

January 25, 2012

Sandra Harnett
Human Resources Consultant
Fraser Health Authority
c/o Delta Hospital
5800 Mountainview Blvd
Delta, BC
V4K 3V6

Via Email

Dear Ms. Harnett,

Re: FHA's Recent Conduct in handling the Lower Mainland Pharmacy Services Transfer of Employment of Pharmacists

We write to confirm the Union's understanding of the Agreement reached between the parties last summer and to juxtapose the FHA's current efforts to implement the transfer of employment for pharmacists. The Agreement clearly states each party's obligations to execute the transfer of employment. We draw the Employer's particular attention to the excerpted clauses of our agreement, #13 and #21:

- #13 *Transfers will be seamless with no interruption in pay and benefits. An employee transferred from the sending Employer to FHA will transfer all of her/his service and service-related banks to FHA. A transferred employee will transfer her/his seniority to FHA and thereafter will accumulate seniority and service with FHA.*
- #21 *All transferring employees will present their Social Insurance Number (SIN) to the FHA as required by Federal Government of Canada.*

The approach taken to date by FHA requiring transferring pharmacists to fill out and provide extensive detailed documentation to FHA by January 27th far exceeds the agreed to terms that clearly limit the transferring pharmacists obligation to only provide their SIN as noted in clause #21. Furthermore, FHA's requirements have been communicated in a heavy handed and threatening manner in that they have advised pharmacists that failure to comply with FHA's requests would cause them to be deemed to have resigned (ref. letter dated January 9, 2011). Subsequently there have been verbal statements/warnings of consequences from LMPS personnel that pharmacists might not be paid either correctly or at all should they protest HEABC's pre-bargaining stunt of Market Adjustment rollbacks that FHA failed to opt out of, by not filling out all of FHA's forms. These actions are at a minimum an unwelcoming introduction to FHA and serve only to exacerbate an already volatile circumstance.



Please be advised that pharmacists will be complying with the Agreement reached between the parties and will be providing FHA with their Social Insurance Numbers at their convenience. It is the expectation of both the pharmacists and the HSPBA that the employers will simply get on with conducting the seamless transfer of employment called for in the Agreement without continuing fanfare, drama or threats.

Yours truly,

A handwritten signature in black ink that reads "Dave Martin". The signature is written in a cursive, flowing style.

Dave Martin
Membership Services Coordinator
HEALTH SCIENCES ASSOCIATION OF BRITISH COLUMBIA

cc Union's Section 54 Committee
Judith Bowen, VCH
Bonnie Jaun, Provincial Health Services
Susan Rogers, Providence Health Care

DM/cp



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