

RESOLUTIONS TO CONVENTION 2020

Resolutions to Convention 2020

BYLAW RESOLUTIONS

Resolutions to Convention 2020**BYLAW 2020-01****WHEREAS:**

Union dues are based off total income earned and this creates a disparity between what union members pay towards the union for the same equal representation.

THEREFORE, BE IT RESOLVED:

All union dues be based off of monies earned from the employees/union members base rate and will not include monies earned from recall to duty or other extra shifts.

Submitted by: Stephen Shipman

Seconded by: Thomas Zajac

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-02****WHEREAS:**

In 2019 the union shift coverage rates were changed to coincide with the UHR rates at the time;

AND WHEREAS:

The UHR rates change with the Collective Agreement wage increases;

AND WHEREAS:

Setting specific rates results in constant bylaw changes as the employer rates change;

AND WHEREAS:

Generic language would allow for changes to the rates to match changes in the employer wage grids;

AND WHEREAS:

Adds to pay, shift overtime, and statutory holiday pay are paid directly by the employer to the person working the union shift and therefore do not need to be included in the union pay rate;

THEREFORE, BE IT RESOLVED:

That Bylaw 10.5(d) be amended to read as follows:

(d) Any member who voluntarily works a union switch shift for another member to engage in authorized Union business will be paid their regular rate of pay as determined by the dues check off list issued for the first pay period after April 1st each year.

Submitted by: Lorraine Till

Seconded by: Dave Leary

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-03****WHEREAS:**

There were two typographic errors in Bylaw 10.5(c)(i);

AND WHEREAS:

Additional clarification of the procedure with respect to on-call union officers/delegates is required.

THEREFORE, BE IT RESOLVED:

That bylaw 10.5.c(i) be amended by removing the word “for” after the word scheduled and removing the word “for” after the word offered in the first sentence.

And be further amended by adding the following at the end of Bylaw 10.(c)(i): “The member covering the shift for the union officer/delegate will be paid by the employer. It is the union officer’s/delegate’s responsibility to submit the change of schedule form to the appropriate supervisor/scheduler.”

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-04****WHEREAS:**

Bylaws 10.5(c)(ii) and (iii) were amended in 2018 to deal with cases where a member didn't submit availability in order to engage in union business due to scheduling/staffing issues in that member's station;

AND WHEREAS:

The changes created unnecessary complication and confusion as to how on-call missed work would be paid;

THEREFORE, BE IT RESOLVED:

That bylaw 10.5(c)(iii) be amended by replacing the word "impeded" with "impedes" in the first sentence, and deleting the current sub-paragraphs (1), (2), (3) and replacing them with the following, and renumbering sub-paragraph (4) as (3):

- (1) Estimate the shifts that would have been assigned if the union officer/delegate had submitted their usual availability.
- (2) Claim for the missed work as set out in 10.5(c)(ii) above as usual.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-05****WHEREAS:**

873-02 (Emergency Dispatchers of BC) has voted to separate from the parent local 873;

AND WHEREAS:

APBC Local 873 no longer represents the members of Emergency Dispatchers of BC Sub-Unit 873-02;

AND WHEREAS:

That necessitates changes to multiple Bylaws;

THEREFORE, BE IT RESOLVED:

That all articles and references to Sub-Unit local 873-02 be removed from the union bylaws, and that the remaining bylaws be renumbered as necessary.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-06****WHEREAS:**

Attendance at Shop Steward meetings has been poor with shop stewards holding positions without attending regular meetings.

THEREFORE, BE IT RESOLVED:

That should the station shop steward fail to answer roll call for three consecutive regular shop steward meetings without having submitted good reason for those failures, or without providing monthly report to the Chief Shop Steward or Regional Vice President, their office shall be declared vacant, and shall be filled by an appropriate station level by-election.

Submitted by: Patricia Minions

Seconded by: Derek Miliken

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-07****WHEREAS:**

The APBC has a responsibility to the membership to conduct business in the most cost effective manner.

THEREFORE, BE IT RESOLVED:

That PEB meetings and Convention, that cannot be reasonably accommodated in existing APBC facilities, be held at ANY location where unionized full services and accommodation exist to conduct business in the most cost-effective manner.

Submitted by: Keith Moraes

Seconded by: Ross Coubrough

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-08****WHEREAS:**

The language of bylaw article 9.1(k) is incorrectly worded.

THEREFORE, BE IT RESOLVED:

That bylaw article 9.1(k) be rewritten to state:

The Provincial President or their designate shall hold a the position as British Columbia Chapter Director of the Paramedics Association of Canada (PAC).

Submitted by: Dave Deines

Seconded by: Troy Clifford

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-09****WHEREAS:**

The wording of bylaw article 9.2(d) is old and obsolete as the CMA Conjoint Accreditation Committee no longer exists.

THEREFORE, BE IT RESOLVED:

That article 9.2 (d) be deleted and the rest of the article be re-lettered.

9.2(d)

~~The Provincial 1st Vice President or their designate shall hold the position of Paramedic Association of Canada representative at the Canadian Medical Association Conjoint Accreditation Committee.~~

Submitted by: Dave Deines

Seconded by: Troy Clifford

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-10****WHEREAS:**

The Ambulance Paramedics & Emergency Dispatchers of B.C. 2019 BYLAWS currently establishes the number of On-Call Convention delegates to Convention under Article 14.3 – Regional Entitlement to Convention,

AND WHEREAS:

Under Article 3.5 of the same By-Laws establishes the ratio for determining Full-time equivalency (FTE) using the following formula:

Total Part Time Wages (in Region) = Number of FTEs
Annual Full Time Wage (3yr EMA II)

AND WHEREAS:

The 2019 Delegate Entitlements roster indicates a total of 4,817 Full-time, Regular Part-time and On-call members broken down as follows:

	Membership	Membership %	Convention Delegates	Delegate %
Full-time and Regular Part-time	2,177	48.6%	113	70.6%
On-call	2,640	51.4%	47	29.3%
Overall	4,817		160	

AND WHEREAS:

The 2020 Delegate Entitlements roster indicates a total of 4,900 Full-time, Regular Part-time and On-call members broken down as follows:

	Membership	Membership %	Convention Delegates	Delegate %
Full-time and Regular Part-time	2,305	47%	121	72.5%
On-call	2,595	53%	46	27.5%
Overall	4,900		167	

AND WHEREAS:

Article 3.5 has remained unchanged since at least when the 2008 By-Laws were published (last recorded By-Laws in the APBC website archives),

AND WHEREAS:

Matters concerning On-call members, specifically issues related to Foxtrot and Kilo shift patterns continue to go unresolved for the On-call membership,

Resolutions to Convention 2020**AND WHEREAS:**

The On-call members are the lifeblood for delivering emergency health services to rural and remote British Columbians;

AND WHEREAS:

Greater representation at Convention by the On-call membership would allow the matters of concern of the On-call membership to be raised to a higher level at convention.

THEREFORE, BE IT RESOLVED:

That the Provincial Executive Board be directed to review the formula for determining the number of delegates eligible to attend the annual convention and to introduce legislation that would reflect a more representative breakdown of Full Time/Part Time representatives combined with the On-Call representatives at the annual APBC convention.

Submitted by: Graham Kerlake

Seconded by: Bram Rossman

CARRIED

DEFEATED

Resolutions to Convention 2020**BYLAW 2020-11****WHEREAS:**

Every year at Convention we have the need to use alternate delegates when elected delegates are unable to attend.

In past years, we have been presented with challenges selecting alternates as there is no clear direction on whether to permit an alternate delegate to attend only a portion of Convention due to their personal schedule.

Given our membership is province wide, it can be very costly to permit a delegate to attend only a portion of Convention when you consider travel and hotel costs.

THEREFORE, BE IT RESOLVED:

That Bylaw 14.3 be added to our bylaws and subsequent bylaws be renumbered as appropriate.

14.3 Delegate Attendance at Annual Convention

(a) It is expected that any member who accepts a nomination to be a delegate for Convention will be available for all scheduled days of Convention.

(b) With the exception of a personal emergency or unforeseen and extenuating circumstance, elected delegates to Convention are expected to attend all scheduled days of Convention.

(c) In the event an elected delegate is no longer eligible and/or able to attend Convention in its entirety, an alternate delegate will be selected off the alternate list.

i. If an alternate delegate is unable to commit attendance for all scheduled days of Convention, the next available alternate on the list able to commit attendance for the entirety of Convention will be selected.

ii. In the event that no alternate on the list is able to commit attendance for the entirety of Convention, approval may be sought by the RVP in the region from the PEC to allow an alternate to attend a portion of Convention.

Submitted by: Jessica Chilton

Seconded by: Lorraine Till

CARRIED

DEFEATED

Resolutions to Convention 2020

BYLAW 2020-12

WHEREAS:

In a union movement, much of our written material is technical and complex. Our collective agreements, constitutions, training courses, etc., may use language which limits understanding and access by many of our members.

AND WHEREAS:

Other CUPE unions have adopted a “clear language” approach to convention resolutions for the benefit of union members.

THEREFORE, BE IT RESOLVED:

That APBC will adopt a “clear language” format for APBC convention resolutions submitted by APBC members with the purpose of promoting more effective communication within the organization.

FURTHER, BE IT RESOLVED:

That APBC will create a temporary position titled “APBC Clear Language Guidelines Creator”

The APBC Clear Language Guidelines Creator shall develop clear language guidelines for convention resolutions.

(a) It is expected that the clear language guidelines for convention resolutions be created and approved by the APBC Provincial Executive Board within six (6) months of role acceptance, and/or prior to the APBC 2021 call for resolutions.

(b) It is expected that the Clear Language Guidelines Creator will create the guidelines following other CUPE union “clear language” literature with the intention of enabling clear communication and transparency in resolution intentions for future convention resolution submissions.

(c) The APBC Clear Language Guidelines Creator will be selected by the APBC Provincial Executive Committee through the following process:

i. An expression of interest (EOI) for the number of positions required will be posted and open to all members in good standing of CUPE 873, and 873-02. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

ii. The Provincial Executive Committee shall consider all applicants, based on qualifications and suitability for the role and appoint to fill the vacant position(s). If no qualified applicants are found, the Provincial Executive Committee may consider an external contractor to fill the role.

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iii. Appointments will be for the duration of the 6 months (or less) as designated by the Provincial Executive Committee and/or until completion of the guidelines, if deemed necessary by the Provincial Executive Committee.

iv. A member may be removed from the position by the Provincial Executive Board at any time for any reason provided; however, the member must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she no longer assumes the role of APBC Clear Language Guidelines Creator once a notice of removal is received. A member may appeal his/her removal to the Board within ninety (90) days of removal.

The APBC Clear Language Guidelines will outline:

(a) What an APBC member wants to see happen (what you want to change, who you want to do it, when you want it to happen, how you want to do it, where the change will be, etc.), and then list the reasons as to why this is a good idea or necessary. (eg. the impact the change will have, how it addresses certain problems, perhaps some history or context, etc.)

An example of a Clear Language format is:

APBC will encourage union members to submit resolutions to convention in a clear language format.

Because the actions proposed will be better understood by convention delegates.

Because clear language is a valuable way to help union members feel included by the labour movement.

Because the clear language format makes sense: we start with what we want, and then back it up with our reasons why.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

DEFEATED

BYLAW 2020-13**WHEREAS:**

Many healthcare organizations, governments, and societies have recently demonstrated a transition to evidence-based decision making.

AND WHEREAS:

Organizations often require requests to be supported by evidence to make changes and/or justify and distribute funding.

AND WHEREAS:

APBC members believe that ethical, evidence-based research can lead towards positive changes and membership empowerment through evidence-based advocacy.

AND WHEREAS:

No detailed research platform currently exists within APBC that provides APBC and academic researchers the opportunity for partnership to conduct high-quality, profession-driven research.

THEREFORE, BE IT RESOLVED:

That a new committee be established called the APBC Research Committee.

The primary purpose of the APBC Research Committee is to serve as a platform for conducting high-quality research within APBC.

The APBC Research Committee shall be comprised of one (1) APBC Research Director and one (1) APBC Research Coordinator.

The APBC Research Director shall:

- (a) Be elected biannually at convention.
- (b) Serve as a voting member of the Provincial Executive Board (PEB).
- (c) Interact with internal and external stakeholders with the purpose of promoting research opportunities and engage in research partnerships.
- (d) Provide insight to the PEB and Provincial Executive Committee (PEC) regarding matters of academic research.
- (e) Act as the primary organizational partner for academic research conducted within APBC.
- (f) Review, revise, and approve research proposals and projects on behalf of APBC.
- (g) Collaborate with the APBC Research Coordinator and researcher(s) to ensure that the scope of research projects is appropriate and meaningful for both the researcher(s) and APBC.
- (h) Escalate any potential and/or actual research conflicts to the PEC for consideration and direction.
- (l) Distribute approved online surveys and research materials to the APBC membership on behalf of the researcher.

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- (j) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any unauthorized person(s).
- (k) Perform all duties in accordance with APBC policies on public communications and principles outlined in the APBC Strategic Plan.
- (l) Work closely with PEC/PEB members to optimize opportunities for research partnerships.
- (m) Perform other duties at the direction of the PEC/PEB.
- (n) Participate in relevant training as approved by the PEC/PEB.
- (o) At the end of the term, the APBC Research Director will orientate and provide all materials and information to his/her successor.

The APBC Research Coordinator shall:

- (a) Be elected biannually at convention.
- (b) Act as an official liaison between potential researchers and APBC.
- (c) Help guide researchers with the required process for conducting research within APBC.
- (d) Manage the email address research@abpc.ca while acting in the role of APBC Research Coordinator.
- (e) Collaborate with the APBC Research Director and researcher(s) to ensure that the scope of research projects is appropriate and meaningful for both the researchers and APBC.
- (f) Assist the APBC Research Director and PEC/PEB in matters of research, as necessary.
- (g) Escalate any potential and/or actual research conflicts to the APBC Research Director and/or PEC for consideration and direction.
- (h) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any unauthorized person(s).
- (i) Perform all duties in accordance with APBC policies on public communications and principles outlined in the APBC Strategic Plan.
- (j) Work closely with PEC/PEB members to optimize opportunities for research partnerships.
- (k) Perform other duties at the direction of the PEC/PEB.
- (l) Participate in relevant training as approved by the PEC/PEB.
- (m) At the end of term, the APBC Research Coordinator will orientate and provide all materials and information to his/her successor.

Initial offerings of the roles APBC Research Director and APBC Research Coordinator will be selected through the following process once accepted and approved:

- i. An expression of interest (EOI) for the number of positions required will be posted and open to all members in good standing of CUPE 873, and 873-02. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

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ii. The PEC shall consider all applicants, based on qualifications and suitability for the role and appoint to fill the vacant position(s). If no qualified applicants are found, the PEC may consider an external contractor to fill the role.

iii. Appointments will be for a two-year term, starting after acceptance at convention and approval by CUPE national, if required.

iv. Members may be removed from the positions by the PEB at any time for any reason provided; however, the member(s) must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she no longer assumes the role(s) once a notice of removal is received. A member may appeal his/her removal to the Board within ninety (90) days of removal.

FURTHER, BE IT RESOLVED:

That the APBC Research Director and APBC Research Coordinator will work together to develop an APBC Research Opportunity Framework.

The Research Opportunity Framework shall:

- (a) Serve as an ethical framework to guide academic research that will be conducted within APBC.
- (b) Be developed and approved for distribution within six (6) months of taking position.
- (c) Adhere to APBC's Mission, Values, Vision, and Goals.
- (d) Adhere to Tri-Council Policy Statement (TCPS2) Canadian guidelines for the ethical conduct of research involving humans.
- (e) Highlight that research must be conducted under the supervision of an accredited academic institution within Canada.
- (f) Highlight that research must undergo an academic ethical review through an accredited academic institution within Canada.
- (g) Include a disclaimer that APBC has the right to limit the scope of a research project and/or discontinue a research partnership if deemed necessary by the PEC/PEB due to research/researcher conflicts and/or potential adverse harm to APBC members.
- (h) Require a request for organizational support and partnership document to be completed and reviewed by the PEB following a similar format to previous research conducted within APBC prior to officially entering a research partnership.
- (h) Include a feedback loop that identifies opportunities for framework and researcher improvement.
- (l) Be presented to the PEC/PEB for approval or revision, as necessary.
- (j) Be published, after approval, under a "Research Opportunities" link on the APBC Public webpage to attract and inform potential researchers of the process for conducting research within APBC.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

DEFEATED

Resolutions to Convention 2020

POLICY RESOLUTIONS

Resolutions to Convention 2020**POLICY 2020-01****WHEREAS:**

The Paramedic Specialist Program has both ACP and CCP license level paramedics, and the CCP license level paramedics are restricted to ACP scope of practice and ACP wage scale.

THEREFORE, BE IT RESOLVED:

That Paramedic Specialists be allowed to practice at their license level and all Paramedic Specialists be paid fully to the license level they are practicing at.

Submitted by: David Hilder

Seconded by: Jodi Bender

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-02****WHEREAS:**

Paramedic Specialists are not in the collective agreement with their own classification, and the Paramedic Specialist program and clinical have been woven into the fabric of BCEHS and its deployment model.

THEREFORE, BE IT RESOLVED:

That the Paramedic Specialist Program and it's pathway be clearly written with an MOA and MOU immediately, and that as part of the MOA/MOU, the Paramedic Specialists, have their own stand alone wage grid listed, including PS ACP, PS CCP, PS ACP UC, PS CCP UC. This is to include years of service pay.

Submitted by: David Hilder

Seconded by: Jodi Bender

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-03****WHEREAS:**

APBC and BCEHS management will be negotiating an MOA/MOU for the Paramedic Specialist program position including stand alone wage grid, and the teams negotiating from APBC and BCEHS may have less knowledge about the current job description and deployment of the Paramedic Specialists on the team.

THEREFORE, BE IT RESOLVED:

That no less than two (2) current Paramedic Specialists are fully involved in negotiating and writing the job description, qualification, classification, wages, and pathways, from inception to completion, as content experts on the subject.

Submitted by: David Hilder

Seconded by: Jodi Bender

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-04****WHEREAS:**

When a person is hired and becomes a member of the AMBULANCE PARAMEDICS OF BC, CUPE local 873, a professional portrait photograph should be taken of the member, the same way that the police and fire departments do for their members.

THEREFORE, BE IT RESOLVED:

That the APBC does take a professional portrait of the new member upon being hired and joining the union.

Submitted by: Nikolaos Pardalis

Seconded by: Christopher Michel

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-05****WHEREAS:**

Currently neither APBC nor BCEHS have clear guided help or collective information for members entering into a maternity/paternity parental leave.

AND WHEREAS:

This leads to unnecessary confusion, forgotten important documentation, and frustration.

THEREFORE, BE IT RESOLVED:

APBC create one easy to locate document and that document contain all the information necessary to start, continue, and return from a maternity/paternity parental leave.

Submitted by: Tamara Jensen

Seconded by: Amy Morrison

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-06****WHEREAS:**

The current disaster readiness plan (Emergency and Continuity Management Policy) and PPE supply is not sufficient in preparing and dealing with a global pandemic.

THEREFORE, BE IT RESOLVED:

That the employer allocates more of the budget into properly funding PPE in a surplus, as well as emergency deployments during a disaster pandemic.

Submitted by: Derek Milliken

Seconded by: Patricia Minions

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-07****WHEREAS:**

The current collective agreement states no time deadline for implementation of new articles/models with the signing of a new collective agreement.

THEREFORE, BE IT RESOLVED:

That all further changes to the Collective Agreement agreed up with the signing of new collective agreement are to be fully enacted upon within 80 calendar days of signing a new collective agreement. The employer will enact these changes or be subject to renegotiation with the union.

Submitted by: Derek Milliken

Seconded by: Patricia Minions

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-08****WHEREAS:**

Language does not currently exist within the Collective Agreement regarding the part time scheduling and allocation of statutory holidays.

THEREFORE, BE IT RESOLVED:

Language regarding statutory holiday scheduling and allocation for part time employees be added to article E3.00 of the Collective Agreement.

Submitted by: Keith Moraes

Seconded by: Penny Thomas

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-09****WHEREAS:**

Paramedic liability insurance is highly recommended while practicing as a Paramedic in BC.

THEREFORE, BE IT RESOLVED:

That the union deduct a minimum of \$2.25 from each member's pay biweekly for the purpose of covering 100% of Paramedic Liability Insurance, and the union will set up a direct billing with the insurance carrier.

Submitted by: Keith Moraes

Seconded by: Stu Meyers

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-10****WHEREAS:**

Paramedics often work overtime due to calls coming in close to the end of their shift.

AND WHEREAS:

Paramedics often work 12-hour shifts, only giving them 12 hrs until they need to be at work to start their next shift. Those 12 hrs often include, at a bare minimum, time to commute home, sleep, complete necessary activities, and commute back to work.

AND WHEREAS:

Working past the end of the 12-hour scheduled shift allows even less time to complete all the above-mentioned activities.

AND WHEREAS:

Station duties are often not completed due to the shifts being so busy that crews do not make it back to their station with enough time to complete any station duties.

THEREFORE, BE IT RESOLVED:

A process be made for the last 30 minutes to one hour of a shift- with exact length of time to be decided prior to implementation- to not dispatch crews on routine calls. This will allow for the crews to return to the station, complete and station duties, and get off work at their scheduled end of shift time.

Submitted by: Jason Dryer

Seconded by: Elise Dryer

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-11****WHEREAS:**

Crews are often dispatched on a call within the first five minutes of their shift start.

AND WHEREAS:

Crews do not have time to do a full VSO check ensuring they have all the necessary equipment and that is in good working condition, as well as clean and sanitize their work space (ambulance) prior to being sent on a call.

THEREFORE, BE IT RESOLVED:

A process be implemented to allow crews to not be dispatched on routine calls within the first fifteen minutes -exact length of time to be determined prior to implementation- to allow crews to properly sanitize their workspace and ensure proper VSO can be completed and all equipment is present and in good working condition.

Submitted by: Jason Dryer

Seconded by: Elise Dryer

CARRIED

DEFEATED

Resolutions to Convention 2020**POLICY 2020-12****WHEREAS:**

Our Policy Manual contains many outdated policies or completed items.

AND WHEREAS:

It would be of benefit to review and update the Policy Manual.

AND WHEREAS:

It would be useful to have a master list of additions and deletions to the Policy Manual.

THEREFORE, BE IT RESOLVED:

That the PEC undertakes a complete review of the Policy Manual, both in terms of content and structure, and bring any suggested changes or updates to the PEB and Convention.

Submitted by: Lorraine Till

Seconded by: Troy Clifford

CARRIED

DEFEATED

POLICY 2020-12**WHEREAS:**

There is currently no training or succession program in place to mentor or guide newly elected officers, namely in the positions within the Provincial Executive Board (PEB), Provincial Executive Committee (PEC), and Shop Stewards (SS).

THEREFORE, BE IT RESOLVED:

That the Union create a template with guidelines and training protocols for union officers taking on new roles.

Submitted by: Shanjit Sander

Seconded by: Brinton Deluca

CARRIED

DEFEATED

NEGOTIATIONS RESOLUTIONS

NEGOTIATIONS 2020-01**WHEREAS:**

Paramedics are suffering form hearing damage/loss from exposure to high decibels from sirens.

THEREFORE, BE IT RESOLVED:

Employees have hearing tested and be issued adequate hearing protection devices as needed.

Submitted by: Henry Wen

Seconded by: Megan Wong

CARRIED

DEFEATED

NEGOTIATIONS 2020-02**WHEREAS:**

Crews are often working for twelve hours without a break. There is no clear language in the Collective Agreement regarding meal breaks. Dispatch can easily pull a crew off a meal break with no detriment. Currently there is no incentive for the Employer to provide the crew with an adequate meal break. Other Canadian provinces have rolled this out successfully.

THEREFORE, BE IT RESOLVED:

All crews are to be given a 30-minute paid meal break. In the event that the meal break is cancelled, the crew will be compensated with 30 minutes of their hourly wage at 1.5 times.

Submitted by: Chris Beaton

Seconded by: Andrew Janes

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-03****WHEREAS:**

The current lock-in period for dispatch positions is 3 years and having it shortened by the negotiations committee would have advantages to on-car staffing if dispatch employees could move into on-car positions sooner. It would also make working in dispatch more appealing for on-call paramedics looking to obtain full-time status faster, without having to commit three years. This would allow them to transfer back into their home communities and help stabilize staffing in rural and remote stations.

THEREFORE, BE IT RESOLVED:

That the Union seek to reduce the duration of the lock in period required of employees hired into EMCT and EMD positions.

Submitted by: Dakota Stone

Seconded by: Paul Alberts

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-04****WHEREAS:**

Members accepting EMCT and EMD positions are subject to a lock-in period upon the completion of their training. This lock-in also restricts members from bidding and lateraling into other EMD and EMCT positions while in their probation period.

THEREFORE, BE IT RESOLVED:

That the lock-in language be changed to allow EMDs and EMCTs to bid and lateral into other positions while completing probation.

Submitted by: Dakota Stone

Seconded by: Jacob Berthelot

CARRIED

DEFEATED

NEGOTIATIONS 2020-05**WHEREAS:**

APBC members often go above and beyond typical professional job requirements and typical job compensation to serve the public with a high-quality of professionalism, empathy, and support.

AND WHEREAS:

There is currently no reliable delivery path for individual APBC members to receive their letters of appreciation that are sent to the employer by patients, patients' families, other professionals, and the rest of the public on a consistent basis.

AND WHEREAS:

There has been an increase in complaints towards APBC members brought forward by the employer, other agencies, and the public to EMALB licensing that often do not reflect the incredible work done by APBC members, resulting in undue stress and feelings of demoralization within the membership.

THEREFORE, BE IT RESOLVED:

That our negotiating committee seek to have a transparent process created by the employer in a timely manner that forwards all letters of appreciation by patients, patients' families, other professionals, and the rest of the public to the individual APBC members who were involved in the identified response and/or named in the message and/or letter of appreciation for APBC member records.

It is expected that the letters of appreciations be:

- (a) A proper representation of the submitter's appreciation.
- (b) Forwarded to the APBC member(s) in a timely manner, ideally no more than 6 months of being received by the employer.
- (c) Not be altered by the employer for the purpose of underrepresenting the intended comments of appreciation.
- (d) It is expected that the employer will make a reasonable effort to identify the intended recipient(s) of the letter(s) of appreciation and forward a written format letter, and/or written format documentation to be kept by the intended APBC members as desired. The document may include the hard copy and or scanned copy of the letter of appreciation.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

DEFEATED

NEGOTIATIONS 2020-06**WHEREAS:**

Frontline healthcare professionals face mental and physical health effects from being exposed to potentially traumatic events.

AND WHEREAS:

There are often inconsistencies from frontline supervisors and others towards Critical Incident Stress diffusing and debriefings.

THEREFORE, BE IT RESOLVED:

That all APBC members shall be provided the opportunity to participate in a process that reduces the effects of Critical Incident Stress arising from being witness to and/or involved in an incident which is physically and/or emotionally threatening and might be considered by the member to be stressful and/or traumatic.

FURTHER, BE IT RESOLVED:

That our negotiating committee work to have Critical Incident Stress Debriefing Guidelines created by the employer in a timely manner that empowers members with a consistent approach to diffusing and/or debriefing after potentially critical incidents.

The Critical Incident Stress Debriefing Guidelines shall:

- (a) Be based on industry research and current best practices.
- (b) Be initiated by anyone when an incident has the potential to adversely affect the current and future emotional health and well-being of APBC members.
- (c) Be co-created and approved with the support of APBC CISM members to ensure practicality and reliability of the guidelines.
- (d) Be a confidential, voluntary, and non-punitive approach in which participants are given an opportunity to share reactions to an incident, vent emotions, and learn about the stress and recovery process.
- (e) Discussions may last between 30 to 60 minutes but may go longer if warranted by the facilitator and/or frontline supervisor.
- (f) Follow a similar or higher quality and format of guidelines for defusing and debriefing as other first responder services in British Columbia (For example: Surrey Fire Department Critical Incident Stress Guidelines).
- (g) The employer must not collect or use any information generated within the Critical Incident Stress defusing/debriefing sessions in respect of the confidential and sensitive nature of sessions.
- (h) No Critical Incident Stress defusing/debriefing facilitator can be a part of any subsequent investigation into the event on behalf of the employer.
- (i) It is expected that Critical Incident Stress diffusing and debriefing sessions will be conducted promptly after the event if possible, during work hours.
- (j) It is expected that the employer will pay APBC members for the entire duration of the defusing/debriefing session regardless of duration even if the session extends beyond

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the scheduled shift and the session will not be unnecessarily shortened in order to avoid overtime.

(k) It is expected that the defusing/debriefing session(s) will not be unnecessarily shortened to avoid overtime.

(l) APBC members will be provided a minimum of four (4) hours of pay up to the entire duration of the debriefing if APBC members attend a critical incident stress defusing/debriefing during days and/or time in which the employee is not actively scheduled.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-06****WHEREAS:**

Currently the WAG (Work Allocation Guide) is its own separate article from the Collective Agreement.

THEREFORE, BE IT RESOLVED:

That the WAG be moved into the collective agreement under its own article/appendix.

Submitted by: Derek Milliken
Seconded by: Patricia Minions

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-07****WHEREAS:**

The Supplemental Pension (or 'Union Pension') provides some members with an additional registered retirement savings, which is both overseen by elected Benefit Trustees and professionally managed;

AND WHEREAS:

The Supplemental Pension has shown a strong rate of return with the long-term investment strategy and delivers additional pension income for retired members or their beneficiaries;

AND WHEREAS:

On-call members are not currently enrolled in the Supplemental Pension, but pension rules do allow their inclusion,

AND WHEREAS:

Enrolment must be for all On-call members, rather than on an 'voluntary opt-in' basis,

AND WHEREAS:

The desired funding method of inclusion of On-call members would be as an Employer paid benefit.

THEREFORE, BE IT RESOLVED:

That the Negotiations Committee will attempt to bargain inclusion of all On-call members in the Supplemental Pension, with contributions funded by the Employer, at a contribution rate not exceeding that of Full-time and Regular Part-time members (currently 2.75% of regular earnings).

Submitted by: Cameron Eby

Seconded by: Troy Clifford

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-08****WHEREAS:**

Currently, Article E6.02, Necessary Rest Period, reads:

“An On-call employee, while filling a regular shift, shall receive a minimum of eight (8) clear hours between overtime abutting such regular shift and the start of any subsequent regular shift.”

THEREFORE, BE IT RESOLVED:

That allowances for safe travel time of up to an hour be added to the minimum of 8 hours clear between shifts.

Submitted by: Patricia Minions

Seconded by: Derek Milliken

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-09****WHEREAS:**

The current limit for working hours is set to 16 hours within a 24-hour period with a period of rest at eight hours.

THEREFORE, BE IT RESOLVED:

The limit for working hours should be set to 14 hours within a 24-hour period with a with a period of rest at 8 hours plus travel time not to exceed one hour each way.

Submitted by: Patricia Minions

Seconded by: Derek Milliken

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-10****WHEREAS:**

The current deployment model uses the HART team in smaller/rural areas where BCEHS does not have proper ALS resources to do high acuity IFTs.

THEREFORE, BE IT RESOLVED:

That BCEHS will first employ current BCEHS employee (with the proper level of license) in an ALS IFT role. If no suitable candidates are available, then BCEHS are to hire properly licensed individuals to fill those roles.

Submitted by: Derek Milliken

Seconded by: Patricia Minions

CARRIED

DEFEATED

NEGOTIATIONS 2020-11**WHEREAS:**

It is a common scheduling practice in Abbotsford, Kamloops, Kelowna, Nanaimo Prince George, Vancouver, Victoria and Chilliwack for a Primary Care Paramedic (PCP) to be placed in the driver role on an Advanced Care Paramedic (ACP) ambulance.

AND WHEREAS:

Working on an ACP ambulance in an ACP staffed community requires additional awareness and orientation to clinical pathways, equipment, human factors and crew resource management to ensure best patient care.

THEREFORE, BE IT RESOLVED:

That APBC, in partnership with the BCEHS Learning Department, seek to develop a standardized and requisite education/training program ("the Program") for Primary Care Paramedics wishing to work in the driver role on an Advanced Care Paramedic ambulance.

The Program will consist of a standardized curriculum and shall include, but not be limited to all current ACP staffed communities and should be expandable to include future communities where an ACP ambulance is located. The Program shall require paramedics to complete an in-person (or equivalent) training component in addition to an online module to be deemed complete.

Scheduling of paramedics who have completed the Program will not supersede PCPs who currently hold a valid ACP license nor students who are currently enrolled in a recognized ACP educational program.

The program shall be made available to all APBC members by way of Expression of Interest (EOI). Successful applicants shall be selected based on a combination of seniority and Multiple Mini Interview (MMI) and knowledge test score.

Submitted by: Scott Haig
Seconded by: David Hilder

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-12****WHEREAS:**

The new Collective Agreement contains monetary premiums paid to members in Irregularly Scheduled positions for short notice changes to their schedule. No such premiums are available to members in Regularly Scheduled positions for similar changes to schedule and movement to different units.

THEREFORE, BE IT RESOLVED:

Short notice change of schedule premiums be expanded to include members in regularly scheduled positions.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-13****WHEREAS:**

There are no clauses in the collective agreement with regards to uniform issue pertaining to those members who work in the aeromedical environment. There have been and are increasing issues because of this with regards to what the employer deems adequate uniform issue and safety equipment for those working in the aeromedical environment.

THEREFORE, BE IT RESOLVED:

That the union bargains with the employer to have aeromedical specific uniform and safety equipment listed within the collective agreement.

Submitted by: Stephen Shipman

Seconded by: Thomas Zajac

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-14****WHEREAS:**

The collective agreement uniform standards do not address the need for specific uniform provisions for paramedics working in primary flight positions.

THEREFORE, BE IT RESOLVED:

Provisions be added to the collective agreement that require the employer to issue flight suits and other uniform items required for aeromedical work to all paramedics in positions that require flying as their usual mode of transport.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

NEGOTIATIONS 2020-15**WHEREAS:**

Under the current Collective Agreement, Regular Part-Time employees gain seniority in two different ways, depending on whether members bid into the RPT from Full time or On Call status. Fulltime members bidding into a Regular Part-time position continue accruing seniority on the FT Seniority list based on the number hours worked as RPT. However, On Call members bidding into Regular Part Time positions only have their regular hours applied to their seniority once they bid on a Full Time position. This creates two tiers of Regular Part-time members.

THEREFORE, BE IT RESOLVED:

Members in Regular Part-time positions should earn and accrue hours of seniority in the same way, regardless of their status prior to accepting their RPT position and be included on the FT seniority list.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

NEGOTIATIONS 2020-16**WHEREAS:**

There is a long and established practice where the Employer pays/reimburses the licensing exam fees of members who are upgrading their EMA License. However, the language in the Collective Agreement is vague and leads to regular disputes between management, HR, and the Union to have these fees recovered to our members.

THEREFORE, BE IT RESOLVED:

That clear language be added to the Collective Agreement which encapsulates and codifies our rights to have fees associated with EMALB/COPR exams paid by the employer.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

NEGOTIATIONS 2020-17**WHEREAS:**

The new crew alpha pattern results in a net decrease in hours for paramedics working alpha patterns from 84 hours per pay period to 80 hours per pay period. This reduction in income was countered by the addition of the Alpha Night Premium of \$3.60/hr for alpha hours worked from 1800-0600. However, the use of a flat rate to compensate members for a reduction in hours benefits members unevenly. As our members increase their base wage through promotion or upgrading license level, the premium makes up less of the difference.

THEREFORE, BE IT RESOLVED:

The fixed rate Alpha Night Premium be replaced with a compensation mechanism based as a percentage of each member's rate of pay.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

NEGOTIATIONS 2020-18**WHEREAS:**

The latest contract included the addition of night shift premiums for six hours per night shift.

THEREFORE, BE IT RESOLVED:

That the value of the night premium be increased by boosting the hourly rate and/or expanding the number of hours covered by the premium.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-19****WHEREAS:**

Public Sector Wage Mandates and “Me Too” clauses impose significant roadblocks to bargaining increased wages for Paramedics and Dispatchers.

THEREFORE, BE IT RESOLVED:

That the Union seek to restructure the wage grid to add 4-Year and 5-Year steps and remove the Base wage level, thus increasing wages outside the provisions of the mandated general wage increase.

Submitted by: Ted Harrison

Seconded by: Jeff Cross

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-20****WHEREAS:**

There have been many additions to the PCP scope of practise and responsibility in recent years that narrow the gap between PCP and ACP scopes of practice with no corresponding increase in pay.

THEREFORE, BE IT RESOLVED:

The negotiating committee seek to raise the PCP rates of pay in relation to the ACP rates of pay.

Submitted by: Jeremy Kroeker

Seconded by: Gary Eggen

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-21****WHEREAS:**

Full time spare board shifts attract overtime if they run past the scheduled end time whereas part time and casual members on fox and kilo are not compensated when a call out extends past the scheduled shift end time.

THEREFORE, BE IT RESOLVED:

All fox and kilo members who work past the end of their scheduled shift attract overtime pay.

Submitted by: James Wakeling

Seconded by: Jan Pichler

CARRIED

DEFEATED

NEGOTIATIONS 2020-22**WHEREAS:**

The current collective agreement does not provide for overtime when an on call/standby or fox employee works past their scheduled end of shift time

THEREFORE, BE IT RESOLVED:

That APBC seek overtime to immediately commence on any call out or time worked past the scheduled end of shift time for any call, standby, or fox shift

Submitted by: Christopher Rasmussen

Seconded by: Robert Hunter

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-23****WHEREAS:**

Kilo shifts are often activated for less than eight (8) hours at a time, multiple times in a shift, for a total work duration upwards of eight (8) to sixteen (16) hours without attracting any overtime pay.

THEREFORE, BE IT RESOLVED:

The negotiation committee attempt to negotiate that callout hours in excess of eight (8) hours worked in a callout shift be considered cumulative for the purposes of attracting applicable overtime rates.

Submitted by: Jaymes Croken

Seconded by: Jan Falkoski

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-24****WHEREAS:**

E8.02 on call shift coverage pay (A) on call employees scheduled to be on call shall receive 2.00 dollars/hour for each scheduled hour on call.

THEREFORE, BE IT RESOLVED:

That the on-call rate will increase to reflect a competitive on call wage seen with other EMS Service Providers in Canada

Submitted by: Derek Milliken

Seconded by: Patricia Minions

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-25****WHEREAS:**

E8.02 On-call Shift Coverage Pay

- (a) On-call employees scheduled to be on call shall receive two dollars (\$2.00) per hour for each hour on call.

THEREFORE, BE IT RESOLVED:

On call employees scheduled to be on call shall receive four dollars (\$4.00) per hour for each scheduled on call for a preliminary period of 120 days where it can be re-negotiated following the 120 day period.

Submitted by: Patricia Minions

Seconded by: Derek Milliken

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-26****WHEREAS:**

A large majority of members of the APBC union are scheduled to work kilo shifts at a rate of \$2.00/hour.

And WHEREAS:

Saskatchewan paramedics work at an on-call rate of \$5.00/hour (HSAS Collective Agreement).

And WHEREAS:

Manitoba paramedics work at an on-call rate of 2 hours pay for every 8 hours on call (MGEU article 13.06).

And WHEREAS:

Some BCGEU members are paid an on-call rate of 1 hours pay for every 3hours on call (Section 14.5a).

THEREFORE, BE IT RESOLVED:

Where employees are required to stand by and be on call for duty under conditions which restrict their normal off duty activities, they shall be compensated at straight time in the proportion of one hours pay for each three hours on call [see section 14.5(a) above).

Submitted by: Wren Dirks
Seconded by: Kent Nanninga

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-27****WHEREAS:**

Members working through states of emergency or outbreaks such as SARS, Ebola, and Covid, are doing so at greater peril.

THEREFORE, BE IT RESOLVED:

That when a local, regional, or provincial “State of Emergency” is declared, or a declaration by the World Health Organization (WHO) that has the potential to impact paramedic services and health, result in a minimum pay increase of 15% more per hour to any working member for the duration of the declaration period

Submitted by: Keith Moraes

Seconded by: Ross Coubrough

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-28****WHEREAS:**

The language under the collective agreement's article 21.16.4 "Special Leave'-Serious household or domestic emergency", with consideration to 21.25 "Limitation on Certain Leaves of Absence" is restrictive not to allow use of more than one shift consecutively

THEREFORE, BE IT RESOLVED:

With the best interests and due regard of the membership; one) the number of days allowed for serious household or domestic emergency be increased, and/or two) the number of consecutive days allowed to use 21.16.4 be increased, and/or three) the limitations and stipulations around 21.16 be amended to allow members to use their leave days without restriction on consecutive use until their maximum allotted days are exhausted under the collective agreement.

Submitted by: Shane Sander

Seconded by: Brinton Deluca

CARRIED

DEFEATED

NEGOTIATIONS 2020-29**WHEREAS:**

“Based on the current collective agreement”, BCAS has been considering that “participation in the benefit plan is mandatory” for on call employees working “1152 hours in the previous twelve (12) months”. “Benefit maintenance is calculated quarterly in December, March, June, and September. Please note that, in the event that you do not requalify, your benefit coverage will stop the following calendar month” On call employees do not have guaranteed hours as opposed to their fulltime or part time counterparts. Work hours of on call employees are not only related to their desire to work but also dependent on the availability of shifts. As a result, many workers are unable to reach the 1152-hour threshold to be eligible to receive their benefits. This creates instability of proper medical coverage for on call employees and their families due to insurance companies not willing to open and close medical plans over short periods of time Furthermore, if an on call employee is unable to satisfy the necessary hours every 3 months they are put in a position where they have to purchase the benefit package month by month. This is very expensive as most insurance companies prefer to sell yearly coverage. In order to resolve this issue, the participation in the BCAS benefit plan should not be mandatory for on call employees as it will help them to receive stable and less expensive insurance coverage.

THEREFORE, BE IT RESOLVED:

Participation in BCAS benefit plan should not be mandatory for on call employees

Submitted by: Alexey Rybkin

Seconded by: Alexander Miniato

CARRIED

DEFEATED

NEGOTIATIONS 2020-30**WHEREAS:**

“Based on the current collective agreement” BCAS has been considering that “participation in the benefit plan is mandatory” for on call employees working “1152 hours in the previous twelve [12] months”. “Benefit maintenance is calculated quarterly in December, March, June, and September. Please note that, in the event that you do not qualify, your benefit coverage will stop the following calendar month”. On call employees do not have guaranteed hours as opposed to their fulltime or part time counterparts. Work hours for on call employees are not only related to their desire to work but also dependent on the availability of shifts. As a result, many workers can reach or not reach the 1152 our threshold. This creaes instability of proper medical coverage for on call employees and their families due to insurance companies not willing to open and close medical plans over short periods of time. Furthermore, if an on-call employee is unable to satisfy the necessary hours every 3 months they are put in a position where they have to purchase the benefit package month by month. This is very expensive as most insurance companies prefer to sell yearly coverage.

THEREFORE, BE IT RESOLVED:

Participation in BCAS benefit plan should not be mandatory for on-call members.

Submitted by: Andrey Mel'ko

Seconded by: Jairus Datuin

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-31****WHEREAS:**

The current comprehensive benefits package for members entitled to it through blue cross does not cover drugs, procedures, or devices related to contraception (Ex. Oral contraceptives, IUD, implants).

THEREFORE, BE IT RESOLVED:

That the union seek to have contraceptive drugs, procedures, and devices added to our comprehensive benefits package.

Submitted by: Jayne Hamilton

Seconded by: Ted Harrison

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-32****WHEREAS:**

The current blue cross plan does not cover any form of birth control (IUD, pills, shots, patch).

THEREFORE, BE IT RESOLVED:

To support our growing diverse membership, include birth control coverage at 80%.

Submitted by: Jasprit Khandal

Seconded by: Angela Bauer

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-33****WHEREAS:**

The current comprehensive benefits package for members entitled to it through blue cross not cover many basic drugs, procedures, and devices

THEREFORE, BE IT RESOLVED:

That the union seek to increase the value of our comprehensive benefits package through blue cross

Submitted by: Jayne Hamilton

Seconded by: Ted Harrison

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-34****WHEREAS:**

The current vision benefit is \$150 over 24 months and covers purchase of corrective lenses, frames, and contact lenses.

THEREFORE, BE IT RESOLVED:

The maximum claimable amount be increased. The period of which the amount can be claimed to be decreased.

FURTHER BE IT RESOLVED:

That vision exams be covered as well

Submitted by: Luke Vandale

Seconded by: Chris Hui

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-35****WHEREAS:**

The vision care benefit is completely inadequate and has not been increased in a significant amount of time.

THEREFORE, BE IT RESOLVED:

The negotiating committee seek to increase the vision care benefit by a significant amount more reflective of the actual costs associated with vision care.

Submitted by: Jeremey Kroeker

Seconded by: Gary Eggen

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-36****WHEREAS:**

The cost of eye exams was downloaded onto individuals when the provincial health plan stopped paying for eye exams.

AND WHEREAS:

It is recommended that to maintain a lifetime of healthy vision, adults 18-60 should have a comprehensive eye exam at least every two years. Older adults, aged 61 and older, should have annual exams. "At risk" adults should have more frequent exams.

AND WHEREAS:

This additional cost prohibits individuals from accessing regular eye exams as recommended.

THEREFORE, BE IT RESOLVED:

The negotiating committee seek to have the cost of eye exams at the recommended frequency included in the employee benefits package

Submitted by: Jeremy Kroeker

Seconded by: Gary Eggen

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-37****WHEREAS:**

Changes were made to employee prescription drug coverage when ambulance paramedics were added to the healthcare benefit trust.

AND WHEREAS: This causes hardship for many employees as many necessary medications are no longer covered.

THEREFORE, BE IT RESOLVED:

The negotiating committee seek to have the prescription medication benefit coverage restored to at least the previous level

Submitted by: Jeremy Kroeker

Seconded by: Gary Eggen

CARRIED

DEFEATED

NEGOTIATIONS 2020-38**WHEREAS:**

There is currently no health care spending account that can be used to cover medical, dental expenses and equipment that is not covered (or only partially covered] by your extended health and dental plan. For instance, you can use it to help pay for prescription dispensing costs, eye glass costs over your yearly benefit limit, for the portion of a dental bill you would normally pay for yourself, for physiotherapists and massage therapists, gym memberships, personal fitness equipment and a wide variety of other expenses.

THEREFORE, BE IT RESOLVED:

The negotiating committee work towards instating a health spending account for its members

Submitted by: Ryan Stefani

Seconded by: Brad Parlongo

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-39****WHEREAS:**

When banking overtime, bank it at time and a half.

THEREFORE, BE IT RESOLVED:

When banking overtime, bank it at 1.5x as opposed to 1x.

Submitted by: Krykas Pitaoulis

Seconded by: Lyndsay Esson

CARRIED

DEFEATED

NEGOTIATIONS 2020-40**WHEREAS:**

BC Ambulance doesn't give T2200 forms together with T4 forms explaining that these job conditions are not included in our contract. However, we use almost daily:

1. Own cell phones.
 - a. On call workers- to confirm a page call from dispatch working on call shifts.
 - b. All workers- to communicate with our scheduling office;
2. Own cars.
 - a. On call workers- to get to the station quicker than public transportation if they have gotten a page call. Public transportation doesn't work at night to get to a station.
 - b. All workers- Public transportation doesn't work at nighttime and in the morning on weekends. However, shifts could start at 0530 and end at 0200;
3. Public transportation.
 - a. On call workers- and irregularly scheduled full time workers are moved almost every day from station to a station according to the needs of BCAS. As a result, they can't have their accommodations around one home station, and they need to use public transportation [ferry, busses, taxi] or an own car to get to different stations;
4. Home internet
 - a. Most information of BCAS is spread by internet now. Some information requires a quick response.
 - b. Most educational courses come in online format now.

THEREFORE, BE IT RESOLVED:

BCAS should give T2200 forms for our own transportation, a cell phone, and home internet.

Submitted by: Andrey Mel'ko

Seconded by: James MacDonald

CARRIED

DEFEATED

NEGOTIATIONS 2020-41**WHEREAS:**

Unable to complete temporary switches/transfers from metro areas to Northern regions.

THEREFORE, BE IT RESOLVED:

Allow members to switch from metro areas to rural stations for temporary periods of time without affecting seniority, pay or posting.

Submitted by: Gwain Guemas-Bonell

Seconded by: Arjette Klare

CARRIED

DEFEATED

NEGOTIATIONS 2020-42**WHEREAS:**

Current MOAs are separate articles from the collective agreement.

THEREFORE, BE IT RESOLVED:

MOAs be moved into the collective agreement under the articles the MOAs pertain to (with an acknowledgement that MOA was put in the collective agreement was signed).

Submitted by: Derek Milliken
Seconded by: Patricia Minions

CARRIED

DEFEATED

NEGOTIATIONS 2020-43**WHEREAS:**

If foxtrot shift patterns are replaced with a new shift pattern then all union members shall have equal opportunity to be scheduled for those positions, as opposed to the current pattern of using full time seniority as the ranking process to schedule those positions.

THEREFORE, BE IT RESOLVED:

The provincial executive board be directed to form a task force to review the negative implications to the on-call membership if a change is made by the employer to the foxtrot shift pattern.

Submitted by: Alex Brosh

Seconded by: Graham Kereslake

CARRIED

DEFEATED

NEGOTIATIONS 2020-44**WHEREAS:****THEREFORE, BE IT RESOLVED:**

That all members of APBC Union performing paramedic duties and assigned to a specific shift be paid a minimum of the legislated minimum wage as per the BC Employment Standards Act.

Submitted by: Graham Kerlake

Seconded by: Alex Brosh

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-45****WHEREAS:**

There are currently no funds to support personal development and many employees are seeking ways in which to better themselves in both traditional and alternative learning environments. IE: University credits towards a diploma/degree/masters, pre-requisite college courses, distance learning, hobby skill development or technical skill development.

THEREFORE, BE IT RESOLVED:

The negotiating committee work towards developing a personal development fund within our benefit package in which every member can access funds to use towards personal development.

Submitted by: Ryan Stefani
Seconded by: Brad Parlongo

CARRIED

DEFEATED

NEGOTIATIONS 2020-46**WHEREAS:**

Seniority within APBC is currently organised in separate lists for on -call date of hire and full-time seniority.

AND WHEREAS:

Those who put in many years as on call paramedics but have to switch to full time for financial and/or other reasons, are not compensated for their many years of dedicated service when they become full time. Despite having many years of part time seniority, they are starting out at the bottom of the full-time seniority list.

AND WHEREAS:

There is already a process in place to accrue full time seniority for regular part time positions and this language could be adopted by the part time employees, as the language and process already exists for regular part timers, such as Community Paramedics.

AND WHEREAS:

The amalgamation committee that was provided following the passing of a similar resolution in 2018 was unable to reach a consensus on the topic. In 2019 the committee provided an extensive report on the topic, and were stood down at that time, though they did agree unanimously that work should continue to attempt to reach a solution to this topic.

THEREFORE, BE IT RESOLVED:

On Call employees will continue to accumulate part time seniority monthly from their date of hire, as they do currently, and will use their seniority to bid on other part time positions. However, on call employees will accrue full time seniority on an hourly basis from their paid call out hours worked, to a maximum equivalent to a full time alpha pattern each year. These employees will be credited the full time hours once they have successfully bid into a full time position, using their part time date of hire. The seniority will be retroactive to the past 1 to 5 years – exact amount to be determined prior to implementation- to credit employees that have gone from on call to full time in that period.

Submitted by: Jason Dryer

Seconded by: Elise Dryer

CARRIED

DEFEATED

NEGOTIATIONS 2020-47**WHEREAS:**

Paramedics are exposed to infectious disease, body fluids, and more throughout the course of their shift, and are expected to take their infected clothes home, risking exposure to family.

AND WHEREAS:

the Employer is constantly pushing infection control measures while at work.

AND WHEREAS:

The cleaning amount given biweekly is insufficient.

THEREFORE, BE IT RESOLVED:

The union negotiating with the employer and facilities, if needed, to secure washing and drying machines for each and every station in the province OR have contracts in place to have soiled and dirty uniforms cleaned with a station pick up and drop off model, so that no infected and soiled uniform will be taken home.

Submitted by: Stephen Shipman

Seconded by: Thomas Zajac

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-48****WHEREAS:****THEREFORE, BE IT RESOLVED:**

The minimum rate of pay for all Paramedics working a Foxtrot shift shall be paid at their UHR for the duration of the shift.

Submitted by: Jacob Jackson

Seconded by: Graham Kerlake

CARRIED

DEFEATED

NEGOTIATIONS 2020-49**WHEREAS:**

All members of CUPE 873 (APBC) are entitled to be treated with fairness and equity.

AND WHEREAS:

Kilo shifts are scheduled and assigned to an individual member of APBC on a monthly basis through the Employee Availability for On-Call/Standby scheduling tool;

AND WHEREAS:

The Employer has a Key Performance Indicator (KPI) that Kilo crews will respond to a Code 3 response in under ten minutes with a target of 85% of the time,

AND WHEREAS:

The Employer is able to achieve this KPI for Kilo crews by “riding on the backs” of fully trained Paramedics being paid \$2/hr until the pager is activated;

AND WHEREAS:

Every scheduled Kilo Shift is more than 8 hours, and according the BC Employment Standards Act:

Minimum Daily Hours 34(2):

“Whether or not the employee starts work, the employer under subsection (1) must pay the employee for a minimum of 4 hours at the employee’s regular wage if the employer had previously scheduled the employee to work for more than 8 hours that day, unless

- (a) The employee is unfit to work or fails to comply with Part 2 of the Worker’s Compensation Act, or a regulation under that Part, or,
- (b) The work is suspended for reasons completely beyond the employer's control, including unsuitable weather conditions.

THEREFORE, BE IT RESOLVED:

That all members of the APBC Union performing Paramedic duties and assigned to a specific shift be paid a minimum of the legislated Minimum Wage as per the BC Employment Standards Act.

Submitted by: Graham Kerlake

Seconded by: Alex Brosh

CARRIED

DEFEATED

Resolutions to Convention 2020**NEGOTIATIONS 2020-50****WHEREAS:**

Casual\part time Employees are compensated for a per call basis or piece work.

THEREFORE, BE IT RESOLVED:

That the union put forward fair equality compensation for every employee full time part time / Casual when scheduled to work any shift FOX or KILO employees to be compensated at their full rate of pay.

Submitted by: Thomas Knott

Seconded by: Fiona Galvin

CARRIED

DEFEATED

LATE RESOLUTIONS

Resolutions to Convention 2020**LATE 2020-01****WHEREAS:**

Employees who are on extended periods of leave do not receive an adequate return to work.

THEREFORE, BE IT RESOLVED:

That a consistent and comprehensive return to work process be implemented for all employees.

Submitted by: Julie Weinrich

Seconded by: Elizabeth McIntosh

CARRIED

DEFEATED

Resolutions to Convention 2020**LATE 2020-02****WHEREAS:**

Employees who require a size of uniform that is not supplied by the uniform supplier are either responsible 100% of the cost or pay the balance (after the allotted allowance).

THEREFORE, BE IT RESOLVED:

That the Employer cover the full amount for all mandatory uniform items that are not supplied in the required size by the uniform supplier.

Submitted by: Julie Weinrich

Seconded by: Elizabeth McIntosh

CARRIED

DEFEATED

Resolutions to Convention 2020**LATE 2020-03****WHEREAS:**

The on-call employee schedule is released whenever the scheduler has completed it.

THEREFORE, BE IT RESOLVED:

That the on-call schedule be released on a specific date to all on-call employees.

Submitted by: Julie Weinrich

Seconded by: Elizabeth McIntosh

CARRIED

DEFEATED