



**UNIVERSITY  
CLINICAL  
FACULTY  
ASSOCIATION**

115-1665 West Broadway  
Vancouver, BC V6J 5A4

Tel 604.638.2843  
Fax 604.638.2918  
Web [www.ucfa.ca](http://www.ucfa.ca)

April 2, 2004

**PRESIDENT'S REPORT**

**TO: MEMBERS OF THE CLINICAL FACULTY ASSOCIATION  
MEMBERS OF THE CLINICAL FACULTY, FACULTY OF MEDICINE, UBC  
POTENTIAL MEMBERS OF THE CLINICAL FACULTY**

**RE: CRISIS FOR CLINICAL FACULTY**

*The University Clinical Faculty Association (UCFA) represents 600 doctors holding clinical appointments with the Faculty of Medicine at UBC. We are the largest affiliate organization of the British Columbia Medical Association.*

Over the past five years the UCFA has sought to obtain the following rights and privileges for our members.

1. **Representation rights** – meaning that you are able to elect an organization of peers to represent you in your dealings with the Faculty of Medicine.
2. Fair, predictable payment for didactic and clinical teaching.
3. The right to be able to agree to any teaching which is assigned you from UBC and to specifically refuse teaching, which is not adequately remunerated.

These are the types of rights and privileges which are enjoyed by our colleagues who are in full-time employment with the university and who are represented by the Faculty Association, and by residents, who are represented by PAR.BC.

Unfortunately, we are not eligible to join the Faculty Association. It is also clear that the general strategy of the University of British Columbia is not to recognize our collective rights and specifically to avoid any kind of collective bargaining with the clinical faculty. It has always been our view that without collective bargaining, we as individuals are extraordinarily vulnerable.

We have reached agreement with Dean Gavin Stuart that the current system of individual invoicing for teaching is not working. I want to repeat that this system was forced on us by the university and was never the system of payment that was ever sought by the UCFA. Furthermore, in my view, UBC never made a concerted effort to make this system of payment functional. Having said that we now need your support to reinforce your commitment to having the UCFA represent you in all your dealings with the university. The letter of appointment and the system of remuneration is under review, and it is critically important that you be represented collectively by an organization

supported by your colleagues. As we speak, a committee directly reporting to the Dean is revising the contract or the letter of appointment. Although language remains in this letter to give you access to medication and arbitration, I want to inform you that access to this form of dispute resolution is extremely costly, and is likely beyond the means of an individual faculty member. It is only by seeking collective representation through the UCFA, that you can ensure access to binding dispute resolution mechanisms. The Faculty of Medicine still, for example, refuses to recognize that individual arbitrations apply to all members of the clinical faculty. Although Dr. Brad Munt recently won a substantial award from an arbitrator and the UCFA's costs of bringing this action were also awarded by the arbitrator; Dr. Munt has been told that he will no longer be assigned residents to teach.

The only long-term solution to dealing with all of these issues is to achieve collective bargaining rights, again, similar to that enjoyed by our full-time colleagues and many members of clinical faculty across Canada. In order to achieve these results, we urgently need your support on the following issues:

- 1. Do not sign any new letter of agreement or contract with the university until it has been approved by the UCFA.**
- 2. If you have not renewed your membership, or are not a member of the UCFA, please submit your membership dues (\$150). Applications can be found on our website at [www.ucfa.ca](http://www.ucfa.ca) or you can mail a cheque payable to the UCFA and mail this to our office, c/o Suite 115 – 1665 West Broadway, Vancouver, BC V6J 5A4.**
- 3. Attached is an important fax asking you to endorse the UCFA as representing you in your dealings with the Faculty of Medicine. This needs to be faxed back to us immediately.**
- 4. All of these critical issues will be discussed at the full Faculty of Medicine meeting Wednesday, May 12<sup>th</sup>, 2004 at 5 p.m. at the IRC #3 Room at UBC. I urge you to attend this important meeting in order that issues of funding, the expansion of the Medical School and the role of clinical faculty can be fully discussed and your view represented directly to the Dean and the Faculty Executive.**

Yours respectfully,



Derryck H. Smith, M.D., F.R.C.P. (C)  
President  
University Clinical Faculty Association

Attach: Letters to Dr Gavin Stuart