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To: All BCEHS Employees/Ambulance Paramedics of BC CUPE Local 873 Members

From: Darlene MacKinnon, Chief Operating Officer, BCEHS and
Troy Clifford, Provincial President, APBC

RE: Elimination of Fox staffing on Vancouver Island

The elimination of Fox shift staffing by March 31, 2022 was a significant change included in the 2019 – 2022 Collective Agreement between the Ambulance Paramedics of BC (CUPE Local 873) and BC Emergency Health Services (BCEHS). This change is being made to ensure that our collective agreement aligns with the *Employment Standards Act* (ESA).

The agreement states that the Employer shall determine the appropriate replacement for all Fox shifts based on coverage and utilization needs, which may result in some Fox shifts being replaced with full-time shift patterns; while other Fox shifts may be replaced by regular part-time, Scheduled On-Call, and/or Kilo shifts.

The move away from Fox staffing has already started. In [this joint memo from February](#), we announced and posted 20 new full-time positions that convert all split Alpha shifts to full-time staffing in six stations. In addition, full-time positions were posted in Fort St. John, Prince George, 100 Mile House, Mission and Chilliwack to replace Fox staffing at these stations.

Continuing with this work and its collective agreement commitment, BCEHS is now implementing changes on Vancouver Island to create even more permanent positions and further reduce Fox staffing. This will see the postings of another 57 new full-time positions across the following 11 stations:

- 105 Central Saanich
- 106 Sidney
- 107 Sooke
- 108 Campbell River
- 126 Port Hardy
- 130 Parksville
- 137 Mill Bay
- 138 Qualicum Beach
- 149 Chemainus
- 152 Duncan
- 159 Ladysmith

See more information in the table below.

The aim is for these positions to be filled prior to offering new Scheduled On-Call (SOC) positions on Vancouver Island, where the SOC prototype is kicking off.

For Vancouver Island stations that are part of the SOC prototype and operate Fox shifts, those shifts will continue until the SOC model is implemented. The prototype phase will see a number of new regular part-time positions posted.

With such significant changes being made to our staffing models on Vancouver Island, BCEHS has committed to fully reviewing dispatch practices and carrying out ongoing reviews of changes. We want to ensure resources are best positioned to serve our patients and that workloads are assigned to support the well-being of our paramedics.

Work is underway to plan for the elimination of Fox shifts across the rest of the province. Many more full-time positions will be created to support these changes. We expect to provide further details of these changes in the coming months.

New full-time positions on Vancouver Island

New positions will be posted this week and all impacted employees have been provided the required 60-day notice. Note that all new Alpha positions will be posted with the ESA-compliant Alpha schedule that comes into effect on April 2.

Selection will take place in accordance with the collective agreement. Where there are currently fewer than eight full-time equivalent positions, selection will follow Article 13.01 (f) for the local hire process and rely on the joint interpretation guide located [here](#). These local hiring provisions will not apply to Campbell River, Parksville and Duncan given they each have eight or more full-time employees.

The recruitment of any new irregular employees at these stations will be delayed in order to maximize the spareboard work available for on-call staff. The need for irregular staffing will be reviewed on an on-going basis.

Those interested should continue to monitor the job postings area of the BCEHS Intranet [located here](#) and apply following the instructions indicated in the posting.

To learn more about these changes, visit the [collective agreement implementation questions and answers](#) on the intranet. To discuss your specific questions or concerns, email Towards2022@bcehs.ca, or connect with a union executive at info@apbc.ca.

Sincerely,

Original signed by

Darlene MacKinnon

Chief Operating Officer

BC Emergency Health Services

Provincial Health Services Authority

Original signed by

Troy Clifford

Provincial President

Ambulance Paramedics of BC

CUPE Local 873

STATION	Units subject to change	Replaced by	New positions created
105 - Central Saanich	Echo/Fox (105E1D, 105F1D, 105F1N)	Bravo day / Kilo night	Two
106 - Sidney	Bravo/Fox (106B1D, 106F1N)	Alpha day/night	Four
107 - Sooke	Echo/Fox (107E1D, 107F1D, 107F1N)	Alpha day/night	Seven
108 - Campbell River	Fox day/night (108F1D, 108F1N)	Alpha day/night	Eight
126 - Port Hardy	Echo/Fox (126E1D, 126F1D, 126F1N)	Alpha day/night	Seven
130 - Parksville	Bravo/Charlie (130B1D, 130C1) AND Fox day/night (130F1D, 130F1N)	Alpha day/night Bravo day Kilo day/night	Four
137 - Mill Bay	Echo/Fox (137E1D, 137F1D, 137F1N)	Alpha day/night	Seven
138 - Qualicum Beach	Alpha/Fox (138A1D, 138F1N)	Alpha day/night	Four
149 - Chemainus	Echo/Fox (149E1D, 149F1D, 149F1N)	Alpha day/night	Six
152 – Duncan	Fox day (152F1D)	Bravo day	Four
159 – Ladysmith	Bravo/Fox (159B1D, 159F1N)	Alpha day/night	Four