



Moving to the Community Subsector Agreement (CBA) Collective Agreement for CUPE 1004 PHS Members

July 20, 2020

Greetings!

Your CUPE 1004 PHS Bargaining Committee is pleased to provide this update to CUPE 1004 members. This update covers CUPE 1004 members who will be included in the CBA unit. Nurse, social worker and dental hygienist members will be covered by other health sector agreements, and we will provide updates for these members as they become available.

To immediately go to the **Memorandum of Agreement Highlights**, please [click here](#).

Mediation

On Monday July 13 and Wednesday July 15, your Committee, PHS and the Health Employers' Association of BC (HEABC) took part in mediation to develop a Memorandum of Agreement that governs how CBA members meld onto the Health Services & Support Community Subsector (CBA) Collective Agreement ([click here](#)).

Mediators Vince Ready and Amanda Rogers were appointed in April 2020 to assist CUPE 1004, CUPE 1936 and PHS meld onto the three provincial health sector collective agreements: Community Subsector, Health Sciences Professionals, and Nurses.

Vince Ready and Amanda Rogers will review the positions of the parties, the job descriptions and benchmark comparators, along with the submissions of certain employees. The mediators will be issuing recommendations to the parties in due course.

Melding is a complex process that doesn't look or feel like traditional collective bargaining. In melding, we are negotiating our way onto an existing collective agreement. Unlike typical bargaining, the parties ultimately resolve differences with the assistance of a third party, as opposed to a strike.

Agreement in Principle

We can share that we reached Agreement in Principle on many key items. Agreement in Principle means that all of these pieces are still subject to the final recommendations of the mediators, and both parties agreeing to them.

In due course, CUPE 1004 will join the multi-Union Community Bargaining Association, along with other CUPE locals, the HEU, UFCW and the BCGEU. CUPE 1004 will participate in the CUPE BC Health Care Presidents' Council ([click here](#)), which brings us together within the provincial health sector.

PHS: a Health Sector Employer

The PHS/CUPE 1004 Collective Agreement (2015-2019) includes Memorandum of Understanding #1 (MOU #1). MOU #1 provides that PHS and CUPE 1004 & 1936 explore PHS membership in provincial accredited employer's bargaining agent in health or social services, and potential impacts for members. In the MOU #1 process, PHS agreed it should be a health sector employer, like Raincity and Lookout.

Government designated PHS a health sector employer on June 25, 2019, and the Labour Relations Board accredited the Health Employers' Association (HEABC) as PHS' bargaining agent in early 2020.

To read the **Memorandum of Agreement Highlights**, please [click here](#).

Yours in Solidarity,

Your CUPE 1004 Bargaining Committee:

Tuesday Andrich - Unit Chair

Andy Healey - Job Steward

Peter Hewlett - Job Steward

Andrew Ledger - President, CUPE 1004

Alex Braidek - Business Agent, CUPE 1004

Bill Pegler - CUPE National Representative, Committee Spokesperson

Nathan Allen - CUPE National Representative