

MEMORANDUM OF AGREEMENT
Re: Acting Supervisor Selection Process

between

HEALTH EMPLOYERS ASSOCIATION OF BC

("HEABC")

And

AMBULANCE PARAMEDICS AND AMBULANCE DISPATCHERS BARGAINING
ASSOCIATION

("APADBA")

(collectively the "**Parties**")

Definitions

1. For the purpose of this Agreement only,
 - a. "**Supervisory Position**" includes the following positions: On-Car Unit Chief ("On-Car UC"), Off-Car Unit Chief ("OCUC") Charge Emergency Medical Dispatcher ("CEMD"), Dispatch Supervisor ("DS"), and Charge Emergency Medical Call-Taker ("CEMCT") or any other newly created Supervisory position.
 - b. "**Acting Supervisor**" means an employee designated to backfill or take on the responsibilities of a specific Supervisory Position when the incumbent is absent per Article 22.03 or E14.01
 - c. "**Attached to the station/dispatch centre**" means holding a regular position or primary operator status as an on-call employee at that station/dispatch centre. However, individuals that hold a regular position at station/dispatch centre 'A', but also hold primary operator status for callout at station/dispatch centre 'B' are not deemed to be attached to station/dispatch centre 'B' under this Agreement.

Acting Supervisor Selection

2. There will be a minimum of one Acting Supervisor designation for each Supervisory Position.
3. All employees designated as Acting Supervisors as of the date of this Agreement will continue to be designated as Acting Supervisors until they leave their position or inform the Employer that they no longer wish to be designated as Acting Supervisor. However, in efforts to ensure that OCUC Acting Supervisors are in the correct platoon (per section 4(1)(ii) below), the Employer may repost currently held OCUC Acting Supervisor designations. Individuals who have their designation removed, may apply for a subsequent designation, but will need to apply, qualify, and be selected in accordance with the process below.
4. Where there is no individual designated as Acting Supervisor for a given Supervisory Position, the process for filling the designation will be as follows:
 - a. The Employer will post for Acting Supervisor designation in accordance with Article 13.03, but the posting will only be made available to those employees that are eligible to apply per the following:
 - i. For On-Car UC Acting Supervisor designation, only employees attached to the station in which the Acting Supervisor vacancy occurs will be eligible to apply.
 - ii. For OCUC Acting Supervisor designation, only employees attached to the post and the platoon on which the Acting Supervisor vacancy occurs will be eligible to apply.
 - iii. For CEMD, DS, CEMCT Acting Supervisor designations, only employees attached to the dispatch centre and the team on which the Acting Supervisor vacancy occurs will be eligible to apply.
 - b. Acting Supervisors will be selected in accordance with Articles 13.03(a), (b), (c) and (f). For clarity, employees completing the selection process will be able to use their scores for any subsequent applications on equivalent Supervisory Positions for a limited time per 13.03(c).
 - c. Articles 13.03 (d), and (e) will not apply to Acting Supervisors.
5. Acting Supervisors who indicate that they no longer wish to be designated as Acting Supervisor will not be deemed qualified for future Acting Supervisor opportunities, and will need to requalify per the selection process above when applying on any subsequent Acting Supervisor postings.
6. Employees who retire and who are subsequently rehired will not be deemed qualified for any Supervisory Positions or for any Acting Supervisor designations.

7. Employees may only hold one Acting Supervisor designation (i.e. in relation to one Supervisory Position) at any given time. If an employee that holds an Acting Supervisor designation applies for and is selected for a different Acting Supervisor designation, then employee will no longer hold the first designation, and the Employer will repost it.
8. The Employer will provide standardized training to all employees designated to be Acting Supervisors, consistent with the terms of the collective agreement. The Employer will consult with the Union in the development of the standardized training curriculum.

Irregularly scheduled Supervisory Positions

9. The Employer intends to employ individuals in irregularly scheduled Supervisory Positions to provide backfill of off-car Supervisory Positions in Metro and Urban posts. The parties agree that this is permitted under the collective agreement.
10. Irregularly schedule Supervisory Positions shall be selected in accordance with Article 13.03.

Absences of On-Car Unit Chiefs

11. Where an On-Car UC is absent, the duties of the unit chief in that station will pass to the designated Acting Supervisor in the station for the duration of the unit chief's absence.
12. If both the On-Car Unit Chief and Acting Supervisor in a station are absent, the Employer will appoint an employee to take on the duties of the unit chief. The Employer will appoint the most senior employee in the station who:
 - a. Has completed the necessary combination of education to be deemed familiar with the UC duties in that station; and
 - b. Has completed an orientation.

Absences of Individuals in Supervisory Positions (excluding On-Car Unit Chiefs)

13. Where no Irregular Supervisor is available to backfill a vacant shift or shifts in a Supervisory Position (excluding On-Car Unit Chief shifts) at straight-time rates, the shift(s) will be assigned to the designated Acting Supervisor.
14. If the designated Acting Supervisor is absent, the vacant shift(s) will be filled in a fair and equitable manner, at overtime rates where necessary, and in a manner consistent with the Collective Agreement in the following order of priority:
 - a. Available incumbents in Supervisory Positions within the same post/dispatch centre with overtime availability submitted (including On-car UC, OCUC and irregular Supervisory Positions); and then

b. Available Acting Supervisors within the same Post/Dispatch Centre.

15. For clarity, individuals backfilling absences of Supervisory Positions (excluding On-Car Unit Chief absences) will be required to work the incumbent Supervisor's shift pattern.

Long Term Supervisor Absences

16. Where an Acting Supervisor is required to backfill the shifts or duties of the incumbent for a period of greater than 30 consecutive days, the Employer will appoint the Acting Supervisor to the incumbent's position as a temporary vacancy, and Memorandum of Understanding Re Temporary Vacancies and Temporary Positions ("Appendix 10") will apply for the duration of the appointment. Unless mutually agreed by the Employer and employee, on-car Acting Supervisors appointed to temporary vacancies will not be required to change platoon for the term of the appointment.

Other terms

17. The parties will remove LOA #5 – Acting Unit Chiefs from the central repository and replace it with this Agreement. LOA #5 – Acting Unit Chiefs will no longer be of any force or effect.

18. Any disputes arising from the interpretation and application of this Agreement will be resolved through the grievance procedure in the collective agreement. If, during the life of this collective agreement, the parties are unable to resolve the dispute through the grievance procedure, they agree to appoint Vince Ready to arbitrate the dispute. If Mr. Ready does not have reasonable availability, the parties will appoint a mutually agreeable arbitrator.

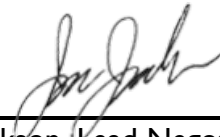
Agreed to this 17th day of October 2023

Signed on behalf of the HEABC



William Skinner, Lead Negotiator

Signed on behalf of the APADBA



Jason Jackson, Lead Negotiator