

October 2019

2019 – 2022 Tentative Agreement BCNU and Dr. Bernstein Clinics

Proposed Contract Highlights

- Four-year agreement from January 1st, 2019 to December 31st, 2022.
- Wage increase every year including retro-pays from January 1st, 2019:
 - Employees currently at the top wage rate shall remain at the top rate throughout the four years:
 - Every January 1st from 2019 to 2022: 1.75% increase
 - Employees currently working towards the top wage rate:
 - Every January 1st from 2019 to 2022: 1.5% increase. On each anniversary date of the employee from 2019 to 2022: another 1.5% increase, to progress towards the top rate.
- Grievance timeline shall be utilized more efficiently to help resolve issues.
- Employer shall inform Union re: work hours and job changes.
- Updated pregnancy/adoption/parental leaves under *BC Employment Standards Act*.
- Added three new *BC Employment Standards Act* unpaid leaves: compassionate care leave, leave respecting disappearance of child, and leave respecting death of child. You can use vacation and paid personal time for the leave. Seniority continues to accrue during leave.
- New employee can take accrued vacation after six months of employment.
- Two extra unpaid bereavement days granted for travelling long distance.
- Bereavement days can be taken separately to fit funeral arrangements.
- Requirement to work outside home clinic to be counted between the first and last day of the month.
- Recall period extended from six to twelve months.
- Employer continues to pay for your MSP premiums under the BC Employer Health Tax.
- You are able to carry over up to a maximum of six unused personal paid time days from one year into the next and have a maximum of twelve days for use at one time.
- Benefits includes new \$500 per year for licensed occupational therapist.
- Employer will reimburse you up to \$125 per OSI-required document with receipt.
- Employer shall not contract out your job that will result in your lay-off.