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June 1, 2023

Dear Members,

**Re: 2022-2025 Collective Agreement Implementation Update**

I am proud to report significant 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.
- 32 green sheets have been executed fully.
- 16 green sheets are well into the implementation process.

For clarity on implementation timelines:

- New benefit improvements are in effect now.
- Initial enrollment to benefits (6months + 576 hours) is on a bi-weekly basis (pay periods), with benefits commencing the 1<sup>st</sup> 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.
- All on-call members who are eligible for benefits have now been notified, and benefits are in effect.
- 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 |

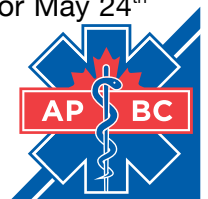
- Once an on-call member qualifies for the quarterly 24 shifts, benefits will commence the 1<sup>st</sup> of the next month.
  - Example: if you qualify for benefits in quarter 1, December->Feb, benefits will run from March 1 to May 31st.
- If an on-call member does not work the quarterly 24 shifts, benefits will terminate the 1<sup>st</sup> of the following month.
  - Example: if you don't work the 24 shifts for benefits in quarter 1, December->Feb, benefits will terminate April 1.

- If the member does not qualify for benefits in one quarter, members must work 24 shifts in the 3-month quarter to requalify.
- Article 12, seniority amalgamation for Reg Part-time and full-time is complete and will be released June 5, 2023.
- 2022 wage grid redesign and retro: Implemented on April 14, 2023, with retro payments confirmed for June 2, 2023 pay.
- 2023 wage grid redesign: base through year three, including weekend and night premium improvements, have been enacted as of April 14, 2023.
- 2023 wage grid redesign “3-year” *experience pay step* of \$1.25/hour for ACP/CCP has been implemented as of April 14, 2023.
- The 2023 wage grid redesign for years 4/5 will not be programmed in time. Year 4/5 of the new wage grid redesign will tentatively commence on July 14, 2023, with retro paid on August 25, 2023.

What this means for our members: All members with 4 or 5 yrs. experience will be paid the 3-year rate earning \$1.00/ hour less at the 4-year rate and \$2.00/hour less at the 5-year rate until the new year 4 and 5 wage grids are programmed.

The union was informed that the BC CPI was not signed off by HEABC on March 20<sup>th</sup>. The union immediately advanced a policy grievance on this matter to ensure the timely implementation of the collective agreement. The union advanced the policy grievance to expedited arbitration under 104 of the labour code, and the parties met with the labour board on April 27, 2023. Arbitrator Allison Matacheskie has been appointed and we have a hearing set for June 22 and 23, 2023, I will be seeking damages for delayed implementation.

- The draft 2023-2025 Collective Agreement version #1.1 has been produced and is under review between the parties. We are hoping to have an electronic version available to members within the next months.
- All CA language changes have been included in the draft CA.
- 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.
- 61 day time to report to a new position is now in effect.
- Statutory holiday pay adjustment for Reg Pt members under Article 18.02 from 4.8% to 5.2% has been implemented on a go-forward basis, and retro was paid to all affected members on March 24, 2023
- 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 4<sup>th</sup>, and the process has now been developed and communications have been sent out to members, the employer will be finalizing the process and full details will be out in the next few weeks.
- Job Share Agreements, the new agreement template has been agreed to between the parties and has been implemented.
- 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, have been scheduled for May 24<sup>th</sup>



through June 2, 2023. All members have received zoom invites for their respective stations meeting times.

- Any members who have left SOC stations and wish to join the consultation session for their respective station can email the undersigned and arrangements will be made for you to attend.
- 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. (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 work is underway scheduling meetings of the following committees:

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

Many members have enquired surrounding participation in various committees. I anticipate the working groups commencing meetings and work in the next 14 days. 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 of BC  
CUPE Local 873

JJ/sd/MoveUp

