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Dear Members;

## **Re: Complaint Process Guide**

It has recently come to our attention the Employer believes they have a number of options available to them when investigating complaints of interpersonal disputes, workplace harassment or sexual harassment. The Employer is of the mistaken belief that if they receive a complaint, regardless of the subject matter, via [respect@bcehs.ca](mailto:respect@bcehs.ca) that this gives them the right to investigate complaints outside of the terms of the Collective Agreement. This is currently the subject of a dispute between the Union and Employer.

In view of this, I would like to encourage members to familiarize themselves with the following definitions of interpersonal disputes, workplace harassment and sexual harassment.

### **Article 3.04 Definition of Interpersonal Dispute (Also LOA #35)**

"Interpersonal Disputes" as used in this Clause (3.04) shall be defined as **a series of repeated and intentional incidents whereby one employee intimidates another.**

Review the 3.04 process here: <https://goo.gl/EyWzg8>

### **Article 31.03 Definition of Workplace Harassment (Also LOA #30)**

"Workplace Harassment" is defined as **one or a series of incidents involving unwelcome comments or actions which may concern a person's race, colour, ancestry, place of origin, religion, marital status, physical or mental disability, age, sex, or sexual orientation or similar personal characteristic.**

"Sexual Harassment" is defined as **one or a series of incidents involving unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature.**

Review the 31.03 process here: <https://goo.gl/vp1AkD>

In view of the foregoing, and the Employers inconsistent practices for investigating complaints throughout the province; if you have a complaint you feel falls within one of the above-mentioned definitions please file your complaint directly with either the Employer or the Union. Do not send aforementioned complaints to [respect@bcehs.ca](mailto:respect@bcehs.ca). It would also be helpful that you include specifics with your complaint and copy either the Union or Employer as applicable.

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If your complaint is of a confidential nature I implore you to send it directly to Executive Vice President [Linda.Lupini@phsa.ca](mailto:Linda.Lupini@phsa.ca) **and** President [Cameron.eby@apbc.ca](mailto:Cameron.eby@apbc.ca)

In Solidarity,



Cameron Eby  
Provincial President  
Ambulance Paramedics of BC  
CUPE Local 873

CE/km/MoveUp

