

Policy Resolutions

POLICY 2018-01

WHEREAS:

Union Officials need to take every opportunity to ensure that expenses incurred, while doing Union business, are the most cost effective for the Union. Any amounts that exceed the meal allowances will be incurred by the Union Official. i.e: Breakfast allowance is \$13.50 but \$14.50 was spent by the Union Official then the Union Official will pay the \$1.00 difference.

AND WHEREAS:

Currently when Union Officials submit their expense vouchers there is no explicit instructions to also submit a receipt and bill.

THEREFORE, BE IT RESOLVED:

Submissions of detailed bills and receipts (if separate) should be included with the standard expense voucher when submitted to the Provincial Secretary-Treasurer to ensure a proper accounting of monies spent during the business of the Union.

Submitted by: Mary Munro
Seconded by: Vishal Mohan

CARRIED

DEFEATED

POLICY 2018-02

WHEREAS:

There is no policy or bylaw setting out parameters for meal allowances and/or per diem claims;

AND WHEREAS:

Clarification is needed as to guidelines and expectation.

THEREFORE, BE IT RESOLVED:

Policy 5.10 be implemented, which reads:

Policy 5.10—Meal Allowance Claims

1. The following can be used as a general guideline to decide which meal allowance(s) to claim:

On the date of departure, travel status should start before:

- 0700 to claim breakfast,
- 1200 to claim lunch and,
- 1800 to claim dinner.

On the date of return, travel status should end after:

- 0700 to claim breakfast,
- 1300 to claim lunch and,
- 1900 to claim dinner.

2. When a member pays for a meal for other parties the expense claim shall list the names of the other parties where practical. Where not practical to list names, the number of people included in the meal expense shall be set out.

3. Itemized receipts are to be included with the expense claim when claiming anything other than meal allowances and out of pocket amounts set out in the Bylaws. If a receipt has been lost or misplaced, a declaration providing an explanation may be accepted, signed, by the member and authorized by the President, Secretary, or Treasurer. These receipts may be reviewed by the Trustees.

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

POLICY 2018-03

WHEREAS:

Policy 1.13 establishes a Ceremonial Unit

AND WHEREAS:

A complete set of policy and procedures for the operation of the ceremonial unit have been developed and approved by the Provincial Executive Board on 8 February 2017.

THEREFORE, BE IT RESOLVED:

That policy 1.13 be amended to read:

1.13—Provincial Honour Guard

2013—Policy 1—D. Leary

That the Union, (APBC CUPE 873), take over the BCAS Provincial Honour Guard or start up its own Provincial Honour Guard which would include the care and maintenance of the unit and provide the members with APBC uniforms.

1.13(a) The day to day operation of the APBC/EDBC Ceremonial Unit shall be in accordance with the policy and procedures outlines in appendix A.

Submitted by: Dave Deines

Seconded by: Cameron Eby

CARRIED

DEFEATED

POLICY 2018-04

WHEREAS:

Members appearing in formal dress at appropriate public events or suitable occasions reflects credit to the employer and increases awareness and respect of the public to the PHSA; and,

AND WHEREAS:

a member so dressed displays public pride in their vocation and respect for their co-workers and employer; thereby conveying honour to that member.

THEREFORE, BE IT RESOLVED:

1. The Provincial Executive or their designates enter into a dialogue with PHSA/BCEHS to explore cost sharing or other mechanisms by which all full time employees and regular part time employees receive or are compensated for the voluntary purchase of a complete ceremonial/dress uniform of such design and pattern as mutually acceptable to the Union and Employer;
2. On-call members be permitted to acquire a ceremonial/dress uniform and that the Union and employer seek an equitable means for on-call personnel be allocated or reimbursed costs associated with the purchase of a ceremonial/dress uniform by either using a prorated formula based on period of employment or other formula agreeable to both parties; and,
3. The Provincial Executive or their designates collaborate with the employer to create mutually acceptable regulation covering when, where, and how to wear ceremonial/dress uniform and this regulation or guideline be included in Union Bylaws, or another manual deemed suitable. If such regulations are already in existence, these shall be made known to all employees once uniform is approved for wear, with disciplinary or administrative action available for misuse or misconduct while attired in order to maintain the dignity and solemnity of the ceremonial/dress uniform.

Submitted by: Kent Gulliford

Seconded by: Chandra Koonts

CARRIED

DEFEATED

POLICY 2018-05

WHEREAS:

No process exists to define if union officers retire and rehire as on-call status will either retain or lose their union officer position;

AND WHEREAS:

The Provincial Executive Board has recently reviewed and passed a motion to clarify that the union officer will retain their position.

THEREFORE, BE IT RESOLVED:

Policy 8.3 be implemented, which reads:

8.3— Union Officer Retirement/Re-hire

Members who hold an elected or appointed position within CUPE 873 may retain their position when they retire and are subsequently rehired, providing they meet all of the following requirements:

- (a) The CUPE 873 Bylaws must allow an 'On-call' status member to occupy the union position in question;
- (b) The member must serve notice to retire and to be rehired, in accordance with the Retire/Rehire LOA and/or Collective Agreement.
- (c) The member must be rehired as on-call status with the employer within 120 days of retirement.

Submitted by: Cameron Eby
Seconded by: Sherman Hillier

CARRIED

DEFEATED

POLICY 2018-06

WHEREAS:

The recognition of accomplishments, professional achievement, and exemplary conduct is motivating and inspirational to employees or members of an organization.

AND WHEREAS:

Currently APBC does not present any sort of awards to union members or officials acknowledging the above.

AND WHEREAS:

APBC is currently finalizing a “Challenge Coin Program” that outlines a procedure and criteria—including nomination and selection process.

THEREFORE, BE IT RESOLVED:

That CUPE 873 include an “Award of Distinction” to the Challenge Coin Program. The recipient will be selected from the nominees for a Challenge Coin. The recipient will have demonstrated exceptional conduct, outstanding achievement and/or significant contribution to our membership or profession—criteria will be added to the formal document for the program. The recipient of the award (plus one guest) will be invited to the Annual APBC Retirement Dinner where they will receive their award.

Submitted by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

POLICY 2018-07

WHEREAS:

Per the Collective Agreement clause 13.01(d)(ii), where there are no qualified or insufficient qualified applicants for a Paramedic position pursuant to 13.01(d)(i) above, and Schedule F3.04(a), the successful applicant(s) shall be selected for training pursuant to Clause 13.05, or Schedule F3.04(b).

AND WHEREAS:

The employer is actively recruiting external applicants to fill ACP postings, rather than adhere to our current contract language.

THEREFORE, BE IT RESOLVED:

CUPE 873 enforce the employer's obligation to provide paid ALS training to fill vacancies.

Submitted by: Sarah Patch

Seconded by: Joshua Henshaw

CARRIED

DEFEATED

POLICY 2018-08

WHEREAS:

Seniority within APBC is currently organized in separate lists for on-call date of hire and fulltime seniority.

AND WHEREAS:

Rural locals are more often making careers out of on-call paramedic practice but remain inferior to fulltime seniority when applying for local fulltime positions (with the exception of less than 8 fulltime positions in a station).

AND WHEREAS:

The cost of relocating to Region 2 is remarkably higher than at the time of creation of the original seniority lists, putting paramedics looking to relocate in greater financial hardship than at the time of creation of the lists.

THEREFORE, BE IT RESOLVED:

That CUPE 873 form a committee which will research possible models for crediting past on-call service for the purpose of amalgamating on-call, part-time, and fulltime seniority into one provincial seniority list.

The committee will produce a comprehensive report detailing their findings and make recommendations for the best way to combine date of hire and seniority lists. The report will be completed no later than May 31, 2019.

The committee will be composed of on-call, regular part-time, and fulltime members of CUPE 873.

Submitted by: Melissa Hansler

Seconded by: Amy Butler

CARRIED

DEFEATED

POLICY 2018-09

WHEREAS:

The replacement of gas vehicles with their electric and plugin hybrid counterparts is a key component to solving the global climate crisis.

AND WHEREAS:

At Convention 2017, CUPE 873 recognized the scientific consensus that the Earth's climate system is unequivocally warming, and that it is extremely likely that this warming is predominantly human caused. Furthermore, climate change is responsible for an increase in natural disasters and extreme weather events such as flooding, wild fires, heat waves, and super storms, and these events make the work of paramedics more difficult and less safe. CUPE 873 also recognized if climate change continues unabated there will be further acidification of the ocean, collapse of fisheries, more drought, and climate refugees. All of which will jeopardize the well-being of future generations more so than our own.

AND WHEREAS:

The cost to power a vehicle with electricity is 25% of the cost to power a vehicle with gasoline and the Mitsubishi Outlander PHEV has the option to operate on both gasoline and 100% battery stored electricity.

AND WHEREAS:

Using the Mitsubishi Outlander PHEV for a PRU instead of the currently utilized Dodge Durango, will save BCEHS \$40,600-\$62,700 over the lifetime of the vehicle and will save 76-117 tonnes of CO2 from being emitted into the Earth's atmosphere.

AND WHEREAS:

The life expectancy of an EV motor is more than two million kilometers of trouble free motoring compared to the life expectancy of 320,000km for an internal combustion engine.

THEREFORE, BE IT RESOLVED:

CUPE 873 will lobby the employer and other key players to implement and/or participate in a plugin hybrid PRU pilot project. Furthermore, we will request they do so with the same degree of urgency that the climate crisis requires of all levels of government, business, and society, and with the goal of exemplifying how organizations can be key contributors to the solution of the climate crisis and can reap financial rewards and improve a working environment in doing so.

Submitted by: David Hollingworth

Seconded by: Geoff Taylor

CARRIED

DEFEATED

POLICY 2018-10

WHEREAS:

A delegate is defined as: a person sent or authorized to represent others, in particular, an elected representative sent to a conference.

AND WHEREAS:

Our current bylaws do not contain language differentiating between the different license levels within our service.

AND WHEREAS:

Past conventions have had a disproportionately high number of delegates who are ACP/CCP/ITT compared to PCP, thus not accurately reflecting the membership they represent.

THEREFORE, BE IT RESOLVED:

That the Provincial Executive will create language to be added to Bylaw 14.3 to limit the number of delegates allowed for each license level, proportional to the number of members at that license level within the region.

Submitted by: Sarah Patch

Seconded by: Jennifer Sutcliffe

CARRIED

DEFEATED

POLICY 2018-11

WHEREAS:

New Bylaw 10.6 formally enables the use of 'Lieu Time Shift Coverage';

AND WHEREAS:

An approval and tracking process is required.

THEREFORE, BE IT RESOLVED:

In accordance with Bylaw 10.6, the following procedure must be followed in order to have lieu time approved:

- (a) Lieu time shift coverage is for a Union Officer, Director, Committee member or authorized member who was required to perform work on behalf of the Union on a scheduled day off and wishes to take time off in lieu.
 - (b) The member will submit an email request to either the Provincial Treasurer or the Provincial President, with copy to coverage.request@apbc.ca, for pre-approval. The email will outline and provide the following:
 - i. a description of the work which was (or will be) required to be performed on behalf of the Union, during the members regularly scheduled time off;
 - ii. the date(s) and time(s) in which the member was (or will be) required to perform work on behalf of the Union;
 - iii. the dates and times being requested to be taken as union shift coverage in lieu;
 - iv. attach a completed 'Shift Coverage Summary Form', which will detail both the date worked, work performed and date that the time in "LIEU" is requested. If a completed 'Shift Coverage Summary Form' is not provided, the in lieu shift will not be approved.
 - (c) The Provincial Treasurer or Provincial President will respond to the request, by email, with either an approval or denial of the request.
 - (d) The Provincial Treasurer will maintain a record of requests which are both approved and denied.
- Guiding principles to this policy and the approval process:
- (e) There is an understanding that each Union position involves a degree of volunteerism- i.e., not every minute of work on behalf of the Union is compensated for.
 - (f) There is an expectation that time worked will be equal to time claimed as lieu, additional supporting information may be requested prior to approval or during audits.
 - (g) Lieu time may be taken only as 'time off' and shall not be 'paid out'. There is no monetary compensation provided to claimer.

Resolutions to Convention 2018

- (h) Except in extenuating circumstances, lieu time will NOT be approved if it requires 'bill-back' shift coverage.
- (i) Lieu time is NOT approved for Delegates to Convention, who attend during their time off.
- (j) Lieu time shift coverage shall not normally be approved for Shop Stewards, except in extenuating circumstances where a project or issue requiring an extended period of work is assigned.
- (k) The above approval process is intended for members who utilize sporadic union shift coverage, including: Officers, RVPs, Committee members, etc.
- (l) The following union positions are considered 'full-time' leaves, and do NOT require pre-authorization to claim lieu time: Provincial Executive Committee positions, Health and Wellness Director and Provincial Safety Director. However, members in these positions are required to submit a completed 'Shift Coverage Summary Form', which will detail both the date worked, work performed and date that the time in "LIEU" was claimed.

Submitted by: Cameron Eby

Seconded by: Sherman Hillier

CARRIED

DEFEATED