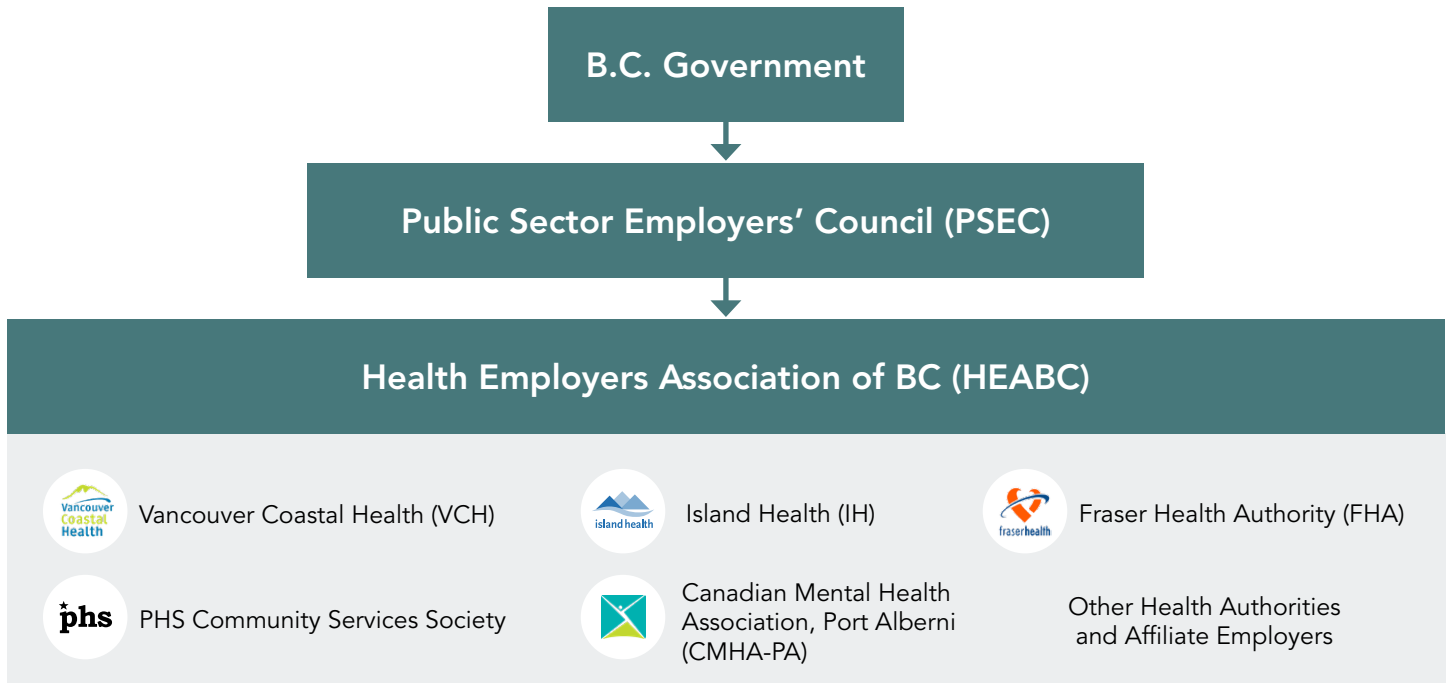


Health Sector Bargaining in B.C.



About PSEC

The provincial government coordinates bargaining for public sector workers in B.C. through the Public Sector Employers' Council (PSEC). PSEC negotiates a provincial framework that becomes the pattern for wages and terms in B.C., which are consistent across all sectors.

About HEABC

The Health Employers Association of BC (HEABC) is the accredited bargaining agent for most publicly-funded health sector employers in the province.

In bargaining, HEABC develops its proposals based on the priorities of its employer members and the priorities set by PSEC.

When we are at the bargaining table, HEABC staff are the "employer" and are typically joined by HR and senior management from the health authorities.

Union Bargaining Associations

CUPE is a member of the Health Science Professionals Bargaining Association (HSPBA) as well as the Community

Bargaining Association (CBA). See page 2 for the compositions of each bargaining association.

Each bargaining association has a bargaining committee that is comprised of representatives from the constituent unions. The number of representatives from each union reflect the union's proportion of members in the bargaining associations. CUPE typically has two bargaining representatives from the membership as well as a national staff representative at each bargaining table.

Each union brings proposals to the bargaining associations based on the issues that are most important to their members. CUPE's bargaining priorities are determined by membership surveys, which guide our bargaining representatives on what changes to advocate for in their collective agreements.

The overall approach in sectoral bargaining is not to address a problem at a single location or employer but to look for themes that are impacting workers across the province and find ways to improve or add language that will solve problems and provide better working conditions for CBA and HSPBA members.

Community Bargaining Association (CBA) Constituent Unions



BC General
Employees' Union



United Food and
Commercial Workers



Hospital
Employees Union



Canadian Union
of Public Employees



Health Sciences
Association
of BC



BC Nurses Union



United
Steelworkers

Health Science Professionals Bargaining Association (HSPBA) Constituent Unions



Health Sciences
Association of BC



BC General
Employees' Union



Canadian Union of
Public Employees



Professional
Employees
Association



Hospital
Employees
Union