

BULLETIN

## Update on CBA Comparability Increases

April 7, 2016

The current Health Services and Support Community Subsector collective agreement gives approximately 80 per cent of the FTEs (full time equivalents) in the Community Subsector comparability increases of 1 per cent in April 2016, 0.5 per cent in April 2017 and 0.5 per cent in April 2018. These increases will narrow the gap between Community jobs and higher paid Facilities jobs doing the same or similar work, and which have comparable benchmarks.

The process of determining which classifications will receive comparability increases is ongoing. The Community Bargaining Association and Health Employers Association of British Columbia were unable to agree on all of the classifications to be included. There was also no agreement on which Facilities benchmarks were appropriate for nine of the classifications brought forward for possible inclusion. The issue was submitted to arbitrator Vince Ready in mid-December and we have now received his decision.

Ready's decision only addressed the appropriate benchmarks for the specific classifications. It did not address which Community classifications would receive the increases. The CBA continues to work with HEABC to reach agreement and have the comparability increases implemented. While the process will not be completed in time for the April 2016 implementation date, the increase will be retroactive to the first full pay period after April 1, 2016.

Once agreement between the HEABC and CBA has been reached we will advise members of which classifications will receive the comparability monies.

Notwithstanding the delay in the application of the April 2016 comparability increase, the April 2016 general wage increase is proceeding as scheduled. All members receive the 0.5 per cent general wage increase that will be applied in the first full pay period after April 1, 2016.

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