



**UNIVERSITY
CLINICAL
FACULTY
ASSOCIATION**

March 8, 2004

Website: <http://www.ucfa.ca/>

To: Members of the University Clinical Faculty Association
Members of the Clinical Faculty, Faculty of Medicine, UBC
Potential Members of the Clinical Faculty

RE: CRISIS FOR CLINICAL FACULTY

Dear Colleagues:

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 15 years there have been continuous efforts to improve the status, recognition and remuneration of clinical faculty in our important roles of transmitting clinical skills and knowledge to students, residents and fellows at the medical school.

Extensive negotiations in the late 90's resulted in the defining document "Mutual Responsibilities and Obligations for Clinical Faculty and Faculty of Medicine November 8, 1999". Following this a formal negotiation took place between Dr. John Cairns and the representatives from the UCFA. The university would not accept a collective agreement, but insisted on individual contracts. This meant that members of clinical faculty had to submit invoices in order to receive payments for teaching, both didactic and clinical. It was never our preference to use a cumbersome system of individual invoicing. UBC has proven inept at setting up such a system and has demonstrated bad faith by not even paying for the invoices that our members have submitted. Although a good deal of progress has been made in paying members of clinical faculty \$80 per hour for teaching and administrative responsibilities, there is still outstanding conflict over the payment of clinical teaching.

MUNT ARBITRATION

Dr. Munt had been teaching residents at St. Paul's Hospital for many years and as a result submitted invoices to the Faculty of Medicine. The invoices were not paid and we elected to take this matter before an arbitrator. The arbitrator quickly decided in Dr. Munt's favor and ruled that assigning residents to his clinical service did constitute a formal assignment of teaching and that the nominal rate of \$8 per hour was due and owing to Dr. Munt.

We have naively assumed that the Faculty of Medicine would quickly implement the rulings of the arbitrator; would honor all of our contracts and begin to pay for our services. Unfortunately, since that time the current Dean, Dr. Stuart, has chosen not to apply the ruling of the Munt Arbitration to all members of the clinical faculty. In fact, Dr. Munt's invoices are still not paid and residents have been removed from his clinical service.

Correspondence from our office concerning other outstanding invoices has been ignored. Invoices have only been partially paid, if paid at all. The whole system of invoicing for our services has broken down and the university appears to have no interest in acknowledging or paying our invoices.

The goals of the UCFA are to represent clinical faculty within the medical school. We felt that clinical teaching was becoming less and less valued and that full-time researchers were increasingly in charge of policy matters affecting the medical school. We wanted the university to recognize the importance of clinical teaching by appropriately remunerating our members for their valuable services and to acknowledge a fair and equitable process for resolving differences.

We are hopeful that we can resolve this current conflict. In fact, in the interest of medical students and residents it is critical that these issues be resolved. I want to stress that we are committed to a cooperative and mutually agreeable solution to this current crisis, but we insist that clinical faculty be adequately represented by elected members, be appropriately remunerated, and have access to dispute resolution.

In summary, I would like to ask you for some specific actions:

1. Current members of the University Clinical Faculty Association

- a) If you had not already paid your dues, please do so. This can be done most easily by ticking off the UCFA box, when you pay your BCMA dues. Alternately, you can send a check for \$150 to the UCFA, c/o Diane Wong BCMA – 115 – 1665 West Broadway, Vancouver, BC V6J 5A4
- b) Insist that your contract be honored by the university and work within your individual departments to ensure that all teaching is paid as per our contract until further notice.

2. Members of Clinical Faculty who do not Belong to the UCFA

Currently the UCFA is the only group that is actively representing the interests of clinical faculty. Full-time faculty are represented by the Faculty Association. It is important in the university environment, that our interests are strongly and forcefully represented to the Dean and the University and that we reserve the right of access to arbitrators and courts to resolve outstanding differences. We insist on the application of the rules of natural justice and fairness, in terms of resolving disagreements between individual clinical faculty members and the medical school. I would request that you join the UCFA and assist us in advancing the rights, privileges and obligations of clinical faculty members.

3. Doctors Who are Being Actively Recruited to the Expansion of the Medical School

Do not agree to any relationship with the university until you have a contract and are assured that you will be adequately remunerated and represented within the structure of the university. It is our view that there are insufficient funds currently available to appropriately expand the medical school and there is a real risk that without a contract or other formal agreement between yourself and the university, that you will not be adequately remunerated or recognized. Please join the UCFA.

In summary we are asking nothing more for clinical faculty than the privileges, rights and obligations of our colleagues in the full-time faculty. There has been very significant progress made over the past 10 years, but we are in a crisis situation and need your support.

Please visit our website to keep updated on the latest developments, and to obtain invoices, applications forms and arbitration rulings.

Yours respectfully,



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