



MEMORANDUM

To: All CUPE Local 15 Members - Vancouver Coastal Health
Health Services & Support Community Subsector Association

From: Paul Faoro, President

Date: January 6, 2010

Re: **Tentative Deal in Community Health**

Further to the CUPE Communiqué circulated on December 21, 2009 regarding the tentative deal that was reached in Community Health I would like to provide the following information about the ratification process.

Our union is a part of the multi-union Community Bargaining Association (BCGEU, UFCW 1518, HEU, CUPE, HSA, etc.) that reached this agreement and as such we are required to vote (ratify) the tentative agreement. The CUPE component is comprised of CUPE 15 - Vancouver Coastal Health, CUPE 4816 - Fraser Health, and CUPE 3495 - B.C. Persons with Aids Society. The Community Bargaining Association represents 10,000 workers delivering services in community health, including approximately 500 CUPE members.

In the coming days all three CUPE locals will review the details of the tentative agreement along with the CUPE Health Presidents Council which we are governed by. In short order we will send out complete details of the tentative agreement, along with a meeting notice for the ratification vote. We will also include a recommendation to our members on whether to accept the tentative agreement or not.

Negotiations for this tentative agreement came up suddenly and to some degree unexpectedly predominately due to the desire by the lead union (BCGEU) to get a deal done by the end of the year. While CUPE is part of the multi-union Bargaining Association we took issue to several parts of the tentative agreement which is why we are reviewing the complete package closely. In fact, our representatives at the bargaining table were opposed to this tentative agreement.

In order to protect the membership, it is our job to ensure that the agreement we put in front of you is the best one possible; one that builds from the last agreement by improving rights and working conditions and one that will strengthen the public health system.

Details of the tentative two-year deal include:

- Wage increases for Licensed Practical Nurses (LPNs) of 3% and 3%, and similar increases for LPN supervisors and Certified Dental Assistants.
- A weekend shift premium of 25 cents/hour for all weekend shifts.
- The establishment of a CBA/HEABC working group to improve scheduling practices.

Changes to benefits package include:

- A point-of-sale (Blue Net) drug card
- An increase in vision care of up to \$350 from \$225 every 24 months
- A joint working group will examine the feasibility of short term sick leave
- The annual Extended Health Benefits (EHB) deductible will increase to \$100
- Massage therapy will be capped at a maximum of \$1,000 per year
- Long Term Disability in the "own occupation" category will be reduced to 19 months from 24 months
- Limits will be placed on access to LTD for claimants who have pre-existing conditions

Rmm/CEP Local 467-UW