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To: All BCEHS Employees/ CUPE 873 Members

From: Nancy Kotani, Chief Transformation Officer, BCEHS and
Troy Clifford, Provincial President, APBC

RE: Collective Agreement Implementation Update

The new Joint Implementation Committee, designed to guide the implementation of the Collective Agreement, met recently for the first time. The Committee, which includes representatives from CUPE 873, BC Emergency Health Services (BCEHS), the Provincial Health Services Authority (PHSA), and Health Employers Association of BC (HEABC) will work together to oversee collective agreement implementation activities.

As part of the meeting, timelines for meeting dates and the relevant outcomes were agreed upon for the new Collective Agreement Committees. A list of the committees and their members is provided as part of this memo.

The general wage increases that are part of the agreement were paid to most employees beginning on November 1st, with retroactive pay to be paid by the December 12th pay period. Employees who worked as Community Paramedics were paid November 15th for the general wage increase, and the \$0.75 increase for community paramedicine work with retroactive calculations is currently being worked on. Designated off-car Unit Chiefs were paid starting November 15th with their retroactive calculation to be paid by the December 26th pay period.

There was also confirmation at the committee meeting that the financial commitments made to implement the new Collective Agreement changes are outside of the operating budget and processes for BCEHS.

Work that is currently in progress includes on-call benefits, on-call shift extension review, temporary positions, and finalization of the new Collective Agreement.

The Joint Committee also established a process to resolve implementation challenges more effectively. To ensure implementation is not delayed by depending on the Joint Implementation Committee meetings, issues identified will be addressed outside of the joint meetings and brought back to the group for discussion if necessary. Jason Jackson from CUPE 873 and Judy Doyle from PHSA were identified as the contacts for the resolution process.

Both parties are committed to issuing regular joint communications whenever required or significant progress on implementation milestones has been achieved.

New Collective Agreement Committees

Committee	BCEHS/PHSA Members	APADBA Members	Initial Meeting Date	Reporting/ Completion Date
Joint Implementation Committee	Nancy Kotani Judy Doyle Rachelle Ernst Paul Valley Lauren Allard	Troy Clifford Jason Jackson Dustin Jackson John Strohmaier Lorraine Till	November 2019	Ongoing
Post Shuffle Committee	Paul Valley Rachelle Ernst Brendan Cindric	Dave Deines Shane Thair Keith Moraes	December 2019	March 2020
Substance Use Disorder Committee	Nicola Price Marsha McCall Katherine George	Bob Parkinson Melanie Stephens Kelly Budway	December 2019	February 2020
Office of Expedited Arbitration	Judy Doyle/Pam Costanzo	Jason Jackson Dustin Jackson John Strohmaier	December 2019	June 2020
Complaints Process & Education Committee	Nicola Price Pam Costanzo Wendy Machana Corinne Begg	Dave Deines Dave Leary Andre Ledoux Megan Lawrence	January 2020	June 2020
Joint SOC Implementation & Evaluation Committee	Nancy Kotani Judy Doyle Lauren Allard	Jason Jackson Dustin Jackson	December 2019	Ongoing
Vacation Selection Review Committee	Keith Neithercut Mike Michalko Elvin Lee Brad Cameron	Lorraine Till Keith Taylor Kevin Marriott Warren Leeder	February 2020	June 2020
Provincial HEABC/ Healthcare OHS	HEABC	TBD	TBD	TBD

Sincerely,

Originally signed by

Nancy Kotani
Chief Transformation Officer
BC Emergency Health Services
Provincial Health Services Authority

Originally signed by

Troy Clifford
Provincial President
Ambulance Paramedics of BC
CUPE Local 873