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June 13, 2017

Ms. Barb Fitzsimmons  
Chief Operating Officer  
BC Emergency Health Services  
P.O. Box 9600, Stn. Prov. Govt.  
Block C, 2261 Keating X Road  
Victoria, BC V8W 9P1

Attention: Mr. Kevin Payne, Director – Labour Relations

Dear Kevin;

**Re: Kilo car guarantee 4hr pay conditions**

The Union is in receipt of the Employer's June 13, 2017 dated letter which arises out of collaboration between the Ambulance Paramedics of BC, and BC Emergency Health Services commission.

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 and the Collective Agreement.

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The Union accepts and agrees to the terms and conditions as per the Employer's letter dated June 13, 2017, with amendments made within the body of this letter, on a without prejudice basis as per Article 8.05 of the Collective Agreement.

Sincerely,



Bronwyn Barter  
Provincial President  
Ambulance Paramedics and Emergency Dispatchers of BC  
CUPE Local 873

Cc: Barbara Fitzsimmons - Chief Operating Officer, BCEHS  
Paul Vallely - Senior Provincial Executive Director, Patient Care Delivery, BCEHS  
Nancy Kotani - Chief Transformation Officer, BCEHS  
Cameron Eby - Provincial Secretary Treasurer, CUPE Local 873

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