

**Date:** September 28, 2021

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

**From:** Leanne Heppell, Interim Executive Vice President & Chief Ambulance Officer, BCEHS and Troy Clifford, Provincial President, APBC

**RE: 13.03 – Collective Agreement Error/Omission**

BCEHS and CUPE 873 have identified an omission in the current draft of the APADBA 2019-2022 Collective Agreement.

Following a thorough review of bargaining files, both parties have confirmed the omission of a 65 per cent threshold pass on the interview under **13.03 (b) Selection Process for Specialized Practice or Supervisory Positions**. This omission has now been corrected and BCEHS and CUPE 873 will review the current list of employees who have completed the process.

<b>13.03 b) Previous Language:</b>	<b>13.03 b) New Language:</b>
(b) The Employer shall give equal consideration to knowledge and skill to a total of ninety per cent (90%). Seniority shall be weighted based on one per cent (1%) for each completed year of fulltime service to a maximum value of ten per cent (10%). The successful candidate(s) shall be the employee(s) with the highest total score and a satisfactory disciplinary record. The minimum threshold for the written exam shall be 65%.	(b) The Employer shall give equal consideration to knowledge and skill to a total of ninety per cent (90%). Seniority shall be weighted based on one per cent (1%) for each completed year of fulltime service to a maximum value of ten per cent (10%). The successful candidate(s) shall be the employee(s) with the highest total score and a satisfactory disciplinary record. The minimum threshold for the written exam shall be 65%. <b>The minimum threshold for the interview will be 65%.</b>

Employees who have completed the recruitment process and received a score below 65 per cent on the interview process will maintain their current score as per 13.03 (c). These employees will not be eligible for postings/positions in the same classification for six months following the completion of the recruitment process they participated in. These employees will receive an email from HR in the next few weeks confirming the earliest date they will be eligible to re-apply.

BCEHS would like to remind applicants to prepare for the written exam and interview by studying and reviewing the materials found [here](#) on the BCEHS Intranet under the menu option on the right under *Supervisory and Specialized Practice* menu.

Sincerely,

*Original signed by*

**Leanne Heppell**  
Interim EVP & Chief Ambulance Officer  
BC Emergency Health Services  
Provincial Health Services Authority

*Original signed by*

**Troy Clifford**  
Provincial President  
Ambulance Paramedics of BC  
CUPE Local 873