



**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

June 13, 2017

Attention: All Members  
CUPE Local 873

Dear Members;

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

Please see the attached letter of agreement between BC Emergency Health Services & Ambulance Paramedics of BC, dated June 13, 2017 which essentially ends the era of our members having to carry a kilo pager for days and weeks on end and not actually receiving pay. This four-hour guarantee will be paid to any kilo shift which does not receive at least one other call out. We see this as a positive step in the right direction.

The specifics and particulars are outlined within the agreement which is attached for your reference.

A few key points:

- Employees will NOT be required to attend the station to sign into the CAD, car check, etc., in order to claim the pay.
- This agreement is in place until either a new delivery model is agreed to, or the next round of bargaining, whichever may be first.
- Details about how to submit for the pay will be provided before July 1, 2017.
- The guaranteed 4 hours is pensionable time which counts towards benefit eligibility and the 84 hr limit in the pay period, prior to attracting over time rates as per the collective agreement.
- Employees assigned to work a Kilo shift and who complete the shift without a call out, shall receive a supplementary 4hrs pay.
- Employees shall continue to receive pager pay as per the current practice.
- 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.
- 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.
- In the event employees are activated for the purpose of training the following will apply:
  - 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;
  - If this call exceeds 4 hrs from the start of the training activation, employees will be paid as per current practice.
  - 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.

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- The employees' supervisor shall notify employees at least 7 days prior to the training day and the need to report for training.
- Kilo shifts will continue to be assigned as per the current practice and the Collective Agreement

Should you have any questions, please contact your RVPs directly, they will consult with the Provincial Executive Committee as needed.

To download a copy of the Employer's proposal, and the letter of agreement; please see attached.

Sincerely,

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

BB/CE/sw/MoveUp





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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

BB/sw/MoveUp



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