



Read the tentative agreement for health science professionals

November 19, 2013



HSA Chief Stewards met in Vancouver today to discuss the tentative agreement reached for health science professionals. Stewards also gathered to discuss the negotiations on September 19.

The complete tentative agreement is now available here:

- [2014 Tentative Agreement for Health Science Professionals](#)
- [Find out more about the tentative agreement](#)

The agreement protects benefits and provides wage increases over five years. Watch hsabc.org for information about the ratification process to take place over the coming weeks.

Highlights of the tentative agreement include:

- Wage increase totalling 5.5 per cent over five years; with a possibility for improvements dependent on the performance of BC's economy (Economic Stability Dividend)
 - A "me-too" clause. If other comparable public sector compensation increases exceed these increases, then the HSPBA collective agreement will be adjusted by an across-the-board percentage increase to match those compensation increases.
- Protection of benefits
 - Current benefits provided by the collective agreement will be maintained until April 1, 2016
 - A jointly-run trust will be established by April 1, 2016 to allow for joint administration and decision-making about participation in and management of benefits
 - The Pharmacare Tie-In drug benefits coverage program, introduced in the 2012-2014 contract, will be improved to allow for 50% coverage for prescriptions not covered by the Pharmacare formulary. The change is retroactive to Sept. 1, 2013.
- Improved commitment to disability management for staff, ensuring they are supported to return to work successfully after absence due to injury or illness - health care workers experience the highest rate of

occupational injury in BC.

- Increase Enhanced Disability Management Program union representatives.
- A joint recruitment and retention committee designed to address issues and initiatives to ensure long-term supply of highly skilled health science professionals.
 - Identify barriers to retention and recruitment
 - Joint union/management requests may be made to government for labour market adjustments to address wage-driven recruitment and retention issues

Type:

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Attachments

 [2014-19 HSPBA Tentative Agreement.pdf](#)

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• [PDF](#)

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