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April 12, 2021

Dear Members:

**Re: Postings/Rescinding of Positions – Arbitration Decision**

As you may be aware, on October 5, 2020 the Employer made a unilateral decision to no longer permit members to rescind acceptance of a new position or decline a new position prior to reporting.

The Union disagreed with the Employer and subsequently advanced a policy grievance on the matter to arbitration, which was heard by Arbitrator Somjen on March 23, 24 and 31, 2021.

Arbitrator Somjen upheld the Union’s grievance. The Arbitrator found the ability to rescind prior to taking a new position is a reasonable “privilege” and a “concession” that has been enjoyed by Employees for many years. It is, therefore, an “acquired right” pursuant to Article 30.01 of the Collective Agreement. That right can be negotiated in collective bargaining but cannot be unilaterally altered.

All members should review Arbitrator Somjen’s decision found [here](#). If after reviewing the Decision you feel you were negatively impacted by the Employer’s actions, please contact the undersigned to discuss your specific impacts.

Regards,

Jason Jackson  
Provincial Vice President  
Ambulance Paramedics of BC  
CUPE 873

JJ/sb/MoveUp