

Compass Environmental Services (EVS) Transition to Vancouver Coastal Health

Information Session for Non-Unionized/Management Staff

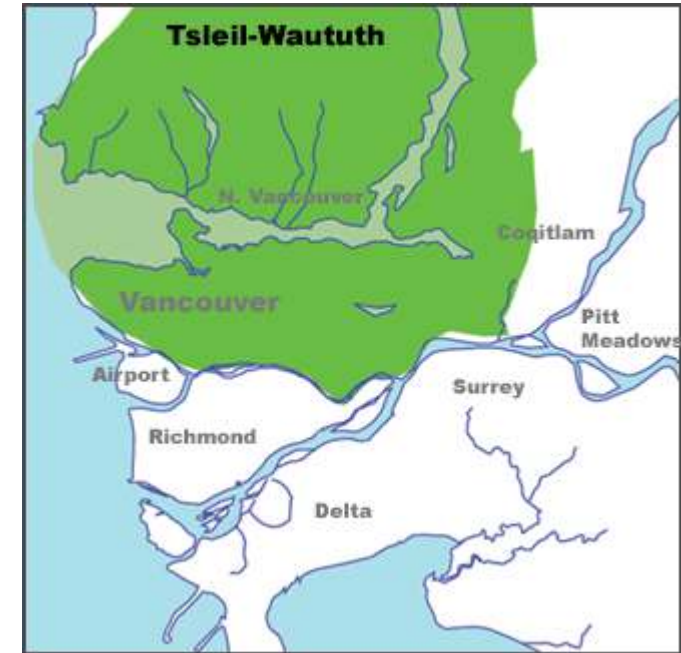
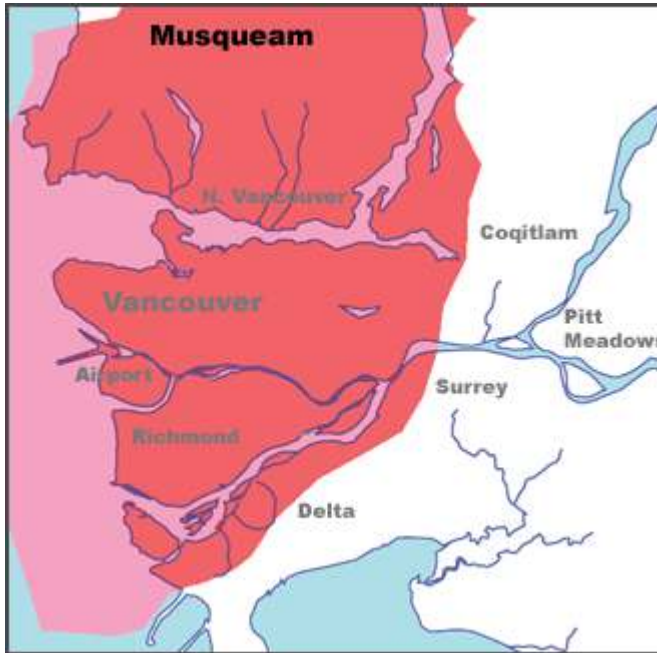
Hosted by VCH Human Resources

April 2022



Land Acknowledgement

We would like to acknowledge that we are gathered today on the traditional territories of the Musqueam, Squamish and Tsleil-Waututh peoples.



Source: www.johomaps.net

Agenda

- Welcome & Introductions
- Transition Overview - Compass to VCH
- Benefits and Opportunities at VCH
- Next Steps
- Question & Answer Period

Transition Overview

Transition Overview – Compass to VCH

- Vancouver Coastal Health (VCH) is very excited to bring housekeeping in-house across our facilities and sites. **We are looking forward to working with you!**
- Our goal is to ensure that all staff, both unionized and excluded (non-union), are aware of comparable employment opportunities at VCH and that our patients, residents and clients continue to receive exceptional service.
- VCH Organizational Charts and job descriptions (including site management staff and those who support housekeeping in the call centre and quality assurance) are in development. More details on these positions will be shared once this preparatory work is completed.

When will this change happen?



October 28, 2022 – Front-line union and supervisory staff will transfer employment to VCH.



March 31, 2023 – Excluded staff will join VCH after front-line and supervisory staff have onboarded.

| VCH Worksites | |
|---------------------------------|--|
| Banfield Pavilion | Powell River General Hospital |
| Berkley Care Centre | Purdy Pavilion |
| Bridge House | Richmond General Hospital |
| Cedar Garden Assisted Living | Richmond Lion's Manor |
| Cedarview Lodge | Sechelt Hospital |
| Dogwood Lodge | Shorncliffe Village Care Home |
| Evergreen ECU | Squamish General Hospital |
| Evergreen House | Sumac Place |
| George Pearson Centre | Totem Lodge |
| GF Strong Rehabilitation Centre | UBC Hospital |
| Hilltop House | Vancouver General Hospital |
| Lions Gate Hospital | West Vancouver Adult Day Care |
| Margaret Fulton Centre | West Vancouver Community Health Centre |
| Minoru Residence | Whistler Health Care Centre |
| North Shore Hospice | Willingdon Creek Village |
| Pemberton Health Care Centre | |

Hiring Process for Excluded Staff

- We are currently finalizing our organizational chart and job descriptions for Housekeeping Services. We are committed to meeting with all excluded staff to discuss employment opportunities at VCH. Please register your interest with VCH to begin this process.
- Excluded salaries at VCH will be in accordance with the Health Employers Association of BC provincial pay scales.
- Excluded positions are covered by the VCH Excluded Terms and Conditions and applicable benefit packages for staff.
- Current non-union supervisors will be offered union employment at VCH in accordance with the Facilities Bargaining Association (FBA) Collective Agreement.

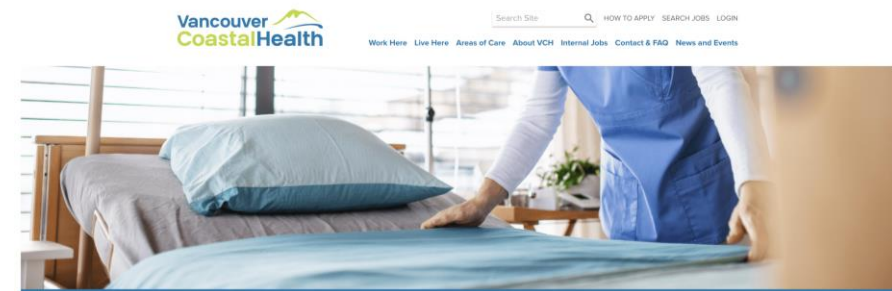
What should I do next?



Please register your contact information and attach your current resume at this website, no later than May 4, 2022: <https://careers.vch.ca/return/>



For any unanswered questions, please email ReturntoVCH@vch.ca



Vancouver Coastal Health

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Return to Vancouver Coastal Health

**Housekeeping Onboarding to Vancouver Coastal Health
(and food services at North Shore Hospice)**

Vancouver Coastal Health (VCH) is pleased to be bringing housekeeping (and food services at North Shore Hospice) in-house across our region, with the transition taking place over the next year. VCH values the close relationships that we have built over the years with our food services staff, and we thank you for your partnership in and dedication to our shared work. We have always been a part of one team, working together to deliver exceptional care, and we look forward to welcoming everyone to VCH.

[CLICK HERE TO REGISTER](#)

If you have any concerns with registering your information or joining VCH, we encourage you to reach out directly and connect with us. Alternatively, if you know that you do not wish to transfer to VCH, please let us know directly. The best way to get in touch is by emailing us at ReturntoVCH@vch.ca.

Benefits and Opportunities at VCH

Benefits and Opportunities at VCH



Comprehensive health benefits package and wellness counselling services for you and your immediate family.



Recognition programs to honour staff.



Grow your career with employer-paid training and leadership development.



Access to internal job postings across 25 VCH worksites.



Access to exclusive discount offers and deals for VCH staff.

Excluded (Non-Union) Benefit Plans

- BC Medical Plan
- Dental Coverage
- Extended Health (prescriptions, vision, massage, etc.)
- Group Life Insurance
- Long Term Disability Coverage
- Sick Leave Credits
- Vacation Days*
- Paid Statutory Holidays
- Municipal Pension Plan with Employee and Employer Matched Contributions

**VCH will recognize your continuous service with Compass while you worked within a BC Health Authority or VCH facility and previous continuous service accrued with a BC Health Authority or VCH for the purposes of vacation accrual and any future retirement allowance.*

Next Steps

Transition Timeline

| Timeframe | Activity |
|--------------------------|--|
| April to May 2022 | <ul style="list-style-type: none"> Compass excluded staff are asked to register and submit their resumes no later than May 4, 2022: https://careers.vch.ca/return/ VCH will be finalizing Housekeeping Organizational Chart and job descriptions |
| May to June 2022 | <ul style="list-style-type: none"> VCH will meet with Compass excluded staff to share the Org Chart and discuss employment opportunities at VCH and determine appropriate offers. Offers of employment will be sent to individuals beginning in June 2022 |
| Summer/Fall 2022 | <ul style="list-style-type: none"> Welcome Fairs and Onboarding Activities for front-line staff and supervisors |
| October 28, 2022 | <ul style="list-style-type: none"> First day at VCH for frontline staff and supervisors |
| March 31, 2023 | <ul style="list-style-type: none"> Excluded staff will join VCH after front-line and supervisory staff have onboarded |
| Ongoing | <ul style="list-style-type: none"> Regular updates and information sharing Support from VCH People Team Orientation and training support to prepare for transfer to VCH |

Contact Information and Website

- To submit your information including your resume, please visit: <https://careers.vch.ca/return/>
- This website will also post important information and updates throughout the transition.
- For questions, please email: ReturntoVCH@vch.ca

Thank you. Questions?

Register Now



<https://careers.vch.ca/return/>