



Tel: 604-273-5722 | **Fax:** 604-273-5762 | **Toll Free:** 1-866-273-5766 | **Toll Free Fax:** 1-866-273-5762
105 - 21900 Westminster Hwy., Richmond, BC V6V 0A8
info@apbc.ca | www.apbc.ca

August 17, 2018

Dear Members;

Re: Lima Shift Update

We write to you to provide clarification around the recent order regarding Lima Shift – Irreg Hours Owed.

As most of you are aware, in March of 2017, BCEHS enacted a scheduling trial called “Lima Shift” in Metro Vancouver Post only.

The Union filed a policy grievance against the Employer’s unilateral changes to scheduling practice and subsequently met with Arbitrator Chris Sullivan on July 5, 2018.

Arbitrator Sullivan has ordered BCEHS to forgive all hours owed by irregularly scheduled employees it schedules for shifts shorter than 12 hours, until such time as a hearing is held on the merits of the Union’s grievance in October 2018, and such hearing may be convened on a weekend during that month.

After the “order” was released there seemed to be some confusion regarding what members the “order” pertained to. A further discussion with Arbitrator Sullivan and BCEHS has occurred and as clarification, **the order to forgive all hours owed only pertains to Irreg members working in the Metro Vancouver post who have been impacted by the implementation of Lima Shift.**

All other Irreg members throughout the province will continue to be scheduled per terms of the Collective Agreement and the various scheduling LOA’S including being scheduled for any hours owed.

We will continue to work with the Employer and Arbitrator Sullivan to ensure the inconsistencies in scheduling practices are corrected. Please stay tuned for further updates on this issue.

If you require further information, please contact your RVP.

Sincerely,

Provincial Executive Committee
Ambulance Paramedics & Emergency Dispatchers of BC
CUPE Local 873

JJ/sd/MoveUp