



April 2, 2020

**VIA EMAIL:** [michael.mcmillan@heabc.bc.ca](mailto:michael.mcmillan@heabc.bc.ca)

Michael McMillan, President and Chief Executive Officer  
Health Employers' Association of BC  
#300 – 2889 East 12<sup>th</sup> Avenue  
Vancouver, BC V5M 4T5

**RE: Pay**

Dear Mr. McMillan:

The Health Services & Support – Community Subsector Association of Bargaining Agents (CBA) has been made aware of the recent agreement to pay employees covered under the Nurses Bargaining Association (NBA) collective agreement 'working short' pay for all hours worked while providing direct patient care in all Health Authorities and Providence Health Care.

Although we respect the important work of nurses during this crisis, the decision to apply a blanket premium to all hours worked, excluding all other healthcare workers has a significant impact on the morale of thousands of other in valuable healthcare workers in British Columbia.

We appreciate that the premium is part of the collective agreement and those workers are genuinely entitled to that pay on each and every shift where 'working short' occurs. However, the blanket application during the COVID-19 crisis has left those that work along side them feeling distinctly undervalued.

That same feeling is shared by those providing direct healthcare in the community.

There are over 16,000 workers covered under the CBA agreement who provide frontline healthcare services to our most vulnerable population in their homes, group homes, shelters, and in the streets. They are an essential part of limiting the spread of COVID-19, identifying early signs of the illness, and providing supports and assistance to those impacted.

Each day these workers are fulfilling their essential role in the community. They risk exposing themselves, and through them their families, and taking major steps to stem the spread amongst the most vulnerable population.

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The measures the Ministry of Health and the Provincial Health Officer have taken have no foreseen end date. During this time, seniors, people with disabilities, those struggling with mental illness, people dealing with substance use issues, and thousands of other British Columbians will continue to need services.

We would welcome an opportunity to meet with HEABC to discuss potential solutions to morale and staffing issues in community healthcare. We can make ourselves available on short notice.

Yours truly,



Richard Tones  
Chief Spokesperson, CBA

cc: CBA Member Unions (UFCW, HEU, HSA, CUPE, USW, BCNU, CLAC)