

March 31, 2020

Delivered by email correspondence

michael.mcmillan@heabc.bc.ca

Health Employers' Association of BC
#300 – 2889 East 12th Avenue
Vancouver, BC
V5M 4T5

Attention: Michael McMillan, President & Chief Executive Officer

Dear Mr. McMillan:

Re: Additional pay and protection for frontline Health Science Professionals

Further to our conversations about additional pay and protection for front-line health care workers during the COVID-19 pandemic, we wanted to bring to your attention an agreement entered into between the Quebec government and the Federation interprofessionnelle de la sante du Quebec (FIQ). The FIQ is a union representing close to 76,000 nurses, respiratory therapists and clinical perfusionists. The agreement recognizes the exceptional contribution of health-care professionals in this time of crisis.

Although we have not seen a copy of the agreement itself, based on reporting it is our understanding that the agreement is for a six month period, and provides for an additional premium offered to workers who are providing or who are likely to provide care to COVID-19 patients for the duration of the pandemic.

Further, we understand that the agreement contains additional provisions including the following:

- Additional meal allowances for employees working overtime;
- Payment for childcare expenses for employees working overtime during evening, nights, or weekends.

In addition, and centrally, the agreement provides for a number of protective measures, addressed at ensuring the safety of front line health care workers. Our understanding is that these include:

- Pregnant employees no longer required to work in direct patient care;
- Older (above 70) or immunocompromised employees not required to work in direct patient care. If unable to be reassigned, will be paid to stay home;
- A requirement that all standards for the use of personal protective equipment will be met. For example, uniforms/scrubs provided and maintained by employers in emergency, medical and surgical areas, intensive care, respiratory therapy, and imaging, pneumology, and in clinics dedicated to COVID-19, and in locations where there has been an outbreak.

You will be aware that both the monetary and safety measures outlined above are akin to the types of additional protections we would like to be provided to our members, to provide them with both protection and recognition of the exceptional challenges they are facing.

We look forward to discussing these matters with you further.

Yours truly,

HEALTH SCIENCES ASSOCIATION OF BC



M. Jeanne Meyers
Executive Director (Legal Services & Labour Relations)
Chief Negotiator, Health Science Professionals Bargaining Association

 **Health Sciences Association of BC**

Email: jmeyers@hsabc.org

cc. Val Avery, President, Health Sciences Association of BC
Christina Zacharuk, President & CEO, Public Sector Employers' Council

JM/TB/rtd