



# Comprehensive Report



on the tentative agreement reached between the **Health Sciences Association (HSA)** and the **West Coast Medical Imaging (WCMCI)**

**OCTOBER 2024**

## **Territorial Acknowledgment**

**HSA respectfully acknowledges the unceded lands of approximately 198 distinct and diverse Indigenous nations on the lands colonially referred to as British Columbia. We are grateful to the traditional stewards of the lands and waters for their role in caretaking and fighting for the land from which we all benefit.**

**The In Plain Sight report made it clear that there is a lot of work we all need to do to become anti-racist and to create culturally safe healthcare and workplaces. As we endeavor towards decolonization we will want to ensure that there is an end to discrimination in the workplace and to disrupt the colonial based systems that Canadian health care was built on.**

## HIGHLIGHTS

# Proposed 2024-2028 WCMI Collective Agreement

### WAGE INCREASE

At least **8.75%** wage increase for every member.

### BENEFITS

Increase of paramedical from \$500 to **\$600**, dental from \$1500 to **\$1750** effective January 1, 2025.

### GROUP RRSP

Increase from 2% match to **2.5%** upon ratification and **3%** on April 1, 2027.

### STEWARDS

**Expansion of the steward role** to include stewards in employer investigations that may lead to discipline.

### RESPECTFUL WORKPLACE

**Improved timelines** around the employer respectful workplace process.

### BEREAVEMENT LEAVE

**Removal of the employer's judgement** around paid days for travel for bereavement leave.

# The Lead Negotiator

A four year deal has been reached with West Coast Medical Imaging.

In October of 2023, a survey was conducted across the two chapters of WCMI in order to establish member priorities. These were identified as:

1. Wages
2. Health and Welfare Benefits
3. Recruitment and Retention / Workload
4. Respect from the Employer

It was clear from the survey that improvements to wages and health and welfare benefits were very important to the membership in light of the significant gains made by the HSPBA in their last round of bargaining. Workload remains a significant concern for you and your colleagues, while there was a very pointed increase in requests for respect from the employer.

There were two bargaining meetings held on November 7 and 9, 2023. November 7th was in Victoria where Fareeha Yousuf and Stephanie Talias were elected as bargaining committee members with Sophie DeMontmorency elected as an alternate. November 9th was in the

Lower Mainland where Mona Bati and Denise Danel were elected as bargaining committee members with Fran Wagner as an alternate.

The bargaining committee started meeting on January 16, 2024, to review collective agreement language and craft proposals based on the survey of the membership.

On March 5th, the union tabled proposals that included a number of language improvements focused on housekeeping, inclusion of recognition of BC First Nations and their relationship with health care, expanded steward representation rights, tighter timelines around the employer responding to their respectful workplace process, expansions of the workload process, and a two-year agreement. In total, the union proposed 43 non-monetary provisions. The employer proposed 13 non-monetary proposals.

The parties tabled Monetary proposals on March 13, 2024, and continued negotiation until April 4, 2024. The parties acknowledged that they were very far apart – specifically on monetary proposals – so both sides took a break.

The bargaining committee was certain that the employer's proposals were not sufficient for a tentative agreement, so the

union then did education sessions and took a strike vote. This resulted in a 97% strike mandate and the employer applied to the BC Labour Relations Board (BC LRB) for mediation. The union accepted and entered mediated bargaining with the demonstrated support of HSA members like you.

The employer then delayed on securing dates for mediation until the union issued strike notice. The employer agreed to mediation dates with the BC LRB the next day.

The parties continued to bargain with assistance of a BC LRB mediator for two days in August, two days in September, and two days in October. We reached a tentative agreement October 11th at almost midnight.

After twelve days (including some nights) of hard negotiations and a strike vote, the committee has reached a tentative agreement.

I would like to thank and commend your bargaining committee for all their hard work through this process. It was a difficult round of negotiation and they worked hard to represent you.

In solidarity,  
John Hindle  
Senior Staff Representative and Lead Negotiator



I invite you to read through the details of the collective agreement presented here, join any one of our Webex town hall meetings, contact us through the [WCMIBargaining@hsabc.org](mailto:WCMIBargaining@hsabc.org) email address, and check for updated information on the union website at [www.hsabc.org](http://www.hsabc.org)

This tentative collective agreement is a good deal for HSA members working at WCMI.

Your Board of Directors recommends you vote yes to accept the terms and conditions of the proposed agreement.



# **Summary of Changes to the WCMU Collective Agreement**

## Housekeeping

- Consistency in naming conventions of part-time
- Formatting issues including extra characters or spaces
- Ensuring gender neutral language

## Article 3 (Definition of Employee Status)

- Include the ability of the employer to terminate casuals who have neither worked nor provided availability for 6 months without a bona fide ongoing illness or approved leave.

## Article 5 (Union Recognition, Rights, and Security)

- Changed to reflect the current dues rate and to replace “Chief Steward” with “Lead Steward”.
- Inclusion of the opportunity for the Lead Steward or designate to meet with new employees in person when possible.
- Specification of the best way to send updated employment status of members to the union as well as increasing how often the union receives the seniority list from once a year to twice a year.
- Removal of the requirement to have separate Labour Management Meetings (historically one for Victoria and another for Lower Mainland) and clarification of which types of union-related leave are eligible for union-paid time.

## Article 6 (Seniority)

- Clarification that seniority will continue to accrue while a member is on any other leave protected by the Employment Standards Act of BC.

## Article 7 (Grievance Procedure)

- Expansion of steward role to be included in investigation.
- Inclusion of supervisor confirming receipt of grievance within 7 days and clarification that the Union’s designate be included in Stage 3 meeting.

## **Article 10 (Promotion, Demotion, Transfer or Lay-Off)**

- Requirement of the employer to notify the union before termination in cases where members fail to return to work.
- Removal of a Bone Mineral Densitometry (BMD) training provision as it is no longer done at WCMI.

## **Article 12 (Severance)**

- Inclusion of the employer being able to reduce vacation pay payout by up to one week as long as it doesn't result in the employee receiving less than their minimum ESA entitlement if members do not give 14 days notice.

## **Article 15 (Bereavement Leave)**

- Removal of the employer's judgement when it comes to the two additional days for travel associated with Bereavement Leave.

## **Article 19 (Sick Leave)**

- Confirmation of accrual of seniority for Employment Standards Act sick leave.

## **Article 20 (Statutory Holidays)**

- Inclusion of National Day for Truth and Reconciliation in the listed Statutory Holidays.

## **Article 21 (Unpaid Leave)**

- Inclusion of written reasons for denied LOA if requested.

## **Article 22 (Vacation)**

- Clarification of the process for vacation selection when not completed during the Vacation Selection Process contemplated in the Collective Agreement (submitted prior to January 31st).



## **Article 23 (Hours of Work)**

- Change in factors to be considered when calling in part-time and casual employees for additional work from “willingness to work” to “availability”.

## **Article 32 (Uniforms)**

- Increases in the Uniform Allowance from \$160 (FT), \$100 (PT), and \$50 (casual) to \$200 (FT), \$150 (PT), and \$100 (casual) by January 1, 2026. Additionally include a provision that receipts must be submitted and that casuals are only eligible if they work an average of 2 shifts per month.

## **Article 34 (Safety and Occupational Health)**

- Inclusion of informing the employer of recommendations made by the OHS Committee regarding ergonomic adjustments and measures to protect pregnant employees.
- Clarification that OHS Committee members ought be granted leave without loss of pay (or straight time wages) to attend meetings of the Committee and when required to participate in inspections or accident investigations at the request of the Committee pursuant to WCB OHS Regulations.

## **Article 35 (Harassment)**

- Inclusion of the requirement for the employer to confirm receipt of a Respectful Workplace complaint within 7 days of receiving the complaint and that actions required to address complaints ought be done in a timely way.
- Clarification that a complaint under Respectful Workplace is not a grievance but that members may grieve the outcome of the complaint process.

## **Letter of Understanding #1**

- Include a requirement for summary of Workload Dialogue issues to be reported at Labour Management Meetings, along with any interim direction and ongoing assessment.

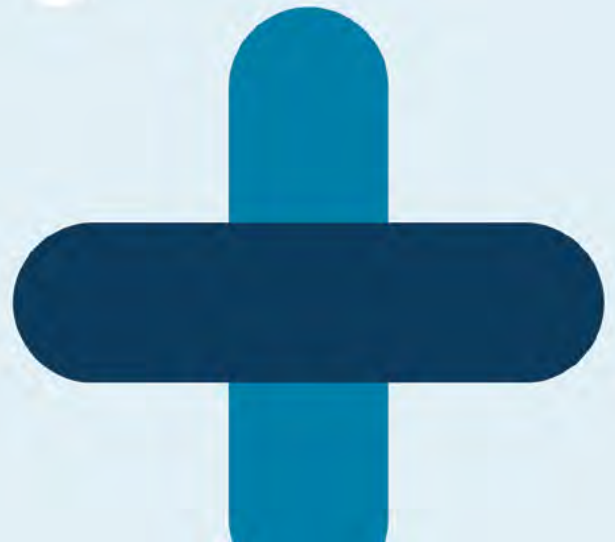
## **Letter of Understanding #3**

- Removal of a historic LOU specific to 3 members regarding Team Leader Premiums that are no longer in the Collective Agreement – the Team Leader premium will continue to apply to the only member who remains employed by WCMI.

## **Letter of Understanding #6**

- Increase of Training Premium from \$2.25 to \$3.00 per hour for Certified Ultrasound Technologists to orient new hires or train students.

# Wages and Stabilization Payment



## Year One – April 1, 2024

- 2% general increase to all classifications except reception (instead of 2%, reception will get \$1.00/hr increase) retroactive to April 1, 2024, to those employed at time of ratification.

### Stabilization Fund

- This is a **temporary** quarterly payment to WCMI from the Ministry of Health that starts September 1, 2024, and ends August 31, 2025. It results in a 14% increase in the employer's funding and is to be paid every 3 months.

*September 1, 2024 – November 30, 2024* – all hours worked during this period will accrue at 14% of earnings and be paid out in a lump sum (except for mammography which will be at 21%)

*December 1, 2024 – February 28, 2025* – all hours worked during this period will accrue at 14% of earnings and be paid out in a lump sum (except for mammography which will be at 21%)

*March 1, 2025 – May 31, 2025* – all hours worked during this period will accrue at 14% of earnings and be paid out in a lump sum (except for mammography which will be at 21%)

*June 1, 2025 – August 31, 2025* – all hours worked during this period will accrue at 14% of earnings and be paid out in a lump sum (except for mammography which will be at 21%)

- These stabilization payments are in addition to the general wage increases.

### Wage Reopener

- The employer expects the temporary Stabilization Fund to be rolled in to a new funding structure once it expires. This would result in the 14% (21% for mammography) being rolled in to the permanent wage structure.
- As the Stabilization Fund is planned for only one year (September 1, 2024 through August 31, 2025), there is a wage reopener included in this agreement. This means that in the instance of the temporary Stabilization Fund being reduced or eliminated and not rolled into permanent wages, it will allow the parties to renegotiate only the wages effective March 31, 2026. This is seven months after the end of the Stabilization Fund.

## **Year Two - April 1, 2025**

- 2% general increase on all classifications.

## **Year Three - April 1, 2026**

- 2.25% general increase on all classifications.

## **Year Four - April 1, 2027**

- 2.5% general increase on all classifications.

# Health and Welfare Benefits



## **January 1, 2025**

- Paramedical increase from \$500 to \$600 per year, dental cap increased from \$1500 to \$1750.
- Eye exams increased from \$50 to \$75 every 24 months; vision coverage increased from \$200 to \$225 every 24 months.

## **April 1, 2027**

- Eye exams increased from \$75 to \$100 every 24 months; vision coverage increased from \$225 to \$250 every 24 months.

# **Registered Retirement Savings Plan**





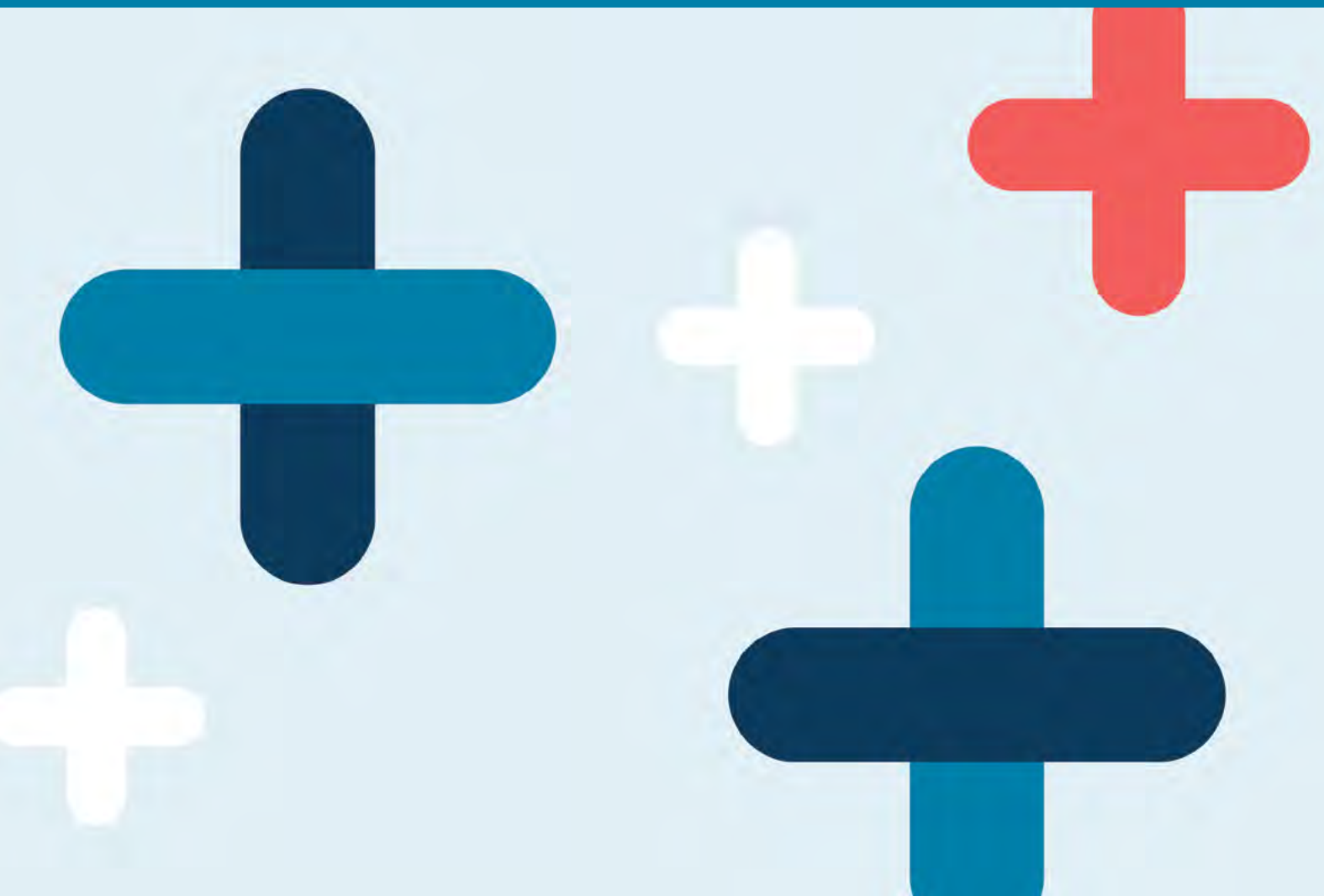
## **RRSP**

- 0.5% increase to RRSP match effective date of ratification – increase from 2% to 2.5%.

## **April 1, 2027**

- 0.5% increase to RRSP match for a total of 3%.

# Detailed Language Changes



Proposal #1

Housekeeping

The parties agree to the following changes in the HSA/WCMI Collective Agreement:

- Every instance of "part time" be changed to "part-time" through the whole of the collective agreement
- Article 5.06 - amend "Union (s)" to "Union"
- Article 6.04 (1) – remove the comma after 2002
- Article 7.01 – remove the \_ in the word "Griev\_ance"
- Article 10.01 (a) – remove the "s" from "commits"
- Article 10.01 (b) – add subordinate clause, "The parties will, prior to the date of the change, ..."
- Article 10.04 – substitute "in a qualification period" for "on trial"
- Article 18.01 (d) - "she" to "they"
- Article 22.0<sup>9</sup>(c) remove the additional "." Between for. Victoria, and the "." Lower Mainland
- Article 23.05 (a) – remove additional "(a)"

X

Allen Lavoie  
WCMI

X

Keith Murray  
WCMI

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Signed March 11, 2024

Proposal #3

Amend the collective agreement, by changing the following Article:

5.06 Amount of Dues and Fees

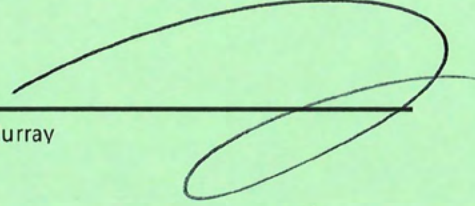
The Union (s)-shall inform the Employer in writing sixty (60) days in advance of any change in the amount of union dues (currently 4.6% 1.85% of all wages) or initiation fees to be deducted from each employee.

X



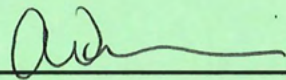
Allen Lavoie  
WCMI

X



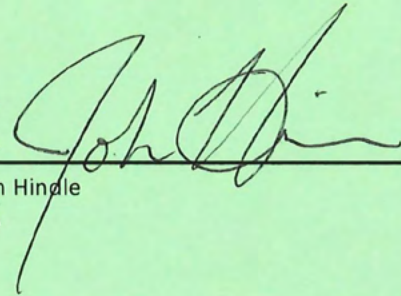
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



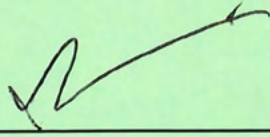
John Hingle  
HSA

Signed March 11, 2024

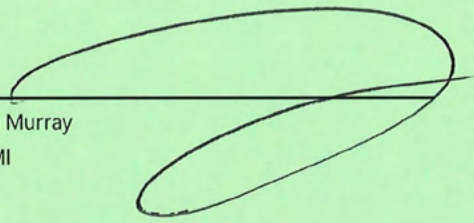
Amend the collective agreement, by changing the following Article:

5.08 Bargaining Unit Information

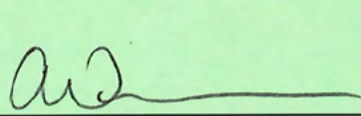
(a) The Employer shall provide the Union designate and the Union **Lead** Steward every three (3) months with lists of new, resigned and terminated employees, or a system as mutually agreed between the Employer and the Union. The list shall specify whether such employees are regular or casual and the date of their commencement or termination of employment. **The list shall be shared in an editable excel spreadsheet – including phone number, email, and Classification.**

X 

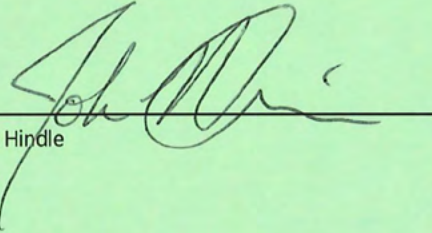
Allen Lavoie  
WCMI

X 

Keith Murray  
WCMI

X 

Alyson Warner  
HSA

X 

John Hindle  
HSA

Signed March 12, 2024

Proposal #5

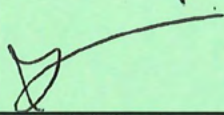
Amend the collective agreement, by changing the following Article:

5.08 Bargaining Unit Information

...

(b) By January 31 **and July 31** of each year, the Employer shall provide the Union head office with an up to date seniority list, including the classification (and level) and status increments, if any, the telephone number and the mailing address of each employee according to the Employer.

X



Allen Lavoie  
WCMI

X



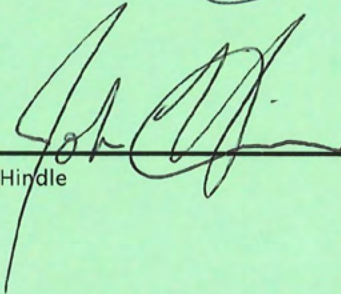
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Proposal #6

Amend the collective agreement, by changing the following Article:

5.09 Union Stewards

...

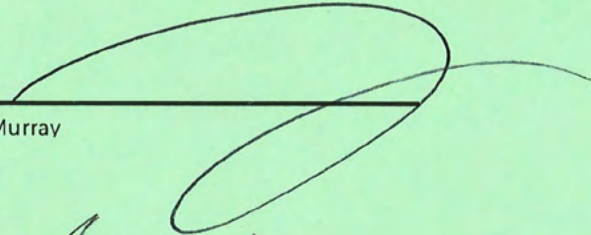
(b) The Union Stewards shall be allowed reasonable time while on duty without loss of pay to investigate complaints, investigate grievances or process grievances under Article 7 and to attend labour/management meetings. Stewards shall obtain the permission of the designated Employer representative before leaving to perform steward duties. Such permission shall not be unreasonably withheld. Stewards who attend Labour Management Committee meetings outside of scheduled work hours shall be paid at straight time rates for time spent at the meetings. The foregoing rights shall be limited where possible to the location in which the Steward works or failing that, shall be exercised by telephone and in all cases shall be limited to the geographic area in which the Steward works. ~~There shall be separate Labour Management meetings for each geographic area.~~

X



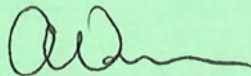
Allen Lavoie  
WCM

X



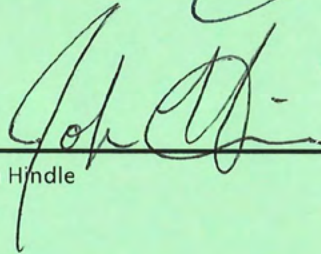
Keith Murray  
WCM

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Proposal #7

Amend the collective agreement, by changing the following Article:

5.11 Retention of Benefits

Union leave under ~~the following four (4) sections~~ **Articles 5.12, 5.13, 5.14, and 5.15** will be unpaid and the time so spent shall not be counted as hours worked for the purposes of overtime. The Employer will maintain regular pay and bill the Union for the costs of the employee's salary and benefits. If the Union member is part-time or casual, and the leave is greater than their normal work hours, the Employer will pay the employee for the full length of the leave requested by the Union. The Employer will bill the Union for these days as noted above. The Union will pay these invoices within a reasonable time frame. Union leave is not unpaid leave for the purposes of Article 21.02, [i.e. such leave will not affect the employee's benefits, seniority or increment anniversary date]. Union leave under ~~the following four (4) sections~~ **Articles 5.12, 5.13, 5.14, and 5.15** will be subject to the following conditions:

X

Allen Lavoie  
WCMU

X

Keith Murray  
WCMU

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Signed March 11, 2024



Proposal #8

Amend the collective agreement, by changing all instances of:

"Chief Steward" to "Lead Steward"

X

Allen Lavoie  
WCMU

X

Keith Murray  
WCMU

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Signed March 11, 2024

Proposal #10

Amend the collective agreement, by changing the following Article:

6.04 Seniority

...

**4. an employee on any other leave protected by the Employment Standards Act of British Columbia**

**5. an employee is on any other leave provided by this agreement subject to Article 21.02**

X

Allen Lavoie  
WCMI

X

Keith Murray  
WCMI

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Signed March 11, 2024

Amend the collective agreement, by changing the following Article:

7.02 Fair Procedures

An employee who is called into a meeting for the purpose of **conducting a disciplinary investigation,** ~~or administering discipline at the level of written warning or more serious discipline~~ will be advised of their right to have a Steward present.

X

Allen Lavoie  
WCMU

X

Keith Murray  
WCMU

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Signed March 12, 2024

Proposal #14

Amend the collective agreement, by changing the following Article:

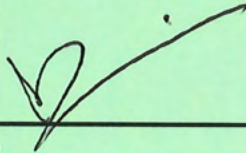
7.03 Resolution of Differences

The following procedure shall be used for the resolution of Differences other than for the dismissal of employees.

Stage 1

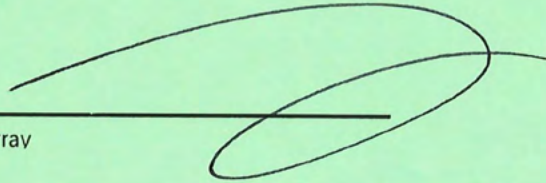
An employee with such a Difference shall discuss it with the employee's immediate supervisor within five (5) calendar days of the date upon which the employee became aware of the difference. If a settlement is not reached, the employee shall advise the Union Steward of the Difference and write down the details of the Grievance including the Article(s) allegedly violated on the prescribed form. The Grievance form shall be submitted to the grievor's immediate supervisor within twelve (12) calendar days of the date on which the employee first became aware of the difference. **The Supervisor will respond within 7 days to confirm receipt of the grievance.**

X



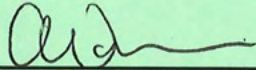
Allen Lavoie  
WCMU

X



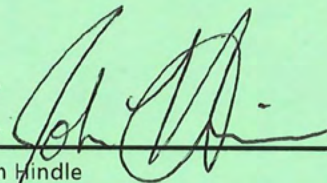
Keith Murray  
WCMU

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Proposal #15

Amend the collective agreement, by changing the following Article:

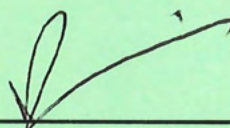
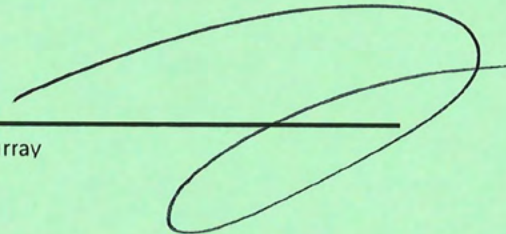
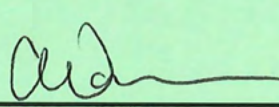
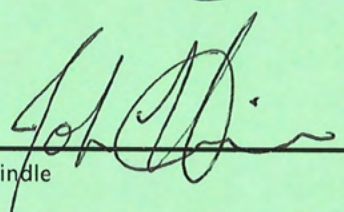
7.03

...

Stage 3

The Chief Steward, or alternate the Union's designate, and the Employer designate and the grievor if requested by either party, shall make every reasonable effort to resolve the Difference, either in person or by conference call.

Failing settlement, the Union or the Employer may refer the matter to arbitration within twenty-eight (28) calendar days from failure to resolve the Difference at Stage 3 meetings.

<p><b>X</b> </p> <hr/> <p>Allen Lavoie WCMI</p>	<p><b>X</b> </p> <hr/> <p>Keith Murray WCMI</p>
<p><b>X</b> </p> <hr/> <p>Alyson Warner HSA</p>	<p><b>X</b> </p> <hr/> <p>John Hindle HSA</p>

Signed March 11, 2024

Amend the collective agreement, by changing the following Article:

10.10 Loss of seniority

Seniority and employment shall be terminated if the employee:

- (a) has been laid off for more than twelve (12) months;
- (b) quits or is terminated and such termination is not reversed through the Grievance and Arbitration procedure;
- (c) fails to return on the day following completion of a leave except for circumstances beyond the control of the employee;
- (d) is off work for more than three (3) consecutive working days without notifying the Employer and demonstrating reasonable cause for the absence;
- (e) fails to respond to a recall notice as required by Article 10.08 (g) except as in 10.08 (h).

**The Employer shall notify the Union prior to terminating any employee under (c), (d) or (e) above.**

X

Allen Lavoie  
WCMI

X

Keith Murray  
WCMI

X

Alyson Warner  
HSA

X

John Hindle  
HSA

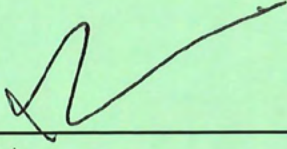
Signed March 12, 2024

Amend the collective agreement, by adding the following Article:

**19.11 ESA Sick Days for Casuals**

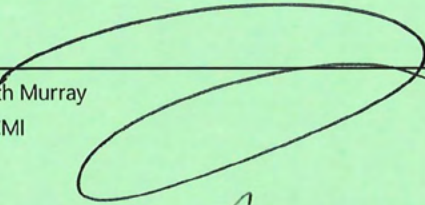
**Casual employees will be entitled to paid sick leave in accordance with the Employment Standards Act, and any such paid hours will be added to their seniority accrual.**

X



Allen Lavoie  
WCMI

X



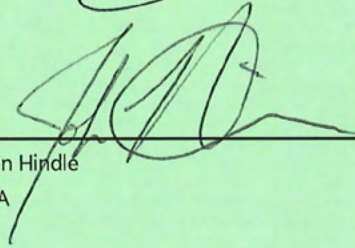
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 12, 2024

Proposal 22

Amend the collective agreement, by changing the following Article:

20.02 Statutory Holidays

New Year's Day

Family Day

Good Friday

Victoria Day

Canada Day

B.C. Day

Labour Day

**National Day for Truth and Reconciliation**

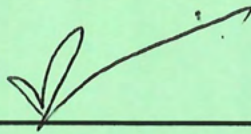
Thanksgiving Day

Remembrance Day

Christmas Day

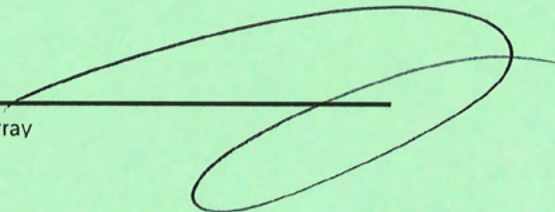
Boxing Day

X



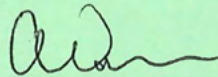
Allen Lavoie  
WCMI

X



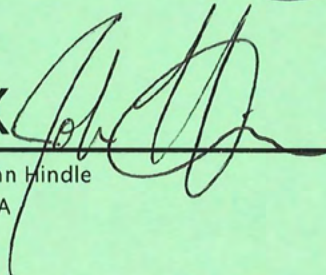
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024



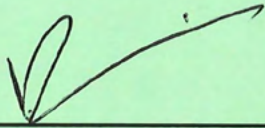
Proposal 23

Amend the collective agreement, by changing the following Article:

21.01

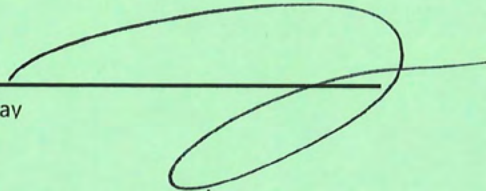
Requests for unpaid short term or extended leave of absence shall be made in writing to the Manager, and may be granted at the Employer's discretion with due regard to operational requirements. Reasonable notice requesting leave of absence shall be given by the employee. The Employer shall inform the employee, in writing, within a reasonable period, of the acceptance or refusal of the request. Upon request, ~~verbal~~ written reason(s) will be given by the Employer.

X



Allen Lavoie  
WCMI

X



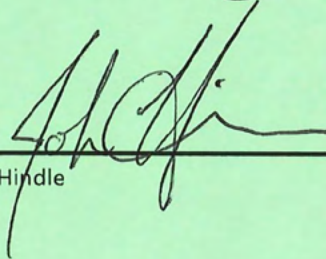
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Amend the collective agreement, by changing the following Article:

Article 23.06 Assignment of Additional Hours to Part-Time and Casual Employees

...

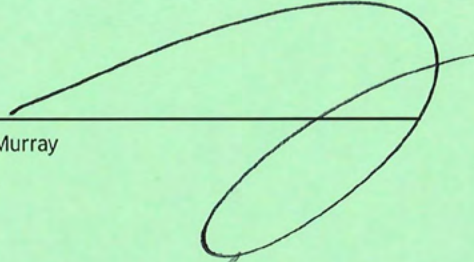
(c) As additional work comes available in that work assignment(s) such employees shall be called to work with the factors considered being seniority and ~~willingness to work~~ availability.

X



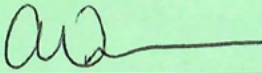
Allen Lavoie  
WCMI

X



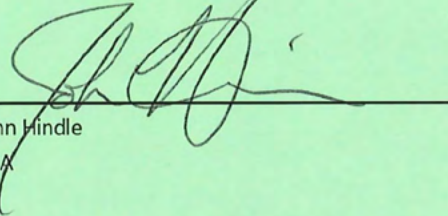
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 12, 2024

Proposal 29

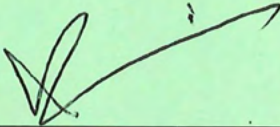
Amend the collective agreement, by changing the following Article:

Article 34.02 Employee Safety

The Employer and employees recognize the need for a safe and healthful workplace and agree to take appropriate measures in order that risks of injuries and occupational disease are reduced or eliminated.

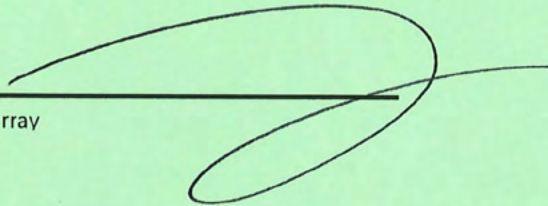
**The Employer shall be informed by the Occupational Health and Safety Committee of its recommendations on ergonomic adjustments and on measures to protect pregnant employees as far as occupational health and safety matters are concerned.**

X



Allen Lavoie  
WCMI

X



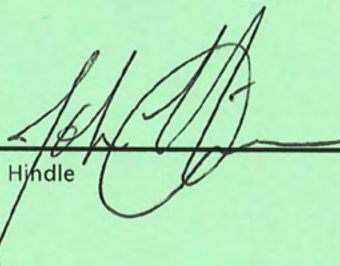
Keith Murray  
WCMI

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Proposal 30

Amend the collective agreement, by adding the following Article:

**Article 34.04**

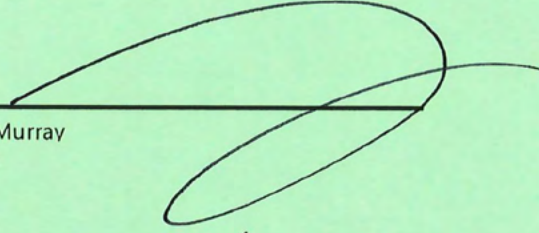
**Employees who are members of the Committee shall be granted leave without loss of pay or receive straight time regular wages while attending meetings of the Committee.**

X



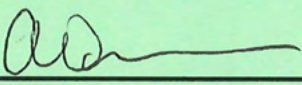
Allen Lavoie  
WCM

X



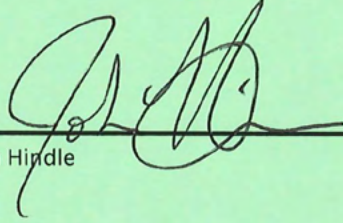
Keith Murray  
WCM

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Amend the collective agreement, by changing the following Article to add at the end of 34.03:

**Employees who are members of the Committee shall be granted leave without loss of pay or receive straight time regular wages when required to participate in workplace inspections and accident investigations at the request of the Committee pursuant to the WCB Occupational Health and Safety Regulations.**

X

Allen Lavoie  
WCMU

X

Keith Murray  
WCMU

X

Alyson Warner  
HSA

X

John Hirdle  
HSA

Signed March 12, 2024

Amend the collective agreement, by changing the following Article:

Article 35.02

The Employer shall **confirm in writing receipt of written complaints within 7 days of receiving same and take such actions as are necessary to address any complaints or concerns raised in a timely way.**

X

Allen Lavoie  
WCMI

X

Keith Murray  
WCMI

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Amend Article 35.02 to include at the end:

**A complaint raised under the foregoing policy is not a grievance. A complainant must follow the complaint process in good faith but is entitled to grieve the outcome of the complaint process.**

X

Allen Lavoie  
WCMI

X

Keith Murray  
WCMI

X

Alyson Warner  
HSA

X

John Hindle  
HSA

Proposal 36 Workload Package

Amend the collective agreement, by changing the following Letter of Understanding:

LOU #1 Workload

(b) ...

1. within seven (7) working days, acknowledge receipt of the written concern and provide an anticipated time for a response. Should the anticipated response time change, the immediate supervisor or other employer representative shall advise the employee.

2. **Provide a summary for the Labour Management Committee of the concerns, any interim direction that has been provided, and progress on ongoing assessments.**

2. **3.** perform an assessment of the issue raised within a reasonable amount of time. A reasonable timeframe will depend on the complexity of the issue and the workplace context: and

3. **4** respond to the employee in writing upon conclusion of the assessment.

X

Allen Lavoie  
WCMC

X

Keith Murray  
WCMC

X

Alyson Warner  
HSA

X

John Hindle  
HSA

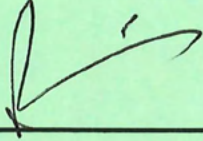
Signed March 11, 2024



Proposal 41

Amend the collective agreement, by removing LOU#3 from the collective agreement, but that the terms remain in full force and effect.

X



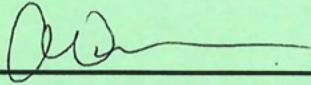
Allen Lavoie  
WCMU

X



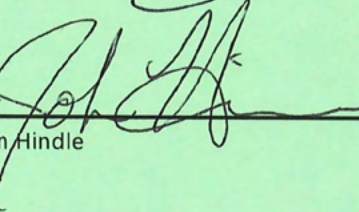
Keith Murray  
WCMU

X



Alyson Warner  
HSA

X



John Hindle  
HSA

Signed March 11, 2024

Letter of Understanding  
Between  
West Coast Medical Imaging Inc.  
and  
Health Sciences Association of B.C.

Re: Team Leader Premiums

The parties agree to continue with the terms and conditions of the former "Letter of Understanding #3 from the 2019-2024 WCMI and HSABC Collective Agreement.

Given that the only current employee impacted by this Letter of Understanding is now Lorena Anilao, that means that now the Team Leader premiums will be paid to them for any pay period in which the employee is paid, based on their standard hours as of November 27, 2007:

- Lorena Anilao - \$ 80 in addition to her appropriate rate as determined on Appendix A

These premiums are intended to reimburse the named employees for responsibilities of assigning work, monitoring, and reporting on work, training (although that responsibility is shared with other bargaining unit employees and supervisory personnel) performing unique duties as an X-Ray Technologist-Registered, at more than one location.

Should the Employer relieve any of these employees of their Team Leader positions, the employee affected will be wage protected at a red circled pay rate that includes the premium in effect on the last date before the duties were removed. Wage protection shall not apply in the case that the employee requests that they be relieved of the Team Leader duties.

There is no requirement that the Employer introduce Team Leaders into other locations of its operations by virtue of having these current positions in Vancouver and New Westminster or that if one or more of those persons is no longer a Team Leader(s), that there is a vacancy to be posted.

X

Allen Lavoie  
WCMI

X

Keith Murray  
WCMI

X

Colin Brehaut  
HSA

X

John Hingle  
HSA

Signed Sept 19, 2024

Proposal NM #9

Amend the collective agreement, by changing the following Article:

5.19 Employer and Union to Acquaint New Employees

...

(c) The Location Lead Steward (or designate) will be given an opportunity to meet with each new employee, in person, within regular working hours, without loss of pay, for up to fifteen (15) minutes sometime during the first thirty (30) days of employment.

X

Allen Lavoie  
WCMU

X

Keith Murray  
WCMU

X

Colin Brehaut  
HSA

X

John Hindle  
HSA

Signed Sept 19, 2024

Proposal M3

Amend the collective agreement, by changing the following Article:

10.02 Training for Senior Staff

A registered X-ray technologist wishing training in ~~Bone Mineral Densitometry (BMD)~~ or Mammography (must have Breast Imaging 1 to qualify for training) and who has the appropriate Certification may bid for posted vacancies in the location(s) at which the respective ~~BMD machine(s)~~ and Mammography machine(s) is/are located. The successful bidder(s) who will commit to work at least twenty-eight (28) hours per week will be given on-the-job training in the order of their seniority.

X

Allen Lavoie  
WCM

X

Keith Murray  
WCM

X

Colin Brehaut  
HSA

X

John Hindle  
HSA

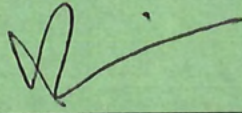
Signed Sept 19, 2024

Proposal M5

Amend the collective agreement, by changing the following Article:

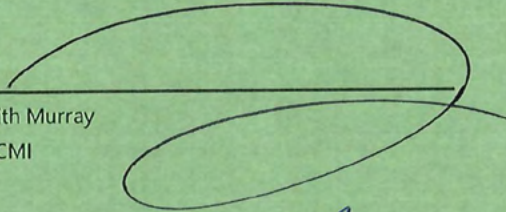
15.02 Up to two days with pay shall be granted for traveling time when this is required, warranted in the judgment of the Employer.

X



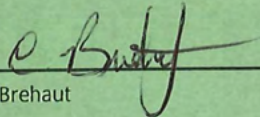
Allen Lavoie  
WCMI

X



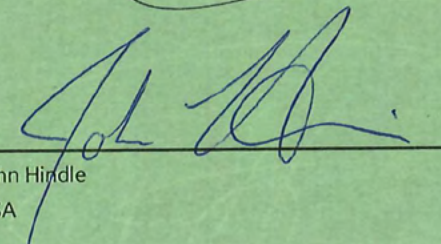
Keith Murray  
WCMI

X



Colin Brehaut  
HSA

X



John Hindle  
HSA

Signed Sept 19, 2024

ER Proposal 1

Amend the collective agreement, by adding the following Article:

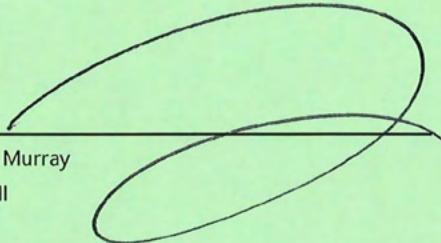
**3.05 Casual employees must be reasonably available for work. Casual employees who have not worked and have not provided availability for six months or more may be terminated, unless unavailable due to bona fide ongoing illness, or on approved leave.**

X



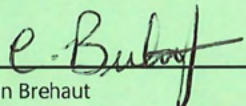
Allen Lavoie  
WCMI

X



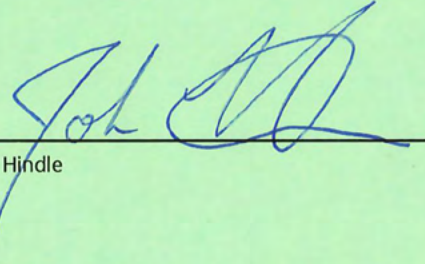
Keith Murray  
WCMI

X



Colin Brehaut  
HSA

X



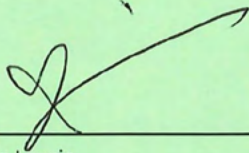
John Hindle  
HSA

Sept. 19, 2024

Employer Proposal #4

Where an employee does not provide a minimum of 14 days written notice of resignation, any vacation pay payout owing may be reduced by one week, as long as that does not result in the employee receiving less than their minimum Employment Standards entitlement for that year.

X



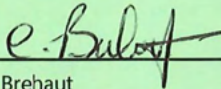
Allen Lavoie  
WCMI

X



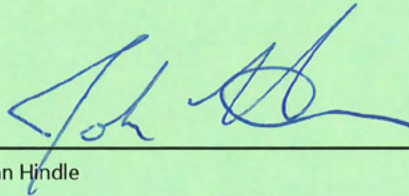
Keith Murray  
WCMI

X



Colin Brehaut  
HSA

X



John Hindle  
HSA

Sept. 19, 2024

Proposal NM#25 / ER NM#13

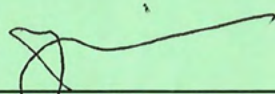
Amend the collective agreement, by changing the following Article:

22.09

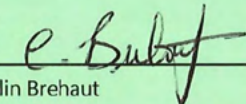
...

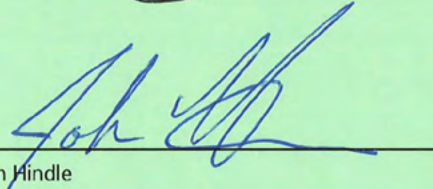
(b) Vacation requests received after January 31st will be considered on the basis of "first come, first served" and after that time employees shall not be entitled to exercise their seniority rights with respect to any approved vacation time previously selected by an employee with less seniority. **Such requests will be subject to operational requirements.**

**When requests are made with at least 30 days' notice, reasonable efforts will be made to grant the request, and the employer will respond within 7 days. When such requests are received on shorter notice, they will be given reasonable consideration which includes consideration of impacts on patient scheduling and overtime expenses.**

X   
Allen Lavoie  
WCMC

X   
Keith Murray  
WCMC

X   
Colin Brehaut  
HSA

X   
John Hindle  
HSA

Sept. 19, 2024



Letter of Understanding #6  
Between  
West Coast Medical Imaging Inc.  
And  
Health Sciences Association of B.C.

Re: Training Premium

The Employer may request that some Certified Ultrasound Technologists assist with providing familiarization/training to new hire Certified Ultrasound Technologists who require more practical experience before taking on a regular case load.

These Trainees will be receiving the Trainee rate as per LOU #7.

Certified Ultrasound Technologists who perform such training shall be compensated with a ~~\$2.25/hr~~ \$3.00/hr premium for all hours performing training of such new hires, as designated by the Employer.

In addition, Certified Ultrasound Technologists who train students shall be compensated with a \$3.00/hr premium for all hours performing training of such students, as designated by the Employer.

X

*Allen Lavoie*

Allen Lavoie  
WCMI

X



Keith Murray  
WCMI

X

*e. Brehaut*

Colin Brehaut  
HSA

X



John Hindle  
HSA

Proposal M12

Amend the collective agreement by changing the following Article:

32.02 In order to assist employees to purchase work clothing, in January of each year the Employer will ~~provide each employee with~~ make available to each employee the following allowance towards the ~~purchase of work clothing:~~

Effective January 1, 2025:

(iv) full-time employee: ~~\$160.00~~ \$185.00

(v) part-time employee: ~~\$100.00~~ \$125.00

(vi) casual employee: ~~\$50.00~~ \$65.00

Effective January 1, 2026:

(iv) full-time employee: ~~\$160.00~~ ~~\$185.00~~ \$200.00

(v) part-time employee: ~~\$100.00~~ ~~\$125.00~~ \$150.00

(vi) casual employee: ~~\$50.00~~ ~~\$65.00~~ \$100.00

...

32.03 Employees are required to provide receipts to the Employer for work clothing purchases, ~~in order to make the above payments non-taxable. If an employee does not provide a receipt, the above payments will be taxed at the appropriate rate, and the payments will be non-taxable.~~

32.04 In order to qualify for the reimbursement, a casual employee must have worked at least twenty-five (25) shifts in the prior calendar year, or at least an average of two shifts per month employed in that calendar year, if such year was their first year of employment.

X

*Allen Lavoie*

Allen Lavoie  
WCMU

X



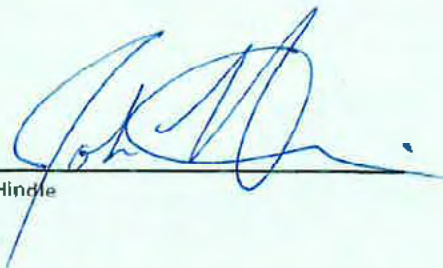
Keith Murray  
WCMU

X

*e. Brehaut*

Colin Brehaut  
HSA

X



John Hingle  
HSA



# The union delivering modern health care