



February 16, 2023

President  
Doctors of BC  
115-1665 West Broadway  
Vancouver BC, V6J 5A4

**RE: Physician Respectful Workplace and Discipline Process Reviews**

The undersigned Health Authorities and Providence Health Care each agree to meet with Doctors of BC staff and a Doctors of BC member representative at least once in the first year following ratification of the 2022 Physician Master Agreement to review respectful workplace and disciplinary processes and communications with physicians. The intent of this review is to discuss the respectful workplace and disciplinary processes and obtain physician feedback and recommendations to help improve the overall processes.

Sincerely,

Dr. Victoria Lee  
President and CEO  
Fraser Health

Dr. David Byres  
President and CEO  
Provincial Health Services Authority

Susan Brown  
President and CEO  
Interior Health

Fiona Dalton  
President and CEO  
Providence Health Care

Kathy MacNeil  
President and CEO  
Island Health

Vivian Eliopoulos  
President and CEO  
Vancouver Coastal

Cathy Ulrich  
President and CEO  
Northern Health