

HEABC

Health Employers
Association of BC

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September 28, 2009

To: All Affiliate Members

Re: **HEABC Membership**

Government has informed HEABC that it is prepared to consider requests by contracted service providers to withdraw from membership in HEABC.

In order to withdraw from HEABC's membership, contracted service providers (generally referred to as "affiliate members") must be removed from the *Health Care Employers Regulation*. This is a decision of Government made at its exclusive discretion.

In addition to being removed from the Regulation, affiliates who no longer wish to have HEABC as their bargaining agent must also apply to the Labour Relations Board to amend HEABC's accreditation order and the consolidated certifications. In the course of the LRB's proceedings, impacted unions will be given an opportunity to participate. HEABC will not oppose an application to be deleted from the accreditation order made by any member that has been allowed to withdraw from HEABC membership.

Affiliates that are allowed to withdraw from both HEABC membership and the accreditation order will continue to be covered by any collective agreements currently applying to that employer's employees and will assume responsibility for the re-negotiation of these collective agreements upon expiry. In the case of employers whose employees are covered by the Facilities Subsector Collective Agreement, those employers will continue to be bound by the limits on contracting out (known as the "FTE Cap"). As you assess whether or not to withdraw from membership in HEABC, we encourage you to review the impacts of a withdrawal on your organization with your legal counsel to ensure you are fully aware of the implications of making a request. HEABC will respond to questions as to the process and its position on various issues but will not provide legal advice to employers on the implications of withdrawal.

Affiliate members who wish to withdraw from membership in HEABC should make their request before **5 pm on Friday, October 9, 2009**. Requests received by that date and time will be forwarded to Government for its consideration. Government has indicated that it may not be able to consider requests to withdraw from HEABC received after that date until after March 31, 2010

Please send your request to withdraw from HEABC membership to Tony Collins, Vice-President, Affiliate Services Division at HEABC by e-mail to tonyc@heabc.bc.ca or by registered letter. E-mail requests must be followed by a copy of the request sent by registered letter.

An employer that withdraws from HEABC will no longer receive the services provided to HEABC members. HEABC may offer services on a fee-for-service basis for those employers that leave HEABC and are deleted from the LRB's accreditation order.

Employers interested in discussing services that HEABC may provide and the fees for those services, or who have questions about ceasing membership in HEABC generally, should contact Tony Collins, Vice-President, Affiliate Services Division at HEABC (604.714.2280, tonyc@heabc.bc.ca).

Sincerely,

A handwritten signature in black ink, appearing to read "Lee Doney", with a large, stylized flourish extending from the end of the signature.

Lee Doney
President and CFO