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March 31, 2023

Dear Members;

Re: 2022-2025 Collective Agreement Implementation Update

The new 2022-2025 Collective Agreement represents the largest advancement ever achieved for our Local and something we should all be very proud of.

Since ratification, we have moved into the implementation phase which has included weekly meetings with the Employer to discuss progress updates.

There are significant wage and benefits improvements for which we would like to provide clarity surrounding implementation timelines, as outlined below:

- New extended benefit improvements are now in effect.
- The regular part-time statutory holiday pay adjustment from 4.8% to 5.2% is complete and retro pay was paid on March 24th pay.
- Article 12: Seniority Amalgamation for Reg Part-time and Full-time - the processing of the initial seniority amalgamation requires manual data entry, which is underway, we will advise on a tentative completion date as soon as practical.
- 2022 Wage Grid redesign and retro - Implemented on March 31, 2023, members will see this reflected on their April 14, 2023 pay.
- 2022 retro payments will be made on June 2, 2023.
- 2023 Wage Grid redesign - "3 year" experience pay step of \$1.25/hour for ACP/CCP will be implemented April 14, 2023 and members will see this reflected on their May 5th pay.
- 2023 Wage Grid redesign - base through year 3, including the new weekend and night premium improvements, will be enacted April 14, 2023 and members will see this reflected on their May 5th pay.

HEABC informed the Union on March 20, 2023, that the BC CPI was not yet signed off for implementation. This left the BCEHS payroll department attempting to implement the new wage grids with very little time.

Unfortunately, the 2023 Wage Grid redesign for year 4/5 has not yet been programmed. Year 4 and 5 of the new wage grid redesign will take a period of time to program, we will notify all members of the date of commencement and retro pay as soon as practical.

As a result of HEABC'S delay, the Union immediately advanced a policy grievance and will be proceeding to arbitration to ensure timely implementation of all aspects of the Collective Agreement.

What this means for our members:

- All members with 4 or 5 years' experience will be paid the 3-year experience rate, earning \$1.00/ hour less at the 4-year rate, and \$2.00/hour less at the 5-year rate. This reduction in wages will occur until the new year 4 and 5 wage grids are programmed. Once they have been programmed, we will be able to provide an update as when to expect retro.

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The Joint Committee leads have been selected, and work is underway to set up various meeting schedules surrounding the following committees:

- Benefit Review Committee
Troy Clifford, Dustin Jackson, Kelly Budway, Bob Parkinson, Guy Hicken
- ACP Improvement Committee
Jessica Chilton, Ted Harrison, Stuart Myers, Ian Tait, Pete Smith
- Joint Health Human Resources Committee
Dave Deines
- Diversity and Inclusion Committee
Ted Harrison
- Community Paramedicine Committee
Jason Jackson, Dustin Jackson, Ian Johnston
- Indigenous Anti-Racism Committee
Stuart Myers
- Frontline Supervisor Committee
Jason Jackson, Jessica Chilton, Kelly Budway

Many members have enquired about participation in various committees, we will be reaching out to members for participation as these groups get moving.

We are going through a period of significant change and member feedback has been greatly appreciated, we want to thank all of you for your continued patience and support as we moved forward through implementation.

Please continue sending any questions surrounding the Collective Agreement and implementation to:
Ratification2023@apbc.ca

In solidarity,

On behalf of your APBC Negotiations Committee and
The Provincial Executive Committee
CUPE Local 873

/sd/MoveUp

