



CLBC Bargaining 2013



CLBC BARGAINING PACKAGE HIGHLIGHTS Nurses' Master Agreement

Length of Agreement

- ⇒ 2-year agreement expiring March 31, 2014.

Wages

- ⇒ General Wage increase of 1% effective January 1, 2013.
- ⇒ General Wage increase of 1% effective June 1, 2013.
- ⇒ General Wage increase of 1% effective January 1, 2014.
- ⇒ General Wage increase of 1% effective October 15, 2014.
- ⇒ Previous contract stipulated that we could not bring in a wage increase until January 1, 2013.
- ⇒ Last increase kicks in after contract expires. This was the only way that we could gain extra money so as to begin closing gap with Health Sector nurses.

Recruitment and Retention Incentive Adjustment

- ⇒ Adjustment maintained for the life of the agreement.

Respectful Workplace

- ⇒ New clause added that requires employers to develop an anti-bullying policy.

Nursing Registration Fees

- ⇒ Employer reimbursement of licensing fees increased to \$250 from \$200.

Scheduling of Vacation

- ⇒ A minimum of two nurses will be allowed off for vacation at any time during the year.

Bereavement Leave

- ⇒ Step-child and step-sibling added to list of immediate family

Family Illness and Leave for Medical and Dental Care

- ⇒ Definition of "child" expanded to include child over the age of 18 residing with employee who is permanently dependent due to mental or physical impairment.

Safety and Violence Prevention

- ⇒ Language improved to provide for local Occupational Health and Safety (OH&S) Committee and all OH&S minutes will be forwarded to the Provincial Joint Occupational Health and Safety Committee (PJOSH)
- ⇒ PJOSH reinstated with inclusion of high-level employer participation. Committee will meet regularly and a strong focus will be on violence prevention programs
- ⇒ PJOSH minutes will be circulated to Union, Employer and OH&S committee.
- ⇒ Employer will designate a senior representative responsible for developing and supporting crisis response teams to care for employees impacted by workplace violence.
- ⇒ Employees performing community visitation shall have the right to request support should they feel there is a potential for violence.
- ⇒ The Employer will take all reasonable steps to eliminate, reduce or minimize the risk of violence when dealing with patients with a history of violence towards staff.
- ⇒ Parties will work on developing workplace violence safety training and a mentorship program for employees who are new to mental health.
- ⇒ Employer to provide baseline staffing information to Union by December 31, 2013 and annually thereafter.

Request for Time Off Procedures

- ⇒ Decisions on requests for leave will be made within one week of the request and approvals will not be withheld unreasonably.

Vehicle Allowance

- ⇒ 51¢ per km effective January 1, 2013
- ⇒ 52¢ per km effective April 1, 2013

Meal Allowance

- ⇒ Effective April 1, 2012
 - Breakfast - \$11.75
 - Lunch - \$13.50
 - Supper - \$22.75

Overtime Meal Allowance

- ⇒ \$15.30 effective April 1, 2012

Health and Welfare

- ⇒ Auxiliary compensation in lieu of benefits increased as follows:
 - 67¢ per working hour effective January 1, 2013.
 - 70¢ per working hour effective April 1, 2013.
- ⇒ Bi-weekly maximum increased as follows:
 - \$46.90 effective January 1, 2013.
 - \$49.00 effective April 1, 2013.
- ⇒ Auxiliaries who qualify for benefits but are then laid off will be able to maintain benefits for a maximum of six months following layoff up from three months.

Rotation Between Teams

- ⇒ Language provides nurses with the opportunity to rotate to another team should they choose after 18 months on a team (can be requested after three months if supported with sound reasons). Requests shall not be unreasonably denied.

This highlight package is designed to provide you with an easy review of the changes to the collective agreement. Should you wish to see this in further detail or require the actual language changes, the full settlement package may be found on the Union websites. For UPN, this can be found at: <http://www.upnbc.org/>. For BCNU, the website is: <http://www.bcnu.org/>.