

BULLETIN

DATE: September 15, 2023

HSA flags concerns with employer's recent communications on deconsolidation

Last week, on September 8, Vancouver Coastal Health Authority sent a memo to all HSPBA medical imaging technologists impacted by the employer's recent decision to reverse 13 years of consolidating operations of diagnostic imaging services within the four different health authorities in the Lower Mainland.

HSA has two specific concerns about information contained in this memo.

First, the memo indicates that "welcome letters" will be sent to all affected imaging technologists, effectively transitioning them to their new employers in the other health authorities.

This could imply that your transition to another health authority is a done deal, but that is not the case. HSA is exploring all options for members in discussions with the Employer under the existing Labour Code Section 54 process (see below) and members are not required to involuntarily give up their employment with VCH and move to the new Health Authority Employer.

Second, the memo indicates the "transition journey" will be finalized on January 19, 2024. HSA has advised the employer that we believe this timeline is too aggressive to allow the union and the employer to work through the Section 54 process.

HSA has communicated both these concerns to the employer. We continue to work toward a resolution of these matters, and will provide updates as we go.



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What is Section 54?

Under Section 54 of BC's labour statutes, the employer is obligated to inform the union of any intention to introduce changes affecting a significant number of employees.

Specifically: "If an employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees to whom a collective agreement applies [...] the employer must give notice to the trade union that is party to the collective agreement at least 60 days before the date on which the measure, policy, practice or change is to be effected."