

**MEMORANDUM OF AGREEMENT**  
(this “**Agreement**”)

Between:

**HEALTH EMPLOYERS ASSOCIATION OF BC**  
(“**HEABC**”)

And:

**COMMUNITY BARGAINING ASSOCIATION**  
(“**CBA**”)

(together, the “**Parties**”)

**Re: 2022 – 2025 Low Wage Redress Funding**

**WHEREAS** during the 2022 – 2025 round of bargaining, \$13 million was allocated to low wage redress (LWR) to reduce the gap between comparable jobs at step 4 in the Community Subsector Collective Agreement (CBA) and the Facilities Subsector Collective Agreement (FBA).

**WHEREAS** during the previous round of bargaining CBA jobs were matched to comparator jobs within the FBA.

**THEREFORE** the Parties understand and agree that:

- I. The \$13 million of LWR funds set out in Schedule B of the 2022 – 2025 CBA collective agreement shall be spent as follows:
  - a. Effective April 1, 2022, all CBA wage grids at step 4 that are below their comparable FBA wage grid shall be increased such that the CBA wage grids at step 4 are matched to the FBA wage grid.
  - b. Any CBA jobs with wage rates greater than FBA rates will not receive a LWR increase.
  - c. Effective April 1, 2022, Steps 1, 2 and 3 shall be increased by 1.5%.
2. The wage schedule attached at Appendix I reflects the changes set out in clause I of this MOA and the wage increases in year I according to Schedule B in the Collective Agreement.

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- I. In recognition of the parties' previous work to implement a standard seniority calculation using hours rather than seniority dates, the parties agree to the following housekeeping changes to Schedule B of the Collective Agreement to be reflected in the printing of the Collective Agreement:

Grids 1, 6	
Step 1	N/A
Step 2	<del>Up to and including one year, or</del> Up to and including 1950 hours
Step 3	<del>More than one year and up to and including two years, or</del> Over 1950 hours up to and including 3900 hours
Step 4	<del>More than two years, or</del> Over 3900 hours
Grids 2-5, 7-44	
Step 1	<del>Up to and including one year, or</del> Up to and including 1950 hours
Step 2	<del>More than one year and up to and including two years, or</del> Over 1950 hours up to and including 3900 hours
Step 3	<del>More than two years and up to and including three years, or</del> Over 3900 hours up to and including 5850 hours
Step 4	<del>More than three years, or</del> Over 5850 hours

Agreed this 9 day of March 2023.

Signed on behalf of HEABC:

DocuSigned by:  
  
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Paul Todd,      March 9, 2023  
 Senior Director, Labour Relations

Signed on behalf of the CBA:

DocuSigned by:  
  
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Richard Tones,      March 9, 2023  
 CBA Spokesperson

## Appendix I

Community Subsector Wage Schedule				
Effective April 1, 2022				
Includes Low Wage Redress, \$0.25 hourly increase and 3.24% General Wage Increase				
Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$20.47	\$21.19	\$21.91
2	\$20.21	\$20.91	\$21.62	\$22.32
3	\$20.58	\$21.30	\$22.01	\$22.74
4	\$21.38	\$22.11	\$22.82	\$23.58
5	\$21.74	\$22.52	\$23.23	\$23.99
6	\$0.00	\$22.83	\$23.61	\$24.41
7	\$22.15	\$22.90	\$23.65	\$24.41
8	\$22.45	\$23.23	\$23.96	\$24.76
9	\$22.53	\$23.29	\$24.05	\$24.84
10	\$22.63	\$23.35	\$24.13	\$24.84
11	\$22.01	\$22.65	\$23.35	\$24.05
12	\$23.00	\$23.73	\$24.52	\$25.24
13	\$23.43	\$24.19	\$24.91	\$25.67
14	\$23.68	\$24.44	\$25.24	\$25.99
15	\$23.67	\$24.49	\$25.27	\$26.10
16	\$23.83	\$24.61	\$25.32	\$26.10
17	\$24.05	\$24.81	\$25.63	\$26.39
18	\$24.17	\$24.98	\$25.72	\$26.50
19	\$24.32	\$25.09	\$25.84	\$26.50
20	\$24.66	\$25.39	\$26.17	\$26.93
21	\$24.64	\$25.40	\$26.18	\$26.93
22	\$25.08	\$25.77	\$26.50	\$26.93
23	\$25.03	\$25.75	\$26.55	\$27.33
24	\$25.10	\$25.85	\$26.61	\$27.33
25	\$25.41	\$26.19	\$27.00	\$27.77
26	\$25.49	\$26.24	\$27.02	\$27.77
27	\$25.62	\$26.32	\$27.06	\$27.77
28	\$26.00	\$26.72	\$27.45	\$28.15
29	\$26.39	\$27.12	\$27.89	\$28.62
30	\$26.63	\$27.42	\$28.24	\$29.00
31	\$26.74	\$27.47	\$28.26	\$29.00
32	\$27.17	\$27.91	\$28.68	\$29.42
33	\$27.90	\$28.68	\$29.49	\$30.26
34	\$27.94	\$28.70	\$29.49	\$30.26
35	\$28.80	\$29.55	\$30.33	\$31.08
36	\$29.84	\$30.66	\$31.54	\$32.36
37	\$30.09	\$30.82	\$31.60	\$32.36
38	\$30.19	\$30.91	\$31.62	\$32.36
39	\$30.23	\$30.94	\$31.66	\$32.40
40	\$32.32	\$33.05	\$33.76	\$34.53
41	\$32.89	\$33.68	\$34.47	\$35.27
42	\$36.20	\$37.21	\$38.26	\$39.27
43	\$39.19	\$40.14	\$41.08	\$42.03
44	\$39.55	\$40.35	\$41.20	\$42.03

Increment progression for all classifications under the agreement shall be as follows:

Grids 1, 6	
Step 1	N/A
Step 2	Up to and including 1950 hours
Step 3	Over 1950 hours up to and including 3900 hours
Step 4	Over 3900 hours
Grids 2-5, 7-44	
Step 1	Up to and including 1950 hours
Step 2	Over 1950 hours up to and including 3900 hours
Step 3	Over 3900 hours up to and including 5850 hours
Step 4	Over 5850 hours