

Mr. Cameron Eby
Provincial Secretary Treasurer
CUPE Local 873
Ambulance Paramedics of British Columbia
Unit 105-21900 Westminster Highway
Richmond, BC V6V 0A8

June 13, 2017

Kilo car guarantee 4hr pay conditions

Further to our meeting of June 12, 2017, this letter will outline the reasons for the interim Kilo guarantee and the conditions attached to the guarantee. The employer is in the process of reviewing Kilo car coverage and usage to determine the most suitable scheduling method moving forward. This is all taking place as part of the Action Plan review of service delivery. On an interim basis, the employer has determined that it wishes to implement a guarantee of 4hrs pay per Kilo shift. This interim measure will be in place until either a new service delivery model is implemented or 2019 bargaining is concluded, whichever occurs first. This process will replace the current process in place within the north of the province and will apply province wide.

The following conditions will apply for the 4hr guarantee payment, effective July 1, 2017:

1. Employees assigned to work a Kilo shift and who complete the shift without a call out, shall receive a supplementary 4hrs pay.
2. Employees shall continue to receive pager pay as per the current practice.
3. Employees who work a partial Kilo shift, or split a Kilo shift with another employee, i.e. do not work the complete Kilo shift, shall not receive the 4hrs pay.
4. The employer reserves the right to activate employees for up to four hours in substitution of the above guarantee, for the purposes of training, which would occur no more than 10 times per year.
5. In the event employees are activated for the purpose of training the following will apply:
 - a. Any call out received within the first 2 hrs of the training activation will not attract a second call out and will be considered a continuation of the training activation;
 - b. If this call exceeds 4 hrs from the start of the training activation, employees will be paid as per current practice.
 - c. Any call out received within the second 2hrs of the training activation will be considered a separate call out and attract a 4hr minimum payment.
 - d. The employees' supervisor shall notify employees at least 7 days prior to the training day and the need to report for training.
6. Kilo shifts will continue to be assigned as per the current practice.

Please confirm by letter the Union's agreement on the initiative and associated terms, as defined above.

Sincerely,



for

Kevin Payne
Labour Relations Strategic Lead

Cc Barbara Fitzsimmons – Chief Operating Officer
Paul Vallely – Senior Provincial Executive Director, Patient Care Delivery
Nancy Kotani – Chief Transformation Officer
Bronwyn Barter – President, Ambulance Paramedics of BC CUPE Local 873