

Ms. Jeanne Meyers
Chief Negotiator
Health Sciences Professional Bargaining Association
300 - 5118 Joyce Street
Vancouver, BC
V5R 4H1

March 25, 2012

Dear Ms. Meyers,

I am writing on behalf of all the Environmental Health Officers (EHOs) and Public Health Inspectors (PHIs) of British Columbia, who have worked tirelessly in the health authorities in their efforts to protect the health of British Columbians. The Canadian Institute of Public Health Inspectors (CIPHI) – BC Branch is in support of fair and deserved recognition and wage compensation for the important work EHOs and PHIs do for the communities of BC.

The CIPHI is the only recognized professional organization that certifies Canadian Environmental Public Health Professionals, advocates for environmental public health issues, advances the profession by providing quality training opportunities, and develops and maintains reliable high standards of professional conduct through its code of ethics and competencies. We have been safe-guarding environmental public health in Canada for almost 100 years.

In 2011, CIPHI implemented the Continuing Professional Competencies (CPC) Program, which unifies the professional standards of EHOs/PHIs across Canada. CIPHI members have committed to a code of ethics that guides our professional conduct and practice, and to participate in ongoing professional development in our efforts to maintain discipline specific competencies in environmental public health. In 2010, the CIPHI Constitution and Bylaws was amended to require participation in the CPC program commencing January 1, 2011.

Our EHOs/PHIs in British Columbia are responsible for similar work duties as those in other provinces. Communicable disease prevention, food safety, drinking water safety, recreational water safety, land use, tobacco control, emergency response, and emerging environmental public health initiatives are identified duties carried out by EHO's/PHI's throughout Canada. Despite our equivalent duties, skills, training, and competencies, the hourly salary rates of regular and senior EHOs/PHIs in British Columbia are one of the lowest amongst the provinces in Canada (see enclosures). The last collective agreement signed in 2010 entailed two years of zero percent rate increase, which has already widened the disparity amongst the provinces. It has decreased the competitiveness of the EHO/PHI positions in BC, and negatively affects our ability to attract and retain staff. New health initiatives developed by the government of BC have increased expectations from British Columbians regarding safe water supplies, safe nutritional food and healthy community environments to name a few. EHOs and PHIs are concerned that these increased expectations have not been adequately resourced with both staffing resources and reasonable wage compensation. We further feel that this lack of recognition demonstrates a lack of respect for the important work we conduct daily and for the amount of time our members dedicate to advancing our competencies.

On behalf of the CIPHI - BC Branch, I urge this government to give serious consideration to raising the salary rates of regular and senior EHOs/PHIs in British Columbia to a level that is respectful to the professional work we conduct daily, and that is competitive to the rates of our colleagues in other provinces of Canada.

I welcome any opportunity to discuss further our profession and our Continuing Professional Competencies program. Do not hesitate to contact me at (604) 233-3217 or e-mail at president@ciphi.bc.ca if you require further information.

Sincerely,



Gary Tam
CIPHI BC Branch President

Enclosures(2)

cc:

Mr. Reid Johnson – HSA of BC President
Mr. Paul Faoro – CUPE 15 President
Mr. Justin Schmid – CUPE National Representative
Mr. Christopher Losito – Environmental Health Officer, Vancouver Coastal Health Authority/CUPE Representative to the HSPBA Bargaining Committee
Mr. Michael McKinley – Environmental Health Officer, Vancouver Island Health Authority/CUPE Representative to the HSPBA Bargaining Committee
Mr. Darryl Walker – BCGEU President
Mr. Steve Pope – Chair of Health Science Professional in BCGEU
Mr. Dave Cherry – Environmental Health Officer, Vancouver Island Health Authority/BCGEU Representative to the HSPBA Bargaining Committee

Salary Rates for Regular Environmental Health Officers

| Provinces/Employers | Union Names | Step 1 (hourly) | Maximum Step (Hourly) | Collective Agreement Expiry Date |
|---|---|------------------------|------------------------------|---|
| British Columbia | CUPE/BCGEU | \$ 27.18 | \$ 33.88 | March 31, 2012 |
| Alberta | HSAA | \$ 31.60 | \$ 43.72 | Expired on March 31, 2011 |
| Saskatchewan | HSAS | \$ 32.23 | \$ 39.33 | March 31, 2013 |
| Manitoba | MGEU | \$ 24.11 | \$ 32.82 | March 31, 2014 |
| Ontario (Toronto Area) | N/A | \$ 37.16 | \$ 40.73 | March 31, 2012 |
| Quebec | PSAC | \$ 32.78 | \$ 39.88 | Expired in June, 2011 |
| New Brunswick | The New Brunswick Union of Public and Private Employees | | | Expired on Nov 10, 2010 |
| Nova Scotia - Department of Agriculture | Nova Scotia Civil Service Master Agreement | \$ 29.94 | \$ 36.53 | March 31, 2012 |
| Nova Scotia - Department of Health & Wellness | Nova Scotia Civil Service Master Agreement | \$ 35.05 | \$ 41.17 | March 31, 2012 |
| New Foundland and Labrador | NAPE | \$ 31.65 | \$ 35.31 | March 31, 2012 |
| Prince Edward Island | PEI Union of Public Sector Employees | \$ 23.31 | \$ 29.16 | March 31, 2013 |
| Federal Government of Canada | PSAC | \$ 32.78 | \$ 39.88 | Expired in June, 2011 |

Salary Rates for Senior Environmental Health Officers

| Provinces/Employers | Union Name | Step 1 (hourly) | Maximum Step (Hourly) | Collective Agreement Expiry Date |
|---|---|------------------------------|-----------------------|----------------------------------|
| British Columbia | CUPE/BCGEU | \$ 30.27 | \$ 37.76 | March 31, 2012 |
| Alberta | HSAA | \$ 38.08 | \$ 52.23 | Expired on March 31, 2011 |
| Saskatchewan | HSAS | \$ 37.59 | \$ 45.88 | March 31, 2013 |
| Manitoba | MGEU | \$ 28.80 | \$ 40.09 | March 31, 2014 |
| Ontario (Toronto Area) | N/A | This position does not exist | | March 31, 2012 |
| Quebec | PSAC | \$ 36.06 | \$ 43.87 | Expired in June, 2011 |
| New Brunswick | The New Brunswick Union of Public and Private Employees | This position does not exist | | Expired on Nov 10, 2010 |
| Nova Scotia - Department of Agriculture | Nova Scotia Civil Service Master Agreement | \$ 35.05 | \$ 41.17 | March 31, 2012 |
| Nova Scotia - Department of Health & Wellness | Nova Scotia Civil Service Master Agreement | This position does not exist | | March 31, 2012 |
| New Foundland and Labrador | NAPE | \$ 33.76 | \$ 37.77 | March 31, 2012 |
| Prince Edward Island | PEI Union of Public Sector Employees | \$ 24.51 | \$ 30.63 | March 31, 2013 |
| Federal Government of Canada | PSAC | \$ 36.06 | \$ 43.87 | Expired in June, 2011 |