

Collective Agreement: **Update**

Irregularly Scheduled Employees & Fox Stipend

***** PLEASE POST *****

Date: October 18, 2019

Who needs this information?

All BCEHS CUPE 873 Staff

What is changing?

With the recently ratified Collective Agreement, we are now working towards implementing the key changes.

The following changes related to Fox Standby and Irregularly Scheduled Employees (ISEs) are effective immediately:

Fox standby rate – increased to \$13.85 effective October 4, 2019

The Fox standby rate has been increased and the new rate of pay is effective the first pay period following ratification. Employees working Fox shifts will see this change reflected in the current pay period (October 4 – October 17, 2019) for hours paid on standby.

Irregularly scheduled employees – 48-hour short notice premium

The short notice premium provided to ISEs for changes to their schedules under the new Collective Agreement includes a premium for notification of changes within 48 hours of the start of the scheduled shift time. While this was effective October 1, 2019, time was required to implement new processes to support the change. Employees' claims will be processed in the pay period beginning October 18, 2019 and will be processed retroactively to October 1, 2019.

Claiming a short notice premium

If you have a claim for a short notice premium as of October 1, 2019 onward, please fill out a Shift Activity Form and email the form to bcas.timekeeping@phsa.ca. Please fill out the form and include your information, shift, and times. Additional information in the comment section is required to support the verification process.

Prescheduling process

A platoon assignment process for posts with four or more irregularly scheduled employees at a particular license or qualification level is underway. Employees will receive more information shortly on this process from their manager or director. These assignments will be effective beginning January 2020.

Irregularly scheduled employees are currently being prescheduled for work up to and including January 3, 2020. These schedules will include regular work hours and any owed hours as we transition to the new collective agreement language and scheduling changes.

Following the vacation selection process and entry of 2020 vacation into the system, irregularly scheduled employees will be provided with a six-month schedule commencing on or after January 4, 2020. The schedule will be emailed to irregularly scheduled employees no later than December 24, 2019.

Scheduled shifts less than 12 hours

Irregularly scheduled employees who are scheduled for shifts that are less than 12 hours in length are now to remain at the station and report to the on-shift supervisor/manager for the assignment of additional work. For example, a paramedic scheduled into a Bravo shift will remain at the station and work for the additional one hour. The supervisor will advise scheduling or timekeeping via email of the work assignment and scheduled times.

No assigned work reporting

Irregularly scheduled employees who are short hours in their six-month schedule and are without assigned/scheduled work are to report to their primary station when they would normally be scheduled based on the platoon schedule.

Irregularly scheduled employees need to report to the station at 06:00 for day shifts and 18:00 for night shifts. These times may be amended by operational leaders for specific posts to allow for alignment with local operational needs. If changed, operational leaders will communicate the change directly with the employees in the post.

Upon arrival at the station, irregularly scheduled employees need to report to the on-shift supervisor for their work assignment.

The supervisor will coordinate with the provincial scheduling office (where applicable) to determine available vacant shifts or assign other duties. Where the irregularly scheduled employee is assigned other duties that is not filling a spareboard, the supervisor will advise scheduling or timekeeping via email of the work assignment and scheduled times.

Vancouver Post scheduling groups

This work is on track for completion within 90 days of ratification. More information will be provided as it becomes available.

This is the first of many updates that will be communicated as we move to the new collective agreement. We appreciate everyone's patience through this transition period and the initial implementation of these changes.

Questions?

Please contact your manager if you have any questions regarding these changes.