



# **VIEW TENTATIVE AGREEMENT LANGUAGE, ratification meeting schedule: HSA Board of Directors recommends support for community social services deal**

September 7, 2011

HSA's board of directors has voted to recommend members vote "yes" in favour of the tentative collective agreement reached last month between the Community Social Services Union Bargaining Association of the Community Social Services Employers Association (CSSEA).

The tentative agreement was supported unanimously by the multi-union bargaining committee, and was reached without third-party involvement for the first time in the sector's bargaining history.

Ratification votes will be held throughout the province through the month of September. A schedule of ratification vote meetings is available on the HSA website at [www.hsabc.org](http://www.hsabc.org)

More than 10,000 people work in social services, supporting women, children, youth and individuals with disabilities all across the province. These services are crucial for the most vulnerable in British Columbia.

The government imposed a strict "net zero" mandate on a sector already struggling to meet the increasing needs of their clients. After two years of difficult bargaining in a tough economic climate, a strike vote, and tough negotiating, the bargaining team met key bargaining demands with no concessions.

Highlights of the tentative agreement include:

- Improving job security with continuity of service agreement and better bumping language
- Improvement to posting and job selection language
- Increase in strength of health and safety language such as bullying
- And a \$600,000 retraining grant.

Members are encouraged to review the details of the agreement on the HSA website and attend the ratification meetings.

[Click here for the complete schedule of ratification vote meetings.](#)

[A summary of the key elements of the tentative agreement is available here.](#)

[A complete summary of all proposed collective agreement language changes.](#)

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