



BULLETIN

December 11, 2018

HSPBA tentative agreement details: voting begins January 7

Details of the tentative agreement reached between the Health Science Professionals Bargaining Association (HSPBA) and Health Employers' Association of British Columbia (HEABC) for the term of April 1, 2019 to March 31, 2022 are now available for review by members.

HSPBA and HEABC entered into negotiations in the fall in advance of the expiry of the current collective agreement, following the ratification of three collective agreements reached in BC's public sector bargaining with the government. Those agreements established a pattern that set a base general wage increase for all public sector workers, and allowed for flexibility to address inequities that had developed over almost two decades of government-imposed restrictions to free collective bargaining.

Through two and half months of bargaining, both the union and employer bargaining committees focused on negotiating collective agreement solutions that address years of erosion in the system that affected our members' ability to provide the care that British Columbians expect and deserve.

In addition to a general wage increase for all members, this tentative agreement addresses issues that health science professionals have struggled with for the past two decades: valuing the important contributions of each and every member of the health care team, unsustainable workloads, chronic shortages and vacancies of critical members of the health care team, and a dysfunctional system of addressing increasing challenges in health and safety and work.

Health science professionals work in a complex health care system that requires strategic solutions to ensure the best health care services are available to patients and clients when and where they need them.

Your HSA Board of Directors believes this tentative agreement meets those demands, and supports the recommendation of the bargaining committee to vote yes.

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Voting on the tentative agreement will be conducted throughout January 2019 in communities across the province. In addition, members will have opportunities to attend telephone town halls and in-person information meetings in January. For members in communities where no in-person voting is available, members will receive information and voting packages by mail.

A report detailing the proposed changes is available [here](#).

The detailed language is available [here](#). Underlined sections are the proposed language changes.

Questions about the collective agreement can be directed to contract@hsabc.org and we will do our best to respond to members' questions as quickly as possible.