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March 25, 2022

Dear Members,

RE: Member Update - April 1, 2022 ESA Changes

In September 2019 the Parties agreed to the language in Appendix 22 to the Collective Agreement. In paragraph 5 of Appendix 22 the Parties agreed to implement various Collective Agreement amendments no later than March 31, 2022 including double time overtime pay for all hours that exceed 12 hours in one shift. The Employer has had 2.5 years to prepare for the implementation of these amendments.

On March 15, 2022 the Union became aware that the Employer has not made the appropriate payroll and system adjustments to implement the Appendix 22 amendments by the March 31, 2022 deadline including, in particular, the payment of double time overtime for all hours that exceed 12 hours in one shift.

A delayed implement of the Collective Agreement terms negotiated between the Parties years ago will cause significant financial hardship and mental distress to thousands of paramedics across the province.

The Union is continuing discussions early next week with the Employer in an effort to put in place interim measures to ensure employees are compensated appropriately with the terms negotiated as of April 1st, 2022.

We have advanced a Policy Grievance on the matter and will be seeking retroactive pay for all members affected and the Union may also seek aggravated and punitive damages for the Employer's conduct.

I will update the membership on interim measures and the arbitration process early next week.

Regards,

Jason Jackson
Provincial Vice President
Ambulance Paramedics of BC
CUPE 873

JJ/sb/MoveUp