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June 27, 2019

Attention: All Members – CUPE Local 873

Dear Members;

Re: ACP Training Opportunities Update

We have been receiving inquiries as to the status of a recent arbitration surrounding hiring of unqualified external ACP paramedics. As you may be aware the Union recently arbitrated this issue and the application of Article 13.01, in particular:

13(d) (ii) Where there are no qualified or insufficient qualified applicants for a Paramedic position pursuant to (d)(i) above, and Schedule E3.04(a), the successful applicant(s) shall be selected for training pursuant to Clause 13.05, or Schedule E3.04(b).

The issue that gave rise to the grievance occurred between March 2017 and October 2019 where the Employer hired multiple external ACP's who were unqualified at the time of application at the close of posting and further complicated when the Employer hired external hires through no posting process at all.

Dates were set with Arbitrator Chris Sullivan on June 3rd, 4th and 10th, 2019 to hear the matter in dispute.

I am very pleased to report that the Union has reached settlement to the application of the Collective Agreement language and employer funded training as contemplated in Article 13.01.

I have attached the Settlement Agreement here: <http://tiny.cc/0ljx8y>

To be clear:

- There will be 8 ACP training opportunities offered in September 2020, 4 positions will begin training in 2021 and 4 in 2022.
- There are multiple pre-requirement courses that must be completed prior to application to the posting for the training opportunities, with set deadlines for completion.
- The requirements for application to the ACP training opportunity posting in September 2020 are outlined in the Settlement Agreement.
- The JIBC website identifies all prerequisite courses for admission to the ACP training program and has set deadlines for completion.
- The EMA Education Fund Award outlines the application process to receive funds and has set deadlines for completion.

There is no carryover of training positions, there are 4 training opportunities each year, if the positions are not filled the training opportunity is lost.

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This is a great opportunity for the membership, there will be many questions regarding the training opportunities so please feel free to contact your RVP with any questions you have.

I would also like to extend my thanks to our union counsel Amanda Rogers, Dustin Jackson and Staff Rep John Strohmaier who assisted with this arbitration.

Sincerely,



Jason Jackson
Provincial Vice President
Ambulance Paramedics & Emergency Dispatchers of BC
CUPE Local 873

Other links for information:

JIBC ACP entrance requirements: http://www.jibc.ca/programs-courses/schools-departments/school-health-community-social-justice/paramedic-academy/programs-and-courses/advanced-care-paramedic?gclid=EAlalQobChMI8vb62NeH4wIVkP5kCh0Leg4XEAYASAAEgLFRvD_BwE

JIBC application package for the EMA Education Fund Award and information on other financial assistance: <http://www.jibc.ca/student-services/financial-aid-awards/awards-bursaries-scholarships/emergency-medical-assistant-education-fund-award>

JJ/sd/MoveUp

