



# CUPE COMMUNITY HEALTH WORKERS

*Better Care. Healthier Communities.*

October 27, 2022

## **Bargaining continues, progress stalling**

The CBA bargaining committee resumed negotiations with HEABC on October 19 – 21, 2022.

We have made some progress and are close to resolving outstanding non-monetary matters, and we're currently working to reach an agreement on changes to hours of work in both Articles 14 and 15.

However, HEABC (on behalf of the Provincial government) has reiterated that their initial monetary offer has stayed the same. Although this offer includes monies to match the top step of CBA classifications to the comparable FBA rate, it does nothing to address the significant gap in shift premium rates, vacation entitlement, or the years it takes to reach the top step.

More concerning is that there is no additional money at the bargaining table to fund the Joint Community Benefits Trust at the same contribution rates as the FBA. This means that we will not be able to match benefits, and we will remain in a position where the benefits of workers in the CBA could be reduced. We are committed to stopping this, but at this time, there is no offer of additional monies from the province to avoid this in the long term.

We will make one more attempt to resolve these matters in the coming weeks at the bargaining table. If we are unsuccessful, we will have no choice but to engage members on next steps up to and including the potential of taking a strike vote.

As negotiations proceed through the critical phase of the next few weeks, ensuring all members receive these email updates is vital. Please ask fellow members if they are receiving these updates and encourage them to update their contact information with your Local.

In solidarity,

Your Community Bargaining Association (CBA) Negotiating Committee