

Joint union-employer bulletin – July 27, 2011

## Lower Mainland Pharmacy Consolidation: labour adjustment plan reached

The union and health employers have reached a labour adjustment plan to minimize the impact of the employer's consolidation plan for pharmacy services in the Lower Mainland.

The Health Science Professional Bargaining Association's pharmacy consolidation committee has been meeting with pharmacists across the Lower Mainland to hear concerns and ideas. The union ensured this input was a crucial part of the meetings with health employers. After a series of meetings throughout April, May & June, the parties reached an agreement in recent days.

The agreement successfully limits the immediate impact on individual pharmacists. The employer's consolidation plan affects 30 hospital pharmacists through changes to job duties and/or classification. Furthermore, the employment of all pharmacists will transfer to Fraser Health not later than March 31st, 2012.

HSA will contact all 30 affected pharmacists individually within the next 24 hours, by email or phone. Please send your email address (and full name) to [memberlist@hsabc.org](mailto:memberlist@hsabc.org) to ensure HSA has your home email address.

HSA is also scheduling three meetings for affected pharmacists:

- Date: Tuesday, August 2, 2011  
Time: 5:30 pm – 8:00 pm  
Location: Hilton Metrotown – Waterford Rooms 1 & 2  
Address: 6083 McKay Avenue, Burnaby
- Date: Wednesday, August 3, 2011  
Time: 5:30 pm – 8:00 pm  
Location: The Coast Hotel & Convention Centre (Cascades) – Bedford  
Address: 20393 Fraser Highway, Langley
- Date: Thursday, August 4, 2011  
Time: 12:00 (noon) – 1:00pm  
Telephone conference call  
Local call in : 604-899-2339  
Toll free: 1-877-385-2339  
Participant : 58180

Pharmacy Directors will also be meeting with the affected pharmacists to outline the options and finalize the decisions.

Highlights of the labour adjustment plan include:

- All thirty (30) affected pharmacists have been matched to their "most like new position" in the new structure, reducing – if not eliminating – the need to displace pharmacists and trigger possible bumping.
- Affected pharmacists who accept their "most like new position" match by August 10<sup>th</sup>, 2011, are wage protected ("red circled"). This means if their matched position is at a lower grade, they carry their current wage rate and hours of work with them into the matched "most like new position".

- Affected pharmacists may reject their matched “most like new position.” They will be allowed to select a vacancy from the list of current vacancies, or be displaced and given rights to bump. (Note: Wage protection in a bump occurs according to the new collective agreement language governing consolidated seniority lists. Wage protection -- where a vacancy is chosen -- is available where the selected vacancy is equal to or higher than the offered “most like new position.”)
  - For example: You are a grade V pharmacist affected by consolidation. You have been matched to a “most like new position,” which is a grade III position. You reject this match, and select a vacancy at grade IV. You are wage protected (“red circled”) as a grade V.
- Affected pharmacists who accept their “most like new position” match are protected within this process from further displacement or bumping.
- Seamless employment transfer for all pharmacists to Fraser Health not later than March 31st, 2012.

You are welcome to ask for more information from members of HSA's pharmacy consolidation committee:

- Tory Kim, pharmacist, Surrey Memorial Hospital
- Jerry Casanova, pharmacist, Langley Memorial Hospital
- Terri Betts, pharmacist, Lions Gate Hospital
- Nick Torok, pharmacist, St. Paul's Hospital
- Faith Uchida, pharmacist, Vancouver General Hospital
- Kathleen Collin, pharmacist, BC Children's Hospital
- Peter Lam, pharmacist, Surrey Memorial Hospital
- Dave Martin, HSA Membership Services Coordinator

Or, contact for more information:

Dave Martin, HSA Membership Services Coordinator - \*\* returning from vacation August 2/11\*\*

Email: [dmartin@hsabc.org](mailto:dmartin@hsabc.org)

Cell: 604.862.6611

Dr. Shallen Letwin, Executive Director - Lower Mainland Pharmacy Services (on behalf of the leadership team)

Email: [shallen.letwin@fraserhealth.ca](mailto:shallen.letwin@fraserhealth.ca)

Cell: 604-897-3554

Sandra Harnett – Human Resources Consultant – Fraser Health

Email: [sandra.harnett@fraserhealth.ca](mailto:sandra.harnett@fraserhealth.ca)

Cell: 604-614-8053

Judy Roberts – Human Resources Consultant – Fraser Health

Email: [judy.roberts@fraserhealth.ca](mailto:judy.roberts@fraserhealth.ca)

Cell: 604-614-2906