



**Ambulance Paramedics**  
of British Columbia - CUPE 873

# RESOLUTIONS

**CONVENTION 2021**  
**OCTOBER 26 – 28, 2021**

## **Resolutions to Convention 2021**

## **Bylaw Resolutions**

**Bylaw 2021-01**

**Whereas:**

Whereas there is a need to clarify the process for providing meeting notes and minutes

**And whereas:**

The roles and responsibilities for regional meetings need to be clarified

**Therefore, be it resolved:**

That article 4.1 Regional Meetings, be amended by renumbering the existing Article 4.1 as 4.1(a), and by deleting the last sentence and replacing it with “Additional meetings may be held at the discretion of the Regional Vice Presidents”

**Further, be it resolved:**

That the following new articles be added to 4.1;

b) Regional Vice-Presidents will be responsible for the content of regional meetings and for communicating the status of any regional recommendations to the executive board/executive committee.

c) Regional Vice-Presidents will be responsible for providing a copy of any notes or minutes from the meeting to the union office for posting on our website.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-02**

**Whereas:**

Regions have difficulty presenting motions when there is no quorum

**And Whereas:**

regions often have requests with financial implications (donations, sponsorships, etc.);

**And Whereas:**

Creating a procedure for regions to bring such items forward would help the regions

**Therefore, be it resolved:**

That the existing 4.2 be renumbered to 4.2(a) and the following new article 4.2(b) be added:

- b) Any items with financial implications will be submitted as a regional recommendation to the executive board or executive committee by the regional vice presidents.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-03**

**Whereas:**

There is a need to describe what happens should a regional meeting fail to have a quorum.

**Therefore, be it resolved:**

That article 4.7(a) be amended by the addition of the following final sentence: "Any regional or special meeting that does not have a quorum will proceed as an information meeting."

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-04****Whereas:**

There is no current bylaw regarding the use of web-based/virtual meetings.

**And whereas:**

The geography of the province makes it difficult for members to access regional meetings.

**And whereas:**

The pandemic created a need for virtual meetings.

**And whereas:**

The possibility of the pandemic restrictions, or other extenuating circumstances, may occur again.

**Therefore, be it resolved:**

That new article 4.13 be added as follows:

**4.13 Web Based/Virtual Meetings**

(a) Where geographical or other considerations prohibit face-to-face meetings, meetings can be conducted electronically, via a web-based platform, in accordance with policy 6.2. Where a meeting is conducted electronically, quorum shall be set out in article 4.7 for those present in person and/or electronically.

(b) Provincial executive committee, provincial executive board, or regional meetings may be held by the way of web-based/virtual meetings.

(c) Convention shall be held either all in-person, or all virtual, with a virtual convention only occurring in the event of extenuating circumstances such as a pandemic, where it is physically or legally impossible to conduct and in person convention.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-05****Whereas:**

A resolution at a past convention changed the CIS coordinator title to Mental Health and Wellness Coordinator.

**Therefore, be it resolved:**

That bylaw 8.1 be amended as follows:

8.1– Executive Board Members The Provincial Executive Board shall be comprised of: Provincial President, Provincial 1st Vice President, Provincial 2nd Vice President, Provincial Chief Grievance Officer, Provincial Secretary Treasurer, Provincial Recording Secretary, Chair-person of Sub-Unit 873-02, Regional Vice Presidents, the Vice-Chairperson and Grievance Officer Sub-Local 873-02, the Health and Wellness Director, Provincial Safety Director, ~~CIS Coordinator~~, **Mental Health and Wellness Coordinator** and Provincial Education Director.

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED



**Bylaw 2021-06****Whereas:**

Currently the bylaws permit a minimum and maximum allowable number of shop stewards per region.

**And whereas:**

The bylaws do not elaborate on how it is determined whether or not a station should use the minimum or maximum allowable number of shop stewards and as such, the practice is mixed and inconsistent throughout the province.

**Therefore, be it resolved:**

That Bylaw 9.10(a) be amended as follows:

## 9.10 – Shop Stewards

The Shop Stewards shall:

(a) Have positions established as follows:

~~i. In the case of Local 873, be a minimum of one (1) and a maximum of two (2) per station or operator. If a station or operator is comprised of more than 100 employees, then be a minimum of four (4) and a maximum of ten (10). Elections will occur in accordance with Bylaw 13.b14.~~

~~ii. In the case of Sub-Unit 873-02, be a minimum of two (2) and a maximum of four (4) per Operations Call Centre (OCC) or worksite. If an OCC or worksite is comprised of more than 100 employees, then be a minimum of four (4) and a maximum of ten (10). Sub-unit 873-02 Shop Stewards will be elected at the Annual General Membership meeting for Sub-unit 873-02, or at any point deemed necessary by the Chairperson of Sub-Unit 873-02 in an election by the members of the relevant OCC or worksite only, in accordance with these Bylaws.~~

**ii. Elections will be held in accordance with Bylaw 13.b14 for the minimum allocation of Shop Stewards as outlined in (i) above. Elected Shop Stewards shall be referred to as Primary Shop Stewards. Following the conclusion of elections, elected shop stewards, in consult with the Regional Executive will determine the need for additional shop stewards up to the maximum outlined in (i) above.**

**iii. In the situation where there is more than the minimum number of Shop Stewards are deemed to be necessary and of benefit to the membership (as per (ii) above) for a particular station, operator, platoon an appointment will be made for a Secondary Shop Steward. The appointment will be made in the following order:**

- 1. The Shop Steward who received the greatest number of votes subsequent to the Primary Shop Steward elected through Bylaw 13.b14 will be appointed Secondary Shop Steward for the duration of the term.**

2. If there are no candidates as outlined in (1) above due to a lack of nominations and insufficient candidates, the Regional Executive may appoint a member in good standing for the duration of the term.

~~then the Shop Steward(s) who received the highest number of votes shall be deemed as the 'Primary Shop Steward' for that position. The Primary Shop Stewards will be considered first for training opportunities, etc.~~

**iv. The Primary Shop Steward will be considered first for training opportunities.**

**v. In the situation where the Shop Steward position falls vacant, the Regional Executive or Sub-Unit Executive may make an appointment to fill the position in accordance with these bylaws.**

Moved by: Jessica Chilton  
Seconded by: Dave Deines

CARRIED

DEFEATED

**Bylaw 2021-07****Whereas:**

Station level Shop steward and safety officer elections currently are held every two years and the election process starts on Jan 1 of the election year. The ability to ensure elections are set up a properly running as of that day is distracted and impeded by the holiday season of Christmas and New Year's.

**Therefore, be it resolved:**

That bylaw 13.b14 (b), (c), and (h) be amended as follows:

## 13.b14 Station Level Elections

(b) Nominations shall commence biennially on January 4 **15** and shall remain open for a period no less than three (3) weeks.

(c) Elections shall commence biennially on February 4 **15** and shall remain open for a period no less than three (3) weeks.

(h) The term of office for station level elections shall end on ~~February 28<sup>th</sup>~~ **March 31<sup>st</sup>**, biennially.

Moved by: David Leary

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaws 2021-08****Whereas:**

Bylaw 10.5(a) provides for shift coverage for up to 24 hours before and after any meetings that may be set up by the Provincial Union Executive.

**And whereas:**

The intent of this 24-hour period is to provide time for travel as needed.

**And whereas:**

The language of the bylaw should more clearly set out the parameters of the coverage.

**Therefore, be it resolved:**

That Bylaw 10.5(a) be amended to read as follows:

The union shall be responsible for the cost of shift coverage required to attend to official union business, or meetings set up by the Provincial union executive, including the night shift before or the nightshift of the day of business or meetings as needed to provide an appropriate rest period. Where such business or meeting required non-local travel (i.e. travel requiring an overnight stay), shift coverage may be provided for up to a 24-hour period before or after the union business or meetings in order to provide travel time. Shift coverage must be approved by one of the following:

- (1) Provincial Executive Committee Member
- (2) Regional Vice President
- (3) Committee Director or Chairperson

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaws 2021-09**

**Whereas:**

The historical practice of the union has been that overtime hours are not compensated as missed wages;

**And whereas:**

The bi-weekly trigger for overtime is now 80 hours rather than 84 hours;

**And whereas:**

The bylaws should be updated to reflect the current language in the collective agreement;

**Therefore, be it resolved:**

Bylaw 10.5(c)(ii) be amended by replacing the words '84 hours' with '80 hours.'

**Further, be it resolved:**

That bylaw 10.5(c)(iii)(4) be amended by replacing the words '84 hours' with '80 hours.'

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-10****Whereas:**

The new SOC shift pattern contains both regular part time and a SOC pager portion as part of its regular shift pattern.

**And whereas:**

Regular part time are considered the same as full time for the purposes of the bylaws.

**And Whereas:**

Regular part time have regularly scheduled guaranteed work;

**And whereas:**

Shift coverage is not provided for extra shifts whether overtime or straight time for full time or regular part time.

**Therefore, be it resolved:**

That Bylaw 10.5(d) be renumbered 10.5(e) and a new 10.5(d) is added as follows:

**10.5(d) Scheduled On-call**

Regularly scheduled shifts for an SOC position consist of Regular part time shifts along with the SOC pager shifts before/after the regular part time shifts. For the purposes of union shift coverage, the coverage will be provided in accordance with 10.5(b) for the regular part time shifts and in accordance with 10.5(c) for the SOC pager shifts. Only the regular part time/SOC pager shifts during the regularly scheduled work block are considered regularly scheduled shifts, and extra shifts outside the work block are not eligible for union shift coverage.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-11****Whereas:**

The current 'in lieu policy' is difficult to track, administer, and enforce transparent accountabilities.

**And whereas:**

There is need to formalize the responsibilities surrounding receiving shift coverage.

**And whereas:**

The goal of the 'in lieu policy' was to balance out shift coverage and work done on days off.

**And whereas:**

There is no formal bylaw regarding the responsibilities for tracking and reporting on shift coverage and union work done.

**Therefore, be it resolved:**

That Bylaw 10.6 lieu time coverage, be deleted in its entirety and replaced with:

**Bylaw 10.6 Shift Coverage Reporting**

- (a) Any union officer receiving union shift coverage, whether by union switch shifts or by bill back coverage (with preapproval) must submit a shift coverage summary form monthly, outlining work done on the covered shift(s)
- (b) The shift coverage summary form may be either the fillable PDF form, the online spreadsheet, or such other format as may be decided by the provincial recording secretary and/or the Provincial executive board
- (c) The shift coverage summary shall contain sufficient detail concerning what work was done and the time spent to properly account for the covered time.
- (d) The total time spent on union work must match the amount of shift coverage received. In other words, for every covered shift, there will be an equal number of hours of union work done, whether on the covered shift or on days off. The shift summary form can accommodate reporting work done on days off as well as on covered shifts.
  - (i) The hours must balance by the end of the fiscal year if unable to balance on a monthly basis
  - (ii) No obligation is created for the union to 'owe' in time or payment, any excess of hours worked over shift coverage received by the end of the fiscal year to any union officer
  - (iii) There will be no carry forward of the time to the following fiscal year
  - (iv) Any shortfall of hours worked over shift coverage received may be reviewed and investigated by the trustees. No obligation is created for the union officers to 'owe' in time or payment any covered hours not accounted for by the end of the fiscal year unless recommended by the trustees following an investigation.
- (e) Convention delegates are expected to provide a report to the membership on their attendance at convention. Roll call at convention will serve as confirmation of attendance and union work done. Convention

delegates attending convention on their days off are not entitled to alternate days off on shift coverage.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED



**Bylaw 2021-12****Whereas:**

Secondary shop stewards are permitted in our bylaws, however, are not considered explicitly in bylaw 13.b14(k) which contemplates a vacancy of a shop steward position mid-term.

**And whereas:**

Anytime something is not explicit in our bylaws, there is often confusion and mixed or inconsistent practices as a result.

**Therefore, be it resolved:**

Bylaw 13.b14(k) be amended as follows:

Should a **Primary** Shop Steward position fall vacant mid-term due to resignation, retirement, a change in primary operating station or any other unforeseen circumstance, **the Secondary Shop Steward (if applicable) will be appointed to the Primary Shop Steward position for the duration of the term. In the absence of a Secondary Shop Steward,** the Regional Executive may appoint a member in good standing at the station to the position until the next time an election or by-election is held, in accordance with 13.b14(f).

**In the event a Secondary Shop Steward position falls vacant mid-term due to resignation, retirement, a change in primary operating station or any other unforeseen circumstance the Regional Executive, in consultation with the Primary Shop Steward, may appoint a member in good standing at the station to the position until the next time an election or by-election is held, in accordance with 13.b14(f).**

Moved by: Jessica Chilton  
Seconded by: Dave Deines

CARRIED

DEFEATED

**Bylaw 2021-13****Whereas:**

Bylaw 15.b7 refers to a local occupational safety and health (OSH) representative and defines the duties of the role.

**And whereas:**

Bylaw 13b14 and 13.d4 refer to OSH rep identified in 15.b7 as a station safety representative when defining the election procedures

**And whereas:**

There has been confusion over OSH positions and whether they are union positions etc; and using appropriate and consistent terminology in our bylaws would help minimize confusion.

**Therefore, be it resolved:**

That any reference to “station safety representative” in our bylaws be replaced with the “Occupational Safety and Health (OSH) Representative.”

Moved by: Corey Froese

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-14****Whereas:**

Currently the bylaws do not identify co-chairs in the election process to DOSH committees.

**Therefore, be it resolved:**

That Bylaw 13.b15 be added to the bylaws as follows:

**13.b15 Occupational Safety and Health (OSH) co-chair election**

- a) An OSH Co-chair will be elected from within each OSH committee for a two-year term.
- b) The provincial safety director will select an election returning officer from each OSH committee. The selected member shall be in good standing with the union and may not be a candidate for the office of co-chair. They shall treat information submitted to them in connection with their responsibilities as confidential.
- c) A call for nominations for OSH co-chair will be issued biennially at the first DOSH meeting held following the station level OSH elections held in accordance with 13.b14.
- d) An election will be held at the next regularly scheduled DOSH meeting subsequent to (c) above.
- e) The election returning officer will report the results of the election to the provincial safety director within one week of the election taking place.
- f) Should a co-chair position fall vacant mid-term for any reason, the provincial safety director will appoint a member in good standing to fill the vacancy until such time that a by-election or election is held in accordance with this bylaw.

Moved by: Corey Froese

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Bylaw 2021-15****Whereas:**

Given the substantial shift of work across the province from On-Call service delivery into regularized FT and RPT shift patterns, the current calculations for the number of On-Call delegates will result in substantially fewer opportunities for On-Call members to serve as convention delegates in the future. This resolution proposes that the division between FT/RPT delegates and On-Call delegates be eliminated and that all members have equal opportunity to be elected as a delegate and bring their voice and perspective to convention, regardless of their employment category.

**Therefore, be it resolved:**

That Bylaws 3.5 and 14.3 be amended to the following:

**3.5 – Full-Time Equivalency**

(a) Full-time equivalency (FTE) shall mean the **calculation of the number of additional delegates to be added to each region's number of FT/RPT delegates based on On-Call work performed in the region** ~~ratio of On-Call to full-time members to be used~~ for voting and representation purposes at the Fall Convention. ~~and It~~ shall be determined using the following formula:

Total Part Time Wages (in Region) = Number of FTEs  
Annual Full Time Wage (3yr EMA11)

Number of ~~part-time~~ **additional** delegates = one (1) per every twenty-five (25) or greater portion of twenty five (25) in good standing in the Region.

(b) The FTE shall be calculated on a yearly basis at the end of the Emergency Health Services Commission's fiscal year, and prior to the Annual CUPE Local 873 Convention.

(c) For the purpose of calculating the FTE, On-Call members shall include only those On-Call members active within the previous six (6) month period.

**14.3 – Regional Entitlement to Delegates**

(a) Each Region shall be entitled to one (1) ~~full-time~~ delegate for every twenty-five (25) full-time **and Regular Part-time** members (or a greater portion of twenty-five (25)) in good standing in that Region one hundred twenty (120) days prior to Convention, as adjudicated by the Convention Committee in consultation with the Provincial Secretary-Treasurer. Each Region shall ~~also be entitled to On-Call Convention~~ **add additional** delegates based upon the **On-Call** FTE formula in Article 3 of these By-Laws. ~~except that there shall always be at least fifteen (15) delegates from the On-Call membership. Entitlement to number of delegates from the FTE shall be the same as full-time. When the FTE formula entitles less than fifteen (15) delegates, the Convention Committee shall determine proportionately, in consultation with the Provincial Executive Board, which region shall be entitled to elect more delegates.~~

~~This decision shall be made taking into consideration the number of On-Call members in the Region as well as the amount of work performed in the previous~~

~~six (6) months as determined by the dues check-off information. Notwithstanding the above, there shall be at least one (1) delegate from each region. After the election of delegates for the Annual Convention, a full or On-Call member who has a status change (full time to part time or vice versa) will be ineligible to stand as a delegate to convention. They will then be replaced by an alternate.~~

**Regional delegates shall be elected as a single, unified group.**

Members must have their station/post (for full time/regular part time) or primary operator (for on-call) in the region where they run and are elected. Delegates who report for a posting or lateral out of the region prior to Annual Convention will be replaced by alternates.

Moved by: Ted Harrison  
Seconded by: Kelly Budway

CARRIED

DEFEATED

**Bylaw 2021-16****Whereas:**

Given the substantial shift of work across the province from On-Call service delivery into regularized FT and RPT shift patterns, the current calculations for the number of On-Call delegates will result in substantially fewer opportunities for On-Call members to serve as convention delegates in the future. This resolution proposes that the provincial minimum number of On-Call delegates be amended to become a minimum number of delegates from each region, to ensure On-Call members from all regions continue to have a voice and vote in the functioning of our Union.

**Therefore, be it resolved:**

That Bylaw 14.3 be amended to the following:

**14.3 – Regional Entitlement to Delegates**

(a) Each Region shall be entitled to one (1) full-time delegate for every twenty-five (25) full-time members (or a greater portion of twenty-five (25)) in good standing in that Region one hundred twenty (120) days prior to Convention, as adjudicated by the Convention Committee in consultation with the Provincial Secretary-Treasurer. Each Region shall also be entitled to On- Call Convention delegates based upon the FTE formula in Article 3 of these By-Laws, except that there shall ~~always be at least fifteen (15)~~ **no fewer than four (4)** delegates from the On-Call membership **from each region**. Entitlement to number of delegates from the FTE shall be the same as full-time. ~~When the FTE formula entitles less than fifteen (15) delegates, the Convention Committee shall determine proportionately, in consultation with the Provincial Executive Board, which region shall be entitled to elect more delegates.~~

Moved by: Ted Harrison

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Bylaw 2021-17****Whereas:**

Convention is a costly endeavour that requires the travel of delegates from across our Province. There is often confusion every year about how to replace delegates or use alternates who are only able to attend a portion of Convention. TMA can be considerably increased if multiple delegates are granted travel (airfare, mileage) and accommodation to serve in a single seat.

**And whereas:**

There is currently no bylaw that clearly states a delegate must be able to attend Convention in its entirety as a requirement for eligibility, and the addition of such a bylaw will remove uncertainty and ambiguity by providing clear instruction.

**Therefore, be it resolved:**

Bylaw 14.9 be added to our bylaws and read as follows:

**14.9 Delegate Eligibility**

- (a) After the election of delegates for the Annual Convention, a full-time, regular part-time or on-call member who has a status change (full time/regular part-time to on-call or vice versa) will be ineligible to stand as a delegate to convention. They will then be replaced by an alternate.
- (b) Members must have their station/post (for full time/regular part time) or primary operator (for on call) in the region where they run and are elected. Delegates who report for a posting or lateral out of the region prior to Annual Convention will be replaced by alternates.
- (c) **Members must be able to attend Convention for its entirety to be eligible to serve as a delegate or as an alternate. If a member is unable to attend Convention in its entirety they will be replaced by an alternate. Exceptions can be made for extraordinary circumstance through appeal to the PEC by way of writing the Provincial Recording Secretary.**

**Further, be it resolved:**

Bylaw 14.3 be amended as follows:

**14.3 Regional Entitlement to Delegates**

- (a) Each Region shall be entitled to one (1) full-time delegate for every twenty-five (25) full-time members (or a greater portion of twenty-five (25)) in good standing in that Region one hundred twenty (120) days prior to Convention, as adjudicated by the Convention Committee in consultation with the Provincial Secretary-Treasurer. Each Region shall also be entitled to On-Call Convention delegates based upon the FTE formula in Article 3 of these By-Laws, except that there shall always be at least fifteen (15) delegates from the On-Call membership. Entitlement to number of delegates from the FTE shall be the same as full-time. When the FTE formula entitles less than fifteen (15) delegates, the Convention Committee shall determine proportionately, in consultation with the Provincial Executive Board, which region shall be entitled to elect more delegates.

This decision shall be made taking into consideration the number of On-Call members in the Region as well as the amount of work performed in the previous six (6) months as determined by the dues check-off information. Notwithstanding the above, there shall be at least one (1) delegate from each region. ~~After the election of delegates for the Annual Convention, a full or On-Call member who has a status change (full time to part time or vice versa) will be ineligible to stand as a delegate to convention. They will then be replaced by an alternate.~~

~~Members must have their station/post (for full time/regular part time) or primary operator (for on call) in the region where they run and are elected. Delegates who report for a posting or lateral out of the region prior to Annual Convention will be replaced by alternates.~~

Moved by: Jessica Chilton  
Seconded by: Dave Deines

CARRIED

DEFEATED



**Bylaw 2021-18****Whereas:**

Currently a member changes statuses or laterals to a different region following the close of nominations and prior to the start of convention, they lose their eligibility to attend convention as an elected delegate.

**Therefore, be it resolved:**

That Bylaw 14.3 be amended to read:

**14.3 Regional Entitlement to Delegates**

(a) Each region shall be entitled to one (1) full time delegate for every twenty-five (25) full time members (or greater portion of twenty-five (25)) in good standing in that region, one hundred twenty (120) days prior to convention, as adjudicated by the convention committee in consultation with the provincial secretary treasurer. Each region shall also be entitled to on call convention delegates based upon the FTE formula in article 3 of these by-laws, except that there shall always be at least fifteen (15) delegates from the on call membership. Entitlement to number of delegates from the FTE shall be the same as full time. When the FTE formula entitles less than fifteen (15) delegates, the convention committee shall determine proportionately, in consultation with the PEB, which region shall be entitled to elect more delegates.

This decision shall be made taking into consideration the number of on call members in the region as well as the amount of work performed in the previous six (6) months as determined by the dues check off information. Notwithstanding the above, there shall be at least one (1) delegate from each region. After the election of delegates to convention, a full time or on call member who has a status change (full time to part time or vice versa) will be ineligible to stand as a delegate to convention. They will then be replaced by an alternate.

Members must have their station/post (for full time/regular part time) or primary operator (for on call) in the region where they run and are elected. Delegates who report for a posting or lateral out of the region prior to convention will be replaced by alternates. **An elected delegate who is replaced by an alternate due to a change in their status (full time/regular part time or on call) or region, will be added to the bottom of the alternate list that reflects their new status and/or region.**

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Bylaw 2021-19****Whereas:**

Currently, the Negotiating committee is composed of 6 members: 3 members from the full time/regular part time ranks, and 3 members from on call ranks.

**And whereas:**

Our membership composition is moving toward more full time and regular part time members.

**And whereas:**

It is important to ensure all the employment statuses are represented with a voice at the negotiation table.

**Therefore, be it resolved:**

That the bylaw 15.b1(d) be changed in order to reflect our future membership composition, and be amended to read:

(d) The Negotiating Committee shall be comprised of six (6) members, ~~three (3) from full-time, and three (3) from On-Call rank~~ **one (1) full time, one (1) regular part time, one (1) on call, and three (3) of any employment status.**

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED

**Bylaw 2021-20****Whereas:**

Currently, the Bylaws and Resolutions committee is composed of five members, with at least two (2) members from the full-time membership and at least two (2) members from the part time membership.

**And whereas:**

Our membership composition is moving toward more full time and regular part time members.

**And whereas:**

It is important to ensure all the employment statuses are represented with a voice on the bylaw and resolutions committee.

**Therefore, be it resolved:**

That bylaw 15.b4(a) be amended to read:

15.b4 Bylaws and Resolutions Committee shall:

(a) Be elected biennially at Fall Convention and shall be comprised of five (5) members, one of whom shall act as Chairperson, and one of whom shall act as Secretary. ~~At least two (2) members of the Committee shall be from the full-time membership and at least two (2) members of the Committee shall be from the On-Call membership of Local 873.~~ **One (1) member of the committee shall be from the fulltime membership, one (1) member of the committee shall be from the regular part time membership, and one (1) member of the committee shall be from the on-call membership. The remaining two (2) members may be of any employment status.**

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED

**Bylaw 2021-21****Whereas:**

As a labour union, APBC has a responsibility to not only embrace diversity within its membership but act as champions and leaders promoting equality and equal opportunities.

**And whereas:**

Although our APBC strategic direction, vision, and mission statement, as well as the CUPE constitution have all incorporated inclusion and diversity as a concept, we could do more and take a more active position on these topics.

**And whereas:**

CUPE national and CUPE BC both contain a 'diversity vice president' on their board.

**Therefore, be it resolved:**

Bylaw 15.b18 be added to the bylaws and read as follows:

## 15.b18 – Diversity Chair

The Diversity Vice Chair shall:

- (a) Be selected through the following process:
  - i. An expression of interest (EOI) for the number of positions required will be to, and open to, all members in good standing of CUPE 873. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.
  - ii. The Provincial Executive Committee shall consider all applicants, based on qualifications and suitability for the role, and appoint to fill the vacant position(s).
  - iii. Preference will be given to candidates that identify as an equity deserving group.
  - iv. Appointments will be for a two-year term, starting on February 1, 2022.
- (b) Treat all information and accounts they have access to and stewardship over as confidential, and not disclose this information or provide access to any other unauthorized person(s).
- (c) Have access to all relevant information as required to perform the duties of the role as outlined in these bylaws.
- (d) Work within our organization, engaging members, key stakeholders (internally and externally) to recognize and promote diversity and inclusion with CUPE 873 and our professions.
- (e) Work to build and enhance cultural awareness within CUPE 873 and our professions and build a framework to enhance member knowledge and understanding of the challenges faced by equity deserving groups.
- (f) Develop and build relationships across the Province with indigenous, marginalized, racialized and LGBTQ2+ communities to better support the needs and demands of the communities of equity deserving groups.
- (g) Perform all duties in accordance with Union Policies on internal communications and the principles outlined in the Union Strategic Plan.
- (h) Work closely with the Union Provincial Executive Committee and the Provincial Executive Board.

- (i) Perform other work at the direction of the Provincial Executive Committee and/or Board.
- (j) Participate in relevant training as approved by the Executive Committee or Board.
- (k) A member may be removed from the Diversity Chair position by a majority vote of the Provincial Executive Committee at any time, with just cause. A member may appeal their removal to the CUPE 873 President, in writing, within 30 days of being removed. The appeal will be heard by the Provincial Executive Board within 90 days of receipt of written notification.
- (l) At the end of term, orientate and provide all materials and information to their successor

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Bylaw 2021-22****Whereas:**

In 2017 CUPE 873 formally recognized the scientific consensus that the Earth's climate system is unequivocally warming, and that it is extremely likely that this warming is predominately human caused. And furthermore, climate change is responsible for an increase in natural disasters and extreme weather events such as flooding, wildfires, and heat waves, and these events make the work of paramedics more difficult and less safe. CUPE 873 has also recognized if climate change continues unabated there will be further acidification of the ocean, collapse of fisheries, more drought, and climate refuges. All of which will jeopardize the wellbeing of future generations more so than our own.

**And whereas:**

APBCs Environment and Climate Change Committee has proven itself useful including in the following ways:

- Providing formal statements on behalf of the APBC on Earth Day.
- Providing statements on behalf of the APBC in the aftermath of extreme weather events.
- Representing APBC as speaker and panelist at the West Coast Electric Fleet Symposium.
- Applied pressure to BCEHS management to green the BCEHS fleet
- Met with representative from private industry, provincial government, and federal government, advocating for electric vehicle pilot projects within our organization.
- Helped to foster a culture of climate and sustainability awareness within the APBC and BCEHS.
- Analyzed the cost savings associated with potential electric vehicle deployments, and presented these findings in a press release and video.

**And whereas:**

CUPE National recommends members establish a workplace environment committee.

**And whereas:**

The APBCs Environment and climate change committee is currently operating as a temporary committee.

**And whereas:**

The intergovernmental panel on Climate change now estimates that even with the immediate "strong and sustained reductions in emissions" it could take 20-30 years for global temperature to stabilize and this the work of the ECCC is likely to be required for decades to come.

**Therefore, be it resolved:**

The APBC create a standing ECCC and the following be added to our bylaws and numbered accordingly:

Environment and Climate Change Committee

(a) The ECCC shall consist of three (3) members in good standing of CUPE 873

(b) members of the ECCC will be selected through the following process:

i) An expression of interest (EOI) for the number of positions required to be filed will be issued to, and open to, all members in good standing of CUPE 873. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

(ii) The provincial Executive committee shall consider all applicants, based on qualifications and suitability for the role, and appoint to fill the vacant positions.

(iii) Appointments shall be for a two-year term, starting on February 1, 2022

(c) In the event of a vacancy or if any member fails to answer the roll call for three consecutive ECCC meetings without having submitted good reason for those failures, their office shall be declared vacant and shall be filled by an appropriate appointment of the PEC

(d) Members of the ECCC shall elect a chairperson following biennial appointments. The chairperson shall remain in place for the duration of their appointment

(e) Members of the ECCC shall treat all information and accounts they have access to and stewardship of as confidential, and not disclose this information or provide access to any other unauthorized persons

(f) Members of the ECCC shall have access to all relevant information as required to perform the duties of the role as outlined in these bylaws.

(g) The ECCC shall work within our organization, engaging members, key stake holders (internally and externally) to acknowledge and address environmental needs and climate change.

(h) The ECCC shall perform all duties in accordance with the union policies on internal communications and the principles outlined in the union strategic plan

(i) The ECCC shall work closely with the PEC and the PEB

(j) The ECCC shall perform other work at the direction of the PEC and/or PEB

(k) The ECCC shall participate in relevant training as approved by the PEC and/or PEB

(l) A member may be removed from the ECCC by a majority vote of the PRC at any time, with just cause. A member may appeal their removal to the CUPE 873 president, in writing, within 30 days of being removed. The appeal will be heard by the PEB within 90 days of receipt of written notification

(m) At the end of term, ECCC members shall orientate and provide all materials and information to their successor.

Moved by: David Hollingworth

Seconded by: Randy Block

CARRIED

DEFEATED

## **Policy Resolutions**



**Policy 2021-01****Whereas:**

To hold WFM and BCEHS accountable for years of payroll mismanagement on behalf of BCEHS employees.

**Therefore, be it resolved:**

The union take on a stronger role in WFM payroll resolution at a management level till it is resolved within a specified time frame. To have yearly payroll audits for employee benefit until payroll discrepancies are resolved. To request the submission of payroll forms to be entered in on a timely basis so that employees can easily visualize pay activity on a bi-weekly basis (ie SOC and Switch Shift forms etc) That employee support be just that. That employees can reach WFM/employee support by phone on a day-to-day basis no matter the situation to engage in payroll discrepancies. That the current pay stubs be legible or simplified for BCEHS employees so that employees can visualize pay discrepancies in one form or another so not to speculate.

Moved by: Katherine Bayley

Seconded by: Jacquelyne Nakazawa

CARRIED

DEFEATED

**Policy 2021-02****Whereas:**

Shift work is known to have negative health consequences for those subject to such work. Studies have shown an increased risk of heart disease, CVA, cancer, and overall decreased life expectancy.

**And whereas:**

The APBC successfully lobbied the provincial government to obtain presumptive legislation for occupational stress injuries.

**And whereas:**

Fire first responders have achieved presumptive legislation for a number of illnesses related to their line of work.

**Therefore, be it resolved:**

APBC actively pursue, through political efforts and with strategic stake holder engagement (including the use of professionals and researchers as required) presumptive legislation for illnesses related to our professions and the nature of our work.

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Policy 2021-03****Whereas:**

The current 'in lieu' policy is difficult to track, administer and enforce transparent accountabilities.

**And whereas:**

There is a need to clarify the responsibilities surrounding receiving shift coverage.

**And whereas:**

Amended bylaw 10.6 if passed will encompass all the transparency and accountability concerns.

**And whereas:**

Amended bylaw 10.6 if passed negates the need for a separate policy article.

**Therefore, be it resolved:**

That policy 5.11 in Lieu Shift Coverage be deleted in its entirety, having been replaced by amended Bylaw 10.6 'Shift Coverage Reporting.'

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Policy 2021-04****Whereas:**

Gene Benoit was a dedicated clinician, a passionate educator, and an advocate for improvement in patient care, it would seem only fitting to establish a bursary in his name to assist CUPE 873 members pursuing adult education.

**Therefore, be it resolved:**

CUPE 873 establish an annual bursary in Gene Benoit's memory/name to be funded and administered by CUPE 873 in the same manner as the Morris Ebanks Scholarship

Moved by: Adam Greene

Seconded by: Troy Clifford

CARRIED

DEFEATED

**Policy 2021-05****Whereas:**

Policy 5.6 Executive Pagers and Cellular Phones was written in 1995 and technology, plans, and common availability of equipment has changed substantially since.

**And whereas:**

The majority of people have a cell phone and for many people that is their personal phone.

**And whereas:**

Policy 5.9 Union officer cellular expense reimbursement should be combined with an updated policy 5.6 and updated.

**And whereas:**

Internet usage was not considered in either policy.

**And whereas:**

Current cell plans now separate out the usage portion from the cell phone cost.

**And whereas:**

The CRA rules allow only for the reimbursement of the work-related portion of a cell phone service plan or internet service plan as a non-taxable expense, and not the cost of the cell phone itself, or the personal use portion of the cell or internet plan (which is taxable).

**Therefore, be it resolved:**

Policies 5.6 and 5.9 be deleted in their entirety and replaced by a new policy as follows and the remaining section 5 policies be renumbered:

**Policy 5.6 Executive Cell Phone and Internet Reimbursement**

The Union will reimburse the Executive Board members and chairpersons of standing committees only, for the portion of a cell phone service plan and internet service plan incurred for union business, in accordance with CRA rules, to a combined maximum of \$150 a month. Any situation which requires an expenditure of over \$150 per month will require special approval from the Provincial President or Provincial Recording Secretary for reimbursement.

When an acting executive board member or acting chairperson is appointed for a period exceeding one month, the acting is eligible for the reimbursement as set out above in place of the person for whom they are acting.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

**Policy 2021-06****Whereas:**

BC's coroner service estimates that 600 people died as a result of the extreme heat wave June 25 to July 1, and that these extreme weather events are predicted to become more frequent and more extreme as the climate continues unabated.

**And whereas:**

The town of Lytton was destroyed due to wildfire on June 30<sup>th</sup>, 2021, and that wildfires are expected to become more extreme and more frequent as the climate crisis continues unabated.

**And Whereas:**

Wildfire smoke is known to be harmful to human health and has become a frequent occurrence during BC's summers and that this trend is expected to become more frequent and more extreme as the climate crisis continues unabated.

**And whereas:**

The APBC mission statement includes: "We advocate for improved working conditions, health, and economic status for our membership, while striving to be an integral part of British Columbia's evolving community safety and healthcare challenges."

**And whereas:**

The climate crisis, climate action, and mitigation of disasters related to climate change, are seldom if ever listed as agenda items for PJLMC or subjects discussed at political events.

**And whereas:**

CUPE National's Environmental policy states, "Responding to the climate crisis is among humanity's most urgent priorities now and over the coming decades" and that "CUPE must apply environmental lens to all its work and seriously consider the climate impacts of the unions decisions, policies, and procedures."

**Therefore, be it resolved:**

That APBC will add climate action advocacy to the APBC strategic plan. And furthermore, that climate action, mitigation, adaptation, and initiatives related to the APBC's Environment and Climate Change Committee are discussed at PJLMC, political action events, and any other high-level meetings.

Moved by: David Hollingsworth

Seconded by: Randy Block

CARRIED

DEFEATED

**Policy 2021-07****Whereas:**

It is no longer socially accepted or legal to smoke cigarettes in a work environment due to harmful health effects of secondhand smoke.

**And whereas:**

The emissions from fossil fuel powered vehicles and the fuel that powers them are known to be harmful to human health and can lead to serious illness and death.

**And whereas:**

Paramedics are exposed to the toxic fuel and emissions from fossil fuel powered vehicles carrying out their daily duties. ( Source: American Cancer Society - Benzene and Cancer Risk, <https://www.cancer.org/cancer/cancer-causes/benzene.html>; Health Canada (April 2011) - It's Your Health, [http://publications.gc.ca/collections/collection\\_2011/sc-hc/H13-7-95-2011-eng.pdf](http://publications.gc.ca/collections/collection_2011/sc-hc/H13-7-95-2011-eng.pdf) )

**And whereas:**

Emissions from fossil fuel powered vehicles also exasperate the climate crisis, which the APBC has recognized will have devastating effects on future generations, including our members' children's generation, more so than our own.

**And whereas:**

Many parents value the health and well-being of their children more than their own.

**And whereas:**

Establishing a right to operate a clean energy vehicle could be a significant boon for the climate crisis.

**And whereas:**

It is likely that some of our members will desire to operate a clean energy vehicle, even if it is smaller, while others will prefer to use a larger fossil fuel powered vehicle.

**Therefore, be it resolved:**

The APBC will recognize our members right to operate a clean energy vehicle (RTOCEV).

In doing so the APBC will specifically:

- 1) Release a public statement expressing this right.
- 2) Will allow the APBC Environment and Climate Change Committee to solicit other unions, labour organizations, and professional organizations, to join an alliance of organizations who similarly recognize a works RTOCEV.
- 3) If the majority of regular members across all platoons for a specific operational unit would prefer to operate a clean energy vehicle over a fossil fuel powered vehicle and provide a statement stating as such signed by all members of this majority group, the union will advance an official notice to management that it is the unions opinion this vehicle should be switched to the most appropriate CEV as soon as possible.

4) If a unit operated primarily by on call members attached to a specific station and the majority of these members would prefer to operate a CEV over a fossil fuel powered vehicle and provide a statement stating as such signed by all members of this majority group, the union will advance an official notice to management that it is the unions opinion this vehicle should be switched to the most appropriate CEV as soon as possible.

Moved by: David Hollingworth

Seconded by: Randy Block

CARRIED

DEFEATED



**Policy 2021-08****Whereas:**

Climate change represents a grievous threat to paramedic mental health and safety as demonstrated again by the wildfires and heatwaves of 2021.

**And whereas:**

Climate change and air pollution represent grievous threats to patient health and outcomes.

**And whereas:**

CUPE National has identified the need to direct public pension funds to promote societal goods and prevent harms and has created tools to this end.

**And whereas:**

Paramedics take seriously their responsibility to avoid causing harm to their peers and their patients that might result from investments in climate changing industries.

**And whereas:**

“Pension funds will respond to the collective demands and priorities of plan workers.”

**And whereas:**

Previously, “Canadian plans have changed their policies and practices because of successful campaigns for pension plans to divest from the tobacco industry.”

**And whereas:**

Fossil fuel investments are overvalued given the need to leave oil and gas resources in the ground to avoid extreme and irreversible climate change, making fossil fuel divestment a matter of fiduciary responsibility.

**And whereas:**

Modern interpretation of fiduciary law take a more holistic view of our responsibilities and liabilities such that: “focusing solely on maximizing rates on return investments without any consideration of associated risks may be considered a breach of fiduciary decision making.”

**And whereas:**

“Fiduciaries have a duty of prudence, which means to exercise care, diligence and skill and to apply the knowledge they have or ought to have. This also requires retaining specialized advice to bring to bear relevant information to make informed decisions.”

**Therefore, be it resolved:**

That CUPE 873 will:

- 1) Direct and empower the APBC pension committee to produce a report that identifies investments in climate changing industries within members pension plans- and seek input/support from APBC ECCC/CUPE BC/ CUPE National.
- 2) Request from our pension plan managers in writing, an assessment of the financial risks/benefits associated with investment in climate changing industries

from the manager of the APBC members pension plans and evaluate the assessment in terms of climate change and the necessary transition of economies over the coming decades- seek support from APBC ECCC/CUPE BC/CUPE National.

3) Seek strategic advice to understand the path to divestment from climate changing investments and, if appropriate, use this advice to make a divestment plan for presentation to APBC members by June 2022.

Moved by: Nils Maximillian Thaysen

Seconded by: David Hollingworth

CARRIED

DEFEATED

**Policy 2021-09**

**Whereas:**

Mental Health injuries are a risk to all paramedics and dispatchers due to the nature of our job.

**And whereas:**

We have tragically lost members to suicide, and it is reasonable to assume that mental health injuries sustained at work were contributing factors in their deaths.

**Therefore, be it resolved:**

That any member who dies by suicide be honoured as a line of duty death.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Policy 2021-10****Whereas:**

Sisters and brothers of CUPE 873 come from diverse political, religious, and social views. CUPE 873 members have political leanings that mirror those of the public at large. CUPE 873 is mandated to represent the membership in its employment relationship with BCEHS and has a role in promoting the paramedic profession in the province of BC. CUPE 873 does not have a mandate to represent the membership in areas of political endorsement, religion, or social views.

**Therefore, be it resolved:**

CUPE 873 respects the diversity of heritage, religions, and political points of view represented within its membership. Accordingly, CUPE 873 shall not endorse political parties or candidates, or take a position on social issues.

Moved by: Danny Jones

Seconded by: Conagher Jones

CARRIED

DEFEATED

**Policy 2021-11****Whereas:**

Confidentiality is a key tenant of any trustworthy organization. A breach in confidentiality cultivates distrust and resentment. CUPE 873 members have a right to expect sensitive and sometimes embarrassing information will be guarded by any CUPE 873 representative they approach for counsel. The definition of confidential information is not arbitrary. All information, even the fact a member is seeking advice, is potentially sensitive and falls within the definition of confidential information.

**Therefore, be it resolved:**

Members can be assured that information regarding a grievance, or any information that is disclosed to a CUPE 873 representative in the process of seeking counsel, will be held in the strictest confidence. The decision to disseminate this information in entirely the choice of the member. The pretext of potential value of collaboration between CUPE 873 representatives (such as RVPs speaking to other RVPs to seek advice) does not outweigh a member's right to confidentiality. Any such collaboration must be done in a manner as to prevent the possibility of disclosing confidential information or revealing the identity of any member. If the process requires disclosure of confidential information, the affected member shall be provided in writing the reasoning and scope of the disclosure and be given the choice to authorize such disclosure.

Moved by: Danny Jones

Seconded by: Conagher Jones

CARRIED

DEFEATED

**Policy 2021-12****Whereas:**

CUPE 873 requires a member to vote for all vacant positions or abstain from voting altogether. In the case of voting for delegates to attend convention, the member is informed “you must select exactly 11 candidates or abstain”. This compels a Member to vote for unfamiliar candidates to reach the total number of vacancies or relinquish their vote altogether. This voting practice is illogical and runs counter to any democratic process in our society.

A citizen in a municipality is not coerced to vote for six candidates for city council just because six positions are being filled. That citizen votes for the candidate or candidates that they know and trust. It is inexplicable to require CUPE 873 members to randomly vote for candidates when they may not even know who that person is or what they stand for. This unusual requirement has the effect of disenfranchising members and suppressing voter participation.

The writer of this resolution honours the democratic process and votes for the convention delegation every year. Yet, this writer cannot in good conscience place a vote for people he does not know and consequently chooses to abstain every year. This limits the writer’s ability to participate in CUPE 873 democratic process. This strange process provides the writer and many other members with the untenable scenario of having to endorse unfamiliar candidates, a dishonest and insincere act, as the price of admission to cast a vote for the candidates they know and support.

**Therefore, be it resolved:**

CUPE 873 recognizes the importance of creating good-faith democratic processes. CUPE 873 shall provide its members with the ability to vote for the candidates they know and endorse. Current 873 shall change its current voting policy to enable its members to vote for only the candidates they wish to endorse, up to the total number of available vacancies, or to abstain.

Moved by: Danny Jones

Seconded by: Conagher Jones

CARRIED

DEFEATED

**Policy 2021-13****Whereas:**

The employer and the union recognize the importance of protecting existing 1.0 full time positions for its members. The creation of various sub 1.0 FTE positions around the province has provided more opportunities for regularized shift patterns for employees seeking flexibility and improved work life balance.

**Therefore, be it resolved:**

That the union encourages the employer—in accordance with the collective agreement—to create additional regularized positions of various FTE values to diversify the available employment opportunities that could better align with an employee's lifestyle, family commitments, and other responsibilities.

Moved by: Andrea Massey

Seconded by: Ted Harrison

CARRIED

DEFEATED

**Policy 2021-14**

**Whereas:**

873-02 is no longer our sub-local.

**Therefore, be it resolved:**

That any references in our Union Policies to 873-02 be deleted.

Moved by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED



**Policy 2021-15****Whereas:**

It is the responsibility of the union to represent all its members without actual or perceived conflicts of interest, however with Unit Chiefs representing union members this is a clear violation of the afore mentioned issue. Union members who are also in On Car and Off Car Unit Chief positions should not be shop stewards, RVP's, etc., as they represent management and their needs, wants and desires. As an OCUC it could be perceived as a conflict of interest as they are in a position of authority over other union members.

**Therefore, be it resolved:**

That any member in an On Car or Off Car Unit Chief position should not be a shop steward, RVP or etc.

Moved by: Lesley Patterson

Seconded by: Doreen Maday

CARRIED

DEFEATED

## **Negotiations Resolutions**

**Negotiations 2021-01****Whereas:**

The Collective Agreement (CA) article 19.05 reads as follows:

Employees shall select their vacation in accordance with the Vacation Selection Guidelines Document. The guideline will incorporate the following principles, for vacation selection to occur:

(a) By post:

(b) In order of seniority;

I First choose three (3) blocks plus extra vacation entitlement in accordance with Article 19.03 of their annual entitlement under Articles 18 and 19. After all employees have, at any one post, chosen their first three (3) blocks plus extra vacation entitlement employees at that post shall then, again in order of seniority, select the remaining blocks of entitlement.

(d) Operational requirements permitting, entitlements under this Article may be taken one (1) shift block at a time.

**And whereas:**

Letter of Agreement (LOA) 2015-10-003, Article k, reads as follows:

Cancellations/Changes Once holidays are selected and approved, employees will take them according to Article 19.06. Employee can request cancellations, amendments, and changes before the monthly scheduling deadline, and will not be unreasonably denied, on a case-by-case basis based on operational requirements.

**And whereas:**

All previous agreed to clarifications on contract language were to be included in the current Collective Agreement. This intent was stated multiple times during the lead-up to signing the contract. Notwithstanding, the above LOA was not included in the current Collective Agreement. There is no germane difference between this LOA and the 22 letters of agreement. Letters of intent, memoranda of understanding, memoranda of intent, and memoranda of agreement included in the CA. These addendums add vital clarification to the contract language and have been placed in the CA intentionally by both negotiating parties. The aforementioned letter of agreement on the issue of vacation cancellations and changes should also be included in the Contract and will benefit both parties with its helpful language.

**And whereas:**

LOA 2015-10-003's omission was unintentional. However, the Employer is now ignoring the interpretation of the Article 19.05 and stating it is no longer obligated to grant any vacation changes, even though the Employer's "Holiday Change Request" form is provided for exactly this purpose. The employer and the union require clarification on this issue. The clarification was negotiated in good faith five years ago. Both parties should mutually agree to include this language in the current Collective Agreement, as was the intention of both parties when they struck the agreement.

**Therefore, be it resolved:**

That the negotiating committee shall approach the Employer, informing them of the inadvertent mistake made to made to exclude the language of LOA 2015-10-003, and explaining the importance of correcting this omission. The negotiating committee shall advocate to include this important agreement in the canon of the current CA.

Moved by: Danny Jones

Seconded by: Conagher Jones

CARRIED

DEFEATED

**Negotiations 2021-02****Whereas:**

Currently, Regular Part-Time employees are only topped up for maternity leaves for the hours of their baseline FTE, with no regard given to extra shifts worked.

**And whereas:**

Community paramedic positions were created as an FE to allow those members to work extra shifts.

**Therefore, be it resolved:**

That language surrounding maternity top up be changed to include all additional regular hours worked during the calculation period.

Moved by: Melissa Hansler

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Negotiations 2021-03**

**Whereas:**

Eye exams are not a covered benefit.

**And whereas:**

Our current Prescription Vision Care benefits allow for \$150 per person per 24 months.

**And whereas:**

The average cost of prescription glasses and contact lenses far exceeds that amount.

**And whereas:**

Many employees require corrective lenses in order to qualify for their Class 4 Driver's License, which is a condition of their employment with BCEHS.

**Therefore, be it resolved:**

That CUPE 873 negotiate improved Vision Care benefits, including eye exams.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-04****Whereas:**

Currently, On-Call employees do not qualify for benefit coverage until they have worked seventy-eight hundred hours (7800) of spareboard or on call coverage since June 21, 2013 and have worked 1152 hours in the previous 12 months.

**And whereas:**

There are few, if any, other areas of health care that have such an extraordinary requirement for benefit eligibility.

**Therefore, be it resolved:**

That the benefit qualification criteria for On-Call employees will be working 1152 hours of spareboard of On-Call coverage within the previous 12 months, this reducing the minimum time required to a single year.

Moved by: Melissa Hansler

Seconded by: Ben Hansler

CARRIED

DEFEATED

**Negotiations 2021-05**

**Whereas:**

Benefits are a huge draw to a job and we are trying to recruit quality medics.

**Therefore, be it resolved:**

That On-Call members be able to opt into benefits after 567 hours worked (6 months equivalent) and they maintain benefits as already laid out in the CA (1152 hours/year).

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED



**Negotiations 2021-06**

**Whereas:**

Currently, On-Call employees do not have any Long-Term Disability benefits.

**And whereas:**

This creates undue hardship when On-Call members suffer illness or injury.

**Therefore, be it resolved:**

That the Union negotiate a long-term disability benefit to be paid by employer for those that have worked and maintain 1152 hours of spareboard of on-call coverage within the previous 12 months.

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED

**Negotiations 2021-07****Whereas:**

Part-time/on-call members get sick sometimes, just like full-time members;  
Full-time members currently receive an annual allotment of compensated sick days, which allows and incentivises them to stay home and recover when sick;

**And whereas:**

Compensated sick days are not provided to part-time/on-call members as standard practice;

**And whereas:**

This perversely pressures and incentivises these members (i.e. it financially penalizes them for doing the right thing, and rewards them for doing the wrong thing) to come into work when sick, not only taking poor care of themselves, but also potentially risking the transmission of illness to patients and/or other member; It is likely the employer pays out as much covering sick-time compensation to full-time members who get sick and book off due to catching bugs caught from part-time/on-call members who have come to work sick and "soldiered through" the shift, as well as the subsequent demands of shift coverage and up-staffing, as they would likely have had to pay if the part-time/on-call member had been given compensated sick days and had stayed home to begin with;

**And whereas:**

The picture with regards to staffing levels is likely the same (i.e. at least as many members subsequently being absent from work, creating holes and causing cars to go down, due to sick part-time/on-call members having first shown up to and worked a shift while sick, instead of booking off);  
Providing some amount of compensated sick days to employees is a fairly basic standard of employment in a developed country;

**Therefore, be it resolved:**

That the Union will negotiate to have the employer also provide an annual allotment of compensated sick days to On-Call members, and any other category of BCEHS employed member that is currently without them.

Moved by: Arthur Gregoris  
Seconded by: Edward Wilson

CARRIED

DEFEATED

**Negotiations 2021-08**

**Whereas:**

On-call paramedics are the backbone of the ambulance service AND whereas many part-time employees rely on BCEHS as their primary income.

**And whereas:**

On-call employees also have health emergencies.

**Therefore, be it resolved:**

That on-call employees can accrue 1 day of paid sick leave for every 14 shifts worked to a maximum of 12 paid sick leave days for each year.

Moved by: Maria Cirstea

Seconded by: Kaitlyn Patterson

CARRIED

DEFEATED

**Negotiations 2021-09**

**Whereas:**

Casual/On-Call employees do not have sick time/STIIP.

**Therefore, be it resolved:**

Start casual employees on the STIIP program on a prorated basis.

Moved by: David Roth

Seconded by: Buck Daradics

CARRIED

DEFEATED

**Negotiations 2021-10****Whereas:**

There is no legislation in B.C. that provides workers with paid sick days.

**And whereas:**

Under the B.C. Employment Standards Act, employees are entitled to three unpaid days off work for reasons related to illness.

**And whereas:**

Employees requiring large amounts of sick leave should be accommodated under long-term disability or WorkSafeBC.

**Therefore, be it resolved:**

That paid sick leave (STIIP) be limited to 12 days per fiscal year with unlimited unpaid sick days unless being accommodated under long-term disability or WorkSafeBC.

**Further, be it resolved:**

That any unused sick days in the fiscal year employees can have the option of either rolling them over to the next fiscal year or being paid out for each unused day at the STIIP rate.

Moved by: Maria Cirstea

Seconded by: Kaitlyn Patterson

CARRIED

DEFEATED

**Negotiations 2021-11****Whereas:**

Currently the employer has a number of temporary positions available to staff including the rural ACP postings. The temporary positions can sometimes be in place for years and will be attached to an end date. The staff that accept these positions have very little financial support while they often are relocating temporarily for these postings. There is also no incentive for the employer to put out permanent positions when they are covered in a temporary capacity. Many paramedics in these temporary roles will often only be offered financial support for the first few months in these positions creating a financial difficulty in having to find temporary housing.

**Therefore, be it resolved:**

That temporary positions will be entitled to a \$60 a day amount in living out allowance where the position is not within the individuals home community and requires a travel of more than 100 km.

Moved by: Kristie Williams

Seconded by: Guy Hicken

CARRIED

DEFEATED

**Negotiations 2021-12****Whereas:**

There is no language within the Collective Agreement or through an LOA regarding meal or rest breaks during shifts for FT staff.

**Therefore, be it resolved:**

With increasing workloads of calls/emergencies across the province, mandatory meal or rest breaks be negotiated into the collective agreement to ensure crews will receive needed breaks in a timely manner. For example:

Meal breaks shall be scheduled as close as possible to the middle of the scheduled hours of work. The length of the meal period shall be agreed to at the local level and shall not be less than 30 minutes nor more than 60 minutes. Crews shall be provided the opportunity to drive to the closest ambulance station before the allotted time period begins. Crews will be available for the highest priority calls throughout that period, with an opportunity to resume the break afterwards.

Moved by: Samantha Lingren

Seconded by: Kieran Hartle

CARRIED

DEFEATED

**Negotiations 2021-13**

**Whereas:**

BCEHS full-time ambulance paramedics work a 4 on/4 off pattern but their fulltime peers in dispatch work a 4 on/6 off pattern.

**Therefore, be it resolved:**

That the APBC seek to establish a 4 on/6 off shift pattern for ambulance paramedics.

Moved by: Tyler Lindal

Seconded by: Daniel Peacock

CARRIED

DEFEATED



**Negotiations 2021-14****Whereas:**

There is urgent need to address psychological and mental health and wellness for our members both pre and post injury.

**And whereas:**

The current benefit structure supports coverage for psychological treatment and wellness are not on par with the minimum industry standards. What we have now is insufficient to meet the demands of our profession, employee wellness, prevention, and treatment. Many first responder services are negotiating unlimited benefits in these areas. Under the current system Worksafe claim adjudication and acceptance can take 100 days or more.

**Therefore, be it resolved:**

That CUPE Local 873 negotiate funding and benefits at a minimum of \$3500 per employee and \$3500 per family member. This will be funded by the employer under mental health and wellness benefits.

Moved by: Warren Leader

Seconded by: Bob Parkinson

CARRIED

DEFEATED

**Negotiations 2021-15**

**Whereas:**

The job of a paramedic is an incredibly stressful one and we should strive to promote wellness among employees.

**Therefore, be it resolved:**

That every FT employee have 10 floating wellness promotion days paid at 100% to be used throughout the year. Every PT employee will accrue wellness promotion days paid at 100% based on number of shifts worked up to a maximum of 10 per year.

Moved by: Maria Cirstea

Seconded by: Kaitlyn Patterson

CARRIED

DEFEATED

**Negotiations 2021-16****Whereas:**

Currently only temporary accommodations allow members to retain their existing hourly wage.

**And whereas:**

Being injured and going through the accommodation process should not create a financial hardship for injured workers.

**Therefore, be it resolved:**

That CUPE Local 873 negotiate that all accommodated workers receive the hourly wage rate of the position that they held prior to their injury for all accommodated work. Whether it be short term or long term unless the wage rate of the position being offered is greater. If the wage rate of the accommodated position is greater, the employees will be offered the higher rate of pay.

Moved by: Warren Leader

Seconded by: Bob Parkinson

CARRIED

DEFEATED

**Negotiations 2021-17****Whereas:**

Current members going through vocational retraining and BCEHS offers temporary, modified, or long-term accommodation work, it requires members to choose between WSBC/LTD supports or potentially exhausting the employer's obligation to accommodate.

**And whereas:**

Being forced to decide at that time can create undue stress and have long-term implications to supports and future employment.

**Therefore, be it resolved:**

That CUPE Local 873 negotiate that all injured workers going through the vocational rehabilitation process with WSBC or our LTD carrier will have the option of waiting for the completion of the vocational rehabilitation supplied by either of these two agencies before completing the accommodation process within BCEHS or PHSA. This includes BCEHS and PHSA waiting for the completion of vocational rehabilitation supports, followed by the accommodation process as outlined in the DTA Settlement Agreement, Re: medical accommodation process, signed July 27, 2018 by G MacInnes and D Deines, before being able to complete their duty to accommodate.

Moved by: Warren Leader

Seconded by: Bob Parkinson

CARRIED

DEFEATED

**Negotiations 2021-18****Whereas:**

The current CA lays out the structure and intent of the Provincial Occupational Health and Safety Committee (POSH);

**And whereas:**

WSBC looks at POSH as a Collective Agreement mandate and not part of BCEHS' WSBC OH&S program with all the duties, responsibilities, and functions that the Act, Regulation, and Policy allow.

**Therefore, be it resolved:**

That CUPE Local 873 negotiate that BCEHS will take all steps necessary to establish POSH as the provincial oversight committee of their OH&S safety system within WSBC as per the CA, the Act, Regulation, and Policy. This includes any variances, legal or procedural requirements to have WSBC recognize the standing of this committee and its ability to make recommendations and other safety related action, such as 21-day letters. This includes physical and psychological safety.

Moved by: Warren Leader

Seconded by: Bob Parkinson

CARRIED

DEFEATED

**Negotiations 2021-19**

**Whereas:**

Mental health injuries/PTSD do not only occur from one difficult call but can be sustained over a period of time/a number of difficult calls.

**Therefore, be it resolved:**

That any call that triggers a CIS check in automatically be forwarded to WorkSafeBC for their records.

Moved by: Maria Cirstea

Seconded by: Kaitlyn Patterson

CARRIED

DEFEATED

**Negotiations 2021-20****Whereas:**

Currently there is no obligation by the Employer to notify the Union of employee's extended absence due to personal illness or injury, until such time as the employee engages in a GRTW or DTA intake.

**And whereas:**

The Union is unable to assist employees in accessing resources and navigating the disability management system until notified.

**And whereas:**

Employees have lost extended medical benefits and pension contributions due to failure to apply for LTD in a timely manner.

**And whereas:**

The employee is referred to the employer's disability management department following absences in excess of five consecutive workdays.

**Therefore, be it resolved:**

The Union seeks to add language obligating the employer to notify the Union of Absences in excess of five consecutive workdays.

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED

**Negotiations 2021-21**

**Whereas:**

Currently there is no language in the CA protecting job share agreements.

**And whereas:**

The employer has indicated a desire to end job sharing.

**Therefore, be it resolved:**

That language be added to the Collective Agreement to define and protect the job-sharing process.

Moved by: Melissa Hansler

Seconded by: Kelly Budway

CARRIED

DEFEATED



**Negotiations 2021-22****Whereas:**

Job share agreements are not captured in the Collective Agreement and are subject to cancellation with only 30-days notice.

**And whereas:**

Many members engaged in job shares are accommodating their needs, often to maintain a better work life balance and meet their familial obligations (such as childcare needs).

**And whereas:**

The employer has served as estoppel advising the union that following the ratification of the next Collective Agreement, they intend to adhere to the strict language contained in job share agreements in which they intend to exercise their right to cancel job shares with only 30-days notice.

**And whereas:**

Ensuring members have opportunities to meaningful and sustainable work, while maintaining a healthy work life balance is a priority for our Union.

**Therefore, be it resolved:**

That CUPE 873 negotiate job share language into our Collective Agreement.

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Negotiations 2021-23****Whereas:**

Job shares have been a mutually agreed upon arrangement granted by the employer for many years.

**And whereas:**

Our contract stipulates the following:

**30.01 CONTINUATION OF ACQUIRED RIGHTS**

Save as herein contained, all reasonable privileges and concessions enjoyed by either party prior to the signing of this Agreement shall continue in full force and effect and shall not be affected by this Agreement.

**And whereas:**

There is no language in the Collective Agreement that defines the process for job shares and the employer attempted to cancel all existing job shares.

**Therefore, be it resolved:**

That APBC bargain with the employer to include clear language in the next contract that defines and protects new and existing job shares.

**Further, be it resolved:**

That participants in job shares maintain their acquired full time status and associated rights and benefits.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-24****Whereas:**

Members in RPT positions do not have equal seniority rights. Members who came into a RPT from a FT position continue to accrue FT seniority and can exercise their seniority rights like any other FT member. However, RPT members who came into their RPT position from On-Call have their pro-rated seniority held in trust and cannot access or exercise their seniority rights until they transfer to and accept a 1.0 FTE position. This language in our contract is discriminatory and treats RPT members who came from the On-Call ranks as if they can't be trusted to exercise seniority rights unlike other members in the same positions. Members of our Union in RPT positions should be able to use their accrued seniority, regardless of what their employment category was prior to accepting a RPT position.

**Therefore, be it resolved:**

That the Union revise seniority language and allow all RPT members to exercise their seniority rights as any other regularly scheduled member does.

Moved by: Ted Harrison

Seconded by: Drew Hilland

CARRIED

DEFEATED

**Negotiations 2021-25****Whereas:**

We currently have two different seniority lists for FT and On-Call Employees.

**And whereas:**

There is a desire to amalgamate these two lists into one list, while respecting the sacrifices already made under the current system.

**And whereas:**

It is extremely difficult to come to a consensus on how to reconcile the inequities of the past. Yet, continuing to do nothing to improve the future is not an acceptable solution.

**Therefore, be it resolved:**

That APBC and BCEHS agree on a date that one seniority list goes into effect, and that effective on that date, On-Call employees will begin to accrue seniority based on hours worked, up to a maximum annual accrual of 1 FTE.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-26**

**Whereas:**

Currently, casual seniority holds zero value against full time seniority.

**Therefore, be it resolved:**

Casual/On-Call and Full-Time seniority be amalgamated on a prorated basis to a max 1 FTE.

Moved by: David Roth

Seconded by: Buck Daradics

CARRIED

DEFEATED

**Negotiations 2021-27****Whereas:**

The 2019 Seniority Amalgamation Report, instigated by a member-carried resolution in 2018 to produce such a report so as to “research possible models for crediting past on-call service for the purpose of amalgamating on-call, part-time, and fulltime seniority into one provincial seniority list,” could find no circumstance in any of the peer or relatable organizations that the assigned committee members reviewed where part-time or casual (equivalent to on-call) employees were not awarded equivalent seniority to fulltime employees based on contributory work, and in many cases non-fulltime employees in these organizations were able to earn up to 1 year of seniority per 1-year’s worth of hours or shifts worked (which is to say: no such seniority stratification or disenfranchisement against non-fulltime employees was found outside of our service amongst peer or relatable organizations);

**And whereas:**

The majority of the members of the respective committee (which was composed of on-call, part-time, and fulltime members), upon survey, were in favour of seniority amalgamation, even if an exact process or format for achieving such could not be entirely agreed upon; and furthermore, acceptance of this report was carried by members at the 2019 convention;

**And whereas:**

It is clear that a lack of earnable, applicable, equivalent seniority for non-fulltime members constitutes a form of systematic discrimination and disenfranchisement that is being imposed upon these members;

**And whereas:**

Once the clerical work of implementing the transition is complete, amalgamated seniority is unlikely to pose any further cost, burden or headache to the employer, and may even result in a slight lessening of such (which is a quality that can be sold to the employer during negotiations to gain negotiating capital);

**And whereas:**

Once seniority has been amalgamated, it will result in a less divided membership, whose needs, incentives and objectives are often currently misaligned under the present stratified seniority system, and thus whose employment actions and demands under the union often compete, double-up (at least by the appearance of the number of demands) or are at cross-purposes, often resulting in more frustrated, confounded and generally poorer outcomes for all members when negotiating with the employer;

**And whereas:**

Seniority amalgamation may lead to some fulltime members being pushed to a higher level of seniority pay due to the inclusion/recognition of their past non-fulltime service;

**And whereas:**

By way of the recent conversion of a number of on-call Fox shift patterns to full-time Alpha patterns in rural stations, as per the current contract, plus the addition of even more cars converted to Alpha patterns by the recent actions of the Health Minister, in response to the operational crisis created by the historic June heat event, the wave for new fulltime opportunities (fuller and larger than anyone could have expected, or certainly than anyone could have been relying upon) has already come to shore, doing so favourably for existing fulltime members, presenting unprecedented opportunity for fulltime mobility, and for obtaining non-Region 2 and non-metro fulltime positions (which is to say that the needed medicine is unlikely to ever again come with such a compensating spoonful of sugar for our members);

**And whereas:**

The already notable degree of part-time/on-call employee grievance and dissatisfaction with the current conception, state and execution of the on-call model of employment has risen to a fevered and ponderous pitch following the last few years of dealing with the pandemic; and also with the numerous and seemingly worsening, aggrieving managerial and operational decisions that have occurred during that time (for example, effectively docking pay by eliminating the Kilo guarantee during the fearful and uncertain beginnings of the pandemic and its lockdown—while many other workers were being offered *additional* danger pay by their employers—even where the guarantee pay could have been sensibly leveraged to produce better operational preparedness instead); and also with the keen sharpening of the aches of disenfranchisement now being felt from the more recent perturbations and fallouts that have come from the current contract's Fox-to-Alpha and Scheduled-On-Call changes (and Ministerial decisions);

**And whereas:**

It is possible that the vast majority of part-time/on-call employees will choose to reject any newly negotiated contract out of a resultant crystallization of ill-will and spite, if that contract does not contain significant provisions to alleviate this inflamed feeling and circumstance of non-fulltime members being aggrieved and disenfranchised; and moreover, if no negotiating mandates exist to correct that situation, it may end up creating a long and difficult negotiation impasse, even if the contract is otherwise favourable;

**And whereas:**

It seems hard, in light of the proponent arguments, and the informing evidence of comparative context, to reconcile how a certain part of this membership might still be able to call members of the other part “brothers” and “sisters”, and claim to be in solidarity with them, should this recognition, and this gesture of equality, acknowledgement and a fair balancing of opportunity, still be rejected, even under the most favourable and pressing circumstances ever likely to exist;

**And whereas:**

It must be acknowledged that there are potential archival, formatting and procedural artifacts and issues that must be worked through to achieve seniority amalgamation, some of which might not be entirely resolvable in a perfect way, or in a way that fully satisfies all members;

**And whereas:**

But also, as the adage goes, one should not let perfect be the enemy of better, or good;

**Therefore, be it resolved:**

That the Union will negotiate to have the employer amalgamate fulltime, parttime, and on-call seniority (and any other category or classification of seniority within the service and the union's purview) into one list, thereafter to remain one list; with parttime, on-call, and any other non-fulltime members earning the same applicable seniority on that list as fulltime members for service rendered to the employer (up to a maximum of 1 year of seniority per year, for a year's worth of hours worked, or possibly some portion or other form of that, to later be resolved or negotiated).

Moved by: Arthur Gregoris

Seconded by: Michael Bateman

CARRIED

DEFEATED



**Negotiations 2021-28****Whereas:**

On-call seniority has no value against full-time seniority when bidding on positions.

**Therefore, be it resolved:**

On-call and Fulltime seniority lists be amalgamated to one list with on-call seniority being calculated from historical availability submitted at a rate of 25%. IE, a 30-day month with 100% submitted would be 60 shifts submitted = 15 days of seniority (up to a max of 1 FTE).

Moved by: David Roth

Seconded by: Buck Daradics

CARRIED

DEFEATED

**Negotiations 2021-29****Whereas:**

Where we become equal employees across the board with BCEHS in respect to years worked but not through the division of a casual on-call, parttime, and fulltime work force.

**Therefore, be it resolved:**

To update an outdated system so that the Union merge Fulltime and On-Call seniority lists so that we become one service without division and penalty of the seniority system to make a stronger unified body so to work proactively not against each other but with each other to formulate stronger collective units in the future with the employer.

Moved by: Katherine Bayley

Seconded by: Jacquelyne Nakazawa

CARRIED

DEFEATED

**Negotiations 2021-30**

**Whereas:**

E3.01 of the current collective agreement requires the employer to maintain 2 separate lists for date of hire which creates two different standards for On-Call employees.

**Therefore, be it resolved:**

The Union seek to merge these two lists into one On-Call adjust date of hire list with equal criteria for all On-Call employees regardless of date-of-hire.

Moved by: Drew Hilland

Seconded by: Adam Voth

CARRIED

DEFEATED

**Negotiations 2021-31****Whereas:**

There is a two-tiered inequitable seniority list system, one fulltime, and one on-call, that does not fairly account for service time, is divisive, and unfairly excludes one group of employees from fairly competing for employment opportunities based on seniority alone.

**Therefore, be it resolved:**

That a single seniority system that is equitable and inclusive of all members be created in a manner that fairly represents the service time all members put in.

Moved by: David Hurd

Seconded by: Maggie Fields

CARRIED

DEFEATED

**Negotiations 2021-32****Whereas:**

Merging the part-time and full-time seniority lists based on a calendar year and 1950 hours. For this example, I will use Jan 1, 2022 as the seniority merge date to make it easier to follow:

Part timers hired prior to Jan 1, 2022 would get 1 year full time seniority for every two years of service. Full timers prior to going full time would also get 1 year for every two years of part time service.

Example 1: A part time member who started September 1, 1995. From September-January, worked 5 months and from January 1, 1996 to January 1, 2022 worked a total of 26 years and 5 months part time. If you do the 2-1 math, then their seniority would be 13 years and 2.5 months of full-time seniority.

Example 2: A full time member who started July 1, 1992 and goes full time January 1, 2000. From 2000-2022 they have 22 years of full-time seniority. Their part time seniority was from July 1, 1992-January of 2000. So they have 7.5 years of part time seniority. If you take the 7.5 years and divide it by 2 and add it to their full-time seniority, they now have 25.75 years of full time seniority.

Going forward all part time employees WORKED hours are totaled and if they meet the 1950 hours worked in a calendar year they get 1 year full time seniority. If they don't meet that 1950 hour threshold then their total worked hours is divided into 1950 to give them their prorated seniority for that calendar year, meaning it could take a few years to get one year of seniority but if they choose they could pick up shifts in busier stations to build their seniority faster. If any part timers go over the 1950 hours, they still only qualify for 1 year as that would be the cap, you can't exceed it.

**Therefore, be it resolved:**

That the on-call and full-time seniority lists be merged based on a calendar year and 1950 hours and that as of Jan 1, 2022, all members would be on the same seniority scale.

**Further, be it resolved:**

Any on-call staff that is on work safe or long-term disability would get their seniority calculated based on their previous 3 months of regular work calculated for an average. Similar to the calculation used to determine their wages from Work Safe.

Moved by: Jake Nickle

Seconded by: Brooke Lewis

CARRIED

DEFEATED

**Negotiations 2021-33****Whereas:**

The employer seems to have a continuing fixation and fascination with creating more designated Lone Responder unit across the province (CP, OCUC, Rural ACP, etc). Working along has significant additional stressors and human factors considerations and places members at increased risk of physical and psychological injury.

**Therefore, be it resolved:**

That the Union negotiate an additional premium for members working in a Lone Responder role.

Moved by: Ted Harrison

Seconded by: Jayne Hamilton

CARRIED

DEFEATED

**Negotiations 2021-34****Whereas:**

There is insufficient research to determine the effects of depairing an ambulance on patient care. It is irresponsible to utilize a patient care delivery system that has little to no research assessing its effects on patient care and patient outcomes.

**And whereas:**

There is insufficient research to determine the effects of depairing an ambulance on paramedic practitioners. The well-being of our members is paramount and a patient care delivery system that has been developed without consideration for mental health and well-being is irresponsible.

**Therefore, be it resolved:**

That during negotiations, CUPE 873 eliminate and discourage the depairing of paramedics wherever possible.

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Negotiations 2021-35****Whereas:**

Currently, there is an ambiguous Union position statement for front line operational staffing and/or scheduling among ACPs and PCPs.

**And whereas:**

The absence of a formalized position statement is detrimental for the purposes of advocacy, best practice, and patient care.

**Therefore, be it resolved:**

For the purposes of scheduling and staffing, the minimum qualifications for working across all license levels be set to a paired model standard. (eg. CCP/CCP, ACP/ACP, PCP/PCP, EMR/EMR).

Moved by: Scott Haig

Seconded by: Danica Reid

CARRIED

DEFEATED



**Negotiations 2021-36****Whereas:**

Currently, the employer cites operational necessity to utilize two members of different scopes of practice to staff one unit. This practice removes a resource thus further burdening frontline staff, exacerbating member fatigue, stress, and mental health concerns.

**And whereas:**

Depairing an ACP resource typically shuts down a PCP resource resulting in response areas underserved in metro, urban, and rural areas.

**Therefore, be it resolved:**

That regardless of the scope, every effort should be made to preserve paired configurations.

Moved by: Tomas Watson

Seconded by: Chris Bellamy

CARRIED

DEFEATED

**Negotiations 2021-37**

**Whereas:**

Many ACPs attempt to pick up overtime but are told all the ACP cars are staffed despite most often having PCPs working depaired on those cars

**Therefore, be it resolved:**

That ACPs who want OT get priority on ACP cars and any PCP scheduled on an ACP car get moved off that car to another car to allow the ACP to work the shift

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED

**Negotiations 2021-38****Whereas:**

Working depaired mean having two different license levels work together as partners on an ambulance.

**And whereas:**

The level of care the ambulance is deemed capable of providing by the employer is that of the highest license level held by one of the paramedics on the ambulance. Ultimately, this means that one paramedic may be solely responsible for many patient care decisions. This adds increased stress and challenges to our already challenging job.

**And whereas:**

Depairment has become a chronic scheduling practice by the employer at all license levels.

**Therefore, be it resolved:**

That CUPE 873 seek to negotiate a premium to be paid to any member working in a depaired configuration (this includes CCP paired with an ACP or PCP, an ACP paired with a PCP, or PCP paired with an EMR).

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Negotiations 2021-39****Whereas:**

Working as an ACP can be highly stressful and when paired with a PCP partner the responsibility and cognitive load increases immensely.

**Therefore, be it resolved:**

That any PCP who works an ACP car must first complete an employer-provided course to familiarize themselves with the monitor/equipment/procedures prior to being scheduled on the car.

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED

**Negotiations 2021-40****Whereas:**

It is common scheduling practice in communities with ACPs for a PCP to be placed in the paramedic partner role on an ACP ambulance.

**And whereas:**

Working on an ACP ambulance in an ACP staffed community requires additional awareness and orientation to clinical pathways, procedures, equipment, human factors, and crew resource management to ensure best patient care.

**Therefore, be it resolved:**

That APBC, in partnership with the BCEHS reinstate the PCP-A designation, provide standardized training for PCPs interested in acquiring this designation, and prioritize PCP-As to be scheduled during times of operational need.

Moved by: Scott Haig

Seconded by: David Hilder

CARRIED

DEFEATED

**Negotiations 2021-41****Whereas:**

In the presence of an ambiguous Union position statement for front line operational staffing and/or scheduling, it is a common scheduling practice in communities with ACPs and PCPs to be scheduled together on an ACP ambulance.

**And whereas:**

Working on an ACP ambulance in an ACP staffed community requires additional awareness and orientation to clinical pathways, procedures, equipment, human factors and crew resource management to ensure best patient care.

**Therefore, be it resolved:**

That APBC, in partnership with the BCEHS Learning Department, develop a standardized and requisite education/training program for PCPs wishing to work in the paramedic partner role on an ACP ambulance.

The program will consist of a standardized curriculum and shall include, but not limited to, all current ACP staffed communities. The program should be expandable to include future communities where an ACP ambulance is added. To be deemed complete, the program shall require paramedics to complete an in-person hands-on training component in addition to a module to familiarize themselves with additional aspects of the role as described above.

Scheduling of paramedics who have completed the program will not supersede PCPs who currently hold a valid ACP license nor students who are currently enrolled in a recognized ACP education program.

The program shall be made available to all APBC members by way of EOI. Successful applicants shall be selected based on a combination of seniority, MMI, and knowledge test scores.

Moved by: Scott Haig

Seconded by: David Hilder

CARRIED

DEFEATED

**Negotiations 2021-42****Whereas:**

The employer has indicated that they will in the future deploy ACP paramedics in SRUs to communities across the province without having made a business case based on reproducible measurable metrics.

**And whereas:**

The employer has made no attempt to increase the qualifications and academic standing of our large and vast PCP community. The employer has indicated that in the future an academic credentialling process will eventually occur and that all paramedics will require some post basic education credentialling to be a paramedic. To facilitate this process and to address the requirements to provide additional levels of care in communities across British Columbia it would be realistic that the largest portion of the paramedic workforce be the major focus. As we increase the capabilities of PCP paramedics across the province, these paramedics will be able to meet the needs of their communities.

**And whereas:**

The ability to meet the needs of communities can be done with a well-educated and robust PCP community. The academic requirements and qualification needed as we move forward has been insurmountable for many paramedics directly to the cost academic programs. A university level pathophysiology and pharmacology course cost thousands of dollars. With these courses several objectives will be achieved. We will have a more robust PCP community with the capabilities to dramatically expand their scope of practice—this will meet the major needs of most communities. The courses will provide those who wish to move forward to a different qualification a base from which to progress. It will also assist in the future toward any future certification requirements by the licensing branch.

**And whereas:**

The need to deploy SRUs with ACPs across the province has no current business case and enhanced care would best be done by ensuring the PCP community has the skills and academic foundation to provide this level of care in their current communities. Funding to other health care sectors has been done in the past to meet the needs of communities.

**Therefore, be it resolved:**

That CUPE 873 negotiate with the employer to access funding through the Ministry of Advanced Education and the Ministry of Labour for paid access to advanced university/college level academic courses secondary to technological change and the needs of communities.

Moved by: Geoff Taylor

Seconded by: Alex Wharrie

CARRIED

DEFEATED

**Negotiations 2021-43****Whereas:**

There is a great deal of disincentive within our employer and within the community to advance one's education and enhance our level of academic knowledge. The PCP community is not given the support nor assistance required to advance their skill level or understanding.

**And whereas:**

If funding can be negotiated to provide free access to academic level courses that provide the pathophysiological and pharmacological knowledge required to extend the scope of practice of PCP paramedics then we as a union need to acknowledge this commitment. This can be achieved by acknowledging their success. These paramedics who have completed these courses have the ability to have many added skills, medications and treatments that the PCP paramedic who did not take the initiative and the free course. The PCP Paramedic with the added academic capabilities can provide the advanced care that communities need.

**And whereas:**

We need to enhance the care we provide across the province and that many PCPs are willing to commit the time required to achieve academic programs. We need to ensure that we support this endeavour and ensure the employer acknowledges this effort.

**Therefore, be it resolved:**

That a new qualification and adjusted pay differential be negotiated for those who have successfully achieved academic requirements for the pathophysiology and pharmacology courses and that this be the base requirement for all posted PCP positions across the province followed by seniority.

Moved by: Geoff Taylor

Seconded by: Alex Wharrie

CARRIED

DEFEATED



**Negotiations 2021-44****Whereas:**

The employer has determined that in the near future pending the outcome of a current arbitration, deployment strategies utilizing single response units (SRU) will be a major part of their deployment strategies.

**And whereas:**

This strategy represents a major change in job dynamics and workload. The employee will have to work in an emergency environment as a lone responder, clean, stock, attend, document, drive, and navigate in a complex environment without any partner to assist. The type of environment is known to increase stress and incident of PTSD.

**Therefore, be it resolved:**

That sufficient training, orientation, and compensation be negotiated to reflect the dramatic change in working conditions.

Moved by: Geoff Taylor

Seconded by: Alex Wharrie

CARRIED

DEFEATED

**Negotiations 2021-45****Whereas:**

The selection currently reads, "(e) Employees who are unsuccessful in the Call Taker training program may not reapply for at least 3 years."

**Therefore, be it resolved:**

That new language be negotiated to the effect of, 'Employees who are unsuccessful in the Call Taker training program may not reapply for at least 3 years, and employees who are unsuccessful in the Dispatch training program may not reapply for two years from the date of acceptance.' With provisions to reduce lockout periods based on operational necessity.

Moved by: Michael Coffey

Seconded by: Kevin Lemay

CARRIED

DEFEATED

**Negotiations 2021-46**

**Whereas:**

Currently there is no process for covering the work of Community Paramedics while they are absent from work for reasons such as vacation or short-term illness or injury.

**And whereas:**

This leaves no one to maintain care for CP clients in the absence of the CP.

**Therefore, be it resolved:**

That the Union negotiate a means for a member to be trained to provide coverage of CP duties for short-term leaves and vacations.

Moved by: Melissa Hansler

Seconded by: Melissa Lewis

CARRIED

DEFEATED

**Negotiations 2021-47****Whereas:**

For years, including the service and keeping cars up.

## 13.01I Selection

(i) Except for postings in accordance with Articles 13.01(f), 13.02, 13.03, 13.04, or 13.05, the successful applicant to postings for vacancies shall be:

In the following order:

- (i) Qualified bargaining unit applicants on the full-time seniority list, in order of earliest full-time seniority date with the Employer.
- (ii) Qualified bargaining unit applicants on the on-call seniority list, in order of earliest date of hire with the Employer.
- (iii) Qualified external applicants.

**Therefore, be it resolved:**

Let it be changed to,

## 13.01I Selection

(i) Except for postings in accordance with Articles 13.01(f), 13.02, 13.03, 13.04, or 13.05, the successful applicant to postings for vacancies shall be:

In the following order:

- (i) Qualified bargaining unit applicants on the full-time seniority list, in order of earliest full-time seniority date with the Employer.
- (ii) Qualified bargaining unit applicants on the on-call seniority list attached to the station, in order of earliest date of hire with the Employer.
- (iii) Qualified bargaining unit applicants on the on-call seniority list, in order of earliest date of hire with the Employer.
- (iv) Qualified external applicants.

Moved by: Annemarie Byers

Seconded by: Samuel Bergman

CARRIED

DEFEATED

**Negotiations 2021-48****Whereas:**

Leave family or community to go fulltime. All qualified members should have equal opportunity to be offered the opportunity to work fulltime position in their community.

**13.01I Selection**

(i) Except for postings in accordance with Articles 13.01(f), 13.02, 13.03, 13.04, or 13.05, the successful applicant to postings for vacancies shall be:

In the following order:

- (i) Qualified bargaining unit applicants on the full-time seniority list, in order of earliest full-time seniority date with the Employer.
- (ii) Qualified bargaining unit applicants on the on-call seniority list, in order of earliest date of hire with the Employer.
- (iii) Qualified external applicants.

**Therefore, be it resolved:****13.01I Selection**

(i) Except for postings in accordance with Articles 13.01(f), 13.02, 13.03, 13.04, or 13.05, the successful applicant to postings for vacancies shall be:

In the following order:

- (i) Qualified bargaining unit applicants on the Provincial full-time seniority list in order of date of hire with the employer and qualified on-call members attached to the station in order of earliest date of hire with the employer
- (ii) External qualified bargaining unit applicants on the on-call seniority list, in order of earliest date of hire with the Employer.

Moved by: Samuel Bergman

Seconded by: Annemarie Byers

CARRIED

DEFEATED

**Negotiations 2021-49****Whereas:****Therefore, be it resolved:**

We propose a change with the provincial post shuffle process. With the addition of so many more FT cars around the province, we are proposing to change the provincial internal post shuffle process. We are asking that APBC negotiate the same internal shuffle process as Vancouver post, thus allowing in post shuffles before out of post applicants fill a vacancy.

Moved by: Lori Forster

Seconded by: Annemarie Byers

CARRIED

DEFEATED

**Negotiations 2021-50****Whereas:**

Current urban/remote/rural stations adopt the local hiring language when a new fulltime position is created, alternating between provincial hiring list and local seniority list. After the creation of new fulltime positions all vacancies are filled from the provincial hiring list.

**Therefore, be it resolved:**

The current local-hire language be extended to whenever an urban/rural/remote fulltime position is vacant. When fulltime spots become available at these stations, hiring should alternate between the provincial seniority list and local seniority list. This will offer opportunities for members who remained in the community to access real wages, while still allowing those who moved out of town for fulltime positions to return.

Moved by: Melissa Lewis

Seconded by: Patrick Morrison

CARRIED

DEFEATED

**Negotiations 2021-51****Whereas:**

During the station hiring process, at present, access for local hiring ceases after the 8<sup>th</sup> position or hire has been relegated to any car in a particular station. Which in point there is no further access for local station hires. (As it stands now position 1 is a union unit chief position, 2 and 3 are considered local, 4 is union, 5 local, 6 is union, 7 is local and 8 union).

**Therefore, be it resolved:**

That whenever those numerical positions end then we continue to repeat the process notwithstanding the unit chief position (but if required). Local On-Call employees and fulltime members would have continued access to station hires utilizing the same formula.

**Further, be it resolved:**

Fulltime employees may have access to a station hire as a local hire by applying to the station one year in advance utilizing it as a call-out station working two shifts per month, prior to a fulltime posting.

Moved by: Wayne Trethewey

Seconded by: Katherine Bayley

CARRIED

DEFEATED



**Negotiations 2021-52**

**Whereas:**

Current language in the collective agreement allows for local on-call hires into new fulltime positions for stations with less than 8 fulltime employees.

**Therefore, be it resolved:**

The cut off at 8 employees be extended to a larger number allowing more on-call employees to stay in their home community.

Moved by: David Roth

Seconded by: Buck Daradics

CARRIED

DEFEATED

**Negotiations 2021-53****Whereas:**

Currently, Unit Chief positions have remained unfilled for extended periods of time.

**And whereas:**

The employer has no obligation to post, or fill said positions in any particular time frame.

**And whereas:**

Acting Ucs are selected based solely on seniority and not merit.

**And whereas:**

The Unit Chief is an essential leadership position within the station.

**Therefore, be it resolved:**

That language be added to the CA requiring the Employer to post any vacant Unit Chief position within 30 days of a vacancy.

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED

**Negotiations 2021-54****Whereas:**

The current collective agreement unduly penalizes prospective Unit Chief applicants by placing them on the bottom of the selection list if they have not previously held a UC position.

**And whereas:**

The hiring and selection process has recently been changed.

**And whereas:**

There are employees who work as fulltime acting unit chiefs but gain no benefit other than a paycheck from their experience.

**Therefore, be it resolved:**

Moving forward, with the new written examination and MMI interviews and the successful completion of such to be deemed qualified as a Unit Chief.

**Further, be it resolved:**

If an applicant is in an Acting Unit Chief position full time for a period of not less than six months with an acceptable work record while acting, and if the applicant is currently a fulltime paramedic, and if the applicant is currently deemed qualified through the selection and competition process.

**Further, be it resolved:**

That the six-month probationary period while acting qualify that employee for Regular Unit Chief positions as a new Unit Chief and the requirement to start again at the bottom of the pile be waived and the employee in the future be placed in order of their service seniority when bidding on a Unit Chief position providing all the above parameters are met.

Moved by: Galen Brewer

Seconded by: Paula Proctor

CARRIED

DEFEATED

**Negotiations 2021-55****Whereas:**

When interviewing for SOC UC for the category of part-timer/on-call that member receives Automatically 0%, as only FT are given a score and thus the PT receives a Zero.

**Therefore, be it resolved:**

That on call employees should be given a score in keeping with solidarity of the union whereas no one member is in higher standing than the other.

Moved by: Brooke Lewis

Seconded by: Jake Nickle

CARRIED

DEFEATED

**Negotiations 2021-56****Whereas:**

The current process of filling vacant ACP position or positions with a provincially licensed ACP employee, who has been deemed qualified, has resulted in these employees blocking A FULL TIME position from a qualified and oriented applicant, on a unit for an indefinite period of time, particularly when the orientation program extends for an indefinite period of time due to a variety of reasons.

**And whereas:**

The current posting and filling process puts employees who have successfully completed the new employee orientation program at a disadvantage to the incumbent who accepted the posting who was deemed qualified by the employer while holding an ACP license only and has not completed the new employee orientation program. It prevents the employee who successfully from applying for a fulltime permanent position or from lateralling to an open position as it freezes those position or positions for an indefinite until the employee who was deemed qualified successfully completes the new employee orientation program.

**And whereas:**

This process puts those members who completed the new employee orientation and have successfully been awarded caduceus and access to controlled and targeted medications at a disadvantage and delays their access to regular fulltime status.

**Therefore, be it resolved:**

That being deemed qualified for an ACP position that is posted will mean any ACP employee who has an ACP license, is post probationary and who has successfully completed the BCEHS ACP orientation program.

Moved by: Geoff Taylor

Seconded by: Alex Wharrie

CARRIED

DEFEATED

**Negotiations 2021-57****Whereas:**

The rotational shifts are new to BCEHS and not working. We have staff not scheduled on car 25% of the time on one day of the block. Dispatch staff are to complete an extra shift during their block (60 hours). Also where we do not have the staff to fill the rotation shifts on car and whereas the dispatch shifts are 70% STIIP.

**Therefore, be it resolved:**

That we request reverting to previous work patterns through an exemption to the Employment Standards Act.

Moved by: Dan McLeod

Seconded by: Kevin Marriott

CARRIED

DEFEATED

**Negotiations 2021-58**

**Whereas:**

When a new fulltime car is added or a call-out car is converted to fulltime at a station, the on-call/casual staff members can expect to make less annual salary.

**Therefore, be it resolved:**

When a new fulltime resource is added, and it is expected that this will reduce the on-call/casual employee's annual salary – design language in the Collective Agreement similar to the local on-call hire language to create job security for on-call/casual employees.

Moved by: David Roth

Seconded by: Buck Daradics

CARRIED

DEFEATED

**Negotiations 2021-59**

**Whereas:**

A conversion to fulltime employee(s) threshold has not been established.

**Therefore, be it resolved:**

That for every casual or regular parttime employee that grosses the equivalent of a 3-year PCP salary, the employer creates one fulltime position.

Moved by: Keith Moraes

Seconded by: Ross Coubrough

CARRIED

DEFEATED



**Negotiations 2021-60****Whereas:**

Casual employees suffer wage loss and time away from home due to manipulation of their time off task. (eg, 'get a coffee, transfer out of your hospital in 30 minutes')

**Therefore, be it resolved:**

That a crew, having cleared a call, MUST be able to 10-7 Quarters, if no foreseeable work is available to that crew within 15 minutes.

Moved by: Keith Moraes

Seconded by: Ross Coubrough

CARRIED

DEFEATED

**Negotiations 2021-61****Whereas:**

The employer uses a practice most commonly refer to as “bastardization,” in which two members are assigned to the same unit under different shift types. The most common manifestation of ‘bastardization’ has traditionally been a fox or kilo member paired with an alpha, echo, or bravo member.

Despite the elimination of fox units, there remain ‘bastardized’ units in service today.

**And whereas:**

‘Bastardization’ is an inequality in our system, is economically unfavorable to our members and negatively affects recruitment and retention within the organization.

**Therefore, be it resolved:**

That CUPE 873 negotiate language that prohibits the practice of ‘bastardization.’

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Negotiations 2021-62**

**Whereas:**

Some members/cars have on-call pay for one member as well as fulltime pay for a second member.

**Therefore, be it resolved:**

That no two members working the same shift/car shall be paid differently, unless based on seniority or license level.

Moved by: Callum Elsdon-McLeod

Seconded by: Michele Hannem

CARRIED

DEFEATED

**Negotiations 2021-63**

**Whereas:**

Paramedics must remain on scene until police/coroner arrive in cases of unexpected death, sometimes for hours in unprecedented situations such as a heat wave.

**Therefore, be it resolved:**

Security companies may be contracted to provide security to scene of unexpected death to free up paramedics and police.

Moved by: Jill Greenwood

Seconded by: Brooke Lewis

CARRIED

DEFEATED

**Negotiations 2021-64****Whereas:**

Lower acuity events are able to be held for longer periods of time and sending any last available ambulance to a low acuity event leaves no resources available for high acuity events.

**Therefore, be it resolved:**

For response areas with greater than two transport capable ambulances of a specific license level, if the area is down to only one ambulance available, that ambulance is held for the higher priority responses.

Moved by: Maria Cirstea

Seconded by: Chris Bellamy

CARRIED

DEFEATED

**Negotiations 2021-65**

**Whereas:**

Finishing a shift on time has huge benefits for stress and work/life balance.

**Therefore, be it resolved:**

That no YELLOW priority calls get assigned to any car within 30 minutes of their shift change.

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED

**Negotiations 2021-66****Whereas:**

On-duty paramedics clear a call and are required to remain in service until shift change and are relieved; whereas paramedics need time to restock and prepare the ambulance for the on-coming crew; whereas paramedics are not at station, and need to return to home station at shift change in order to perform efficient shift change.

**Therefore, be it resolved:**

That on-duty paramedics, when clear a call on or during the 30 minutes (or negotiated time) preceding their shift end time, any additional calls received during that period, and any associated overtime, shall be considered voluntary, giving the crew time to reach their station and perform shift change.

Moved by: Jordan Peters

Seconded by: Gawain Guemas-Bonell

CARRIED

DEFEATED

**Negotiations 2021-67****Whereas:**

Full-time paramedics choose to take a voluntary full-length overtime shift, and are required to be available to take calls until shift change, resulting in paramedics receiving late calls, and being unable to finish on time.

**Therefore, be it resolved:**

That paramedics who choose to take a voluntary full-length overtime shift shall not be purposely given calls that will put them over their shift end time, unless the crew chooses to accept the call.

Moved by: Jordan Peters

Seconded by: Gawain Guemas-Bonell

CARRIED

DEFEATED



**Negotiations 2021-68****Whereas:**

The current uniform shirts supplied do not adequately meet the needs of paramedics in regard to shapes/sizes offered and seasonal/temperature appropriateness.

**Therefore, be it resolved:**

That if paramedics are not able to fit size or comfort into the issued uniform, they are reimbursed for the purchase of a work appropriate shirt

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED

**Negotiations 2021-69**

**Whereas:**

There is a much broader variety in human body shape, in particular women's body shapes, than what the current uniform supplier offers.

**Therefore, be it resolved:**

That if the issued uniform pants do not fit a paramedic they are reimbursed for purchasing their own pants up to their allotment.

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED

**Negotiations 2021-70****Whereas:**

Membership and the Union lack verifiable data regarding key operational metrics, inhibiting their understanding of the current status of patient care delivery and ability to advocate for membership and the population we serve.

**Therefore, be it resolved:**

Data held by BCEHS regarding response times, unit hour utilization, and out of service units be regularly published in a way that is easily accessible to all members, with an understanding that they can be independently audited should discrepancies arise.

Moved by: David King

Seconded by: Maria Cirstea

CARRIED

DEFEATED

**Negotiations 2021-71****Whereas:**

The dangers of climate change and the need to take action to limit its impacts have been broadly recognized and accepted by the scientific community and our membership;

**And whereas:**

BC, once again, has felt those dangers and impacts keenly and first-hand with the significant heatwave, fire and smoke events that have occurred in the province over the past weeks, months and years (it was historic regional fires and flooding only as short a time ago as 2018);

**And whereas:**

It should seem natural to any paramedic—who has chosen the profession, and taken up the charge, of being there to help people—to want to make an effort not to participate in a process that is actively causing harm and distress to our members, and to the people and communities of our province and country. Whereas, indeed, it should seem natural to want to pull our trade and stock out of a perverse ring;

**And whereas:**

The adoption of electric ambulances and other electric vehicles will be the primary means of achieving that by significantly reducing or eliminating our vehicular emissions;

**And whereas:**

Electric vehicle technology in our ambulances will ultimately provide a host of other practical driving and vehicular benefits to paramedics and their patients, including:

1. Smoother and more refined acceleration (and possibly better acceleration, when needed);
2. The virtual elimination of any lag, gear-surge, or stutter due to idiosyncrasies of vehicle aging, or from becoming operationally or environmentally strained (such as in hot weather);
3. Smoother and more responsive braking, including: A. one-pedal braking for start-and-stop and variable speed traffic (where the foot can command both acceleration and deceleration without ever leaving the “gas” pedal); B. smooth regenerative braking when going down large hills (instead of our current finicky, more temperamental, and more involved grade-braking system), with little risk of brake overheat; and C. better fine-touch braking and continuous speed control in slippery winter and mountain conditions;
4. The ability in most cases to make more liberal and less hesitant use of interior environmental controls and conditioning while vehicles are parked (whether at scene, at hospital, or even when inside sheltered or closed-in spaces), without having to worry about harmful emissions, excessive noise, or excessive local heat generation from the continued heat output of a combustion engine (ultimately creating healthier and more comfortable conditions for paramedics and patients both in and outside of vehicles);

5. Quieter overall operation, both inside and out;
  6. The elimination of fuel vapour issues, and exposure to fuels and most other potentially toxic petrochemical substances currently associated with vehicle operation;
  7. Potentially less electrical gremlins and issues due to a much larger, more stable, and more reliable electrical power source; and
  8. Almost certain long-term financial savings (putting budget money that would have been given to gas companies and mechanics to better uses);
- Which is to say that electric ambulances and vehicles will also provide a generally better driving, vehicle and patient-care experience over and above any environmental benefits;

**And whereas:**

Technology has moved on, and most of the historic concerns about electric vehicles (for example: being “gutless” or having weak acceleration; having short ranges; having battery packs that quickly age out; taking too long (many hours) to meaningfully recharge; not being able to operate in cold/winter weather; etc.) are no longer true issues;

**And whereas:**

It must still be rationally acknowledged that electric ambulances will not necessarily be technologically ready or appropriate for all locations or applications at present or in the future within our service, but WILL be appropriate for SOME locations and applications, and increasingly more as the technology continues to develop;

**And whereas:**

One of the quickest ways to begin getting electric ambulances into our fleets is for BCEHS to leverage the mechanisms of a competitive market by concretely and definitively advertising a desire for them to current manufactures (which is to say: it is for BCEHS to ask for them contractually);

**Therefore, be it resolved:**

That the Union will negotiate to have the employer produce any new vehicle request for bids, expression of interest, contract solicitations, or the like, such that they will include language dictating a “first choice” for a least some non-trivial percentage of the vehicle procurement/allotment to be electric chassis (ie, electric vehicles) based on a set of realistic requirements and/or criteria, while still retaining a fallback “second choice” option for traditional gas-powered models to fill the rest of the procurement/allotment amount, or if no suitable electric vehicle offering is submitted by interested parties.

Moved by: Arthur Gregoris  
Seconded by: Nils Thaysen

CARRIED

DEFEATED

**Negotiations 2021-72****Whereas:**

We have recognised and felt the dangers and impacts of climate change;

**And whereas:**

Employee commuting to and from work (and elsewhere in daily life) is also a factor that contributes to vehicle emission associated to our work;

**And whereas:**

It is desirable to reduce the potential frictions and hesitations a member might have (including those that might come in considerations of commuting to work) in exploring and choosing more sustainable commuting options;

**And whereas:**

There are now many robust electric vehicle choices for personal commuting, and more and better will continue to come;

**And whereas:**

Many current stations and facilities have standard 120-volt outdoor electrical outlets, and trickle charging from those outlets over the course of a 12-hour shift will give the average electric vehicle roughly between 60-100 kms of range, with the maximum cost for that electrical usage over those 12 hours being only about \$2.25 (barely more than an hour's-worth of pager-pay!);

**And whereas:**

Even should provision of the monetary pittance of the above end up being enough to qualify as a potential fringe benefit, the option exists to appropriately tax the recipient employee for such;

**And whereas:**

In addition to the suite of active transportation options (i.e. pedal-biking) currently available, there are now also many robust micro-electric vehicle options (ex. e-bikes and e-scooters, etc.) that have real potential to meet short and moderate distance personal commuting needs, and more and better will continue to come;

**And whereas:**

A model that is adaptable to most, if not all, sites and stations in the province, takes up little to no otherwise useful space, and is relatively affordable, has already been developed at Station 329 (with the help of a PHSA Health Promotion Initiative Fund grant) to allow secure sheltering of such active and micro-electric vehicles (bikes, e-bikes, etc.) within said sites and stations;

**Therefore, be it resolved:**

That the Union will negotiate to have the employer formally provide and/or allow for better station access and amenities to support sustainable employee commuting choices, with the inclusion of the following items:

1. Immediately, formally allowing electric vehicle charging at sites and stations via existing outdoor 120-volt outlets (and including such outlets, where feasible, at any

new site or station), dealing with any fringe benefit considerations as need and priorities demand.

2. Immediately formally allowing ad-hoc sheltering of pedal/e-bike/etc storage and other active or micro-electric vehicles within cites and stations, wherever such will not pose safety or operational issues.

3. Making a commitment to provide and install dedicated bike/e-bike/etc storage/sheltering amenities at all sites and stations, as appropriate to those locations, using the existing model that has been developed at station 329, or an equivalent, or better, by the end of the contract.

4. Consideration of the additional outdoor 120-volt electrical outlets for charging at sites and stations with compatible parking arrangements where such outlets do not already exist.

Moved by: Arthur Gregoris  
Seconded by: Nils Thaysen

CARRIED

DEFEATED

**Negotiations 2021-73****Whereas:**

The current procedure for filling post-schedule and short-notice vacancies at provincially scheduled stations sees eligible employees contacted via a method of their choosing (phone call, email or text message) twice, each contact followed by a five-minute response period in which the employees can either indicate acceptance or rejection of the offered shift, for a total available response window of only 10 minutes for any given called-out shift;

**And whereas:**

These procedural parameters were originally developed to be able to reasonably accommodate an older, much more time-consuming process (wherein each eligible employee would have to be individually, manually contacted by phone in sequence of rotation, and each given the full 10-minute response window, before moving on to the next employee, until shift acceptance was achieved), so that the process could be completed in a manageable timeframe;

**And whereas:**

The largely automated Quick-Call system now used by Provincial/Central Scheduling contacts all eligible employees collectively en-mass, effectively does so at the push of a button, and largely processes the responses and results, and so it takes little time, effort or attention for a scheduler to execute the task of soliciting eligible employees, and selecting a successful candidate, to fill an open shift;

**And whereas:**

The current 10-minute window for response imposes unfair disadvantages for picking up called-out shifts, especially for the most favourable shifts, on many members, including: parents (and especially single parents) who might need to secure childcare before being able to accept a shift; members already giving service by currently being on-shift, who might be occupied by such non-trivial tasks as providing patient care, or driving an ambulance; members recovering sleep during the day following the working of a night shift; members who might not have the capacity to be continuously attached to their computer or phone 24-hours a day; and members otherwise unlucky enough to be indisposed with the other needs and tasks of life at the time of being contacted, etc.;

**Therefore, be it resolved:**

That, (only) for stations and posts that are provincially scheduled, the Union will negotiate to have the employer extend the current total response window duration, when a shift is called out for post-schedule vacancies and/or short-notice books offs (but not no-notice book offs), from 10 minutes to 6 hours (or some other extension of time, if it is subsequently found to be agreeable to all negotiating parties), up to a cut-off threshold of 2 hours before the scheduled start time of the shift, so as to give the scheduler sufficient time to conduct any required administrative processing, and to appropriately communicate the staffing update to dispatch.



Moved by: Arthur Gregoris  
Seconded by: Danielle Vanderburg

CARRIED

DEFEATED

**Negotiations 2021-74****Whereas:**

The current provincial scheduling practice of scheduling employees to work a day shift one-day following a night shift (that is to say, where the day shift starts 24 hours after the end of the night shift) at non-back-to-back stations, creates a situation where employees get little sleep on the night shift, with associated disruption to their circadian rhythms and sleep cycles (shifting towards being night-awake), try to recover sleep during the subsequent day (making that situation worse), often then get a very poor sleep that night, and finally are required to get up early and work a 12 hour (or longer!) day shift (only 24 hours since having ended the preceding night shift);

**And whereas:**

This is not only unpleasant, but bad for member health;

**And whereas:**

This significantly increases fatigue risk, noting that employees are actively incentivised to make poor judgement choices, and still work these shifts, even when fatigued, since their pay is dependant on them working said shifts (and it must be recognised with full gravity, from a safety perspective, that a perverse system will produce a perverse outcome every time, if given enough time);

**And whereas:**

This also often prompts and provokes employees to put in less availability as a means of self-protection, or to book off shifts, either due to feeling unwell, due to considerations of being fatigued, or simply due to the ill-sentiment earned from the practice;

**And whereas:**

This type of scheduling practice can be avoided with fairly minimal impact to staffing levels (and avoiding it might possibly even ultimately improve staffing, by eliminating the factors that prompt book-offs and decreased availability noted above);

**Therefore, be it resolved:**

That the Union will negotiate to have the employer cease the practice of scheduling employees on day shifts following 1 day after night shifts (that is to say, where the day shift starts 24 hours after the end of the night shift) at stations that do not allow back-to-back shifts (with employees still able to pick up such shifts post-schedule production under their own self-review and discretion).

Moved by: Arthur Gregoris

Seconded by: Alex Jamieson

CARRIED

DEFEATED

**Negotiations 2021-75****Whereas:**

As it currently stands On-call, In-Post members are assumed to fill vacancies anywhere in the large Vancouver Post area whether it be in the east or the west.

**And whereas:**

Irregs are already scheduled east and west for a number of years.

**And whereas:**

Being scheduled closer to home reduces commuting time attached to an already long shift making commute shorter and safer and also allows greater chance to accept a "turn-around" shift Charlie to Bravo shifts. Knowing the area is safer for us and the public by improving response times, safer code 3 driving, not making last minute undecisive turns, not having to look for where you are going allows us to be more attentive to other drivers and driving conditions. This decreases level of stress on employees and helps building camaraderie with other paramedics, emergency service agencies and hospital staff and be able to advocate for patients, knowing the resources and connections in the area or health region.

**Therefore, be it resolved:**

On-call, In-post members be given the option of selecting a scheduling designation in the east or west to be scheduled into available shifts within that designated region.

Moved by: Patti Lawson

Seconded by: Laura Eusaio

CARRIED

DEFEATED

**Negotiations 2021-76****Whereas:**

Collective Agreement 1.01(f) states: "The Employer shall eliminate, as far as possible, all regular part-time shifts." AND WHEREAS: Regularized work and sustainable careers that do not require a full-time commitment are attractive to many of our members.

**Therefore, be it resolved:**

That the Negotiating Committee work to create a broader variety of regular part-time positions.

Moved by: Tammy Clowers

Seconded by: Carolyn Nikodym

CARRIED

DEFEATED

**Negotiations 2021-77**

**Whereas:**

Currently, the shift premiums are a static amount in the collective agreement.

**And whereas:**

Collective agreements from other bargaining units include language specifying the incremental increases to premiums for each year of the contract.

**Therefore, be it resolved:**

That the Union will negotiate language for increases to each premium for each year of the contract.

Moved by: Melissa Hansler

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Negotiations 2021-78**

**Whereas:**

Other health care professionals receive shift premiums for afternoon and evening shifts.

**And whereas:**

Currently, there are only weekend and night shift premiums within the current CA.

**Therefore, be it resolved:**

That an additional premium be added for all hours worked between 1600-2300 hours.

Moved by: Melissa Hansler

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Negotiations 2021-79****Whereas:**

Currently, there is only language to represent “day shift” and “night shift” in the collective agreement.

**And whereas:**

There is more frequent use of alternative shift patterns, such as 1000-2200, 1100-2300, 1200-0000, and similar bravo/Charlie shift patterns.

**And whereas:**

There is no good way for employees to specify availability for these shifts vs a night shift.

**Therefore, be it resolved:**

That language be added to the collective agreement to define an additional shift pattern in which 50% or more of the shift occurs between 1600-0000 hours (er, afternoon shift, evening shift, or mid-shift).

Moved by: Melissa Hansler

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Negotiations 2021-80****Whereas:**

During the last round of negotiations, weekend-night shift premiums were implemented at \$1.50/hour for hours worked between 2300hrs and 0500hrs, Thursday-Saturday nights.

**And whereas:**

Weekend shifts still remain the most difficult shifts to fill.

**And whereas:**

This is still significantly less than the premiums received by other health care workers.

**Therefore, be it resolved:**

That the weekend night shift premiums be renegotiated to a weekend shift premium, which would include all hours worked between 2300hrs on Thursday to 0500hrs on Monday.

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED



**Negotiations 2021-81****Whereas:**

Currently, when a Union official takes leave to perform the work of the Union, any shift premiums that would have been acquired during said shifts are paid by the employer exclusively to the employee providing the shift coverage.

**And whereas:**

Union officials are losing money from their baseline pensionable income while conducting the business of the Union.

**And whereas:**

Bylaw Article 10.4 states that “no member shall suffer any loss of wages while attending to official Union business authorized by the Provincial Executive Committee.

**Therefore, be it resolved:**

That language be added to require shift premiums be paid to the union official owning the original shift (see bylaw resolution regarding shift premiums paid to member providing shift coverage).

Moved by: Kelly Budway

Seconded by: Melissa Hansler

CARRIED

DEFEATED

**Negotiations 2021-82**

**Whereas:**

Our current Collective Agreement provides a night shift premium of \$1.50/hour for all hours worked between 2300-0500.

**And whereas:**

Night shifts are detrimental to the health of those working them.

**And whereas:**

An extra \$1.50/hour is not much incentive to work night shifts.

**Therefore, be it resolved:**

That APBC negotiate an increase in the amount of the night shift premium.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-83****Whereas:**

Our current Collective Agreement provides a night shift premium of \$1.50/hour for all hours worked between 2300-0500.

**And whereas:**

The majority of our night shifts are longer than 6 hours in duration.

**Therefore, be it resolved:**

That APBC negotiate an increase in the hours which qualify for the night shift premium.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-84****Whereas:**

The employer currently suffers no financial penalty or incentive to ensure all possible steps or current contract language is used to staff all reg, irreg, temporary units and dispatch/EMCT, and supervisory positions on a daily basis.

**Therefore, be it resolved:**

The negotiating committee work to create a “work short” or “working short” or other acceptable title clause that would calculate a shift-by-shift penalty to be applied to the employer and paid to the CUPE staff who work on the given “short staffed” shift.

Moved by: Jason Perry

Seconded by: Warren Leader

CARRIED

DEFEATED

**Negotiations 2021-85****Whereas:**

BCEHS staffing on relies on staff working OT, to maintain staffing levels.

**And whereas:**

The workload on these same staff is at a level that is detrimental to the employee's health. There are less staff working OT. The ones that can and the On-call staff that work ALL work Monday to Friday dayshift only. Therefore, Night and Weekend shifts often go vacant.

**Therefore, be it resolved:**

That Night and Weekend shifts have a value attached to them. This value should be no less than \$5.00/hr. The value should be significant and be pensionable.

Moved by: Dan McLeod

Seconded by: Kevin Marriott

CARRIED

DEFEATED

**Negotiations 2021-86**

**Whereas:**

Being moved from a scheduled shift with less than 24-hour's notice adds undue stress due to lack of time to adequately plan and prepare.

**Therefore, be it resolved:**

Any employee moved to a different station within 24 hours is entitled to a "move" premium of 1.5x pay for the entire shift.

Moved by: Maria Cirstea

Seconded by: Tom Watson

CARRIED

DEFEATED

**Negotiations 2021-87****Whereas:**

Precepting and mentoring are integral to the ability of BCEHS to hire new staff. A properly staffed workforce is essential in establishing a health work environment.

**And whereas:**

Preceptors and mentors have a significant responsibility and increased workload both during calls and during “downtime” when working with a student or mentee.

**And whereas:**

BCEHS is often short an adequate number of preceptors and mentors, which negatively affects recruitment, which negatively affects staffing, which negatively affects workload and ultimately contributes to a more stressful and less healthy work environment.

**And whereas:**

Recruiting and retaining quality preceptors and mentors would likely be easier with improved compensation with the workload and expectation of the role.

**Therefore, be it resolved:**

That the negotiations committee seek to increase compensation for preceptors and mentors.

Moved by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**Negotiations 2021-88**

**Whereas:**

Cost of living has risen dramatically in BC metro areas and current salaries are feeling less adequate.

**Therefore, be it resolved:**

That a substantial cost of living wage subsidy for all Metro fulltime paramedics be introduced to offset the higher cost of living associated with all metro areas.

Moved by: Ben Del Torre

Seconded by: Jamie Hockin

CARRIED

DEFEATED



**Negotiations 2021-89**

**Whereas:**

Seeking the implementation of a cost-of-living allowance in metro posts.

**Therefore, be it resolved:**

This resolution seeks to compensate all license levels working any paramedic shifts that start and end in the metro posts, to the amount of \$4/hour extra. The post premium is to compensate paramedics working in Metro posts to offset the high cost of living and retain paramedics in those posts.

Moved by: Shkumbin Roka

Seconded by: Jeffrey Allison

CARRIED

DEFEATED

**Negotiations 2021-90****Whereas:**

It is recognised that metro, and potentially other select high call-volume stations and posts, are busier, and often have more demanding workloads, utilization rates, and occupational stress levels, than other stations and posts in the province;

**And whereas:**

In many of these predominantly city locations, the costs of housing and of living are higher than elsewhere, creating a financial burdens, difficulties, and discouragements for members to work at them, which makes it increasingly difficult to attract and retain sufficient workers at these posts;

**And whereas:**

It is high time we transition the underlying philosophy of our practice to one that is more focussed on drawing and incentivizing members to live and work in these busier, high call-volume locations with the reward of additive compensation, and that is not so predicated upon squeezing them from less busy locations through the subtractive and withholding disenfranchisements, decompensations, disregards and perversities of the current on-call and part-time systems (which is to say: it is time to obtain a system of incentivization that better attracts members to these locations with specifically tailored, above-baseline rewards, instead of repelling them from elsewhere with disservices, injustices and dissatisfactions);

**Therefore, be it resolved:**

That the Union will negotiate to have the employer pay a meaningful, additional metro and/or high-volume bonus premium rate (on top of the standard employee pay rate of a given calculation) for all shifts worked in metro and/or identified high call volume post and stations (with particular, if perhaps not sole, focus on Region 2).

Moved by: Arthur Gregoris

Seconded by: Michael Bateman

CARRIED

DEFEATED

**Negotiations 2021-91****Whereas:**

The current overtime rate while working full-time shifts will increase to 2x (“double-time”) for work past the scheduled end-time of the shift, or greater than 12 full-time hours worked consecutively (or in a 24-hour period), or greater than 80 hours worked in a bi-weekly period, by the end of the current contract;

**And whereas:**

The current system for on-call overtime is different than this, and is only based on consecutive “on-the-clock” hours worked;

**And whereas:**

There is currently no mechanism to additionally compensate members who are required to work past the scheduled end-time of their on-call shifts, if the consecutive hours they have worked “on-the-clock” does not meet the on-call overtime threshold; This disregards the impingement on personal time (including the disruption of work-life balance, additional strain upon families and dependants, preclusion of engagements and activities, etc.) of the members who are required to work these extensions to their on-call shifts in these situations;

**And whereas:**

This disregard often consequentially manifests as negative sentiments in these members as employees, decreasing moral, increasing dissatisfaction, increasing the likelihood of subsequent book-offs, decreasing the willingness of members to lend themselves to covering future work, and generally creating an unwillingness in them to conduct and invest themselves positively and generously as members and employees in our service, which creates more negative members and a more negative and impoverished workplace;

**And whereas:**

It is a firm standard in the professional world that professionals are compensated for their time, regardless of anything else, and as paramedics and as a service, we deem ourselves, and are expected to be, professionals;

**Therefore, be it resolved:**

That the Union will negotiate to have the employer properly compensate members working call-out shifts, who are required to work past the scheduled end time of that shift, by instituting a 1.5x shift extension rate of pay for all work done past the scheduled end time of the call-out shift, even if the number of hours on the clock worked have not crossed the threshold to trigger overtime. The shift extension rate being superseded by the overtime rate of pay once the overtime rate is triggered, or if stat pay, or some other greater or more advantageous rate of pay is in effect.

Moved by: Arthur Gregoris

Seconded by: Edward Wilson

CARRIED

DEFEATED

**Negotiations 2021-92**

**Whereas:**

Most positions' skill sets are related to each other, and whereas significant portions of previous training are needed in the new position.

**Therefore, be it resolved:**

That for each related license/qualification level the base rate of the higher level be greater than the 3 year rate of the lower level (i.e. EMD 0 is higher than EMCT 3, ACP 0 is higher than PCP 3, etc.)

Moved by: Kelle MacPhail

Seconded by: Andrew Billing

CARRIED

DEFEATED

**Negotiations 2021-93**

**Whereas:**

When an employee changes position from EMCT to EMD, said employees' wage will be adjusted to EMD base wage.

**Therefore, be it resolved:**

That when moving to an EMD position, the employee will keep the higher of the wages until the EMD wage matches or overtakes the previous wage.

Moved by: Robert Brown-John

Seconded by: Shauna Simmons

CARRIED

DEFEATED

**Negotiations 2021-94****Whereas:**

An employee must be a Call Taker before becoming a Dispatcher, and the performed job functions of call taking and dispatching overlap continuously, the skills of dispatch are built on the skills of call taking, and dispatch shifts often consist of call taking exclusively.

**Therefore, be it resolved:**

That Call Takers, when they accept a Dispatcher position, should keep their current wage until such time the Dispatcher wage surpasses their Call Taker wage.

Moved by: Kelle MacPhail

Seconded by: Stacie Hancheroff

CARRIED

DEFEATED

**Negotiations 2021-95****Whereas:**

Language in the CA has changed that if you accepted a position, you would get paid at the rate of pay for the new positions.

**And whereas:**

That natural progression of some streams within BCEHS (ie, EMCT to EMD) require employees to take a significant pay but with the promotion.

**Therefore, be it resolved:**

That employees that accept a position of natural progression within BCEHS (ie, EMCT to EMD) continue at their current rate of pay until the “new” position’s rate of pay catches up and/or surpasses their previous rate of pay.

**Further, be it resolved:**

That when such employees are wage protected, they are still eligible to receive general wage increases and other raises.

Moved by: Dan McLeod

Seconded by: Kevin Marriott

CARRIED

DEFEATED

**Negotiations 2021-96****Whereas:**

Article A1.03

I ACP/CCP and ITT (“Advanced Life Support”) as well as EMCT and EMD (“Dispatch”) will continue to progress through the base, 1-, 2- and 3-year increments of the wage grid based on completing one year of work, calculated as per Schedule A1.03(d), (e), and (f) below, in the applicable license level and/or classification level (i.e. one year of license-level experience.) A move to or between these classifications will result in a resetting of experience pay to the base level.

**Therefore, be it resolved:**

Moving between roles does not change your experience and effort of years worked for the employer. Taking payroll cuts (PCP to EMCT, EMCT to EMD, etc) for gaining more skills and knowledge after having years of experience with the employer is insulting at best. This does not affect PCPs moving to ACP, or ACP to CCP as wage resetting is still increasing when resetting. A1.03(c) does not encourage experienced EMR or EMCT to seek higher levels of knowledge/experience if they are going to be taking a massive drop in wage by doing so. Possible resolution is either maintaining your years worked to the new wage scale or adjusting the wage scale for roles.

Moved by: Alex Lemley

Seconded by: Derek Schultz

CARRIED

DEFEATED



**Negotiations 2021-97**

**Whereas:**

Our current overtime rate is 1.5x the regular hourly rate.

**And whereas:**

The employer is willing to pay at the mandatory recall rate of 2x the regular hourly rate of pay when they deem is to be necessary.

**And whereas:**

Many other professional groups attract the 2x rate of pay as a standard overtime rate.

**Therefore, be it resolved:**

That CUPE 873 negotiate an overtime rate of 2x the regular hourly rate of pay for all extra shifts as defined in Article 16.04(a)(ii) of the Collective Agreement.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-98**

**Whereas:**

Our Collective Agreement states:

“21.27 Time Off In Lieu of Overtime

(a) A fulltime or regular parttime employee may elect to bank overtime hours on the basis of one hour banked for each hour of overtime worked to a maximum of 144 hours.”

**And whereas:**

Many other similar professional groups bank overtime hours at the rate of two hours banked for each hour of overtime worked.

**Therefore, be it resolved:**

That CUPE 873 negotiate a banked overtime at the rate of two hours banked for each hour of overtime worked.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED

**Negotiations 2021-99****Whereas:**

Continuing education is required for the maintenance of our EMA licenses.

**And whereas:**

The employer routinely enforces mandatory training courses to be completed by the employee.

**And whereas:**

Time is not provided during the course of an employee's regular duty shifts to complete such training.

**And whereas:**

The employee is expected to attend training on their days off.

**Therefore, be it resolved:**

That all employer mandated training done on days off be paid at overtime rates.

Moved by: Sarah Patch

Seconded by: Katie Talyor

CARRIED

DEFEATED

**Negotiations 2021-100**

**Whereas:**

Current recall rates are paid at 1.5x normal wage.

**Therefore, be it resolved:**

Recall shifts overtime rates be paid at 2x wage to bring us on par with other health service sectors/first responders.

Moved by: Brenndon Neill

Seconded by: Donovan Rota

CARRIED

DEFEATED

**Negotiations 2021-101****Whereas:**

If a special circumstance results in activation of shifts for 1.5x or 2x (e.g. during the 2021 heat wave double time was offered to anyone that picked up OT or picked up a shift).

**Therefore, be it resolved:**

That every full-time employee working those shifts, including the employees working their regular shifts on platoon, get activated at the same rate (1.5x or 2x), and every part timer working their shift gets activated as full pay for the shift instead of standby/pager pay.

Moved by: Maria Cirstea

Seconded by: Shauna Speers

CARRIED

DEFEATED

**Negotiations 2021-102**

**Whereas:**

No current wage/incentive is offered to upstaff ambulance when there is a shortage other than regular recall rates.

**Therefore, be it resolved:**

Overtime rates are offered to scheduled staff working when experience staffing levels reach a pre-determined shortage and emergency recall rates be offered out to staff not currently scheduled to work at these times.

Moved by: Brenndon Neill

Seconded by: Donovan Rota

CARRIED

DEFEATED

**Negotiations 2021-103**

**Whereas:**

We as a profession have fallen behind over the years in respect to wages.

**And whereas:**

This wage discrepancy has now affected retention of employees and recruitment of employees to a critical level.

**Therefore, be it resolved:**

That the negotiating committee target wage increases to no less than 5% / 5% / 5%.

Moved by: Dan McLeod

Seconded by: Kevin Marriott

CARRIED

DEFEATED

**Negotiations 2021-104****Whereas:**

Kilo crews currently receive stipend of \$2/hr to carry a pager and are paid at least 4hrs for a callout; and for the past 3 years kilo crews were paid a guarantee of 4 hours for every shift, a process that will end this Oct 31.

**And whereas:**

Pager pay has never reflected the employees' seniority or practice level.

**And whereas:**

As proven in the past, \$2/hr stipend is not enough to attract and retain qualified kilo staff.

**And whereas:**

Forest firefighters earn 50% of their wage to carry a pager while RCMP earn 25% of their wage when on call.

**Therefore, be it resolved:**

That pager pay be paid at a rate of 33% of the member's normal hourly wage.

Moved by: Kazamir Falconbridge

Seconded by: Harmonie Blais

CARRIED

DEFEATED



**Negotiations 2021-105**

**Whereas:**

\$2/hour is not reasonable compensation for a paramedic to make themselves available to respond to calls 24 hour/day.

**Therefore, be it resolved:**

That the On-Call shift coverage rate be paid at \$10/hour for the duration of their shift.

Moved by: Karen Wilson

Seconded by: Cara DeTeves

CARRIED

DEFEATED

**Negotiations 2021-106****Whereas:**

Our organizations temporary four-hour guarantee has ended and this leaves paramedics receiving a \$2 per hour rate on pager. This is not sustainable for our staff and has led to significant staffing challenges and hardship for our members.

**And whereas:**

Paramedics need to be valued for every hour they work and/or commit to the job. Guarantee amounts per shift will not suffice. We need to valued every hour that is committed to this job.

**Therefore, it be resolved:**

That paramedics will be entitled to \$10 per hour rate of pager pay. while on the kilo shifts and the SOC on call hours.

Moved by: Kristie Williams

Seconded by: Guy Hicken

CARRIED

DEFEATED

**Negotiations 2021-107**

**Whereas:**

\$2/hour is not reasonable compensation for a paramedic to make themselves available to respond to calls 24 hour/day.

**Therefore, be it resolved:**

That the rate for On-call shift coverage be paid at \$5.75/hour for the first 72 hours per month, and then at \$6.25/hour for additional hours, matching the on-call rates paid to members of the Nurse's Bargaining Association.

Moved by: Karen Wilson

Seconded by: Cara DeTeves

CARRIED

DEFEATED

**Negotiations 2021-108**

**Whereas:**

\$2/hour is not reasonable compensation for a paramedic to make themselves available to respond to calls 24 hour/day.

**Therefore, be it resolved:**

That the On-Call shift coverage rate be paid at \$5/hour for the duration of their shift.

Moved by: Karen Wilson

Seconded by: Cara DeTeves

CARRIED

DEFEATED

**Negotiations 2021-109**

**Whereas:**

On-call shift coverage rates are \$2/hour

**Therefore, be it resolved:**

That employee's schedules to be on-call shall receive British Columbia's minimum wage, for each scheduled hour on-call.

Moved by: Dakota R Stone

Seconded by: Paul Alberts

CARRIED

DEFEATED

**Negotiations 2021-110**

**Whereas:**

The current pager pay of \$2/hour is not sustainable.

**Therefore, be it resolved:**

We move to a system more in line with other employers in Canada and pager pay be changed to 1/3 of the employee's wage for time on call.

Moved by: David Roth

Seconded by: Buck Daradics

CARRIED

DEFEATED

**Negotiations 2021-111****Whereas:**

Paramedics used to enjoy near wage parity with Police and Fire. Living expenses continue to rise and police and fire's wage have kept pace with cost of living. Meanwhile, paramedics have been falling behind with no meaningful wage increase for quite some time. Most paramedics are now struggling just to get by.

**Therefore, be it resolved:**

The Union negotiate a meaningful wage over the next contract to bring us back up to an affordable living wage and endeavor to get paramedics back on par with fire and police in terms of wage parity.

Moved by: Tyler Clements

Seconded by: Megan Lawrence

CARRIED

DEFEATED

**Negotiations 2021-112****Whereas:**

The National Police Federation recently negotiated a significant, retroactive labour market adjustment wage increase, for their members', to bring their salaries in line with that of municipal police agencies.

**And whereas:**

The workload of paramedics, scope of practice, and responsibilities have drastically increased, while our wages have not.

**And whereas:**

APBC has been handcuffed by the Public Sector Wage Mandate, this allowing our wages to stagnate further.

**And whereas:**

Staffing issues are critical, as are recruitment and retention.

**And whereas:**

The most logical solution to improve staffing, recruitment, and retention is to offer competitive salaries.

**Therefore, be it resolved:**

That APBC negotiate for a substantial labour market adjustment wage increase, following the precedent set by the negotiations between the RCMP and the NPF.

Moved by: Sarah Patch

Seconded by: Katie Taylor

CARRIED

DEFEATED



**Negotiations 2021-113**

**Whereas:**

The wage grid is currently established in Schedule F2.0

**Therefore, be it resolved:**

That the wage grids are updated to nearest equivalent parity with the RCMP.

ie. Constable=PCP/Dispatcher

Corporal=ACP

Sergeant=CCP, UC, Charge Dispatcher

Staff Sergeant=Dispatch supervisor and other leadership roles.

Moved by: Michael Coffey

Seconded by: Kevin Lemay

CARRIED

DEFEATED

**Negotiations 2021-114**

**Whereas:**

Fair pay increases are being inhibited by the “me too” clause.

**Therefore, be it resolved:**

We negotiate for a one time labour market adjustment, similar to what the RCMP recently received.

Moved by: Jamie Hockin

Seconded by: Ben Del Torre

CARRIED

DEFEATED

**Negotiations 2021-115****Whereas:**

Currently paramedics are only expected to work 3 shifts in 3 months in order to maintain their employment and 8 shifts per month in order to maintain their seniority. Paramedics who work this often are often not maintaining their skill set or ability to manage basic functions of the job. This leads to an increase strain and stress on other staff who work with those individuals. We are setting up our staff for psychological injury where they are having to take on more responsibility and manage these staff on often difficult and traumatic calls.

**Therefore, be it resolved:**

That paramedics will be expected to maintain 16 shifts a month to maintain seniority and 10 shifts a month in order to maintain their employment. This will ensure that we have staff who are engaging in our work often enough that they maintain their skillset and competency in basic functions of the job.

Moved by: Kristie Williams

Seconded by: Guy Hicken

CARRIED

DEFEATED

## **Late Resolutions**

**Late Policy 2021-01****Whereas:**

Convention 2008 adopted resolution 05-08, which mandated CUPE 873 to create and maintain an email account for each member.

**And Whereas:**

A dedicated @apbc.ca email system has been maintained since 2008, but utilizes outdated sever technology and security measures, which means reduced functionality for users and risk of breach for the Union.

**And Whereas:**

Transitioning the existing approximate 4,500 email accounts to a new email platform would result in a significant ongoing expense for the Union.

**And Whereas:**

A new APBC website is in development, which will not require members to login with @apbc email addresses, but rather, create a new account with their own personal email account.

**And Whereas:**

Members have expressed that having a separate email account to login to is cumbersome, which has resulted in thousands of members simply forwarding their @apbc email to their personal email address. Additionally, utilizing the @apbc email accounts for the Union's website login has resulted in additional password reset work for the Union's Staff.

**Therefore, be it resolved:**

That upon the launch of the new APBC email system, that CUPE 873 retire the existing @apbc email system and cease the practice of providing all members an @apbc email account. Existing users will be provided a minimum of 90 days' notice, so they may choose to move any emails and data to another account.

**Further, be it resolved:**

That CUPE 873 will continue to provide an @apbc email account to Provincial Executive Board Members, staff and others that the Provincial Executive Committee deem necessary (approximately 40-50 users). These accounts may be transitioned to a 3<sup>rd</sup> party email system provider that supports the enhanced functionality and security required by those users.

Moved by: Jessica Chilton

Seconded by: Warren Leeder

CARRIED

DEFEATED

**Late Negotiations 2021-01**

**Whereas:**

Under the terms of the current CA, EMCTs who successfully bid on EMD positions take a pay reduction as the Base EMD pay is lower than most EMCT rates of pay.

**Therefore, be it resolved:**

That the negotiations committee restructure the EMD wage grid so that base EMD pay is higher than that of an EMCT 3-Year.

Moved by: Ted Harrison

Seconded by: Kevin Marriott

CARRIED

DEFEATED

**Late Negotiations 2021-02****Whereas:**

The Collective Agreement language on probation and restrictions while on probation in Articles 11.08 and 11.09 is vague and gives the employer broad latitude to impose probation restrictions on members.

**Therefore, be it resolved:**

That the negotiations committee rewrite the probation language to clarify and tightly define the circumstances which trigger a probation period and what lateral and promotion rights may and may-not be exercised while on probation.

Moved by: Ted Harrison

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Late Negotiations 2021-03**

**Whereas:**

Fulltime PCPs are being blocked from accepting FT ACP positions while on probation.

**Therefore, be it resolved:**

That the negotiations committee include a change of classification within a post (ie, PCP to ACP) to the probation exceptions in Article 13.01(c)(i).

Moved by: Ted Harrison

Seconded by: Kelly Budway

CARRIED

DEFEATED



**Late Negotiations 2021-04****Whereas:**

Article 13.01(c)(i) states that employees on probation may lateral from FT Irreg to FT Reg positions within the same post and vice-versa.

**And whereas,**

The employer has blocked RPT members on probation from lateralling into FT Irreg or FT Reg positions within the post.

**Therefore, be it resolved:**

That the negotiations committee include RPT positions to the probation exceptions in Article 13.01(c)(i).

Moved by: Ted Harrison

Seconded by: Kelly Budway

CARRIED

DEFEATED

**Late Negotiations 2021-05**

**Whereas:**

21.06(b) Where both parents are employees of the Employer, the employees shall determine the apportionment of the parental leave between them.

**Therefore, be it resolved:**

Parental Leave be assigned to each individual employee regardless of their relationship status or parental role and not be shared between them.

Moved by: Daron McDonald

Seconded by: Catrina McDonald

CARRIED

DEFEATED

**Late Negotiations 2021-06****Whereas:**

Current language allows those stations with less than 8-full time positions or equivalent shall be filled on a rotating manner of provincial then local. Article 13.01 (f).

**Therefore, be it resolved:**

Remove the rule of once there are over 8 full-time positions or equivalent that all positions are provincial. Moving forward all full-time positions, regardless of the number of positions, should be fill on a 1 to 1 basis of "local-hire" to "provincial-hire." "Local-hire" being part-time regular or part-time on call members who can fill the full duties of their role with their employee number attached to that station. If "local-hire" options are exhausted than positions can go provincial, or vice versa.

Moved by: Emily Nydr

Seconded by: Danielle Konopacki

CARRIED

DEFEATED