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June 22, 2023

Dear Members,

**Re: 2022-2025 Collective Agreement Implementation Update
Arbitration Outcome Year 4/5 Wage Grid Redesign**

As you are aware the union advanced a policy grievance on this matter to ensure the timely implementation of the collective agreement. The policy grievance was expedited to arbitration under 104 of the labour code, and the parties met with the labour board on April 27, 2023.

Arbitrator Allison Matacheskie was appointed, and we have concluded a hearing on the matter June 22, 2023.

I am pleased to announce the 2023 Wage Grid redesign for years 4/5 will commence on June 23, 2023, with retro paid on August 25, 2023. This will be 3 weeks early than offered by the employer initially.

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

In Solidarity,

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

JJ/sd/MoveUp