



## RATIFICATION BULLETIN

Negotiations over the 16<sup>th</sup> Hospital and Allied Services Component Agreement resulted in a number of improvements, some understandings and housekeeping changes.

The Component 2 Bargaining Committee fought hard at the bargaining table to address issues that were important to our members, and to seek improvements. The committee was creative and used strong arguments to achieve both monetary and non-monetary improvements, and secure commitments from the employer to review management practices and policies that are unfair and unreasonable.

**The Component 2 Bargaining Committee is recommending ratification of the tentative 16<sup>th</sup> Hospital and Allied Services Component Agreement.**

### **Hospital and Allied Services Bargaining Committee:**

Susanne Francoeur, Chair  
Neil Macpherson  
Bhajan Tathgar  
Audrey Todd  
Kim Keys  
Carol Adams, Coordinator

The following sets out the specific negotiated changes in the tentative 16<sup>th</sup> Hospital and Allied Services Component Agreement.

#### **4.1 Hours of Work and Work Schedules**

(c)(6) Surplus and/or lieu days not scheduled or taken in accordance with (c)(5) by ~~September 1<sup>st</sup>~~ **July 1<sup>st</sup>** of the current year shall be scheduled by mutual agreement to be taken by January 31<sup>st</sup> of the following year.

**Where surplus and/or lieu days are not scheduled or taken by January 31 of the following year, the Employer will make all reasonable effort to make payment by the next pay period immediately following January 31.**

#### **4.8 Request for Change of Ward or Equivalent Area or Shift Pattern**

(a) Employees requesting a change in their designated ward or equivalent area **or shift pattern** shall do so in writing and shall receive a written response within 30 calendar days. Reasonable effort will be made to accommodate such requests, **where a vacancy exists**. If the request is denied, reasons will be included in the response.

(b) Where the Employer's designate and the Union's designate at the local level agree that wards or equivalent area be rotated, rotation will be done on an equitable basis among the employees involved.

## 8.2 Clothing Allowance

The Employer and the Union recognize that Health Care Workers working in treatment programs may be required to wear street clothes. In such instances, such employees shall be provided with an annual clothing allowance which shall be paid on a biweekly basis. The annual clothing allowance shall be as follows:

- (1) ~~effective April 16, 2006: \$220;~~
- (2) ~~effective April 1, 2007: \$225;~~
- (3) ~~effective March 30, 2008: \$230;~~
- (4) ~~effective March 29, 2009: \$235.~~

- (1) effective date of ratification: \$240; and**
- (2) effective April 1, 2013: \$245**

## 8.3 Maintenance of Clothing

(a) Subject to 8.3(b), it shall be the responsibility of the Employer to clean, launder, and maintain all clothing issued and required to be worn by the Employer.

(b) Forensic Security Officers shall be responsible for cleaning, laundering and maintaining uniforms issued and required to be worn by the Employer and shall receive a monthly allowance for doing so on the following basis:

- (1) ~~effective April 16, 2006: \$25.00;~~
- (2) ~~effective April 1, 2007: \$25.50;~~
- (3) ~~effective March 30, 2008: \$26.00;~~
- (4) ~~effective March 29, 2009: \$26.50.~~

- (1) effective date of ratification: \$27.00; and**
- (2) effective April 1, 2013: \$27.50.**

## ARTICLE 9 – TRAINING AND CAREER DEVELOPMENT

(a) The parties recognize that improved equipment, methods, and procedures create changes in the job structure of the Hospital and Allied Services Component workforce. The parties further recognize that a skilled workforce is maintained through training sufficient to enable employees to perform their current employment duties. Subject to Master Agreement Article 22, the Employer shall determine the training necessary for employees to perform their current employment duties.

**(b) The parties also recognize and support opportunities of ongoing education and training for employees. This may include the opportunity to attend conferences, workshops, seminars or symposia related to the employee's field of practice or specialization.**

~~(b)~~ (c) The parties also recognize the need to provide employees with the opportunity for career development by enabling them to prepare for promotional advancement and generally upgrade their present skills. The matter of career development shall be dealt with in a manner consistent with Clause 20.8 of the Master Agreement.

## 11.5 Clothing Allowance

Auxiliary nursing employees who are required to wear street clothes shall be eligible for benefits under Clause 8.2 upon completion of 1827 hours of work at straight-time rates ~~during a 15-month period~~ **in 33 pay periods.**

## 12.1 Supply and Maintenance of Equipment

It is the responsibility of the Employer to furnish and maintain all equipment, machinery and supplies required by employees in the performance of their duties. ~~Regular~~ Employees shall not suffer any loss in salary in the event that they cannot carry out their normal duties by reason of the Employer failing to furnish or properly maintain equipment, machinery or supplies or by reason of power failures or other circumstances not attributable to the employees

## 12.3 Safety Footwear

Regular employees who are required by the Workers' Compensation Board ~~Worksafe BC~~ Regulations or by the Employer to wear safety toe footwear in the performance of their regular duties, **where not provided by the Employer**, shall, upon presentation of a receipt evidencing the purchase of same, be reimbursed as follows:

- ~~(a) effective April 16, 2006: \$61.00;~~
- ~~(b) effective April 1, 2007: \$62.50;~~
- ~~(c) effective March 30, 2008: \$64.00;~~
- ~~(d) effective March 29, 2009: \$65.50;~~
- (a) effective date of ratification: \$133.50 biennially**
- (b) Such reimbursement may be received only once every two calendar years.**

~~Such reimbursement may be received only once per calendar year.~~ Part-time regular employees shall receive this reimbursement on a pro rata basis.

***Note: Employees are not eligible to receive the new biennial rate until they have gone one calendar year without being reimbursed.***

## APPENDIX 2

### Vacation Units Pursuant to Clause 6.2 of this Agreement

#### British Columbia Mental Health and Addiction Services

1. Riverview Hospital
  - (a) Clinical Program Aides and Therapists by Program
  - (b) Clubhouse and Vocational Training Centre
  - (c) Food and Nutrition Services
  - (d) Hair grooming Services
  - (e) Industrial Division
  - (f) Material Management
  - (g) Transportation Services
  - (h) Ward or equivalent Area
2. Forensic Psychiatric Hospital
  - (a) ~~Activity Services~~ **Rehab Department**
  - (b) Dietary Department
  - (c) Ward or Equivalent Area
  - (d) Forensic Security Officers**

#### Ministry of Children and Family Development

1. Maples Adolescent Treatment Centre
  - (a) Recreation Department

2. Provincial Services
  - (a) Dietary Services
3. Provincial Services for the Deaf and Hard of Hearing
4. Youth Forensic Psychiatric Services
  - (a) In-Patient Assessment Unit

OBL Continuing Care Society

1. Oak Bay Lodge
  - (a) Adult Daycare/Activities**
  - ~~(a)~~ **(b) Food and Nutrition Services**
  - ~~(b)~~ **(c) Housekeeping and Laundry Services Department**
  - ~~(c)~~ **(d) Unit and/or Equivalent Area Resident Care Department**

Broadmead Care Society

1. The Lodge at Broadmead and Veterans Health Care Centre
  - (a) Activity Workers
  - (b) Environmental Services
  - (c) Food Services
  - (d) Residential and Community Programs
2. **Nigel House and Harriet House**
  - (a) Activity Workers**
  - (b) Food Services**
  - (c) Residential Care**

**APPENDIX 3**

Seniority Units for Layoff and Recall of Auxiliary  
Employees Pursuant to Clause 11.2

British Columbia Mental Health and Addiction Services

1. Forensic Psychiatric Hospital
  - (a) Rehab Department**
  - (b) Dietary Department**
  - (c) Clinical Programs**
  - (d) Forensic Security Officers**
2. Riverview Hospital
  - (a) Clinical Programs and Transportation Services
  - (b) Clubhouse and Vocational Training Centre
  - (c) Food and Nutrition Services Department
  - (d) Hair grooming Services
  - (e) Industrial Division
  - (f) Material Management

Ministry of Children and Family Development

1. Maples Adolescent Treatment Centre
  - (a) Recreation Department

2. Provincial Services
  - (a) Dietary Services
3. Provincial Services for the Deaf and Hard of Hearing
4. Youth Forensic Psychiatric Services
  - (a) In-Patient Assessment Unit

OBL Continuing Care Society

1. Oak Bay Lodge
  - (a) Adult Daycare/Activities
  - (b) Food and Nutrition Services
  - (c) Housekeeping and Laundry Services Department
  - (d) Resident Care Department

Broadmead Care Society

1. **The Lodge at Broadmead and Veterans Health Care Centre**
  - (a) Activity Workers
  - (b) Environmental Services
  - (c) Food Services
  - ~~(d) Residential and Community Programs~~
2. **Nigel House and Harriet House**
  - (a) **Activity Workers**
  - (b) **Food Services**
3. **The Lodge at Broadmead and Veterans Health Care Centre and Nigel House and Harriet House**
  - (a) **Residential and Community Programs**

**APPENDIX 4**

**Work Locations Pursuant to Clause 4.4**

**British Columbia Mental Health and Addiction Services**

1. Riverview Hospital
  - (a) Nursing by Department
  - (b) Other by Department
2. Forensic Psychiatric Hospital

**Ministry of Children and Family Development**

1. The Maples Adolescent Treatment Centre
  - (a) Recreation Department
2. Provincial Services
  - (a) Dietary Services
3. Provincial Services for the Deaf and Hard of Hearing
4. Youth Forensic Psychiatric Services
  - (a) In-Patient Assessment Unit

**OBL Continuing Care Society**

1. Oak Bay Lodge

**Broadmead Care Society**

1. The Lodge at Broadmead and Veterans Health Care Centre
2. **Nigel House and Harriet House**

**APPENDIX 7 – Seniority Blocks  
HOSPITAL & ALLIED SERVICES COMPONENT**

1. BRITISH COLUMBIA MENTAL HEALTH AND ADDICTION SERVICES  
Forensic Psychiatric Hospital  
Riverview Hospital
  - Balance of Province by geographic location
  - Greater Vancouver Regional District
2. MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT  
Maples Adolescent Treatment Centre  
Provincial Services  
Provincial Services for the Deaf and Hard of Hearing  
Youth Forensic Psychiatric Services
3. OBL CONTINUING CARE SOCIETY  
Oak Bay Lodge
4. ~~TILlicum AND VETERANS CARE SOCIETY~~ **BROADMEAD CARE SOCIETY**  
The Lodge at Broadmead and Veterans Health Care Centre
5. **BROADMEAD CARE SOCIETY**  
**Nigel House and Harriet House**

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