

# Food Services Transition to Vancouver Coastal Health

Information Session for Unionized Staff

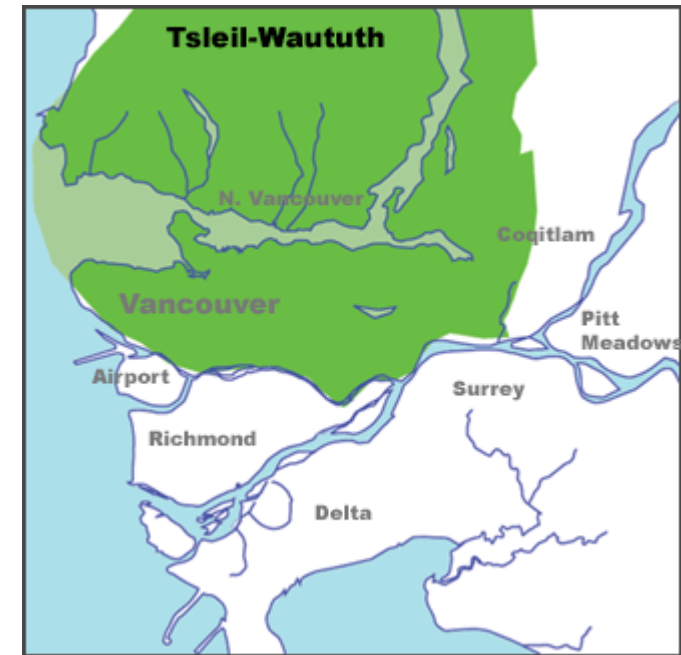
Hosted by VCH Human Resources

January 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](http://www.johomaps.net)

# Agenda

- Welcome & Introductions
- Transition Overview - Sodexo to VCH
- Compensation, Benefits and Opportunities at VCH
- Hiring Process
- Calendar of Events
- Contact Information and Website
- Question & Answer Period

# Transition Overview

## Transition Overview – Sodexo to VCH

- Vancouver Coastal Health (VCH) is very excited to be bringing food services in-house across our facilities and sites. **We are looking forward to working with you!**
- Priority to ensure seamless transition and continuity of employment for both unionized and non-unionized food services staff while maintaining a high quality of service.
- VCH will be working closely with the Unions (HEU and BCGEU) to ensure a smooth transition and that all unionized staff who wish to work for VCH are provided a job.

# When will this change happen?



## **July 22, 2022 – VCH Coastal worksites:**

- All frontline & supervisory staff will transfer employment to VCH.
- Non-unionized site managers will remain with Sodexo for 6 months and then transfer to VCH.



## **September 2, 2022 – VCH Richmond, Vancouver worksites:**

- All frontline & supervisory staff will transfer employment to VCH.
- Non-unionized site managers will remain with Sodexo for 6 months and then transfer to VCH.

## What does this mean for me?

- Sodexo staff will transition to become employees of VCH.
- Staff will continue to be represented by their Facilities Bargaining Association (FBA) Union – HEU and BCGEU for George Pearson Centre.
- Pay rates will be according to the Facilities Bargaining Association Collective Agreement.

# What should I do next?



Please register your contact information under “Union Front Line Staff” at this website: <https://careers.vch.ca/food-onboarding>



For any unanswered questions, please email [FoodServicesOnboarding@vch.ca](mailto:FoodServicesOnboarding@vch.ca)



## Food Services Onboarding to Vancouver Coastal Health

Vancouver Coastal Health (VCH) is pleased to be bringing food services on-board 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.

Start your transition:

[UNION FRONT LINE STAFF](#) [NON-UNION MANAGEMENT](#)

Why join Vancouver Coastal Health?

VCH is a world-class innovator in medical care, research and teaching, delivering service to more than one million BC residents. At VCH, we embrace this exciting journey, taking smart risks, and “going first” when we believe it will lead to the best possible outcomes for patients and their families. We invite you to join us in creating healthy lives in healthy communities by

OVERVIEW  
WHY JOIN VCH  
IMPORTANT DOCUMENTS  
UPCOMING EVENTS  
CONTACT INFO



# 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.

# Benefits

## Permanent Positions

- Employer-paid benefits for employees and their dependents:
  - BC Medical Plan
  - Dental coverage
  - Extended Health (prescriptions, vision, massage etc)
  - Group Life Insurance
  - Long Term Disability coverage
- Paid Vacation Days **starting** at 20 days for full-time 1.0 FTE
- Sick Leave credits
- Paid Statutory Holidays
- Municipal Pension Plan (employer and employee contributions)

## Casual Positions

- 12.2% extra on hours worked in lieu of paid holidays and vacations
- Option to self-purchase benefits at VCH group rates
- Employer-paid benefits for temporary positions > 6 months
- Flexibility to accept or decline shifts
- Can register to work casual at multiple work locations

# Hiring Process

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- 1** All unionized Sodexo staff are asked to submit their contact information on the VCH website so that we may contact you. Please visit the '**Union Front Line Staff**' section: <https://careers.vch.ca/food-onboarding>
- 2** VCH positions and work schedules are being created for each worksite (e.g. VGH, LGH, UBC, RH, etc.).
- 3** All unionized staff will be invited to attend a Job Fair at their home worksite to select their position in seniority order. More information will be shared in the coming months.

# Next Steps

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Timeframe	Activity
January 2022	<ul style="list-style-type: none"><li>Sodexo staff are asked to submit their contact information here under 'Union Front Line Staff': <a href="https://careers.vch.ca/food-onboarding">https://careers.vch.ca/food-onboarding</a></li></ul>
Early 2022	<ul style="list-style-type: none"><li>Job Fairs to select positions at VCH</li></ul>
Spring & Summer 2022	<ul style="list-style-type: none"><li>Welcome Fairs and Onboarding Activities</li></ul>
July 22, 2022	<ul style="list-style-type: none"><li>First day at VCH for Coastal frontline and supervisors (managers to transition after 6 months)</li></ul>
September 2, 2022	<ul style="list-style-type: none"><li>First day at VCH for Richmond and Vancouver frontline and supervisors (managers to transition after 6 months)</li></ul>
Ongoing	<ul style="list-style-type: none"><li>Regular updates and information sharing</li><li>Support from VCH People Team and Unions</li><li>Orientation and training support for transfer to VCH</li></ul>

## Contact Information and Website

- To submit your information, please visit: <https://careers.vch.ca/food-onboarding>
- This website will also post important information and updates including this presentation.
- For questions, please email: [FoodServicesOnboarding@vch.ca](mailto:FoodServicesOnboarding@vch.ca)
- HEU: [return@heu.org](mailto:return@heu.org)
- BCGEU (George Pearson): [area03@bcgeu.ca](mailto:area03@bcgeu.ca)



## Summary

- All staff will be offered employment at their VCH worksite based on their qualifications. Pay and benefits will be according to the Collective Agreement.
- It is **very important** to submit your contact information at the website as soon as possible so that we may stay in communication with you.
- More information will come over the next few months with details on the hiring process.

**We look forward to having you join the VCH team!**



# Thank you. Questions?

# Register Now



<https://careers.vch.ca/food-onboarding>