

Your bargaining committee is pleased to advise that after negotiating over a number of days since September 29, 2020, a tentative agreement has been reached with West Coast Medical Imaging. The bargaining committee is made up of members Fran Wagner, Lynn Pederson, Taryn Haywood and Katie Blaikie, along with staff Gurleen Sahota and Alyson Warner.

After reviewing the details, your Board of Directors supports the recommendation of the HSA Bargaining Committee to vote yes.

A series of virtual town hall meetings will be held for members to ask questions of the committee, and there will be an online system provided for voting. The meetings will be held December 3, 7 and 10, from 6-8 pm. There will be a presentation on the language changes, and then the ability to ask questions of the committee.

Details of both are being finalized, so please watch for another email with further information soon. We look forward to speaking with you then.

West Coast Medical Imaging, Summary of changes

Housekeeping:

- Change all pronouns in the agreement to neutral
- Change references to Compassionate Leave to Bereavement Leave
- Remove the redundant “per” from Article 23.03
- Amend” or DC DiagnostiCare (B.C.) Inc. to “or its predecessors”
- Remove any names from the LOUs in the collective agreement, but maintain the language outside the collective agreement.

Article 1 Definitions

There is a change to modernize the language of the definition of a spouse.

Article 3 Casuals

Casuals who successfully post on temporary positions of 12 months or longer will now attain some of the benefits of regular status, access to the Health and Welfare plan, Sick leave and Vacation Leave for the duration of their temporary position.

Article 10.02

There is a change in the language to reflect the new names of the education levels, and to reflect a change in the minimum course required to train in Mammography.

Article 18 Maternity Leave

There is a change to the language to update it to reflect the legislative changes to maternity and Parental leave that allow for up to 18 months off.

Article 19 Sick Leave

The maximum number of days members are able to bank will expand under this language from 14 to 20.

Article 20 Statutory Holiday

Statutory Holidays which are worked by employees will now be paid out at 1 1/2 times the employee's regular wage for the time worked up to 12 hours, and at double the employee's regular wage for any time worked over 12 hours.

There is also an addition to the agreement that allows for substitution of stat holidays for one or more employees to another day during the year, and still have the provisions of premium pay apply to the new day chosen.

Article 22.09 Vacation Scheduling

There is a change to the language that sees the deadline to schedule vacation moved up from March, to January 31, with the deadline for the employer to respond to requests moving up to February 28.

Article 23 Meal Period

There is an agreed to change in the language that would see the removal of the sites specified who get a half an hour lunch, and have that replaced with language that reflects the current practice below.

Article 25 Transportation Allowance

The amount paid for the transportation allowance has increased to \$.45 per km from \$.30 per km.

Article 28- Relief

The trigger for payment of a higher rate of pay for shifts worked in a higher rated job shall now be one whole shift, rather than a specified number of hours.

Article 32- Uniforms

Members will now be able to wear the following uniform colour combinations:

- a) Navy blue scrub pants which may be worn in combination with either a navy blue or different colour top, except black or red but no pattern tops except for trim; or

b) Matching colour top and bottom scrubs, with the same restrictions as (a) above.

Members will also see an increase in the amount that they are entitled to for uniforms in each year. The amounts will now be Full time \$160 (previously \$103), Part time \$100 (previously \$53), Casual \$50 (previously \$28).

The language will also change to reflect the current practice of paying members directly, instead of crediting an ordering system.

Article 33.05- Professional Fees

The employer will now pay 50% of professional fees for part time employees who work 30 hours or more.

Article 35- Harassment

There is a modernization of the article that speaks to harassment, as well as an addition that articulates that the Employer will provide a working environment free of bullying harassment and violence from all persons in the workplace. It also states that the Employer shall take such actions as are necessary to address any complaints or concerns raised.

New Article- Domestic and Sexual Violence Leave

There will be a new article that refers to the ESA right to Domestic and Sexual Violence Leave

LOU #1 Workload

There is a significant overhaul to the LOU on workload in this agreement that clearly outlines a process for the discussion of unsafe or consistently excessive workload. It is very similar to the HSPBA language at the first steps, however, instead of going through the grievance process and ending with a troubleshooter, the LOU refers the issue to the Labour management meeting and commits the parties to making "all reasonable and good faith efforts to resolve the issue."

LOU#3 is deleted, and maintained outside the agreement for the one member who remains

LOU # 5 is renewed

LOU# 4 is renewed

LOU# 6 is deleted, and the member named has retired

LOU#7 is renewed

LOU#8 is renewed

LOU#9 is deleted

LOU#10 is deleted and update to Article 32

Wages

0.5% retroactive for all members to April 1, 2020

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A significant lift the receptionist wage scale, effective on ratification

- Step 1 \$17.00 (previously \$15.89)
- Step 2 \$17.50 (previously \$16.28)
- Step 3 \$18.00 (previously \$16.70)
- Step 4 \$18.50 (previously \$17.10)
- Step 5 \$19.00 (previously \$17.55)
- Step 6 \$19.50 (previously \$17.97)

0.5% April 1, 2021

1.0% April 1, 2022

1.25% April 1, 2023

4 year term until March 31, 2024