate the solidarity and people-power that I witnessed throughout this process. All seven unions in our Community Bargaining Association (CBA) had each other's back. Everyone was prepared to go to battle for the other and do what was best for the group. This solidarity pact extended to our newest members of our CBA family - thousands of supportive housing, shelter and women's transition workers who joined us in the summer of 2025 and needed a guarantee of a fair transition. Just as they added power to our strike vote, the rest of the CBA backed them in their cause.

We are proud of what we accomplished together in this round of bargaining. The next step is to make sure you have all the information you need as we get set to vote—see details on page four. Voting will be open from March 13 (noon), to March 20 (noon).

In solidarity,

Scott De Long

BCGEU Community Health Services Vice-President
on behalf of the CBA bargaining committee

Bargaining Wins

- ✓ Meaningful wage increases so you can face down inflation
- ✓ Portability for all workers covered by the CBA across the province
- ✓ Certainty and greater equity for Community Health Workers

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How to use this document

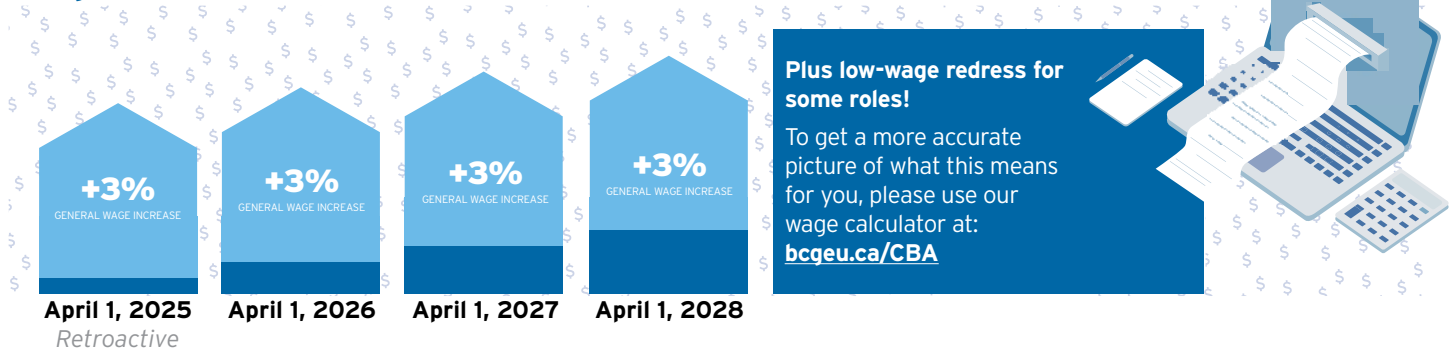
This report is your guide to our tentative agreement and the ratification process. Inside you'll find details of the agreement, how to get answers to questions that you may have, and more.



Your CBA Bargaining Committee p.2

Ratification highlights – What am I voting on?

Wages



An average **increase of about 13% more** for each step of the wage grid over four years.



Expanded **portability rights** for workers to **move jobs between any CBA employer**, not just within health authorities.



Employer paid **Foodsafe refresher courses and criminal record checks**.



Securing the long-term viability of the Joint Community Benefit Trust, now in a position to move closer to equity with the FBA



Premium increases for weekend and afternoon shifts.



Expansion of the **Enhanced Disability Management Program** and meaningful changes to our **occupational health & safety** language.



Significant gains on **wage parity** with those working under the Facilities Agreement (FBA) in hospitals and care facilities. **This is especially true for Community Health Workers (CHWs)**



New paid leaves for citizenship ceremonies and rural/remote travel for medical appointments.



Expanded rights to **overtime** by seniority.

Your bargaining committee

Your BCGEU delegates to the CBA bargaining committee include 8 elected members of our union and one staff.

Scott De Long	Bargaining Chair and BCGEU VP Community Health Services
Charmaine Fines	Local 802
David Fox	Local 801
Florentina Kelly	Local 803
Shelley Einarson	Local 804
Melanie Mason	Local 809
Jeremy Williams	Local 803
Kate Banky	Local 301

VOTE!

Your voting credentials for the tentative agreement will be sent by email. Visit my.bcgeu.ca to make sure we have your correct email address on file.



What's in the agreement?

To read the full text of these changes, please see the "Detailed summary of changes" document at bcgeu.ca/CBA



Monetary improvements

Low wage redress

In addition to the general wage increases, a number of positions received targeted low-wage redress increases. Visit our wage calculator for details: bcgeu.ca/CBA

Shift premium increases

- **Weekend: \$0.50/hour increase** by the end of the agreement for a total of \$1.00/hour.
- **Afternoon: \$0.50/hour increase** by the end of the agreement for a total of \$0.75/hour.

Other monetary compensation

- **Employer paid criminal record checks and fingerprinting** (ending the practice of these only being paid for when outside of legislative requirements).
- Special Leave for **citizenship ceremonies** for workers embarking on Canadian citizenship.
- Special Leave for **rural/remote travel for medical appointments** for members who must travel great distances to get the medical care they need, especially as it relates to specialists and specialist procedures.
- **Coverage for Foodsafe refresher courses**, both the fees and the leave time.
- Language that insulates all CBA wage rates from the minimum wage, ensuring that **no wage rate can be less than the minimum wage plus 1.9%**.

Health, welfare, and occupational health and safety

- Expansion of the **Enhanced Disability Management Program (EDMP)** that expands the number of CBA advocates that assist workers through the disability management process to **13 advocates**.
- **Meaningful changes to our Occupational Health and Safety (OHS) language** across multiple fronts, including the establishment of a **\$750,000 CHW Risk Assessment pilot project** that will have CHWs reviewing the process and recommending meaningful changes to the home support risk assessment process.
- Outside of the bargaining process, the CBA was able to **secure the long-term viability of the Joint Community Benefit Trust (JCBT)** that puts the trust in a position to make meaningful benefit improvements over the next year moving us closer to benefit equity with the FBA.

CBA-wide portability

CBA employees will now be able to **port their seniority, wage rate, special leave bank, and sick leave bank across the entire province** if they achieve regular status **within 18 months** of gaining employment with another CBA employer.

This portability is not restricted to health authority employees, and members can now seek employment with **any health authority** or affiliate regardless of whether they currently work for a health authority or affiliate.

This is in addition to greater clarity regarding portability between HEABC agreements and the establishment of health authorities in the last round of bargaining.

Certainty and greater equity for community health workers (CHWs)

- We've expanded the **minimum percentage of fixed shifts by health authority to 80%**. This will mean that **Vancouver Coastal Health** will need to make a minimum of **80% of their regular lines fixed shifts by April 1, 2027**.
- The opportunity for **casual and regular** (non-R40) workers to apply for **temporary fixed shift postings**.
- **Regular 40-hour CHWs** will now earn **paid time off for paid holidays** instead of money in lieu.
- Clarity and equity with other CBA and FBA workers by establishing the 'Rolling 8' principle for scheduling and overtime.
- A CHW Risk Assessment pilot project that is designed to create a standardized system for measuring risks in the workplace, providing workers with the quantifiable evidence and platform you need to advocate for your health and safety.

Other improvements

- Expanded rights to **overtime by seniority**.
- Lowered the advance notice of overtime to 24 hours and the minimum number of hours in the opportunity to two hours.
- Positions must be posted when they **exceed four months** instead of six months.
- **Establishment of the Rolling 8 Principle** for both Article 14 and 15 and clarity on scheduling patterns, scheduled days of rest, and overtime triggers.

continued

What's in the agreement?



To read the full text of these changes, please see the "Detailed summary of changes" document at bcgeu.ca/CBA

- Improved timelines and procedures for **bullying and harassment complaints**.
- Language across the agreement recognizing the **rights and culture of indigenous workers**.
- Pilot project to establish alternative days off for the observance of other holidays or cultural events.
- The strengthening of **Troubleshooter language** and

- **mandatory Step 3 meetings** that we hope will reduce the amount of time members have to wait to see a resolution to their grievance, especially when those grievances are related to timely or minor issues.
- The restriction of "previous experience" language to health care related experience.

Voting on our tentative agreement

Voting for our tentative agreement will be conducted electronically through an independent, third-party, online voting platform called Simply Voting.

Members will receive voting credentials by email. The credential can be used to log in to the online voting platform. Any type of device (computer, tablet, smart phone) can be used to vote. If you do not have access to a device to cast your ballot, you will be able to go to your local BCGEU office and cast your ballot there.

The email with your credentials will come directly from Simply Voting. To ensure you receive your voting credentials, please log in to the BCGEU Member Portal and click "Manage Contact Info" to confirm your personal email and phone number are up to date. Encourage your co-workers to do the same - especially if they aren't receiving union emails.

Voting opens on
March 13, 12pm (noon)
and closes on
March 20, 12pm (noon)

Questions about our tentative agreement?

Visit our ratification website

At bcgeu.ca/CBA you can find our wage calculator, answers to frequently asked questions (FAQs), and other ratification materials.

Come to one of our education sessions!

To ensure that members' questions about the new tentative agreement are answered, our bargaining committee will be hosting a series of education sessions to review key elements and answer questions about the tentative agreements - including one province-wide telephone town halls, and multiple zoom meetings throughout the ratification voting period. To make sure you are ready to cast your vote with confidence, please plan to attend at least one session.

Zoom meetings

- Thursday, March 12 - 6pm
- Monday, March 16 - 6pm
- Tuesday, March 17 - 12pm (noon)
- Thursday, March 19 - 12pm (noon) & 6pm

Telephone town halls

- Wednesday, March 18 - 12pm (noon) & 6pm

NOTE You will be called when the telephone town hall starts. Please visit my.bcgeu.ca to ensure your phone number is up to date.