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July 20, 2023

Dear Members,

**Re: 2022-2025 Collective Agreement Implementation Update:
Delayed Year 4/5 Wage Grid Payment and Errors**

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 Section 104 of the Labour Code, and the parties met with the labour board on April 27, 2023.

The parties reached agreement on implementation of the 2023 Wage Grid redesign for years 4/5, to commence on June 23, 2023, with retro paid on August 25, 2023.

Unfortunately programming errors occurred leaving some members receiving the incorrect pay rate. I would like to ask all members to please check your pay advice and ensure you are receiving the correct pay rate.

2023 Pay Grid can be found [HERE](#).

If any member discovers they are receiving the wrong pay rate, please directly email: HR@bcehs.ca and CC: jason.jackson@apbc.ca

The parties have a scheduled meeting on August 8th to review any unresolved implementation issues.

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

In Solidarity,

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

JJ/sd/MoveUp