

POLICY RESOLUTIONS

POLICY 2019-01

WHEREAS:

The employer (Emergency Health Services British Columbia) continues to advocate and deploy Advanced Care Paramedics in communities without informed and collaborative consultation and in violation of multiple collective agreement sections (Article 13.01, 23 and 36) and union polices (7.1 and 7.3). There is no consideration of the physical, psychological and safety concerns of these employees and they are being deceived into accepting a shiny new toy and position without consideration of the consequences to their health and safety. The deployment strategy is framed in the terms of "trials" without clear objectives being measured, no timelines, no goals or end points and no objective long term deployment strategy. This process is an end run around the collective agreement and the consultation process.

THEREFORE BE IT RESOLVED:

That the Provincial Executive Board not participate or undertake any discussions on expansion of Advanced Care Paramedic deployment, single response units (SRU) or paramedic response units (PRU) until the board receives recommendations and consultation from the ACP deployment committee. Such committee being made up of four ACP paramedics -one ACP each from rural and metro areas and one PRU paramedic from rural and metro areas.

Submitted by: Geoff Taylor

Seconded by: Scott LeQuesne

CARRIED

DEFEATED

POLICY 2019-02

WHEREAS:

The APBC established an Environmental Awareness and Climate Change Committee (EACCC) in April of 2018, and the terms of reference for this committee state the committee will convene for one year at which time it's progress and effectiveness will be reviewed by the PEC.

AND WHEREAS:

The EACCC has demonstrated its effectiveness and progress in the following ways, among others:

- BCEHS purchased 10 hybrid ambulances, after the formation of the EACCC.
- BCEHS has issued a Notice of Intent for Reduced Emissions Vehicle Explorations with Crestline Coach Ltd, after the formation of the EACCC.
- The EACCC has conducted meetings, built relationships, and learned from ambulance service providers worldwide who are utilizing electric vehicles or plugin hybrid electric vehicles in their fleets.
- The EACCC has established a good working relationship with the BCEHS fleet department and special project engineers at Demers Ambulances
- The EACCC has issued two formal recommendations regarding sustainability within BCEHS

AND WHEREAS:

It has been requested by a member of the PEC that the EACCC submit a resolution outlining how the EACCC members would like to see the EACCC be established moving forward.

AND WHEREAS:

Other APBC committees have a term of two years.

AND WHEREAS:

“Environmental Awareness and Climate Change Committee”, is a relatively wordy title and the scope of the committee's work can also be captured in the shorter title, “Environment and Climate Change Committee”.

THEREFORE BE IT RESOLVED:

That the EACCC will be renamed the “Environment and Climate Change Committee” (ECCC). Furthermore, the ECCC will continue to operate with the existing members until this committee has completed a two-year term, at which time another three person committee will be selected by the PEC, following an EOI.

Submitted by: David Hollingworth

Seconded by: Arthur Gregoris

Resolutions to Convention 2019

CARRIED

DEFEATED

POLICY 2019-03

WHEREAS:

The APBC's formation of the Environmental Awareness and Climate Change Committee (EACCC) and related resolutions were initially announced with a press release that was organized by the PEC with little assistance from the newly formed EACCC.

AND WHEREAS:

The EACCC would like to play a role in conveying our union's mandates regarding the deployment of electric vehicle technology as a solution to the climate crisis, to the general public.

AND WHEREAS:

The Press Release announcing the EACCC was only shared on the APBC social media accounts and not directly on a news wire or with any news agencies.

AND WHEREAS:

There is new information regarding the APBC's endeavours to bring electric vehicle technology to BCEHS that is interesting to the public, and this information is inspirational and promotes electric vehicle technology as a solution to the climate crisis.

AND WHEREAS:

The need for climate action has become more evident than ever, with the Intergovernmental Panel on Climate Change Committee (IPCCC) releasing a report in 2018 that finds the world has 12 years to make drastic changes in our energy systems to prevent runaway climate change. And that this has resulted in many governments, including our own federal government, in declaring a climate emergency.

AND WHEREAS:

The EACCC does not want to have any real or perceived influence on the ongoing contract negotiations between the APBC and BCEHS.

THEREFORE BE IT RESOLVED:

That the EACCC will organize a press release to announce its findings to date. The press release and its recipients will be reviewed and approved by the APBC PEC prior to the release. Following the release, if there is any need for media appearances, the APBC PEC will make available one person with media presentation training along with one member of the EACCC at these events, or they will give an EACCC member media presentation training. This press release will be carried out sometime after the current (2019) round of negotiations has concluded, and before the conclusion of the current EACCC's tenure.

Resolutions to Convention 2019

Submitted by: David Hollingworth
Seconded by: Arthur Gregoris

CARRIED

DEFEATED

POLICY 2019-04

WHEREAS:

The dangers of climate change and the need to take action to limit its impacts have been broadly recognized and accepted by the scientific community and our membership;

AND WHEREAS:

BC has felt some of those dangers and impacts keenly and first-hand with the significant regional flooding and fire events that have been occurring in the province over the past several years.

AND WHEREAS:

The conversion to an electrified (or equivalent) fleet will be a core and critical requirement for BCEHS if it is to reduce its carbon emissions, but as yet little to this effect has been achieved, in part due to technical and logistical hurdles existing at the operational level.

AND WHEREAS:

Vehicles for purely administrative, managerial or ancillary travel do not have the specialized operational requirements that other duty vehicles in the fleet have

AND WHEREAS:

There are now several performative and competitively priced electric vehicles on the market that have well over 300 km of range, with more, improved and increasingly diverse options slated to come in the near future;

AND WHEREAS:

The operational costs stemming from the supply of motive power for electric vehicles, and likely from their maintenance and longevity as well, are likely to be very favourable compared to fuel-based alternatives. This should generate significant total savings over the lifetime of said vehicles that can be put to use in ways that are likely to be more favourable to our members.

AND WHEREAS:

Incorporating at least a few electric vehicles into the BCEHS fleet where it is currently possible to do so would show a genuine commitment towards environmental responsibility, and would begin to educate BCEHS in having and maintaining electric vehicles in its fleet in order to facilitate future developments toward that end.

THEREFORE BE IT RESOLVED:

That CUPE 873 will seek a commitment from the employer to procure AT LEAST ONE, and preferably more, electric vehicle(s) for management, administrative, and/or ancillary travel use by the end of 2020 (preferably in replacement of older vehicles), to

Resolutions to Convention 2019

be stationed at its main offices/facilities (or other key hubs that might be identified) complete with dedicated charger installations, and to be designated for preferential use wherever range issues are not likely to be a factor.

Submitted by: Arthur Gregoris

Seconded by: David Hollingworth

CARRIED

DEFEATED

POLICY 2019-05

WHEREAS: Policy 2018-11 set out the requirements for an approval and tracking process for in lieu time in accordance with Bylaw 10.6;

AND WHEREAS: certain definitions and principles needed clarification;

AND WHEREAS: there is a need to adjust the policy to make it more practical and easier to administer;

AND WHEREAS: the union should make clear to the membership that union officers are held accountable for union covered shifts;

THEREFORE BE IT RESOLVED:

That Policy 5.11 be amended as follows:

Policy 5.11 In Lieu Shift Coverage

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

1. Lieu time shift coverage is for a member of the Provincial Executive Board (“PEB”), who was required to perform work on behalf of the Union on a substantial portion of their scheduled days off and wishes to take time off in lieu. The procedure will be as follows:

- a. The PEB member will record the dates, times and descriptions of work done for all covered shifts as well as work done on days off, in the tracking program or forms to be determined by the President or Treasurer.
- b. The PEB member will notify the President or Treasurer by email that they intend to use in lieu time and confirm that they have found union coverage for the shift.
- c. The PEB member will enter the in lieu dates and times in the tracking program or form as set out in (a) above.
- d. The PEB member must account for covered shift time in order to be able to claim in lieu time.

2. The Provincial Treasurer will maintain a record of in lieu shifts claimed and the approximate cost to the union.

3. In lieu time must be used within ninety (90) days of work done on a day off, or prior to the end of the fiscal year (June 30), whichever comes first. This may be extended by the President or Treasurer on a case-by-case basis where circumstances prevent the PEB member from meeting these timelines.

4. If the PEB member vacates their position for any reason other than accepting a different union position on the PEB, they can use any outstanding in lieu time up to a

maximum of 4 shifts within 30 days of vacating their position, or prior to the end of the fiscal year (June 30), whichever comes first.

5. Failure to complete the tracking of union work done on covered shifts as well as days off will result a denial of in lieu requests. No in lieu time may be claimed without accounting for time spent during covered shifts as well as days off.

6. RVPs must have the agreement of the other RVP(s) from their region as to the dates of the in lieu time in order to prevent scheduling and workload conflicts.

Guiding principles to this policy and the approval process:

1. In lieu time is meant to acknowledge the impact on work-life balance when significant amounts of personal time are being utilized on a regular basis for union work, i.e. no one should be losing their days off to union work and working their regular shifts. It is not intended to “pay” people for union work.

2. 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 creates an entitlement to in lieu time.

3. There is an expectation that if union coverage has been taken for a regular shift, the time must be accounted for either by work on the covered shift or on days off. In lieu time may not be taken unless all covered time has been accounted for.

4. Time worked will be equal to time claimed as lieu, additional supporting information may be requested during audits.

5. Lieu time may be taken only as time off and shall not be paid out.

6. Except in extenuating circumstances (for example, unique job category where no one can cover), bill back coverage will not be approved for lieu time. Prior approval from the President or Secretary-Treasurer is required for all bill back coverage.

7. Lieu time is not provided for Delegates to Convention, who attend during their time off.

8. Lieu time is not provided for Shop Stewards, except in circumstances where a project or issue requiring an extended period of work is assigned. The PEB member authorizing the Shop Steward’s work must submit a request for in lieu time to the President or Treasurer indicating dates and times of work done and the in lieu date requested, as well as

9. Lieu time cannot be claimed for work done on an in lieu shift.

10. The above process is intended for Provincial Executive Board members who utilize sporadic union shift coverage.

11. The following union positions are considered 'full-time' leaves, and do not require prior notification 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, the work performed, and date that the time in "LIEU" was claimed, or such other documentation satisfactory to the President, Treasurer and/or Trustees.

Definitions:

"Lieu Time" is defined as when a union officer or authorized member is required to perform work on behalf of the Union on a scheduled day-off, and then wishes to take an equivalent amount of union shift coverage paid time off in-lieu from a scheduled shift on another date.

"Scheduled Day-Off" is defined as one of the days between the normal work blocks, and also includes scheduled vacation shifts. It does not include work done on or around a shift off on union coverage (including an in lieu shift), administrative leave, sick leave, or other types of non-vacation leaves.

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

POLICY 2019-06

WHEREAS:

Clarification is required as to when meal allowances are claimable;

THEREFORE BE IT RESOLVED:

That Policy 5.10 –Meal Allowance Claims, item 1, be amended to add the following sentence at the end:

It is generally expected that meal allowance will not be claimed when working from home.

Submitted by: Lorraine Till

Seconded: Dave Deines

CARRIED

DEFEATED

POLICY 2019-07

WHEREAS:

CUPE 873 received numerous requests for donations throughout the year;

AND WHEREAS:

There is a need to provide guidelines and policies for donations, sponsorships, and contributions;

THEREFORE BE IT RESOLVED:

That a new policy 5.12 be added as follows:

Policy 5.12 Donation and Sponsorship Policy

1) General Donations and sponsorships

- (a) The local will only entertain charitable donation/sponsorship requests from organizations that hold like-minded social justice goals as CUPE and must have the ability to affect political change to improve working and living conditions. Especially for those in need or at risk in our community
- (b) The recipients of these donation/sponsorships must be active in British Columbia and will be a not-for-profit legal entity such as registered charity or society, a service organization, or another affiliated union local. Recipient organizations will be well established and will have a reputation for cost effectiveness. The local will donate directly to individuals.
- (c) Requests for donations/sponsorship must be received by a member of the Provincial Executive Committee or the Provincial Executive Board who shall present the request in the form of a motion to be considered at the next Provincial Executive Committee meeting, Provincial Executive Board meeting or Annual Convention
- (d) Requests for donations/sponsorships must be accompanied by reasons for such and must include background information on the organization

2) Sports Team Sponsorships

- (a) Qualification for Sponsorship
 - i. At least 60% of the participants must be members of local 873/873-02
 - ii. At least 50% of the cost of the team or event must be paid for by those who are taking part
 - iii. the maximum sponsorship shall be \$500
- (b) Application for sponsorship must be received no later than fifteen [15] days prior to the next Provincial Executive Committee meeting or Provincial Executive Board meeting.

(c) Process for Applying Sponsorship

i. Applicants will submit a letter to a member of the Provincial Executive Committee or Provincial Executive Board requesting the sponsorship giving details of the event/team including the number of persons involved, the number of members or relatives involved, the organizer/manager of the event or team, and the budget for the event or team showing how much is being paid for by the participants in comparison to the total costs.

ii. Requests for union caps, t-shirts, etc. are to be also detailed if applicable, and the cost of such items shall form part of the sponsorship.

iii. The member of the Provincial Executive Committee or the Provincial Executive Board receiving the application shall present the request in the form of a motion to be considered at the next Provincial Executive Committee meeting or Executive Board Meeting

iv. If approved, reimbursement for costs up to the amount of the motion will be made upon provision of receipts.

3) Annual Budget

(a) The total amount of money available for general donations/sponsorships shall be set by the annual budget adopted each year.

(b) the total amount of money for sports team sponsorship shall be set by the annual budget as adopted each year.

4) No organization or sports team shall receive donations more than once per fiscal year.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

POLICY 2019-08

WHEREAS:

2.1 CUPE BC has as its objectives:

(c) the defense and extension of the civil rights and liberties of public employees and the preservation of free democratic trade unionism

AND WHEREAS:

That APBC should always act in solidarity with other paramedics around the world whose civil and human rights are violated.

THEREFORE BE IT RESOLVED:

That APBC should strongly condemn the increased, direct, and deliberate targeting of paramedics and medics attending to patients in various conflicts, demonstrations, and other legal acts of protest, that is becoming the new normal in numerous countries. In particular, the recent deliberate targeting and killing of over 20 paramedics by Israeli forces, including the shooting of a Canadian doctor.

FURTHER BE IT RESOLVED:

APBC should request that the Canadian Government, and other Provincial Paramedic and Medical associations, coordinate the submission of a formal protest to Israel for these tactics and their immediate cessation. That APBC should strongly condemn the increased, direct, and deliberate targeting of paramedics and medics attending to patients in various conflicts, demonstrations, and other legal acts of protest, that is becoming the new normal in numerous countries. In particular, the recent deliberate targeting and killing of over 20 paramedics by Israeli forces, including the shooting of a Canadian doctor.

FURTHER BE IT RESOLVED:

APBC should request that the Canadian Government, and other provincial paramedic and medical associations, coordinate the submission of a formal protest to Israel for these tactics and their immediate cessation.

Submitted by: Filipe Figueira

Seconded by: Nils Max Thaysen

CARRIED

DEFEATED

POLICY 2019-09

WHEREAS:

CUPE BC has, as it's objectives, the advancement of the social, economic, and general welfare of public employees.

AND WHEREAS:

CUPE BC also has the objective of promoting, respecting, and conserving the Earth's environment.

AND WHEREAS:

CUPE local 873 has as it's values, as stated in the strategic plan:

- integrity
- democracy
- equality
- compassion
- professionalism
- solidarity

THEREFORE BE IT RESOLVED:

APBC shall form a committee (as soon as possible) to investigate the recipients of investment from the retirement funds of APBC members (PSPP) and assess the degree to which these recipients are in agreement with the values and objectives listed above, and publish by email or newsletter such assessments to the membership of the APBC. As well as communicating the same to CUPE BC and CUPE National.

Submitted by: Nils Thaysen

Seconded by: Filipe Figuera

CARRIED

DEFEATED