

LETTER OF AGREEMENT

Between

HEALTH EMPLOYERS ASSOCIATION OF BC

(“HEABC”)

And

AMBULANCE PARAMEDICS AND DISPATCHERS BARGAINING ASSOCIATION

(“APADBA”)

(Collectively, the “Parties”)

Re: Temporary Exceptions to Dispatcher Probationary and Lock-In Provisions

WHEREAS:

- A) During the summer of 2021, BC Emergency Health Services has been experiencing record-breaking emergency call volumes caused by, among other things, higher-than-average temperatures, the opioid crisis, and increased activity following the lifting of COVID-19-related restrictions; and
- B) The Parties have a joint interest in facilitating the movement of Emergency Medical Call Takers (“EMCTs”) and Emergency Medical Dispatchers (“EMDs”) between positions in efforts to alleviate staffing shortages in the face of recent spikes in call volume.

THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

- 1) If an employee in an EMD or EMCT position is within their probationary period, they may apply for and post into other non-supervisory EMD or EMCT positions only if those positions are within their current dispatch centre Post.

- 2) If an employee in an EMCT position during their probationary period posts into an EMD position, and subsequently fails the EMD training program, the employee will be returned to their EMCT position and will resume their probationary period as an EMCT.
- 3) If an employee fails the EMD training program and is returned to their former position, the employee will not be locked out of reapplying for EMD positions for the term of this Letter of Agreement. However, applicants for EMD training who have not failed the EMD training program within the term of this Letter of Agreement will be selected for EMD training in priority to those who have failed during this period.
- 4) The Parties agree that this Letter of Agreement is without precedent and without prejudice to any position that either party wishes to take in a subsequent matter.
- 5) The Parties may attempt to resolve any disputes about the implementation or interpretation of this Letter of Agreement through PJLMC in accordance with Article 8.05.
- 6) The Parties will address any formal disputes concerning this Letter of Agreement under the grievance and arbitration provisions of the Collective Agreement in Articles 9, and 10.
- 7) This Letter of Agreement will expire on August 1, 2022, unless:
 - a. The Parties mutually agree to extend the Letter of Agreement at collective bargaining or any other time; or
 - b. Either of the Parties terminates this Letter of Agreement at any time by giving thirty (30) days' notice of termination to the other Party.

Agreed to this 3RD day of August, 2021, at 1200 AM (PM)

Signed on behalf of APADBA:



Print name here: DAVE DEINES

Signed on behalf of HEABC:



Print name here: William Skinner