

MEMORANDUM OF AGREEMENT

Between

BC EMERGENCY HEALTH SERVICES

(the “Employer”)

And

**CUPE LOCAL 873,
AMBULANCE PARAMEDICS OF BC**

(the “Union”)

(Collectively the “Parties”)

RE: Expedited Job Posting Process for Full-time PCP Positions

Whereas:

- A. The Employer intends to post a substantial number of net-new full-time Primary Care Paramedic (“PCP”) positions in the summer and fall of 2022.
- B. The Parties have a joint interest in ensuring that these positions are filled efficiently and in a way that minimally disrupts the delivery of paramedic services in the province.
- C. The parties wish to establish on a without prejudice and precedent basis a temporary expedited process for filling the substantial number of net-new full-time PCP positions to be posted in the summer and fall of 2022.

Accordingly, the Parties have agreed to the following:

- 1. This Agreement will apply to Regular and Irregular Full-time, non-Community-Paramedic, PCP positions across the Province, in all stations except those located in Vancouver and Victoria Posts (the “Applicable Positions”).
- 2. The Employer will cancel all open unfilled Applicable Positions postings, except those that are currently in the process of being filled, unless agreement to extend a particular posting has been reached.

3. The Employer will post approximately 250 net-new Applicable Positions, along with all other vacant Applicable Positions that are not in the process of being filled, in accordance with the following posting process (the “Expedited Posting Process”):
 - a. The Employer will post a single province-wide posting listing all the stations at which there are available Applicable Positions and the number of Regular positions available at each station. A separate provincial posting listing all irregular scheduled positions available at each station will also be posted at the same time (the “Provincial Postings”).
 - b. The Provincial Postings will provide detailed instructions on how to apply for the positions listed under the Provincial Postings.
 - c. Applicants applying to vacancies listed in the Provincial Postings will be required to submit a station selection and proxy form listing all the stations for which they are applying in order of preference.
 - d. The Employer will generate an updated seniority list current to a maximum of one week prior to selecting applicants to the positions in the Provincial Postings (the “Updated List”).
 - e. The Employer will assign the positions listed in the Provincial Postings to qualified applicants in seniority order per the Updated List and in accordance with the order of preference outlined in their station selection and proxy forms.
 - f. Probationary employees may apply for any positions listed in the Provincial Postings, but applicants who have passed their probation will be assigned positions in priority to probationary employees. Any probationary employees that are assigned a position outside of their current post or station will restart their probationary period upon commencing work in the new position unless they remain in the same post for the new position. The Provincial Postings will indicate that probationary employees are eligible to post into positions at any of the listed stations.
 - g. For the purpose of the temporary Expedited Posting Process established by this Agreement, and without prejudice or precedent to any other matter, applicants qualified at the Emergency Medical Responder level (“EMRs”) are eligible to be assigned positions under
-

the Provincial Postings. However, qualified PCP applicants will be selected in priority to EMR applicants.

- h. If no internal candidates are assigned a given position in the Provincial Posting, the Employer may proceed to offer that position to external candidates.
 - i. For greater clarity on the interpretation of paragraphs g, h, and i above, selection priority will be given to applicants in the following order:
 - i. Post-probationary PCP internal applicants;
 - ii. Post-probationary EMR internal applicants;
 - iii. Probationary PCP internal applicants;
 - iv. Probationary EMR internal applicants; and
 - v. External applicants.
 - j. Applicants who are assigned positions under this process will have Forty-eight (48) hours to reject the position assigned to them. Applicants who reject an assigned position will remain in their current position or status and will not be offered any further positions during that round of the Expedited Posting Process. A rescinded position will remain unfilled during that round of the Expedited Posting Process.
 - k. Following completion of this process, the Unit Chief at affected stations will conduct a post shuffle in accordance with the post shuffle guidelines as agreed to by the Parties on July 20, 2020.
- 4. Upon completing the initial round of the Expedited Posting Process, the Employer may conduct up to three (3) additional rounds of the Expedited Posting Process to offer any positions that remain unfilled following the prior round(s) and any positions that became vacant during the prior round.
 - 5. After each round of the Expedited Posting Process, the Employer will provide the Union with the number of positions posted in that round, the number of positions filled, and the number of positions that were filled by EMR and external applicants.
 - 6. This Agreement is made on a without prejudice and precedent basis. It will not be referred to in any proceeding except to address a dispute between the
-

Parties with respect to the interpretation, application, or enforcement of this Agreement.

7. If any disputes arise in relation to this Agreement, the Parties will first try to resolve those disputes through the Provincial Joint Labour-Management Committee, and then through the grievance process outlined in Article 9 of the Collective Agreement.
8. This Agreement will only apply for up to four (4) rounds of the Expedited Posting Process, all of which will commence before December 31, 2022 (the "Expiry Date"). If the Employer is partway through a round of the Expedited Posting Process on the Expiry Date, it may complete that round. Any subsequent postings and selections will be in accordance with the posting and selection processes under the Collective Agreement unless the Parties agree to extend the Expedited Posting Process.

Agreed to this 3rd day of August, 2022

Signed on behalf of CUPE 873:



Jason Jackson

Signed on behalf of BCEHS:



Paul Vallely
