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February 9, 2022

Dear Members,

## **Re: Member Update - UHR A1.03 Application**

As you may be aware, on July 31, 2020, the Union became aware the Employer had made the unilateral decision to place all members moving between employment classifications, per Article A1.03, to Base pay in violations of the Collective Agreement.

The Union advanced a Policy Grievance on the matter November 20, 2020.

The parties met with Arbitrator Mark Brown on December 1-3, 2021 and reached a Settlement Agreement on the matter. The settlement is intended to resolve the Grievance and to provide guidance to the Parties in administering Article A1.03 – Advancement through the Wage Grids.

The full Settlement Agreement can be found by clicking [here](#).

It is important to note names of individuals listed in Point #14 have been redacted for privacy and they will receive an email directly regarding the settlement.

As of the date of this member update the Employer has requested an extension to complete the Audit and meet the terms of the Settlement Agreement. The Union has agreed to extend the deadline for compliance with the Settlement Agreement until February 18<sup>th</sup>, 2022. In the event the terms of the settlement are not executed by the 18th we will petition the Arbitrator for an order to enforce in the courts.

If you have any questions, please feel free to contact the undersigned.

Regards,

Jason Jackson  
Provincial Vice President  
Ambulance Paramedics of BC  
CUPE 873

JJ/sb/MoveUp