

NEGOTIATIONS RESOLUTIONS

NEGOTIATIONS 2019-01

WHEREAS:

We currently possess language in our Collective Agreement that allows for the hire of a qualified applicant outside of the bargaining unit before allowing the lateral of a bargaining unit member (Article 34).

THEREFORE, BE IT RESOLVED:

Our negotiations committee work to eliminate language that allows for an external hire when a qualified applicant exists within the bargaining unit and meets the criteria for a posting.

Moved: Jessica Chilton

Seconded: Cameron Eby

CARRIED

DEFEATED

NEGOTIATIONS 2019-02

WHEREAS:

We currently receive experience pay at 10, 15, 20 and 25 years.

AND WHEREAS:

It would be of financial benefit for members to receive experience pay earlier on in their careers, allowing them to work more years and contribute to their pension at a higher rate of pay.

AND WHEREAS:

Many other organizations have a pay structure that deliver pay increases annually for a set amount of years (such as BC Nurses or Alberta Health Services).

THEREFORE, BE IT RESOLVED:

Our negotiations committee work to have our 10, 15, 20, and 25 year experience pay changed to 4,5,6 and 7 years.

Moved: Jessica Chilton
Seconded: Cameron Eby

CARRIED

DEFEATED

NEGOTIATIONS 2019-03

WHEREAS:

EMRs applying for the Paramedic scholarship to take a non JI PCP course are not eligible to receive funding.

THEREFORE, BE IT RESOLVED:

That the Paramedic scholarship be available to Paramedics taking a PCP course outside of JIBC.

Moved: Arjette Klare

Seconded: Stephen Bryant

CARRIED

DEFEATED

NEGOTIATIONS 2019-04

WHEREAS:

Part-time members have to wait 6 years to receive benefits.

THEREFORE, BE IT RESOLVED:

That part-time members wait 6 months to receive benefits.

Submitted by: S Jason Murray

Seconded by: Lana Ryan

CARRIED

DEFEATED

NEGOTIATIONS 2019-05

WHEREAS:

The provincial government has recognized that in many components of the health sector that there are shortages of qualified personnel required to maintain or enhance the health care system. Primary Care Paramedics comprise the majority of paramedics providing care across the province and due to lack of funding are unable to acquire the necessary qualifications through academic advancement to provide enhanced care to patient populations. Courses in pharmacology and pathophysiology would allow the development of advanced treatment modalities / guidelines and provide an opportunity to provide more appropriate care to patient populations across the province. These additional academic programs would also provide a bridge to a degree program in the future if desired and additional opportunities to negotiate wage differentials and or re-classification due to the scope of practice.

THEREFORE, BE IT RESOLVED:

That the union approach the employer, the minister of health and the minister of labor to determine if such an incentive program could be funded. If funding is available then in consultation with these agencies develop the appropriate framework to deliver such a program.

Moved: Geoff Taylor

Seconded: Scott Lequesne

CARRIED

DEFEATED

NEGOTIATIONS 2019-06

WHEREAS:

Recently, the Employer has been forcing employees to attend “mandatory training” on days off at regular training rates.

THEREFORE, BE IT RESOLVED:

That any “mandatory training” required to be taken on an employee’s day of rest be paid at mandatory recall rates.

Submitted by: Tyler Clements

Seconded by: Jordan Lawrence

CARRIED

DEFEATED

NEGOTIATIONS 2019-07

WHEREAS:

The employer has offered education, training, upgrades to practice and invaluable experience on a “volunteer” basis where otherwise should attract pay, and at times, has disregarded seniority.

THEREFORE, BE IT RESOLVED:

That “volunteer” initiatives not pertaining to public relations, be eliminated.

Submitted by: Keith Moraes
Seconded by: Stephen Boley

CARRIED

DEFEATED

NEGOTIATIONS 2019-08

WHEREAS:

When on-call members report to the station on a fox shift pattern and no car or spare is available these members receive their “standby” rate until such time as their designated car has returned and they are dispatched to a call of their own.

THEREFORE, BE IT RESOLVED:

Employees reporting to the station on a fox shift pattern be paid their “callout” or full rate of pay until such time as their unit returns to the station and the other crew goes “available quarters.”

Submitted by: Trevor Day

Seconded by: Brad Fraser

CARRIED

DEFEATED

NEGOTIATIONS 2019-09

WHEREAS:

Schedule A

(E) Possible shift patterns

A “shift pattern” is a regular, recurring series of shifts for Regular Full-Time employees, as determined by the Employer. Start and stop times associated with shift patterns will be based on operational recruitments and to maximize service delivery. Below are the possible shift patterns:

(i) Alpha – Four 12 hour shifts followed by four consecutive days off.

THEREFORE, BE IT RESOLVED:

Schedule A

(E) Possible Shift Patterns

A “shift pattern” is a regular, recurring series of shifts for Regular Full-Time employees, as determined by the Employer. Start and stop times associated with shift patterns will be based on operational requirements and to maximize service delivery. Below are possible shift patterns:

Alpha – Ten day cycle of four (4) 12.5 hour shifts followed by six (6) days (0.5 to be used for stations duties, debriefing, restocking, etc)

Submitted by: Dakota Stone

Seconded by: Paul Alberts

CARRIED

DEFEATED

NEGOTIATIONS 2019-10

WHEREAS:

27.01 Minimum Equipment

(iv) refrigeration facilities; lockers; cooking facilities.

THEREFORE, BE IT RESOLVED:

27.01 Minimum Equipment

(iv) refrigeration facilities; lockers; cooking facilities; and dish washers.

Submitted by: Dakota Stone

Seconded by: Paul Alberts

CARRIED

DEFEATED