

# The History Of **RESIDENT DOCTORS OF BC**

## 1970s

- 1969: The Professional Association of Residents and Interns of British Columbia (PARI-BC) was founded.
- 1972-1974: After residents were classified as students, and their salaries cut significantly, PARI-BC organized the first BC resident physician strike applied for certification as a union.
- 1976: The Labour Relations board ruled that residents were employees, as a result resident salaries increased more than 122%.

## 1980s

- 1983-1984: The Medical Services Commission implemented regional billing numbers in an attempt to solve the issue of over-/under-supply of physicians.
- PARI-BC and the Canadian Association of Interns and Residents (CAIR) filed a Charter challenge against the legislation, known as Bill 41, which went all the way to the Supreme Court of Canada. The legislation was overturned.
- 1985: Residents at every teaching hospital in BC were unionized.

## 1990s

- 1993: The mandatory internship year was eliminated for resident trainees, and PARI-BC changed its name to the Professional Association of Residents of British Columbia (PAR-BC) to reflect this change.
- 1996: PAR-BC applied to become the bargaining association for all residents province-wide, regardless of where they were based. The Health Employers Association of BC (HEABC) tried to have residents declared as students.
- 1997: After threatening to strike, HEABC conceded that residents were employees, and a mediated settlement was reached.
- PAR-BC's governance structure changed from program-based representatives to a 12-member elected Board.

## 2010s

- 2012: During a two year long round of bargaining, a pay-per-call system was negotiated (bringing BC residents closer to what residents are paid in other provinces), a wage increase, two flex days per year, and two paid days off to attend the birth of their child.
- Residents were deemed an essential service (in the Lower Mainland) for the first time, allowing them to continue training despite the positive strike vote.
- 2014: Another round of bargaining yielded a 5-year deal, a yearly wage increase for a total of 5.5%, new call definitions for evenings and weekends, relief from call duties for pregnant residents over 24 weeks gestation, and an annual professional expenses benefit of \$1000 for R1s and R2s.
- 2015: PAR-BC rebranded and changed its name to Resident Doctors of BC to better identify themselves to the public.

## 2000s

- 2002: In response to increased funding for medical schools to expand enrollment, PAR-BC advocated for an early increase in numbers of residency positions in preparation for the additional medical school positions.
- PAR-BC entered into a partnership with Employee and Family Assistance Program to provide residents and their families with 24-hour access to counseling province-wide.
- Changes to the Collective Agreement during this time included stipulations such as a maximum of 1:4 in-hospital calls and a wage increase.