



**Union of Psychiatric
Nurses**

Memo

To: All UPN Members at Riverview Hospital
From: Douglas McLaren
Date: April 12, 2010
Re: Riverview Hospital Closure Plan

As you should all be aware, the Employer has now drawn up their detailed plan for the transfer of all Riverview patients to the Health Authorities and the subsequent closure of Riverview Hospital in 2012. With this in mind, it was felt that it would be important to remind you of the various opportunities that will be available for you as the Employer rolls out their plan.

First, I must note that we have already negotiated the Riverview Redevelopment Locations (RRL) Successorship Agreement which was completed in June 2004. This has been signed off by the Health Employers' Association of British Columbia (HEABC), as representative of the Health Authorities; the Government of British Columbia, on behalf of the Public Service; and the three Unions that were involved at Riverview – UPN, BCNU and BCGEU.

What this agreement provides is a guarantee that Riverview staff will get first opportunity for all vacancies at the new RRL facilities and, should you choose to take advantage of these opportunities, you will be entitled to certain transfer rights which include:

- Certification with your same union under the Health Sector agreement.
- Board, Lodging and Relocation Expenses as per MOU #20 of the Master Agreement paid by the government should they be necessary.
- Full carryover of your seniority to the new Employer.
- Full portability of your years of service for step placement, vacation entitlement, benefits and qualification differentials.
- The option to remain in the Public Service Pension Plan should you choose to.
- No requirement to serve a probationary period.
- No waiting period to be eligible for health and welfare benefits.
- A "seeded" sick leave plan that takes into account your service in the Public Service.
- The option to have all or part of your accumulated leave banks transferred to the new employer so that they can be used for pre-retirement leave.

In one of our meetings with the Employer pertaining to the closure, we were advised that all of the new facilities are recognized as RRLs and thus will be subject to the Successorship Agreement. Should you be considering taking advantage of one of these opportunities, we will be available to discuss with you the specifics of the successorship agreement and to answer any of your questions.

Should you decide that you do not want to transfer to one of the RRLs, you will still have access to all of your rights under Article 13 of the collective agreement. In the past, we have distributed a written description of how this Article works along with a chart which graphically shows the process. I am enclosing a copy of this for your information. These documents have been

discussed with the Employer on numerous occasions and they have agreed with the accuracy of the interpretation. It should be noted that recall would not be a useful choice in the current context since Riverview is closing.

To ensure that the Patient Transfer and Closure procedures go smoothly over the next couple of years, the Union has initiated the Labour Adjustment Committee (LAC) noted in MOU #14 of the Collective Agreement. This Committee's mandate is to minimize the adverse effects of this closure on the employees and to ensure the timely and accurate dissemination of information pertaining to this closure.

We are aware that rumours spread fast and false information can cause a great amount of angst and stress with our members. It is our hope that by working with the Employer through the LAC this will serve to counter any rumours and to help you make sound and informed decisions when necessary.

In addition to this, we will shortly be placing a Frequently Asked Questions (FAQ) section on our website (www.upnbc.org) that will answer the many questions that arise at these times. Just go to the Local 1 section on the site and you will be able to find this information.

Should this not answer your specific questions, then I would invite you to e-mail me at dmclaren@telus.net with your questions and I will try to answer them within a day or two. In this way, should we see a trend in the questions, we can add them to the FAQ section on the website.

Once again, we are aware that these times can cause you a fair bit of anxiety. We hope that these procedures will assist you in these trying times.

Yours Truly,

Douglas McLaren
Director, Operations and Member Services