

*Message from Dr Bob Cheyne
Chair, WorkSafeBC Negotiating Committee*

and

*Dr Charlene Kotze
Salaried MA Representative, WorkSafeBC Negotiating Committee*

RE: Doctors of BC - WorkSafeBC Salaried Medical Advisor Agreement

The previous contract between WorkSafeBC and Doctors of BC ended March 31st 2014. This package provides highlights of a tentative agreement that is effective from April 1st 2014 to March 31st 2019.

Historically, we have compared MA compensation to Medical Health Officers in BC who are compensated under terms set out in the Physician Master Agreement. However, we also recognize that the Public Sector Employers Council (PSEC) coordinates labour relations policies and practices in the public sector and has authority over WSBC salaries. Acknowledging the limitations imposed by PSEC as well as the need to offset increased costs of doing business, the Negotiating Committee was able to achieve a 5.5% increase over five years, plus four opportunities for additional increases based on the performance of the BC economy (Economic Stability Dividend).

Further to the compensation increase, an increase to the CME benefit and a small increase to the Professional Costs benefit were achieved, as well as important language changes for MA category criteria. Specifically, the tentative settlement includes the following:

- Effective date of ratification, the allowance available for CME will be \$5,800 every two (2) calendar years, an 11.5% increase (current rate = \$5,200).
- Effective January 1, 2017, professional costs reimbursement will increase to \$1,600. Effective January 1, 2018, the maximum is \$1,700, a 13.3% increase (current rate = \$1,500).
- Revisions to qualifications required for the appointment as a Medical Advisor II.
 - Addition of specialty certification in Addiction Medicine.
 - Addition of American Board of Independent Medical Examiner (ABIME) designation.

The Negotiating Committee unanimously recommended this agreement to the Doctors of BC Board on June 5th, 2015. The Board approved that the agreement be sent for ratification with an endorsement of support.

If you have any questions or would like a copy of the tentative agreement, please contact Ben Brzezynski at bbrzezynski@doctorsofbc.ca, or Charlene Kotzé at charlene.kotze@worksafebc.ca. We appreciate your participation in this important ratification process.

Salaried Physicians' Agreement

Term

1. Date Effective

- Five years – April 1, 2014 to March 31, 2019.
- All financial increase begin April 1, 2015 or later.

Non-Monetary Proposals / Language Changes

2. Medical Advisor Criteria

Revisions to qualifications required for the satisfaction of Medical Advisor II criteria.

- Addition of specialty certification in Addiction Medicine.
- Addition of American Board of Independent Medical Examiner (ABIME) designation.

3. Supplementary Employment Benefits

Changes to Supplementary Employment Benefits to reflect a 2012 arbitration under the Labour Relations Code.

4. Language Updates

- Removal of outdated language pertaining to banked sick leave credits.
- Codification of superannuation fund.

Monetary Proposals

5. Professional Costs

Effective January 1, 2017, professional costs reimbursement will increase to \$1,600.

Effective January 1, 2018, the maximum is \$1,700, a 13.3% increase (current rate = \$1,500).

6. Continuing Medical Education

Effective date of ratification, Salaried physicians will be reimbursed to a maximum of \$5,800 every two (2) calendar years, an 11.5% increase (current rate = \$5,200).

**Contact: Ben Brzezynski, Negotiations Associate, Doctors of BC
(604) 638-7857 bbrzezynski@doctorsofbc.ca**

7. Salary Scales

Increase of 5.5% over five years, plus Economic Stability Dividend (ESD).

- April 1, 2015 – 1%
- February 1, 2016 – ESD*
- April 1, 2016 – 0.5%
- February 1, 2017 – 1% plus ESD*
- April 1, 2017 – 0.5%
- February 1, 2018 – 1% plus ESD*
- April 1, 2018 – 0.5%
- February 1, 2019 – 1% plus ESD*

*Economic Stability Dividend

1. Employees will receive a general wage increase (GWI) equal to one-half of any percentage gain in real GDP above the forecast of the Economic Forecast Council for the relevant calendar year.
2. For greater clarity and as an example only, if real GDP were one percent above forecast real GDP then employees would be entitled to a GWI of one-half of one percent.
3. The Economic Stability Dividend will be calculated on an annual basis by the Minister of Finance for each collective agreement year from 2015/16 to 2018/19 and published through the PSEC Secretariat.
4. The timing in each calendar year will be as follows:
 - i. February Budget – Forecast GDP for the upcoming calendar year;
 - ii. November of the following calendar year – Real GDP published for the previous calendar year;
 - iii. November – Calculation by the Minister of Finance of 50% of the difference between the Forecast GDP and the Real GDP for the previous calendar year.

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