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Dear Members,

Re: 2022-2025 Collective Agreement Implementation Update

I am proud to report further progress on the implementation of the new 2022-2025 Collective Agreement Terms is already underway. There are 51 “green sheets” that require action to implement the full terms of the 2022-2025 Collective Agreement, and their status is below:

- 3 items are awaiting Ministry of Health/PHSA implementation.
- 42 green sheets have been executed fully.
- 6 green sheets are well into the implementation process.

The remaining outstanding green sheets involve provincial government initiatives and the work of the joint committees now underway.

For clarity on implementation timelines:

- New benefit improvements are fully implemented.
- Initial enrollment to benefits (6months + 576 hours) is on a bi-weekly basis (pay periods), with benefits commencing the 1st of the next month.
- Initial enrollment calculations were performed from total hours worked back to June 2013, this includes retire/rehire employees.
- There is no opt out option from on-call benefits, if this is an important option, members will need to submit a negotiations resolution to convention 2023.
- On-call benefits are earned on a quarterly basis:
 - Q1: Dec->Feb,
 - Q2: Mar->May,
 - Q3: Jun->Aug,
 - Q4: Sept -> Nov
- Benefit Eligibility Reviews occur Quarterly:

Quarterly Review	Re-Enrollment	Removal
End of February	March 1st	April 1st
End of May	June 1st	July 1st
End of August	September 1st	October 1st
End of November	December 1st	January 1st

The Union has been advised that during set up of the calculations process an error was made and the system was programmed to calculate eligibility shifts effective the first full pay period of the eligibility quarter.

This error has led to some members benefits being terminated wrongfully. Corrections to the calculation process are being worked on to align with the agreed to eligibility quarters.

If a member is served notice of benefits termination, you should make an inquiry to the employer as soon as possible and email me directly at: jason.jackson@apbc.ca

The employer has committed to maintaining benefits during the correction of the process.

- Article 12, seniority amalgamation for Reg Part-time and Full-time is complete as of June 5, 2023.
- The 2023 wage grid redesign for years 4/5 commence on June 23, 2023, with retro paid on August 25, 2023.
- The draft 2023-2025 Collective Agreement version #1.1 has been produced and released to the membership as of June 29, 2023, it can be found on the APBC website.
- The Central Repository for the new 2022-2025 APADBA Collective Agreement is now available on the employer's website populated with all official Letters of Understanding, Memorandums of Agreement and ancillary documents.
- PCP training for members has commenced implementation; members who were hired into a FT or Reg PT position prior to January 15, 2023, are now receiving support in completing their PCP training.
- PCP training for all new PCP positions posted after ratification, following the union's request for assistance from Arbitrator Ready, the union met with the employer on May 4th, and the process has now been developed and communications have been sent out to members, the employer has finalized the process and has begun offers and approvals of training.
- Job Share Agreements, the new agreement template has been agreed to between the parties and has been implemented. Job Shares for Irregular Employee will be considered on a case by case basis.
- SOC Transition - Information and consultation sessions for employee engagement on the transition of Scheduled On-Call to new staffing models, at all 60 SOC stations, occurred between May 24th through June 2, 2023.
- Further discussions on SOC Transition are set for June 30th to look at final modelling recommendations.
- Service Pay- An error occurred in the applications of service pay, specifically based on date of hire vs 1950 hours of work, an audit has been completed and we are awaiting finalization of details and completion of a Settlement Agreement including a date for retroactive pay to all members who were impacted (Note, this is a previous error, the new Collective agreement terms for service pay have fully been implemented).

The joint committee leads have been selected and initial meetings of the following committees have occurred:

- Benefit Review Committee
- ACP Improvement Committee
- Community Paramedicine Committee
- Frontline Supervisor Committee

Many members have enquired surrounding participation in various committees. We will be reaching out to members for participation as these groups get moving if we need more capacity.

On behalf of the Negotiations Committee and the rest of the Provincial Executive Committee, I wish to thank all the members for your support in ratifying the agreement, and we look forward to providing more updates as the implementation phase continues.

In Solidarity,



Jason Jackson
Provincial Vice-President
Ambulance Paramedics and Ambulance Dispatchers of BC
CUPE Local 873

JJ/sd/MoveUp

