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September 1, 2023

Dear Members,

Re: 2022-2025 Collective Agreement Implementation/Labour Relations 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.
- 45 green sheets have been executed fully.
- 3 green sheets are well into the implementation process.

The 3 remaining outstanding green sheets involve provincial government initiatives and the work of the joint committees now underway.

Benefit Calculations:

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

The agreed to Quarters and calculations are as follows:

- 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

This error has led to some members benefits being terminated wrongfully in July and potentially may occur in October. Corrections to the calculation process are being worked on to align with the agreed to eligibility quarters, however this has not been corrected yet and the parties may enter into dispute if the calculations process is not corrected.

If a member is served notice of benefits termination for October, 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 for the next on-call benefit calculation in October.

Retro Wages for Members with WSBC Claims:

As reported in July, the employer advised that retro payments for members with WSBC claims during the retro wage period between April 1, 2022 and June 2, 2023 would be paid on July 26, 2023.

As members discovered on the July 26th pay date, this only included payment to members who were within the 182 day of a WSBC claim being paid by the employer.

I have met with WSBC this week to explore our options for members to have a claim review and receive retro wages. I will be meeting with the employer early next week to arrange a process between APBC, BCEHS and WSBC to sort out retroactive payment to our members.

This process is going to take some time to complete due to the volume of WSBC claims for impacted members, I will report more on this next week.

Retro Wages for Members with LTD Claims:

After review of retroactive wage payments, the union has learned that our members on LTD during the retro wage period of April 1, 2022 to June 2, 2023 have not received any retroactive wages.

On discussion with the employer, the union was advised the employer will not report changes of wage nor are they willing to pay our members retro wages.

Per the terms of the CA the union is disappointed and disagrees with the employer's positions. The impact to our members is approx. \$500/month equating to hundreds of thousands of dollars. The Union has advanced a policy grievance on this matter and will be proceeding to arbitration.

20.02 LONG TERM DISABILITY INSURANCE

Should an employee remain continuously and totally disabled due to any injury or illness, including an occupational injury, beyond twenty-six (26) weeks, or its equivalent as set out in Schedule A, the employee shall receive a monthly benefit equal to the sum of:

1. seventy per cent (70%) of the first \$2,200 of regular monthly income; and
2. fifty per cent (50%) of regular monthly income above \$2,200,

including benefits payable under any government or other employer-related disability plan. Payments will continue until recovery, death, or the mandatory retirement age, whichever occurs first.



Timelines:

The 2023 Wage Grid redesign for years 4/5 commenced on June 23, 2023, with retro paid on August 25, 2023. The union was advised a small number of members were missed and off-cycle pay was approved. If you discover you were not paid your retro hours for year 4/5, please email me directly at: jason.jackson@apbc.ca

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 print draft of 2023-2025 Collective Agreement version #1.1 has been produced and edited by the union, the draft now sits with HEABC for edits before publication.

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.

SOC Transition:

Further discussions on SOC Transition have occurred Aug 28th and 30th, to look at final modelling recommendations, and work is still on going. The parties are hoping to finalize the station modeling by mid-September.

SOC modelling tentatively is projected to create roughly 300 Regular Part-time and Full-time positions, with a net increase of 100 net new FTE.

The parties are also discussing the redevelopment of the CP program, discussions on modelling and deployment are underway to align with the timeline changes to SOC.

The hope is to allow CP's to have a choice to stay in the CP role or transition with the SOC model.

Joint Committees:

The following committees are now underway, given summer vacations the work of the committees will pick up in September:

- 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.



On behalf of the Negotiations Committee and the rest of the Provincial Executive Committee, I wish to thank all the members for your support 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 Local873

JJ/sd/MoveUp

