

Information for Watson Lake Hospital employees
from the Public Service Commission
June 2009

Job offers:

The transfer of the Watson Lake Hospital to the Yukon Hospital Corporation, if approved, will result in a wholesale transfer of the hospital, including staff, effective April 1, 2010. All jobs will be irrevocably transferred. You, however, will have a choice of going with your job to the Hospital Corporation or accepting an alternate job offer with the Yukon government. By November 1, 2009 you will be provided with a comprehensive comparison of what the two job offers look like. You will then have until February 1, 2010 to accept a job offer for the job you intend to assume after April 1, 2010.

Alternate job offers within the Yukon government:

The Department of Health and Social Services is the primary department responsible for providing alternate employment opportunities, but all government departments will participate depending on what alternate job openings come available between now and November 1. Alternate job offers will be made to all regular indeterminate (full-time and part-time) and auxiliary-on-call employees at the hospital. Alternate job offers will not be made to term employees whose term with the Yukon government ends on or before March 31, 2010. Term employees may, however, receive job offers from the Yukon Hospital Corporation to continue working at the Watson Lake Hospital after the transfer date.

Between now and November 1, the government will be canvassing all vacancies that arise to earmark positions that may qualify as alternate jobs for Watson Lake regular and auxiliary employees. Alternate jobs will be set aside for employees in this order of preference:

1. an identical job in Watson Lake;
2. a similar job in Watson Lake;
3. an identical job outside of Watson Lake;
4. a similar job outside of Watson Lake; or
5. a job that the person can reasonably be expected to perform after being trained in the position. *Note: Preference five will be used only if nothing can be arranged to meet preferences one to four. Its intent is to provide alternate employment so that an employee can remain with the Yukon government when the other preferences cannot be applied.*

In most cases an alternate job will be in the same category of employment as your existing job (i.e. an indeterminate regular employee would not be offered an auxiliary position, etc.) and at the same level. Finally, an alternate job is one that you can reasonably be expected to perform.

Auxiliary-on-call employees and alternate job offers:

Auxiliary-on-call employees with more than one position will be given *one* alternate job offer. This offer will be matched to the primary AOC position, based on the salary and hours worked on the job. For example, an employee who worked 120 hours in the first AOC position and 10 hours in a second AOC position over the past year will be offered an alternate job based on the first AOC position.

Part time employees and alternate job offers:

Part time regular employees will be offered part time work with hours as close as possible to those currently worked.

Process to determine terms and conditions of employment:

The Yukon government and the Yukon Hospital Corporation are reviewing the three collective agreements associated with the transfer to compare terms and conditions of employment. The three agreements are those between the Public Service Alliance of Canada (PSAC) and the Government of Yukon (your current collective agreement), the Public Service Alliance and the Whitehorse General Hospital and the Professional Institute of Public Service (PIPS) and the Whitehorse General Hospital (the hospital collective agreements).

The government and the corporation will be meeting together with the unions over the summer to finalize the terms and conditions of employment that will apply after transfer.

Comparison of benefit plans:

The Yukon government is also doing analysis of the pension and benefit plans of the two employers to identify the differences between government and hospital corporation plans. The hospital corporation will be providing information to you about what pension options exist under the YHC. The goal is to develop benefits information that will help you make an informed decision about your employment options.

Communication:

Information about the transfer will be on the Public Service Commission public site at: <http://www.psc.gov.yk.ca/> . Besides a Question and Answer page, the web site will also have links to the Management Agreement and other documents that apply to the transfer process. The web site will be open by June 5. We realize that some staff members do not use a computer at work. For that reason, we will also send letters such as this to you when there are specific details to convey in future. Health and Social Services and the hospital corporation are jointly producing “Updates” for staff and the community. These will be posted on the web site and hard copies will be available at the Watson Lake Hospital.

The transfer process:

There are several initiatives being undertaken to facilitate a smooth transfer process. A lot of the work is going on before the Yukon Hospital Corporation makes its final decision on the transfer. At first glance, this work may seem premature but it is necessary to ensure a smooth transition. For example, the Yukon government is doing a comparison of insured benefits. This is a significant project, and in order to have a document ready for you to consider as part of your job offers on November 1, we must start the work now. You will need this and other human resource information ready for when you consider your offers.

The transfer process is being managed according to the Management Agreement through a team that includes a project coordinator Lois Craig (on behalf of the government), a project coordinator, Warren Holland (on behalf of the hospital corporation) and representatives from Health and Social Services and the Public Service Commission in the Yukon government.