

Date: January 22, 2021

CLIFF: 1062002

File: 195/20 – All Staff

To: All BCEHS Employees/CUPE 873 Members

From: Darlene MacKinnon, Chief Operating Officer, BCEHS and
Troy Clifford, Provincial President, APBC

RE: Postings of temporary Community Paramedic positions

A number of new community paramedic (CP) positions have now been posted. Due to upcoming staffing transitions as part of the collective agreement implementation and the introduction of scheduled on-call (SOC), including CP SOC positions, some opportunities are posted as temporary vacancies.

BCEHS and CUPE 873 have collaboratively developed this interim hiring solution to ensure communities have continued CP support and to minimize impacts on employees, while we work through the collective agreement implementation of SOC. This adjusted posting plan affects the upcoming community paramedicine cohort starting in April 2021.

Agreement was reached on the following terms for current vacant CP positions at CP SOC candidate stations, on a without prejudice and without precedent basis:

1. Current vacancies not impacted by the SOC implementation shall be posted as per Article 13.02 and normal practice.
2. Current vacancies in the CP SOC candidate communities shall be posted temporary for a period of six months or until filled through the SOC CP-SOC transition and CP Adjustment Plan.
3. These temporary postings will be administered under one posting, utilize a preference form and follow Article 13.02 of the collective agreement. One posting allows clarity to applicants that only those listed in the single posting are covered by this agreement.
4. Employees accepting a temporary position shall receive benefit entitlements as if they had accepted a regular position.
5. Employees who successfully complete probation shall be placed on the CP registry following the current processes.
6. In order to remain on the registry employees will be required to meet the current expectations.
7. Employees will not be entitled to moving allowances for temporary positions.
8. Employees accepting a temporary vacancy and requiring accommodation will be addressed on a case-by-case basis. Travel and meal allowance will not be provided.

9. Employees that apply and accept a subsequent permanent SOC position will be provided the opportunity to end the temporary CP position and report to the new role in support of the implementation.
10. Incumbents who successfully bid into one of the identified temporary CP vacancies will not have access to recall and lay-off rights pursuant to Article 14 and are excluded from the SOC CP Adjustment Plan.

Please direct any questions you have to either Towards2022@bcehs.ca, or connect with a union executive at info@apbc.ca.

Sincerely,

Darlene MacKinnon
Chief Operating Officer
BC Emergency Health Services
Provincial Health Services Authority

Troy Clifford
Provincial President
Ambulance Paramedics of BC
CUPE Local 873