

On-Call Unit Chief Transition Agreement

During the last round of Bargaining for renewal of the Collective Agreement between BCEHS and CUPE 873, the parties agreed to an MOU regarding the staffing model for Remote and Rural communities. This MOU is titled “Introduction of Scheduled On-call (SOC)”. The Parties agreed to the creation of a joint implementation and SOC Evaluation/Implementation committees to guide the implementation of SOC.

These changes will result in the creation of regular positions in stations which were previously fully staffed by on-call staff with no regularly scheduled employees. At these stations, the on-call positions included the station Unit Chief.

Previously On-Call Unit Chiefs were appointed by seniority with limited selection criteria or process. With the introduction of Regular Part-time Unit Chiefs, the Collective Agreement requires a selection process take place in accordance with Article 13.03.

Article 13.01 (e) states:

Where the Employer has or institutes a service with full time staff, there shall be at least one unit chief per station. The position of unit chief shall be by selection of the Employer in accordance with Clause 13.03.

In consideration of the above, the parties have reached the following agreement regarding the transition of On-call Unit Chiefs to Regular Part-time Unit Chiefs:

1. The employer will notify all current On-Call Unit Chiefs that in accordance with the SOC MOU and Article 13.01 (e) Unit Chief positions will become regular part-time positions and will be filled in accordance with Article 13.03 selection procedure. Should the On-Call Unit Chief not apply or is unsuccessful in the selection process, they will cease to hold the title of Unit Chief on the effective start date of the new regular part-time Unit Chief position at the station.
2. On-Call Unit Chiefs that are also Regular part-time Community Paramedics will receive notification as outlined in #1 above, regarding Unit Chief duties and pay.
3. The Employer shall post provincially per 13.03 all new Regular Part-Time Unit Chief positions.

For positions at stations designated as Community Paramedic SOC, previous experience as a Community Paramedic will not be a prerequisite for the Regular Part-time Unit Chief position.

4. Successful applicants to all Regular Part-time Unit Chief positions will be required to serve a probation period as described in Article 11.09.

5. Successful applicants to Regular Part-time Community Paramedic Unit Chief Positions, not on the Community Paramedic Registry, will also be required to successfully complete the Community Paramedic training and orientation to the position.

On-Call Unit Chiefs who don't apply or are unsuccessful shall be transitioned to their primary operator station as an on-call employee. These employees will remain eligible to apply for future positions within the province per the terms of the CA

On-Call Unit Chiefs that are also Community Paramedics who don't apply or are unsuccessful for the new Regular Part-time Unit Chief position will be supported through the Community Paramedic Adjustment Plan as a Community Paramedic and Article 14.

6. In order to support the recruitment selection process for employees, the parties agree to include all of the confirmed Regular Part-time Unit Chief positions as two postings, the prototype communities and a provincial posting. The postings will identify the station, anticipated/initial schedule, FTE and expected start date. Employees will be awarded a single seniority date for each posting, with the vacation service and accrual dates for the purpose of compensation commencing on their first day of work.

Agreed to this 11 day of January 2021.

Signed on behalf of the BCEHS:

Signed on behalf of CUPE 873:



Kevin Payne, Labour Relations Lead



Troy Clifford, President CUPE 873