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April 12, 2023

Dear Members;

Re: Arbitration Outcome: Regular Part-time Work Block/ Vacation Recall

On February 6, 2019, the Union filed a formal policy grievance (the “Grievance”) alleging that the Employer breached the Collective Agreement by failing to provide Regular Part Time (“RPT”) Employees the same vacation recall pay as they did Regular Full Time (“RFT”) Employees.

On February 13 and 14, 2023, the parties concluded two days of arbitration with arbitrator Corinn Bell surrounding RPT Work block.

The parties have agreed to terms on the application of vacation time and vacation recall pay effective April 1, 2023 onward. The settlement will provide guidelines around vacation recall for RPT Employees.

A copy of the above award can be found in its entirety [HERE](#).

By May 1, 2023, the Union is required to canvass its membership to determine which RPT Employees, if any, did not receive Vacation Recall Pay as outlined in paragraph 1 of the settlement during the Remedy Period (the “Potentially Affected Employees”).

By June 1, 2023, the Union will provide the Employer with a list of, and corroborating documentation for, the Potentially Affected Employees (the “Documentation”). Following its receipt of the Documentation, the Employer will conduct an audit of its payroll and scheduling records to verify the claim(s) from the Potentially Affected Employees who believe they are entitled to Vacation Recall Pay (the “Affected Employees”). The Employer will pay the Affected Employees the audited Vacation Recall Pay owed to them by no later than December 31, 2023.

The Union is requesting that all Regular Part-Time members (CP, Pre-hospital units, SOC units) please review the attached award and notify the undersigned, at info@apbc.ca with the email subject line: RPT Vacation Settlement, if you were impacted during the affected time period with respect to remedy from January 1, 2021, up to and including March 31, 2023 (the “Remedy Period”).

Please feel free to reach out with any further questions or concerns.

Sincerely,

Jason Jackson
Provincial Vice President
Ambulance Paramedics of BC
CUPE 873

JJ/sd/MoveUp