

## MEMORANDUM

Date August 24, 2021

File: 195-20/BCEHS All

CLIFF: 1063006

To: All BCEHS staff

**Re: Alpha shift pattern employees to be offered overtime for “removed shifts”**

As a measure to support current staffing shortages and high call volume, there is an urgent need for BCEHS to remove as many barriers as possible to fill vacant shifts. Recently, a letter of agreement was developed between Ambulance Paramedics of BC, CUPE 873 and the Health Employer Association of BC to enable Alpha shift employees to have first right to overtime for their regular shifts that were removed as part of compliance with changes to the BC *Employment Standards Act (ESA)*.

As such, Scheduling staff will begin calling employees who work an Alpha shift pattern and offer them the opportunity to submit their interest in working their upcoming “removed shifts” on an overtime (recall) basis. (As part of the 2019-2022 Collective Agreement, in April 2021 Alpha schedules were reduced by one shift every five blocks to be compliant with the revised ESA.)

These Alpha scheduled employees will have 48 hours from the time of contact to provide Scheduling with their selection of “removed shifts” that they would be interested in working. If, at the time of the monthly shift assignment, Scheduling is unable to fill one of these “selected shifts” during the upcoming month on a straight-time basis, the Alpha employee will be assigned the “selected shift” on an overtime (recall) basis.

This new agreement will be in effect until March 30, 2022.

Sincerely,

*Original signed by*

Leanne Heppell  
Interim EVP and Chief Ambulance Officer  
BC Emergency Health Services  
Provincial Health Services Authority

*Original signed by*

Troy Clifford  
Provincial President  
Ambulance Paramedics of BC  
CUPE Local 873