

Only changes to the Collective Agreement are identified in this summary. Anything not mentioned in this summary remains unchanged, with the exception to corrections of errors or reformatting where necessary. This document is a summary; please refer to the tentative agreement for full text changes.

**PAY:**

- 2020
  - 2.0% economic increase, April 1, 2020
- 2021
  - 2.0% economic increase April 1, 2021
- 2022
  - 2.0% economic increase as of April 1, 2022

Duration of Collective Agreement: Three (3) years, expiring **March 31, 2023**

| ISSUE                                     | WHAT YOU HAVE UNDER YOUR CURRENT COLLECTIVE AGREEMENT  | WHAT YOU WOULD GET UNDER THIS NEW DEAL  | REFERENCE         |
|---|--|---|-------------------|
| <b>BCFNHA Tentative Agreement Summary</b> |  |   |                   |
| <b>Vacation</b>                           | Currently there are 2 different sets of vacation entitlements in the collective agreement - one set of rules for nurses & allied health workers, and another set of rules for everyone else. | <p>We've restructured and improved the vacation entitlements. Now everyone has the same amounts at the higher levels of the nursing members.</p> <p>Non-nursing/non-clinical employees will now earn their 4<sup>th</sup> week of vacation after their 1<sup>st</sup> year of employment.</p> | <b>ARTICLE 14</b> |

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|                                 | Also, everyone is entitled to a 5 <sup>th</sup> week of vacation only after 18 years.                | <p>After 5 years, vacation entitlement increases from 4 weeks to 4 weeks and 2 days, for all members.</p> <p>A 5<sup>th</sup> week of vacation is earned after 10 years, instead of after 18 years, for all members.</p> <p>The “one time vacation leave” will be eliminated, however anyone who has qualified for the leave as of the date of ratification will still be able to use this leave until it is spent.</p> <p><b>Note:</b> There is no “back pay” for the changes to vacation, changes will be from the date of signing of the agreement.</p> |                   |
| <b>Enhanced Health Benefits</b> | You currently are entitled, as a minimum, to the health benefits listed in the collective agreement. | <p>Recognizing that wellness is important, the Union and the Employer will be meeting over the next 12 months to discuss enhancements to the health and wellness benefits.</p> <p>Specifically, we will discuss the feasibility of creating a health care spending</p>   | <b>ARTICLE 35</b> |

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|   |  | account in addition to the current benefits you have.   |   |
| <b>Probation period and return of service for new hires</b> | <p>Previously there was no collective agreement language that dealt with these issues:</p> <ul style="list-style-type: none"> <li>- Probation</li> <li>- Payback of education amounts for nurses where the employer paid for remote nursing certification</li> </ul> <p>Over the years the union had been approached by employees expressing that the employer did not treat them fairly when dealing with these issues, or that some employees felt they were treated differently while in their probationary period.</p> | <p>We were successful in negotiating new language covering these circumstances. These rules will apply to everyone in the same way, so that employees and managers are on the same page.</p> <p>Finally, in case of any disagreements, the collective agreement provisions will apply. This is important, as then these decisions can be reviewed by an independent arbitrator.</p> | <p><b>NEW ARTICLE Probation</b></p> <p><b>NEW ARTICLE Return of Service</b></p> |
| <b>Domestic Violence Leave</b>                              |  | The employer has recognized the Domestic Violence leave as provided for by the <i>Employment Standards Act</i> .  | <b>NEW ARTICLE C16.23</b>   |
| <b>Remote Nursing - Telephone Callbacks</b>                 | The FNHA in this round of bargaining sought to change the way call-backs for remote nurses   | The current language when dealing with a telephone call-back for remote nurses where you do not leave the residence will  | <b>ARTICLE 8.06</b><br><b>AND</b>   |

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|  | <p>were handled <b>in relation to telephone callbacks for clinical care where they do not leave the residence.</b></p> <p>Additionally, the Union was looking for ways to reduce the amount of interruptions for remote nurses for quality of life, and health and safety reasons.</p> | <p>be replaced with language that governs the telephone call-backs from BCNU (time worked at 1.5x, minimum 30 minutes paid). <b>If you have to report to the clinic or workplace for any reason, the current callback language still applies.</b></p> <p><b>This language applies only for clinical calls to the nursing station. Any other entitlements or employer policies on compensation for callbacks remains unchanged in the collective agreement.</b></p> <p>The Union and the employer will continue discussions on implementing call diversion systems to reduce the burden placed on nurses on standby.</p> <p>In recognition of these changes, regular (non-casual) remote nurses will also receive a one time payment of <b>\$1,200.00</b></p> | <b>APPENDIX Q</b>          |
| <b>Remote Nursing – Additional days worked</b> | Currently if you pick up shifts before or after your normal rotation, they are paid like a regular day of work.  | Now, when you work an extra shift, you'll get an extra premium of \$75 for each day worked.  | <b>ARTICLE 49.03 (NEW)</b> |

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| <b>Remote Nursing – Overtime on travel weeks</b> | The current collective agreement language on overtime created situations where some nurses did not meet the overtime threshold even if they had to work on a Saturday or Sunday during the first week in community. | Employees who work, or are called-back to work while being on standby, on one or both of their first scheduled days off after arriving in the remote community, shall be eligible for overtime pay even if they have not met the eligibility threshold set out in Article 39.04. | <b>ARTICLE 49.03 (NEW)</b> |
| <b>Remote Nursing – Clinical Mentorship</b>      | Currently there is no recognition for nurses who are assigned preceptorship duties to nurses in training.   | When the employer assigns you to supervise a nurse as a preceptor, you will now receive a premium of 15\$ per day for every day that you are supervising these nurses.   | <b>ARTICLE 17 (NEW)</b>    |
| <b>Remote Nursing – Protective Clothing</b>      | We heard from several members that there have been difficulties with the reimbursement of protective clothing.  | We've made some clarifications on what items qualify, and that the maximum reimbursement is a total of \$1,200 every 3 years, with no maximum on one item or the number of times you can claim a reimbursement.  | <b>APPENDIX K</b>          |
| <b>Remote Nursing – Travel Days</b>              | Currently you do not accrue benefits such as pension, sick time, etc, during your travel days in and out of community.  | We will be meeting with management to establish rules surrounding what reasonable travel time will accrue benefits.  | <b>APPENDIX Q</b>          |

