

2019 Collective Bargaining in the Health Sector

Renewal of the 2014-2019 Ambulance Paramedics & Dispatchers Bargaining Association (APADBA) Collective Agreement

Proposal #75 – Irregularly Scheduled Employees

SCHEDULE A

A1. Wages and Shifts

A1.01 Shifts

(i) Irregularly Scheduled Employees

- (a) Irregularly Scheduled Employees (ISE) are employees who provide relief for predictable and unpredictable work vacancies. Such shifts are scheduled on an equitable basis. Employees are hired for a post.
- (b) ISEs will be paid a salary in accordance with the shift patterns defined in Articles A1.01(e)(i) or A1.01(f)(ii).
- (c) Within ninety (90) days of ratification, the Employer may will designate scheduling groups within a post, containing up to eight-ten (10) stations. ISEs will be assigned a primary station within their scheduling group. All other stations within their scheduling group will be considered the ISEs secondary stations. ISEs will only be scheduled for regular shifts within their scheduling group, at either their primary or secondary stations. ISE's will not be restricted from accepting recall shifts outside of their scheduling group. ISEs may move between scheduling groups in a post, through the Post Shuffle Process.
- (d) For posts with four (4) ~~eight~~ or more ISEs, at a given license level, those ISEs will have the schedule of the assigned platoon and will not be moved off that platoon.
- (e) For posts with less than ~~eight~~ four (4) ISEs, the ISEs are assigned to a platoon for administrative purposes, but deemed to be scheduled as Alpha shift pattern defined under schedule A1.01(e) or A1.01(f) :
 - On a four on-four off pattern where working a 56 day cycle; or

~~• On a four on six off pattern where working a 70 day cycle.~~

- (f) Where an ISE is filling an employee's shift that is less than twelve (12) hours or twelve and one half (12.5) hours, the ISE shall return to the station and report to a supervisor for assignment of other duties for the balance of their deemed twelve (12) hours or twelve and one half (12.5) hours paid.
- (g) All ISEs are required to provide their designated scheduler or the designated Scheduling Office with a telephone number or numbers for the purposes of contact for work allocation. Such telephone number(s) must have the ability for a message to be left. Employees must ensure that their contact numbers remain current with the scheduler or Scheduling Office.
- (h) Without creating any obligation for a specific number of ISEs, it is the intent of the Employer to maximize the number of ISEs in the Post with consideration for the historical, current and projected need for full-time shift coverage.
- (i) ISEs identified in (e) above will normally be scheduled into shift vacancies that fall within a "work block". "Work Block" means those hours of work within a 96 consecutive hour period, commencing with a day shift.

For ISEs identified in (e) above, the following scheduling parameters will apply:

- Four (4) shifts must be followed by a minimum of two (2) days off. Employees can then be scheduled for four (4) shifts again, but this block must be followed by four (4) days off
- Six (6) shifts in a row must be followed by four days clear.
- (j) ISEs will be provided a 56 or 70 day schedule, a minimum of five (5) days prior to commencement of that 56 or 70 day work cycle a six (6) month schedule at least seven (7) days prior to the commencement of the schedule.
- (k) In the event an ISE is not assigned sufficient work in (i) above, the balance of the ISE's irregularly scheduled employee's schedule will be filled with unpredictable vacancies. To ensure 100% utilization, ISEs not assigned sufficient shifts hours for a work cycle will be scheduled to report to their primary station and to a supervisor and will be assigned a shift and/or duties at their primary or secondary stations.
- (l) ISEs not already assigned to work will be offered additional available work before other employees.
- (n)(m) ISEs identified in (e) above who are assigned work on another platoon, will be provided at least forty eight (48) hours' notice of the scheduling change.

(e)(n) If the Employer fails to provide an ISE with at least 48 hours advance notice of a scheduling change, the Employer will pay the affected employee a premium of one and one-half (1.5) times their hourly rate of pay for all worked hours that fall inside of the required 48 hour notice period with a one (1) hour minimum. A scheduling change is any change in work location (where further travel from the ISE's residence is required), work date, or work start time or work end time. ISE's will be notified by telephone of changes to assigned shifts or schedule.


(e)(o) For the purpose of annual vacation entitlements and selection under Article 19, the paramedic ISE working a 56 day cycle shall be deemed to be working Alpha blocks in accordance with Article A1.01(e)(i) for their vacation. The dispatch ISE working a 70 day cycle shall be deemed to be working Alpha blocks in accordance with Article A1.01(f)(ii) for their vacation.

Agreed to this 19 day of July, 2019, at 12:49 (AM) / PM

Signed on behalf of APADBA:

Signed on behalf of HEABC:


Print name here:
CAMERON EBY.


Print name here:
Carmen Hamilton