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September 30, 2019

Dear Members;

**Re: 2019 Tentative Agreement Ratification Vote Results**

I am pleased to advise that the membership has voted to ratify the proposed 2019 Tentative Agreement. Please see the voter turnout and specific results below. The Tentative Agreement is now officially our new Collective Agreement, effective April 1, 2019 to March 31, 2022.

Total eligible voters:	4483
Total votes cast:	2470 (55.1%)
Total 'Yes' votes:	1644 (66.6%)
Total 'No' votes:	826 (33.4%)

You can find the certified vote results in the attached PDF here: <https://bit.ly/2mtT1os>

I am also happy to report that the votes cast came from an even representation of members between Full-time, Regular Part-time, On-call and each geographic region of the province. I am confident that these results portray an accurate opinion of the membership.

This is a significant milestone for our Local. The new 2019-2022 Collective Agreement is the first stand-alone collectively bargained agreement since 2004. Over the course of seven months at the bargaining table, the parties agreed to over eighty proposals. That is about double any other health sector bargaining unit and represents a massive amount of progress in modernizing our Collective Agreement. Over the next 2.5 years, members will see a transformation in our workplace. This agreement will also set the stage to make further improvements in the coming years.

Your executive team will get to work right away on the many joint-committees and working groups to start implementation of the changes and new initiatives.

I want to thank the entire bargaining team, comprised of the Negotiations Committee, executive members and our CUPE Staff Representative for their many months and long days at the bargaining table with me. It wasn't always easy, but together we have achieved something great. Thank you all.

I also want to thank your APBC office staff, Kari and Sat, for their hard work in processing the hundreds of login help requests from members over the past number of weeks. Their quick work and responses were key to ensuring that every member had the opportunity to place their vote.

Finally, I want to thank members. We recognize and understand that this new agreement contains a large amount of change, some of which is unknown at this point. It will have an impact on every single member. Thank you for your support in ratifying the agreement and your continued support as we move forward into the implementation phase.

Sincerely,

Cameron Eby  
Provincial President  
Ambulance Paramedics & Emergency Dispatchers of BC  
CUPE Local 873