



Ambulance Paramedics
of British Columbia - CUPE 873

RESOLUTIONS

CONVENTION 2017
OCTOBER 24-26, 2017





**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

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**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

BYLAW RESOLUTIONS

Bylaws 01-2017

WHEREAS:

Direct access to executive committee elections will help to engage more members by giving them a direct voice

THEREFORE BE IT RESOLVED:

that Article 13b1 – Election for Provincial Executive Committee be amended to read:
The election of the Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, Provincial Secretary-Treasurer, Provincial Recording Secretary shall be carried out biennially by secure electronic ballot open for no less than 3 weeks, to all members in good standing, with results to be released prior to Convention.

Submitted by: Josh Henshaw

Seconded by: Sarah Patch

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
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CONVENTION 2017

Bylaws 02-2017

WHEREAS:

13.b1 – Election of Provincial Executive Committee

The election of the Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, Provincial Secretary-Treasurer, Provincial Recording Secretary shall be carried out biennially at the fall convention.

THEREFORE BE IT RESOLVED:

That executive elections will no longer be held at convention. Executive candidates will now Present themselves at convention to the nominated delegation for endorsement. The Delegation will then report to the collective with their endorsements for executive candidates. Elections will then be run two weeks after convention for a period of 6 weeks to allow collective voting.

Submitted by: Tyler Miller

Seconded by: Laura Stefansson

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 03-2017

Whereas:

We have the ability in the 21st century to involve all membership in strategic decisions with the inception of social media and modern technology;

Therefore Be It Resolved:

That now, and going forward, all Provincial Executive positions be put to a Province Wide vote, via a confidential electronic ballot, and such vote would include all CUPE members in good standing; thereby affording all members the opportunity to voice their democratic right to choose their executive representation.

Submitted by: Galen Brewer

Seconded by: Andrew Zoutman

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 04-2017

WHEREAS:

Existing Union shift coverage rates are now well below On-call employee rates of pay, following the UHR wage increases

And Whereas:

It is becoming more and more difficult to secure members willing to work 'union shifts' at the existing rates.

THEREFORE BE IT RESOLVED:

Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid the following hourly rate:

| | |
|------------------|---------|
| PCP | \$27.00 |
| PCP - UC/DS | \$30.50 |
| EMD | \$30.00 |
| EMD - CHARGE/DS. | \$34.00 |
| ACP | \$32.75 |
| ACP - UC/DS | \$36.00 |
| ITT/CCP | \$37.00 |
| ITT/CCP - UC/DS | \$41.00 |

or their regular rate of pay as determined by the dues check off list, whichever is less.

Submitted by: Cameron Eby
Seconded by: Jason Jackson

Carried Defeated



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CONVENTION 2017

Bylaws 05-2017

WHEREAS:

article 10.5(b) Union shift coverage rates are well off what members regular rates are today.

THEREFORE BE IT RESOLVED:

Bylaw 10.5 - Shift Coverage section (b) now read”

10.5 (b) Any member who voluntarily works a regular scheduled shift for another to attend any official Union function be paid the following hourly rate:

| | |
|-------------------|------|
| PCP | \$32 |
| Dispatch | \$36 |
| Dispatch UC/DS/QI | \$38 |
| PCP DS | \$36 |
| ACP | \$38 |
| ITT | \$38 |
| CCP | \$38 |
| ACP/ITT/CCP DS | \$39 |

or their regular rate of pay as determined by the dues check off list, whichever is less.

Submitted by: Scott Sywake

Seconded by: Kathy Sywake

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 06-2017

WHEREAS:

10.5 – Shift Coverage

(b) Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid the following hourly rate:

PCP \$24.00

DISPATCH \$27.00

DISPATCH UC/DS/QI \$29.00

PCP DS \$29.00

ACP \$31.00

ITT \$31.50

CPP \$31.50

ACP/ITT/CCP DS \$32.50

or their regular rate of pay as determined by the dues check off list, whichever is less.

THEREFORE BE IT RESOLVED:

I would like to see the PCP rate changed to a rate which is closer to that of the PCP hourly rate given by the employer, this would support union members who continue to provide this coverage in order for union delegates and elected members to do their jobs for members in need. This rate should at least come to within \$2 off your BC ambulance pay scale, depending on where you are on the scale.

Submitted by: Joseph Mc Ateer

Seconded by: Katryna Bowland-Kwok

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 07-2017

WHEREAS:

The union has no fund established to assist members with professional development

THEREFORE BE IT RESOLVED:

That a fund be created to assist up to four members annually with professional development

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 08-2017

WHEREAS:

The creation of a professional development fund

THEREFORE BE IT RESOLVED:

That the fund be created by a special assessment to mirror bylaw article 11.8

FURTHER BE IT RESOLVED:

that this assessment will happen twice. Once in 2018 and second in 2020.

FURTHER BE IT RESOLVED:

should the fund drop to or below \$50,000 a special assessment be levied again and as need to maintain the fund

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 09-2017

WHEREAS:

The professional development fund is designed to help up to four members annually

THEREFORE BE IT RESOLVED:

that the amount of monies awarded be equal to 25% of the cost of tuition to a maximum amount of \$5,000

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 10-2017

WHEREAS:

The establishment of a professional development fund review committee

THEREFORE BE IT RESOLVED:

That the committee be comprised of one member of the provincial executive committee, one chair of a standing committee, and one union trustee

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaw 11-2017

WHEREAS:

Union dues be paid only on base salary

THEREFORE BE IT RESOLVED:

We only pay union dues on base salary and any over time we not pay union dues

Submitted By: Gordon Irwin

Seconded By: April Irwin

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 12-2017

WHEREAS:

A new category of employee has been established by BCEHS, referred to as 'Regular Part-time';

AND WHEREAS:

This category of employee is not captured in the CUPE 873 bylaws, and therefore it is unclear which positions these members are eligible to run for election for;

AND WHEREAS:

The Regular Part-time position is regularly scheduled work, with an incumbent employee occupying at least 0.4FTE.

THEREFORE BE IT RESOLVED:

3.11 – Member Categories

- (a) Full-time – All references to Full-time members in these bylaws shall represent members whom occupy a position in any of the following categories:
 - i. Full-time – members who occupy a full time (1.0FTE) position, either regular or irregularly scheduled
 - ii. Regular Part-time – members who occupy a regular part-time position.
- (b) On-call – All references to On-call members in these bylaws shall represent members whom occupy a position in any of the following categories:
 - i. On-call – members who work on call-out / on-call basis
 - ii. Auxiliary – members who work on ad-hoc basis.

Submitted by: Cameron Eby
Seconded by: Sherman Hillier

Carried

Defeated



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CONVENTION 2017

Bylaws 13-2017:

WHEREAS:

The employee category known as 'Part-time' has been re-named through the process of negotiations as 'On-call'.

THEREFORE BE IT RESOLVED:

All occurrences in the CUPE 873 bylaws of 'Part-time' is amended to 'On-call'.

Submitted by: Cameron Eby
Seconded by: Sherman Hillier

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

Bylaws 14-2017

WHEREAS:

The decertification vote of APBC SN SUB-UNIT 873-03 was successful in September of 2016,

AND WHEREAS:

The SN SUB-UNIT 873-03 Collective Agreement is now deemed null and void,

AND WHEREAS:

APBC Local 873, 873-02 no longer represent the members of SN SUB-UNIT 873-03,

THEREFORE BE IT RESOLVED:

That all articles and references to SN SUB-UNIT local 873-03 be removed from the union bylaws.

Submitted by: Jason Jackson

Seconded by: Cameron Eby

Carried

Defeated



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CONVENTION 2017

Bylaws 15-2017

WHEREAS:

Sub-Unit 873-02 has only 1 representative on the Provincial Executive Board (PEB).

AND WHEREAS:

All other Regions in 873 have at least 2 representatives on the PEB

THEREFORE BE IT RESOLVED:

Article 8.1 be changed to read:

Executive Board Members:

The Provincial Executive Board shall be comprised of:

Provincial President, Provincial 1st Vice-President (Chief Grievance Officer), Provincial 2nd Vice President, Provincial Secretary Treasurer, Provincial Recording Secretary, Chairperson of Sub-Unit 873-02, Regional Vice-Presidents and the Vice-Chairperson and Chief Shop Steward of Sub-Unit 873-02.

Submitted by: Stefano Azzulo

Seconded by: Shari Thomas

Carried

Defeated



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CONVENTION 2017

Bylaws 16-2017

WHEREAS:

The role of the Sub Unit 873-02 Chief Shop Steward has differed from the way it has been described in Bylaw 9.10(c).

AND WHEREAS:

The duties and responsibilities should accurately reflect the work being done by the Sub-Unit 873-02 Chief Shop Steward.

THEREFORE BE IT RESOLVED:

The Duties and Responsibilities of the Chief Shop Steward be removed from section 9.10(c) of the Bylaws.

Section 20.6 of the Bylaws be replaced with:

20.6 - Chief Shop Steward

(a) The Chief Shop Steward's primary responsibility is to oversee and manage all grievances, by ensuring that each grievance is being handled appropriately and responses are communicated within their proper time lines at each stage of the grievance procedure upto and including arbitration. This includes ensuring each investigative, disciplinary and grievance meeting has it's notes completed and the file is updated and archived appropriately to throughout the grievance/disciplinary process. The Chief Shop Steward will also be responsible for preparing and presenting grievances at Provincial Grievance Caucuses.

(b) Be responsible to the Sub-Unit Chairperson.

(c) When available, take education courses in consultation with the Chair and the Provincial Education Director, to increase knowledge and skills in the role.

(d) In the case of Sub-Unit's 873-02 and 873-03, the Chief Shop Steward will ensure all Shop Stewards perform their duties with an acceptable degree of competency, and shall be empowered to recommend appointment or removal of Shop Stewards to the Provincial Executive Committee. When a Shop Steward is removed, the following shall occur:

- i. The member shall be advised of the Committee's intention prior to removal and given reasonable opportunity to appear before the Committee. Notice of removal shall be in writing and shall state the reason for removal.
- ii. If a member is removed, then he/she is no longer a Shop Steward once they have received notice of their removal.
- iii. A removed Shop Steward may file an appeal to the Provincial Executive Board, within ninety (90) days of the removal. The Provincial Executive Board will hear and decide on the appeal within 30 days of receipt.

Submitted by: Stefano Azzuolo



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CONVENTION 2017



Seconded by: Shari Thomas

Carried

Defeated



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CONVENTION 2017

Bylaws 17-2017

WHEREAS:

13.a8 – Eligibility of Nomination

To be eligible for nomination to the positions of Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, Provincial Secretary-Treasurer, Provincial Recording Secretary, Shop Steward, Regional Vice-President, Regional Recording Secretary, a member must be in good standing and be from the membership of Local 873 or Sub-Units 873-02 or 873-03. To be eligible for nomination to the positions of Shop Steward, Regional Vice-President, Regional Recording Secretary, a member must be in good standing from the membership of Local 873.

THEREFORE BE IT RESOLVED:

That elected union positions should not be held by persons holding a managerial position within fleet operations due to conflict of interest.

Submitted by: Tyler Miller

Seconded by: Laura Stefansson

Carried

Defeated



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CONVENTION 2017

Bylaws 18-2017

WHEREAS:

Currently Bylaw 13.b1 has the President, 1st Vice President, 2nd Vice President, Provincial Secretary-Treasurer and Provincial Recording Secretary positions all up for re-election in the same year. In the event that all the listed positions have new members voted into them, this could become a serious hardship for the Union and its members.

THEREFORE BE IT RESOLVED:

That one year the President and Provincial Secretary-Treasurer positions be up for election or re-election. And that the following year the 1st and 2nd Vice President as well as Provincial Recording Secretary positions be up for election or re-election.

Submitted by: Scott Sywake

Seconded by: Kathy Sywake

Carried

Defeated



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CONVENTION 2017

Bylaws 19-2017

WHEREAS:

There is no bylaw providing for the removal an officer of the Union in the event it becomes necessary.

THEREFORE BE IT RESOLVED:

Article 13.c be amended to read: Installations and Removals of Officers

13.c2 be added to read:

13.c2: The Provincial President, or their designate, may remove any officer, board member or committee member from their position. When an officer is removed, the following shall occur;

- i. The officer shall be advised of the intention prior to removal. Notice of the removal shall be in writing and shall state the reason for the removal.
- ii. If an officer is removed, then he/she is no longer an officer once they have received notice of their removal.
- iii. A removed officer may file an appeal to the Provincial Executive Board, within ninety (90) days of the removal. The Provincial Executive Board will hear and decide on the appeal within 30 days of receipt.

Submitted by: Shari Thomas

Seconded by: Stefano Azzuolo

Carried

Defeated



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CONVENTION 2017

Bylaws 20-2017:

WHEREAS:

There is no process within the bylaws pertaining to Station Level Elections for Station Safety Representation for bi-elections.

THEREFORE BE IT RESOLVED:

13.d4 – Station Safety Representative Committee By-Elections

Where a position as defined in articles 13.b14 falls vacant mid-term, the following will occur:

- (a) If the vacancy occurs within three (3) months of the next regularly scheduled elections, then the Provincial Safety Director will appoint to fill the vacancy, until such time that regular scheduled biennial elections can occur.
- (b) If the vacancy occurs prior to three (3) months of the next regularly scheduled biennial election, then the following will occur:

Per article 13.b14, a call for nominations will be sent to the station membership, allowing for no less than three (3) weeks for 1st, 2nd and Final call.

- (c) Elections shall commence and shall remain open for a period no less than three (3) weeks.
- (d) In accordance with bylaw 13.b6, the Station Shop Steward will appoint a 'Station Returning Officer' for each station level election. The selected member shall be in good standing with the Union and be neither officer nor candidate for the office. They shall treat information selected to them in connection with their responsibilities as confidential. In the event that the Shop Steward position is vacant, or the Shop Steward is unable to make an appointment, the Regional Vice President will appoint the 'Station Returning Officer'
- (e) The term of office for station level elections or appointment shall end on February 28th, biannually.
- (f) Nominee's must be eligible and confirm written or email form of acceptance.
- (g) Elections will occur in accordance with article 13.b14(a). As soon as possible, results of the by-election will be distributed to the membership. Any positions filled by bi-elections detailed above will be subject to regular biennial elections.

(h) Should the station safety representative fail to answer roll call for three consecutive regular DOSH meetings without having submitted good reason for those failures, his office shall be declared vacant, and shall be filled by an appropriate station level bi-election.

Submitted by: Corey Viala
Seconded by: Dave Deines



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CONVENTION 2017

Carried

Defeated



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CONVENTION 2017

Bylaws 21-2017:

WHEREAS:

13.b14 Station Level Election

(d) Results from station elections shall be forwarded to the appropriate Regional Vice President or Provincial Safety Director within seven (7) days of election close.

THEREFORE BE IT RESOLVED:

(d) Results from station elections shall be forwarded to the appropriate Regional Vice President, Union office, and Provincial Safety Director within seven (7) days of election close

Submitted by: Corey Viala

Seconded by: Dave Deines

Carried

Defeated



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CONVENTION 2017

Bylaws 22-2017

WHEREAS:

currently no term cap exists for elected position

THEREFORE BE IT RESOLVED:

that article 13 E read that a member elected to a position can not hold the position for more than 3 consecutive terms.

FURTHER BE RESOLVED:

That article 13 E 1 read

if no candidate competition runs for the 4th term the existing candidate can run with the expectation to help find, train and mentor a member to replace them on the start of the fifth term

Submitted by: Mike Nielsen

Seconded by: Lea Lemky

Carried

Defeated



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CONVENTION 2017

Bylaws 23-2017

WHEREAS:

The Employer has withdrawn from participating in, or recognizing the Provincial Medical Leadership Council (PMLC) committee process;

AND WHEREAS:

The Employer intends to replace the PMLC Committee with the new Pharmacy, Therapeutics, Research and Practice Advisory Committee (PTRPAC);

AND WHEREAS:

There is no Collective Agreement right to maintain the PMLC committee.

THEREFORE BE IT RESOLVED:

That bylaw 15.a3 – Provincial Medical Leadership Council (PMLC) is deleted.

Submitted by: Cameron Eby

Seconded by: Dave Deines

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
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CONVENTION 2017

Bylaws 24-2017

WHEREAS:

The Superannuation Public Service Pension Plan is now referred to as the Public Service Pension Plan and 873 appoint to the British Columbia Public Service Pension Plan Advisory Committee (BCPSPPAC) which requires updating of bylaw 15.b13

THEREFORE BE IT RESOLVED:

15.b13 be amended as follows:15.b13 – Public Service Pension Plan Advisory Committee (PSPAC)

At least three members shall be elected at Convention for three-year terms.

- a) At Convention 2001, one member shall be elected for one year, one member shall be elected for two years and one member shall be elected for three years.
- b) At least one member shall be from the part time ranks.
- c) One member shall be elected by the Committee members to be the Chair for a year.
- d) The Committee shall meet as needed to discuss Public Service Pension Plan issues.
- e) At least one member of the Committee shall attend the advisory/council or committee on Joint Trusteeship of the Public Service Pension Plan of BC.
- f) The Committee shall help inform our members on matters of the Public Service Pension Plan and act as advocates for our members on Pension issues.
- g) The Committee through the Chair should report to Convention and shall.
- h) Undertake special projects as directed by the Provincial Executive Committee or Board.

Submitted by: Troy Clifford
Seconded by: Ernie Mothus

Carried

Defeated



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CONVENTION 2017

Bylaws 25-2017

WHEREAS:

Through the direction of convention last year, a Communications Director position was created and filled in an interim capacity.

AND WHEREAS:

There are currently no bylaws governing this position and its application process.

THEREFORE BE IT RESOLVED:

That a new position be established, with the creation of bylaw 15.b16, which reads:

15.b16– Communications Director

The Communications Director shall:

- (a) Be selected through the following process:
 - i. An expression of interest (EOI) for the number of positions required will be to, 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.
 - iii. Appointments will be for a two-year term, starting on February 1, 2018.
- (b) Treat all information and accounts he/she has access too and stewardship over as confidential, and not disclose this information or provide access to any other unauthorized person(s).
- (c) Have access to all relevant information as required to perform the duties of the role as outlined in these bylaws.
- (d) Manage development, distribution, and maintenance of all print and electronic communication including, but not limited to, a quarterly newsletter (at minimum), brochures, annual report, e-newsletters, etc.
- (e) Help develop, implement and evaluate communications both internally within the organization, and externally with key stakeholders and the public.
- (f) Respond to, or forward inquires received about communications as required.
- (g) Perform all duties in accordance with Union Policies on internal communications and the principles outlined in the Union Strategic Plan.
- (h) Work closely with the Union Provincial Executive Committee, Public Education Committee, Union Website Administrator(s), and Social Media Director to optimize the Union's communication.
- (i) Perform other work at the direction of the Provincial Executive Committee and/or Board.
- (j) Participate in relevant training as approved by the Executive Committee or Board.
- (k) A member may be removed from the Communication Director position by a majority vote of the Provincial Executive Committee at any time, with just cause. A member may



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CONVENTION 2017

appeal his/her removal to the CUPE 873 President, in writing, within 30 days of being removed. The appeal will be heard by the Provincial Executive Board within 90 days of receipt of written notification.

- (l) At the end of term, orientate and provide all materials and information to his/her successor

Submitted by: Jessica Chilton

Seconded by: Cameron Eby

Carried

Defeated



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CONVENTION 2017

Bylaws 26-2017

WHEREAS:

The role of the Chief Shop Steward for the Sub Unit 873-02 is very different for the Regional Chief Shop Steward.

AND WHEREAS:

The Sub Unit 873-02 Chief Shop Steward deals with Grievances from Step 1 to Arbitration.

THEREFORE BE IT RESOLVED:

Article 20 (and all other locations in Bylaws):

All references to Chief Shop Steward for Sub-Unit 873-02 be renamed Grievance Officer Sub-Local 873-02

Submitted by: Stefano Azzuolo

Seconded by: Ashton Paradis

Carried

Defeated



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CONVENTION 2017

Bylaw 27 - 2017

WHEREAS:

a member hired after the effective date of the Agreement, should not be considered a “member in good standing” until they attend a union meeting and are sworn in.

THEREFORE BE IT RESOLVED:

that 4.01 be amended to reflect that a member must attend A regional meeting within their first six months of employment to take “the Oath of Membership”.

Submitted By: Keith Moraes
Seconded By: Stephen Boley

Carried Defeated



**AMBULANCE PARAMEDICS OF BC
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CONVENTION 2017

NEGOTIATION RESOLUTIONS

Negotiations 01-2017:

WHEREAS:

Part-Timer receive no bereavement leave when there is a death in the family

THEREFORE BE IT RESOLVED:

Part-Timer should be afforded the same bereavement leave as full-timer when there is a death in the family.

Submitted by: Brooke Lewis

Seconded by: Kimberly Ridley

Carried

Defeated



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CONVENTION 2017

Negotiations 02-2017:

WHEREAS:

On-call members must wait until achieving six years of service and working 96 shifts per year in order to qualify for the benefit package

AND WHEREAS:

A new system of tracking hours worked for the purpose of pay increases is being implemented by the employer, making it possible to track each employees hours worked per month.

THEREFORE BE IT RESOLVED:

CUPE 873 negotiate language to provide On-call employees the benefit package when they complete their initial On-call probationary period, and achieve 1,950 hours worked annually, based on the same criteria used to achieve UHR wage increases.

Submitted by: Cameron Eby

Seconded by: Sherman Hillier

Carried

Defeated



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CONVENTION 2017

Negotiations 03-2017:

WHEREAS:

Currently, on-call employees are not covered by benefits until after having achieved six years service as an on-call employee and working 96 shifts of spareboard or on-call coverage in the previous accrual period (one year).

THEREFORE BE IT RESOLVED:

That on-call employees will be eligible to opt in to the benefits plan after having achieved 96 shifts of spareboard or on-call coverage in any 12-month consecutive period, starting from the date of hire.

Submitted by: Melissa Hansler
Seconded by: Benjamin Hansler

Carried Defeated



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CONVENTION 2017

Negotiations 04-2017

WHEREAS:

Part time members are not entitled to Sick benefits

THEREFORE BE IT RESOLVED:

Part time members who work full time hours be entitled to sick benefits

Submitted by: S Jason Murray

Seconded by: Anita Anderson

Carried

Defeated



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CONVENTION 2017

Negotiations 05-2017

WHEREAS:

Currently part timers have to wait until 6 years of service before being eligible for benefits. In other area's of the Provincial Government Pt and FT employees are eligible for benefits immediately upon being hired and auxiliary employees are eligible after one year in that position.

THEREFORE BE IT RESOLVED:

That any part time employee be eligible for benefits as soon as they have achieved the required 96 shifts worked in a year, with the same requirements for maintaining those benefits

Submitted: Tracey Scott

Seconded: David King

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 06-2017:

WHEREAS:

On-Call members do not receive compensation similar to full-time members when required to work past their shift end time often resulting in inadequate compensation for encroachment into off hours and interference with work-life balance.

THEREFORE BE IT RESOLVED:

On-Call members that are required to work past the end of their scheduled shift time shall be compensated as per over-time rates given in clause "F7.00 OVERTIME" .

Submitted by: Samantha Lingren

Seconded by: Jillian Mackenzie

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 07-2017:

WHEREAS:

employees who work past the end of the on call scheduled shift are not compensated in the same manner as full-time spareboard shifts and/or paid overtime wages... particularly in situations where they have not made ourselves available for the next shift/time outside of shift hours or if they are working back to back shifts they lose the on call/pager pay for that time that the previous call goes over into the next shift.

THEREFORE BE IT RESOLVED:

the union negotiate increased compensation for all employees who work past the end of scheduled standby or on call shifts including no loss of on call / pager pay for calls running into the next scheduled shift.

Submitted by: Troy Clifford
Seconded by: Melissa Polo

Carried Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 08-2017

WHEREAS:

Currently fox and kilo workers do not get over time wages when required to work past their scheduled end of shift time.

THEREFORE BE IT RESOLVED:

That fox and kilo members receive overtime wages when required to work past their scheduled end of shift time regardless of when the call out started and to be made whole.

Submitted: Tracey Scott

Seconded: David King

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 09-2017

WHEREAS:

It is not uncommon for part time members to be forced to work beyond the end of their scheduled shift, often impacting their personal lives and/or other employment.

THEREFORE BE IT RESOLVED:

Part time members who are made to work beyond the end of their shift, regardless of shift pattern or circumstances, will be paid overtime at a rate of 1.5x their regular rate of pay.

Submitted: Jonathan Vanderwilt

Seconded: Connor Ridout

Carried

defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 10-2017:

WHEREAS:

Full-time members accrue approximately 2,080 (40hrs x 52wks) worked (or equivalent) hours in a year earning them 1 year of full-time seniority to be used to bid on other full-time positions. Part-time regular members accrue a percentage of hours worked towards full-time seniority to be used when a full-time position is gained to bid on other full-time positions. On-call members do not accrue any full-time (or equivalent) seniority to be used at any time.

THEREFORE BE IT RESOLVED:

On-call members should accrue a percentage of full-time seniority based on actual hours worked at their full rate of pay set to a maximum (ex. 1,664hrs/80% or 2,080hrs/100%) in a year. This will allow any on-call member the ability to accrue some full-time seniority to be used once they have gained a full-time position to bid on other full-time positions.

Submitted by: Samantha Lingren

Seconded by: Kyrykas Pitaoulis

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 11-2017:

WHEREAS:

The introduction to the Union for new hires is currently done during New Employee Orientation during time offered at the discretion of the employer.

AND WHEREAS:

There is no obligation for the employer to give any time to the Union for presenting information to new hires.

THEREFORE BE IT RESOLVED:

That the employer will guarantee a minimum amount of time, to be determined in negotiations, for the purpose of Union representatives to orient new hires to the role of the Union

Submitted by: Melissa Hansler
Seconded by: Benjamin Hansler

Carried Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 12-2017:

WHEREAS

F14.01 Pay for Acting Capacity

Part-time employees who are duly appointed by the Employer to perform temporarily functions other than or in addition to those which they normally perform shall be paid for these additional or other duties at the rate set forth in this Agreement. Such appointments shall not normally be made for periods of less than two weeks.

AND WHEREAS:

the above is the only collective agreement provision for acting unit chief pay, and is part time language. There is no provision for full time, long term acting unit chiefs. Specifically for members acting for a union executive committee member. These long term acting roles should allow for the person acting in them to be paid in pensionable time for their extra duties and responsibilities. The nominal stipend currently received is not pensionable time and does not reflect the time and effort members are putting into long term acting roles.

THEREFORE BE IT RESOLVED:

that CUPE 873 negotiate a pensionable rate of pay for long term acting unit chief's

Submitted by: Deb Morris

Seconded by: Amy Chris

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 13-2017:

WHEREAS

while no obligation exists for employers to provide a CTO bank

THEREFORE BE IT RESOLVED:

That contract language regarding CTO be raised to the minimum standard stipulated in the Employment Standards Act, bringing CTO up to be paid out at the rate at which it is earned.

Submitted by: Ian Hames

Seconded by: Theresa Sanesh

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 14-2017:

WHEREAS:

PRU and Specialist Paramedics are neither recognized in, nor remunerated by a specific classification within the collective agreement.

THEREFORE BE IT RESOLVED:

That in consideration of the acknowledged and recognized significantly more complex workload experienced by single PRU and Specialist Paramedics, a pay scale and classification be negotiated that incorporates (as a minimum) the existing accommodation of \$3.00 per hour, but which remains independent of the instructor/mentor top-up which now currently constitutes the PRUrate of pay.

FURTHER BE IT RESOLVED:

that PRU and Specialist Paramedic units be subject to the Instructor/Preceptor top-up to reflect their frequently utilized role in this regard

Submitted by: Ian Hames

Seconded by: Theresa Sanesh

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 15-2017:

WHEREAS:

Part time staff should be given an equal opportunity to bank overtime. This is especially applicable to staff made to work many hours past the end of their shift while committed to a transfer, as well as staff working in larger posts.

THEREFORE BE IT RESOLVED:

Part time staff are permitted to bank their overtime for use as paid time off at a rate of 1.0, ensuring fair compensation for their efforts.

Submitted by: Jonathon Vanderwilt

Seconded by: Connor Ridout

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 16-2017:

WHEREAS:

Two blocks of CTO may not be enough time off for an employee who wishes to use that for a variety of personal reasons, school, travel, etc.

THEREFORE BE IT RESOLVED:

We negotiate more allowable CTO to be accumulated.

THEREFORE BE IT RESOLVED:

We negotiate more allowable CTO to be accumulated.and, further be it resolved, that we negotiate that CTO be allowed to be carried over from year to year

Submitted by: Terry McManus

Seconded by: Robert Barbosa

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 17-2017:

WHEREAS:

16.02 Completion of Calls

Crew members who are unable to complete a call by the end of their shift shall remain on duty for the additional time required to complete the call. Pay shall be in accordance with Clause 16.01.

THEREFORE BE IT RESOLVED:

That end of shift OT be deemed contributory time towards pensionable earnings

Submitted By: Tyler Miller

Seconded By: Sean Perkins

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 18-2017:

WHEREAS:

Current Benefits only entitle \$100.00 annually for Psychological counselling

THEREFORE BE IT RESOLVED:C

Amend the benefits for Psychological counselling to at least \$1500.00 annually

Submitted by: Steve Boley

Seconded by: Greg Heyes

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 19-2017

WHEREAS:

Currently there are no service increments over 20 years service, and members are working past the 20 year mark, that there be service pay increments at the 25, 30, 35 and 40 year service levels

THEREFORE BE IT RESOLVED:

that service pay increments be added at 25, 30, 35, and 40 years service

Submitted by: Bob Cail

Seconded by: Ken Hospes

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 20-2017

WHEREAS:

currently all overtime work is non pensionable

THEREFORE BE IT RESOLVED:

that all overtime done by an employee, whether it is recall or extension of duty, be pensionable time

Submitted by: Joe Rauer-Reis

Seconded by: Jason Murray

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 21-2017

WHEREAS:

Overtime was at 1.2x for so many years, now with the universal salary, we are finally at 1.5x. OT should be at 2 x our regular rate once and for all. Negotiating raises seems to be out of the question, at least pay Paramedics and Dispatchers 2 x their rate for working on days off.

THEREFORE BE IT RESOLVED:

All overtime be paid at 2 x regular rate of pay.

Submitted: Wade Paul

Seconded: Jordan moffatt

Carried

defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 22-2017

WHEREAS:

current overtime is done and paid at 1.5 times our base rate of pay

THEREFORE BE IT RESOLVED:

that all extra work done, beyond and above our regular scheduled work be done at the pay of 2 time the employees base rate.

Submitted by: Joe Rauer-Reis

Seconded by: Jason Murray

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**

CONVENTION 2017



Negotiations 23-2017

WHEREAS:

all overtime can only be banked at regular time

THEREFORE BE IT RESOLVED:

all banked overtime be at 1.5 times our base rate of pay

Submitted by: Joe Rauer-Reis

Seconded by: Jason Murray

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 24-2017

WHEREAS:

Our current Optical benefits are insufficient for our needs

THEREFORE BE IT RESOLVED:

The benefits be upped to at least \$750.00 to facilitate eye exams and optical needs such as Glasses and Treatment as costs are rising

Submitted: Steve Boley

Seconded: Steve Bremer

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 25-2017

WHEREAS:

Currently filling of vacant or available shifts is different throughout the province in regards to qualification of the ambulance.

THEREFORE BE IT RESOLVED:

The ambulance should be staffed with qualified personal first including overtime prior to filling the shift with unqualified personal/Depairing. For example a ACP member should be offered work on an ACP car prior to a PCP. Same goes for CCT & PCP ambulances.

Submitted: Dave Pope

Seconded: Ryan Dear

Carried

defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 26-2017

WHEREAS:

Benefits be made better

THEREFORE BE IT RESOLVED:

Increase to benefits. Ie: chiropractor amounts and prescription drugs accepted by our plan

Submitted: Gordon Irwin

Seconded: April Irwin

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 27-2017

WHEREAS:

The costs of paramedical and ancillary services, such as chiropractic or vision care, have risen dramatically in recent years;

AND WHEREAS:

the reimbursement for such services, as provided by the extended health benefits, have not kept pace with these increases;

THEREFORE BE IT RESOLVED:

that the negotiating committee review the extended health benefits package, and seek changes so as to offset these increased costs.

Submitted: Mike Sugimoto

Seconded: Cindy Smith

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 28-2017

WHEREAS:

The cost of living in British Columbia, and in particular on the south coast, has been rising sharply and steadily;

AND WHEREAS:

housing has been a specific contributor to these rising costs;

AND WHEREAS:

new and existing employees in southwestern British Columbia often struggle with housing affordability;

THEREFORE BE IT RESOLVED:

that the negotiating committee seek a stipend, or cost of living allowance, payable to staff in such areas as the committee may direct.

Submitted: Mike Sugimoto

Seconded: Cindy Smith

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 29-2017

WHEREAS:

Statutory holiday pay pager pay.

Currently pager pay for part-time call out cars (Fox and Kilo) is paid at straight time pager pay.

Poor, and unfavorable for callout staffing on stat holidays.

One sided on split shifts. Example: Echo/Fox split; one partner is earning the Fox pager pay at straight time, while the other is earning double or double time and a half.

THEREFORE BE IT RESOLVED:

Statutory Holiday Pay, should be paid in accordance with the current Statutory pay rates for all members , pager pay should reflect the same rates.

Submitted by: Anita Anderson

Seconded by: Jason Murray

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 30-2017

WHEREAS:

On statutory holidays part time Fox and Kilo stand by wages/stipend are not paid as statutory holiday wages at time and half/hour.

THEREFORE BE IT RESOLVED:

That on statutory holidays part time Fox and Kilo members will receive time and a half/hr wages/stipends for standby/on call hours.

Submitted: Tracey Scott

Seconded: David King

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 31-2017

WHEREAS:

A fundamental principal of unionism is seniority and whereas our current system of allocating work is not based on seniority

THEREFORE BE IT RESOLVED:

- 1 Seniority will dictate laterals ad postings
- 2 Seniority will dictate scheduling irregular scheduled employees and they will be scheduled before Part time Employees
3. In larger posts, where applicable, All employees will be placed into West/East division of employees preference before being offered shifts outside their region
- 4 Seniority dictates Part-time In Post scheduling. The highest seniority employee is scheduled first into preferred shifts and stations.
- 5 PTIP will be scheduled into 12 hours shifts in their designated area or region, if available, before being given 7 hour transfer car shifts unless employees specifies otherwise OR if shift not initially available, have the ability to move into 12 hours shifts when they become available (even last minute) and part-time out-of-post and full-time overtime pick-up the remaining shifts

Submitted: Patti Lawson

Seconded: Laura Eusanio

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 32-2017

WHEREAS:

Standby (Fox) shifts were implemented to create new work opportunities for On-call members

AND WHEREAS:

Standby (Fox) shifts have possibly prevented the expansion of full time positions

AND WHEREAS:

Standby (Fox) shifts result in large disparity of pay between crews on-duty at the same time, at the same qualification

AND WHEREAS:

A commitment of no new Standby (Fox) shifts has been agreed too by the Union and Employer.

THEREFORE BE IT RESOLVED:

That CUPE 873 shall attempt to negotiate the conversion of all Standby (Fox) shifts to either Full-time or Regular Part-Time positions in the next round of bargaining

Submitted: Cameron Eby

Seconded: Jason Jackson

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 33-2017

WHEREAS:

job-share agreements are made outside of the Collective Agreement

THEREFORE BE IT RESOLVED:

that job-share agreements be rescinded and filled as per the “new” Regular Part-time language, leading to Provincial posting and seniority shall apply.

Submitted: Keith Moraes

Seconded: Stephen Boley

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 34-2017

WHEREAS:

FT employees in a job-share position have their seniority adjusted once per year and are able to select vacation blocks based on a full 12 months of seniority

THEREFORE BE IT RESOLVED:

That FT employees in a job-share position have their seniority adjusted prior to holiday selection

Submitted: Keith Moraes
Seconded: Stephen Boley

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 35-2017

WHEREAS:

Our collective agreement currently reads:

21.16 Special Leave (a) 7. To attend a funeral as a pallbearer or mourner-one- half shift.

AND WHEREAS:

A half shift is inadequate leave to allow for travel and mourning

THEREFORE BE IT RESOLVED:

Article 21.16 Special Leave (a) 7. be amended to read: "To attend a funeral as a pallbearer or mourner -one full shift."

Submitted: Sarah Patch

Seconded: Brent Monsieurs

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 36-2017

WHEREAS:

the BCEHS will be staffing full-time units with Regular Part-time employees.

THEREFORE BE IT RESOLVED:

the APBC negotiate a maximum combined percentage of both casual and regular part-time employees that may be employed in a Full-time post, on a post by post basis.

Submitted: Keith Moraes

Seconded: Stephen Boley

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 37-2017

WHEREAS:

Currently there is no sick time available to any part time staff in the province. This serves as considerable detriment to the public, as well as our staff.

THEREFORE BE IT RESOLVED:

For part time staff achieving equivalency to a full time position at 37.5 hours per week, regardless of the location in which they work, for every 12 hours work, the part time member will accumulate 1.5 hours into a sick-time bank, to a maximum of 100 hours per year. Part time members with maximum banked sick time will have the ability to carry over their banked time into the new year, after which time they cannot accrue additional time until it has been used, either in part or in full.

Submitted: Jonathan Vanderwilt

Seconded: Scott Sywacke

Carrie Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 38-2017

WHEREAS:

There is no alternative to obtaining full time or universal seniority apart from accepting a full time position in Vancouver, becoming a Dispatcher, or becoming a Community Paramedic.

THEREFORE BE IT RESOLVED:

Part time staff throughout the province will accrue full time seniority at a rate of no greater than 0.50 FTE (50% seniority). This serves as a means by which staff can further their careers and bid on full time positions in the future.

Submitted: Jonathan Vanderwilt

Seconded: Scott Sywacke

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 39-2017

WHEREAS:

There is minimal incentive for part time staff to accept and commit to a full time position in Vancouver. Also, the uncertain amount of time to be spent in Vancouver is daunting, and many people want to do their time and lateral out. Further, the employer and union recognize a significant retention problem and staffing issues on the lower mainland.

THEREFORE BE IT RESOLVED:

When a part time member accepts a full time paramedic position in Vancouver, that member is locked into that position for 2 years, similar to accepting a dispatch position. However, as an incentive for people to commit to this profession, and to limit the amount of years spent in Vancouver, all members will receive .50 FTE (50%) seniority of HOURS WORKED throughout their part time years preceding their full time offer, excluding standby hours and on-call hours. This may improve retention of staff on the lower mainland, and may support recruitment of new staff.

Submitted: Jonathan Vanderwilt

Seconded: Tyler Lavoie

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 40-2017

WHEREAS:

13.01(d)(ii) Where there are no qualified or insufficient qualified applicants for a Paramedic position pursuant to (d)(i) above, and Schedule F3.04(a), the successful applicant(s) shall be selected for training pursuant to Clause 13.05, or Schedule F3.04(b).

AND WHEREAS:

The employer is actively recruiting external applicants to fill ACP postings, rather than adhere to our current contract language

THEREFORE BE IT RESOLVED:

CUPE 873 enforce the employer's obligation to provide paid ALS training to fill vacancies.

Submitted: Sarah Patch

Seconded: Joshua Henshaw

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 41-2017

WHEREAS:

current training and recruitment discriminates against experienced PCPs in regards to ACP training

THEREFORE BE IT RESOLVED:

That 50% of all known and predictable ACP vacancies be awarded-to and selected based upon the existing collective agreement language pertaining to ACP training, and that wages and ==training for these positions be paid for by the employer with the caveat that applicants be compelled to remain or “lock in” to these positions for a minimum of three years

Submitted: Ian Hames

Seconded: Theresa Sanesh

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 42-2017

WHEREAS:

Beyond 8 positions in a post, Part-Time/On Call paramedics have no access to full time positions that are added to that post, despite having provided exceptional service for long periods,

THEREFORE BE IT RESOLVED:

That Part-time/On Call paramedics have added access to full time positions on a two to one basis beyond the total of eight positions in a post. The explanation is two positions from full-time, and one from part-time, without a cap on the total of positions this applies to.

Submitted: Terry Rempel

Seconded: Brandon Cleverley

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Negotiations 43-2017

WHEREAS:

The current practice of allowing Local Hires to be awarded a posting is contrary to union values of seniority

AND WHEREAS:

This practice is not followed consistently in all postings, thus creating unfair practices

THEREFORE BE IT RESOLVED:

That any and all future postings be awarded strictly on the applicant's seniority, and not on their place of residence.

Submitted By: Sarah Patch

Seconded By: Jennifer Sutcliffe

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

POLICY RESOLUTIONS

Policy 01-2017

WHEREAS:

the APBC currently addresses all members as either "brother" or "sister", while there may be a member who may not classify them-self into one of these gender binary titles

THEREFORE BE IT RESOLVED:

that the APBC be proactive in adopting and using another term in addressing the individual or the membership as a whole.

Submitted by: Keith Moraes

Seconded by: Stephen Boley

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 02-2017

WHEREAS:

Our Union has grown in both membership size and Union Officer workload;

AND WHEREAS:

Currently, our Union primarily relies on elected Officers to execute all union business;

AND WHEREAS:

The cost of Union leave for Union Officers is increasing.

THEREFORE BE IT RESOLVED:

New Policy 1.20 be implemented, which says:

That CUPE 873 form a Committee which will review the possible implementation of paid 'Business Agent' positions within our Union. The Committee will research the possible roles, prerequisites, cost, funding sources and possible benefit of such positions. The Committee will also examine how Business Agents can be incorporated into our Union Officer structure, and how such incorporation will result in a change in roles or responsibilities for elected Union Officers.

The Committee will be responsible for producing a comprehensive report, which will detail their findings on the above points, and makes a recommendation to either proceed with the implementation of Business Agent positions, or not.

This report is to be finalized no later than May 31, 2018, for presentation to the Provincial Executive Board's (PEB) regular June meeting. This report will also be distributed to the Union membership.

If the recommendation is to proceed with the implementation of Business Agent positions, and the PEB concurs, then resolutions to create such positions will be drafted and submitted for debate at Convention 2018.

Submitted By: Cameron Eby

Seconded By: Dave Deines

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 03-2017

WHEREAS:

There is a desire to increase the public image of the Ambulance Paramedics of British Columbia. Volunteering strengthens ties to communities, and allows for members across the province to engage and interact with the public in a positive manner.

AND WHEREAS:

Other emergency services routinely collect donations for charitable organizations, with great success.

THEREFORE BE IT RESOLVED:

That the APBC create a benevolent fund, with all collected monies being donated to a worthwhile cause such as the BC Children's Hospital.

Submitted By: Sarah Patch

Seconded By: Joshua Henshaw

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 04-2017

WHEREAS:

many jurisdictions in Canada, including British Columbia, have moved or are moving towards banning union and corporate donations to political parties;

AND WHEREAS:

Unions across Canada should be leading progressive movements rather than waiting to follow the lead of politicians;

THEREFORE BE IT RESOLVED:

that CUPE 873 adopts a strict policy of banning all direct and indirect contributions to political parties.

Submitted By: Josh Henshaw

Seconded By: Sarah Patch

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 05-2017

WHEREAS:

Our members see inclusion in the Fire and Police Services Collective Bargaining Act as a means to securing fairness in bargaining;

AND WHEREAS:

An unprecedented number of our members supported and participated in the Initiatives Act petition to amend the Fire and Police Services Collective Bargaining Act to include public sector ambulance paramedics and dispatchers;

AND WHEREAS:

Premier John Horgan signed the petition;

AND WHEREAS:

MLA Andrew Weaver introduced the amendment as a Bill in the legislature;

AND WHEREAS:

Premier John Horgan and MLA Andrew Weaver hold a balance of power in the legislature;

THEREFORE BE IT RESOLVED:

that CUPE 873 adopts a policy to pursue an amendment of the Fire and Police Services Collective Bargaining Act to include public sector ambulance paramedics and dispatchers, beginning with a formal request of Premier Horgan to re-introduce MLA Andrew Weaver's previous bill at the earliest convenience of the legislature.

Submitted By: Josh Henshaw

Seconded By: Sarah Patch

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 06-2017

WHEREAS:

The scientific consensus is that the Earth's climate system is unequivocally warming, and that it is *extremely likely* (i.e., >95% probability) that this warming is predominantly human caused.¹

AND WHEREAS:

It is estimated by Environment and Climate Change Canada that the transportation sector makes up 24% of our greenhouse gas emissions

AND WHEREAS:

The cost to power a vehicle with electricity is 25% of the cost to power a vehicle with gas, and that the cost of maintaining an electric vehicle is 70% of maintaining a gas-powered vehicle.²

AND WHEREAS:

The gas-powered vehicles used by superintendents could be replaced with affordable mass market EVs, without any concern of impeding their work.

AND WHEREAS:

New long range electric vehicles and plug in hybrid vehicles are now available for a similar or lesser price than that of the existing superintendent vehicles, once the government incentive for electric vehicles is taken into consideration.

THEREFORE BE IT RESOLVED THAT:

CUPE 873 will lobby the employer to commit to ensuring that all new leases or purchases for superintendent vehicles be for zero-emission vehicles or plug-in hybrid vehicles.

Submitted By: David Hollingworth

Seconded By: Christopher Iregui

Carried

Defeated

¹ <https://climate.nasa.gov/scientific-consensus/>

² <https://www.bchydro.com/powersmart/electric-vehicles/owning-an-electric-vehicle/costs.html>



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 07-2017

WHEREAS:

The replacement of gas vehicles with their electric counterparts is a key component to solving the global climate crisis which is now well understood to be jeopardizing all future generations in addition to our own.

AND WHEREAS:

The cost to power a vehicle with electricity is 25% of the cost to power a vehicle with gas, and that the costs of maintaining an electric vehicle is 70% that of a gas-powered vehicle, and that fuel savings alone would equate to more than \$1M / year should the entire BCEHS lower mainland ambulance fleet be replaced with electric ambulances.³

AND WHEREAS:

The life expectancy of an EV motor is more than two million km of trouble-free motoring compared to the life expectancy of 320,000 km for an internal combustion engine.⁴

AND WHEREAS:

The American Lung Association estimated the health costs associated with vehicle emissions within just 10 of the United States to be over \$24 billion for 2015, and that the International Agency on Cancer and the Environmental Protection Agency both agree that diesel exhaust and benzene in gasoline are known carcinogens.

AND WHEREAS:

Ambulances are often left idling in front of stations and emergency departments to maintain the demands of the heating, cooling and electrical systems, exposing our members and patients to harmful emissions. We are also exposed to benzene in gasoline on a daily basis while fulfilling the duty of fuelling our vehicles.

AND WHEREAS:

Hospitals were amongst the earliest organizations to ban the smoking of tabaco⁵, and are currently very diligent in posting the non-smoking aspect of their properties, and that this evidence would suggest that the ambulance service would be in a unique position to be of the first organizations to pursue the adoption of electric vehicles that are better for the environment and peoples health.

³ Based on entries in the fuel log for an ambulance operating out of Vancouver's downtown core, the yearly cost for fuelling this vehicle that operates days and nights is approximately \$27,657. Multiplied by the 84 (67 day and night ambulances + 34 day time only ambulances divided by two as they are day time only) to get the total yearly estimate for fuel for ambulances in the lower mainland of \$1,382,850. Using BChydro savings of 75% for switching to electric, 25% of \$1,382,850 is \$345,712. Total savings of \$1,037,138 / year in fuel alone.

⁴<https://www.bchydro.com/powersmart/electric-vehicles/owning-an-electric-vehicle/costs.html>

⁵<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1448226/>



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

AND WHEREAS:

Station 248 has six hospitals within a driving distance of 10 km.

AND WHEREAS:

Estimates show the average distance travelled between potential charging locations (namely stations and hospitals) by an ambulance operating out of Station 248 is eight km.

AND WHEREAS:

The least expensive of the passenger EVs now offer a range of 173km, which would enable the vehicle to travel back and forth between any of Vancouver General Hospital, Mount Saint Joseph's Hospital, Saint Paul's Hospital, and Station 248 16 times (32 one-way trips) without requiring charging.

AND WHEREAS:

It is estimated that, on average, ambulances operating out of Station 248 spend 37 minutes at a potential charging site and 45 minutes away from potential charging sites while on a call.

AND WHEREAS:

Pilot projects are already underway for vehicles capable of carrying heavy loads with significant electrical demands (e.g., electric garbage trucks and electric buses).

AND WHEREAS

Considering all of the above, an electric ambulance trial operating out of Station 248 is highly feasible, especially if it was to operate on a Bravo or Bravo/Charlie pattern whereby the ambulance would be fully charged at the beginning of every shift.

THEREFORE BE RESOLVED THAT:

CUPE 873 will lobby the employer and other key players to implement and/or participate in an electric ambulance pilot project. Furthermore, we will request they do so with the same degree of urgency that the climate crisis requires of all levels of government, business, and society, and with the goal of exemplifying how organizations can be key contributors to the solution of the climate crisis and can reap financial rewards and improve a working environment in doing so. We will also request the employer regularly reevaluate the e-ambulance trial with the intention of expanding the e-ambulance fleet.

Submitted By: David Hollingworth

Seconded By: Christopher Iregui

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 08 - 2017

WHEREAS:

The scientific consensus is that the Earth's climate system is unequivocally warming, and that it is *extremely likely* (i.e., >95% probability) that this warming is predominantly human caused.⁶

AND WHEREAS:

Climate change is responsible for an increase in natural disasters and extreme weather⁷ events such as flooding, wild fires, heat waves, and super storms, and these events make the work of paramedics more difficult and less safe.

AND WHEREAS:

If climate change continues unabated there will be further acidification of the ocean⁸, collapse of fisheries, more drought, and climate refugees⁹. All of which will jeopardize the well-being of future generations more so than our own.

AND WHEREAS:

Environment and Climate Change Canada estimate that the transportation sector makes up 24% of our greenhouse gas emissions.

AND WHEREAS:

The cost to power a vehicle with electricity is 25% of the cost to power a vehicle with gas, and that the cost of maintaining an electric vehicle is 70% of maintaining a gas-powered vehicle.¹⁰

AND WHEREAS:

The American Lung Association estimated the health costs associated with vehicle emissions within just 10 of the United States to be over \$24 billion for 2015, and that the International Agency on Cancer and the Environmental Protection Agency both agree that diesel exhaust and benzene in gasoline are known carcinogens.

THEREFORE BE IT RESOLVED THAT:

CUPE 873 lobby the employer to sign the West Coast Electric Fleet Pledge. This will ensure that BC Emergency Health Services (BCEHS) continue its efforts to reduce its organizational carbon footprint through the adaptation of electric vehicles. Furthermore, it will allow BCEHS to access free suitability assessments that indicate which vehicles could be replaced by electric vehicles in our fleet, and give BCEHS access to provincial infrastructure incentives such as electric vehicle charging stations

Submitted By: David Hollingworth

⁶ <https://climate.nasa.gov/scientific-consensus/>

⁷ <https://www.canada.ca/en/environment-climate-change/services/climate-change/impacts.html>

⁸ https://en.wikipedia.org/wiki/Ocean_acidification

⁹ https://en.wikipedia.org/wiki/Environmental_migrant

¹⁰ <https://www.bchydro.com/powersmart/electric-vehicles/owning-an-electric-vehicle/costs.html>



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Seconded By: Christopher Iregui

Carried Defeated
Policy 09-2017

WHEREAS:

The vast majority of paramedics drive personal vehicles to work.

AND WHEREAS:

The cost to power a vehicle with electricity is 25% of the cost to power a vehicle with gas, and that the cost of maintaining an electric vehicle is 70% of maintaining a gas-powered vehicle.¹¹

AND WHEREAS:

The adoption of electric vehicles is an effective way to reduce the collective carbon footprint of British Columbians, and climate change is a global crisis requiring action from all levels of government, business, and society.

AND WHEREAS:

People who have access to workplace charging are six times more likely to drive an electric vehicle.¹²

AND WHEREAS:

At many ambulance stations the infrastructure for 120-volt electric vehicle charging already exists, and the employer could implement official employee EV charging spaces at minimal cost, by creating the necessary policy, procedure, and signage.

AND WHEREAS:

The cost to charge an electric vehicle on a 120-volt system is comparable to that of operating a block heater, a service that is already provided to some paramedics by the employer.

THEREFORE BE IT RESOLVED THAT:

CUPE 873 will explain the benefits of workplace charging to the employer, and request the employer implement 120-volt electric vehicle charging at all staff parking locations that already have the necessary infrastructure by creating clear policy, procedure, and signage, and look to create similar electric vehicle charging infrastructure for staff at stations where it does not currently exist.

Submitted By: David Hollingworth
Seconded By: Christopher Iregui

¹¹<https://www.bchydro.com/powersmart/electric-vehicles/owning-an-electric-vehicle/costs.html>

¹²https://energy.gov/sites/prod/files/2017/01/f34/WPCC_2016%20Annual%20Progress%20Report.pdf?platform=hootsuite



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Policy 10-2017

WHEREAS:

The scientific consensus is that the Earth's climate system is unequivocally warming, and that it is *extremely likely* (i.e., >95% probability) that this warming is predominantly human caused.¹³

AND WHEREAS:

Climate change is responsible for an increase in natural disasters and extreme weather¹⁴ events such as flooding, wild fires, heat waves, and super storms, and these events make the work of paramedics more difficult and less safe.

AND WHEREAS:

If climate change continues unabated there will be further acidification of the ocean¹⁵, collapse of fisheries, more drought, and climate refugees¹⁶. All of which will jeopardize the well-being of future generations more so than our own.

AND WHEREAS:

The American Lung Association estimated the health costs associated with vehicle emissions within just 10 of the United States to be over \$24 billion for 2015, and that the International Agency on Cancer and the Environmental Protection Agency both agree that diesel exhaust and benzene in gasoline are known carcinogens.

AND WHEREAS:

Ambulances are often left idling in front of stations and emergency departments to maintain the demands of the heating, cooling and electrical systems, exposing our members and patients to harmful emissions. We are also exposed to benzene in gasoline on a daily basis while fulfilling the duty of fuelling our vehicles.

AND WHEREAS:

Hospitals were amongst the earliest organizations to ban the smoking of tobacco¹⁷, and are currently very diligent in posting the non-smoking aspect of their properties, and that this evidence would suggest that the ambulance service would be in a unique position to be of the first organizations to pursue the adoption of electric vehicles that are better for the environment and peoples health.

THEREFORE BE IT RESOLVED:

CUPE 873 recognizes the scientific consensus that the Earth's climate system is unequivocally warming, and that it is *extremely likely* (i.e., >95% probability) that this warming is predominantly human caused. Furthermore climate change is responsible for an increase in natural disasters

¹³ <https://climate.nasa.gov/scientific-consensus/>

¹⁴ <https://www.canada.ca/en/environment-climate-change/services/climate-change/impacts.html>

¹⁵ https://en.wikipedia.org/wiki/Ocean_acidification

¹⁶ https://en.wikipedia.org/wiki/Environmental_migrant

¹⁷ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1448226/>



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

and extreme weather events such as flooding, wild fires, heat waves, and super storms, and these events make the work of paramedics more difficult and less safe. CUPE 873 also recognizes if climate change continues unabated there will be further acidification of the ocean, collapse of fisheries, more drought, and climate refugees. All of which will jeopardize the well-being of future generations more so than our own. Therefore, the union will form a climate change and environment committee who will be responsible for lobbying the employer and work with other key players to implement solutions to help us reduce our carbon and environmental footprints.

Submitted By: David Hollingworth
Seconded By: Christopher Iregui

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

2017 Late Resolutions for Bylaws/Negotiations/Policy

Late - Bylaws 01-2017

WHEREAS:

on ballots with multiple vacancies the union currently requires voters to select as many candidates as there are vacant positions and, whereas voters may not wish to support as many candidates as there are vacancies

THEREFORE BE IT RESOLVED:

that in future elections where there is more than one position available, voters will have the option of voting to abstain or to select only as many candidates as they would like, up to the maximum number of positions available

Submitted by: Ryan Curr
Seconded by: Brinton Deluca

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Late - Bylaws 02-2017

WHEREAS:

several of our members have learning difficulties that prevent them from completing the required learning to advance their careers.

THEREFORE BE IT RESOLVED:

that funding be accessed to provide such members with assistance to complete said learning.

Submitter Name: Aspen Gainer
Secunder's Name: Agnes Pringle

Carried Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Late - Negotiations 01-2017:

WHEREAS:

employees who work more than 8 hours during spareboard or on-call shifts and clear at station prior to 8-hour mark are not compensated in the same manner as full-time spareboard shifts with regards to overtime wages. Often times rural crews close to major cities will work overtime hours (up to 16) but be sent to station to clear prior to the start of overtime to be sent out fairly soon after.

THEREFORE BE IT RESOLVED:

the union negotiate a change in overtime calculation, such that overtime is calculated without regard for a crew clearing at a station.

Submitted by: Melissa Polo

Seconded by: Troy Clifford

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Late - Negotiations 02-2017:

WHERE AS:

Paramedic crews working the alpha pattern often relieve the outgoing shift prior to the scheduled end of said shift as a good will gesture and camaraderie, that is unpaid. This is saving the employer a suspected exorbitant amount of money in overtime.

THEREFORE BE IT RESOLVED:

That the employer pay the incoming crew the amount of agreed-to pre-shift pay (overtime or straight time) to the incoming crew if and only when a call comes in before the start of the incoming crew's shift/end of the outgoing crew's shift, within the agreed to time frame. No penalty/shift reduction to the outgoing crew.

Submitted by: Nancy Patrick
Seconded by: Daniel Zalit

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Late - Negotiations 03-2017

WHEREAS:

rural kilo shifts often go uncovered on statutory holidays and other days of community importance.

THEREFORE BE IT RESOLVED:

that such kilo shifts be upgraded to at least fox pay.

Submitter Name:: Aspen Gainer
Seconder's Name:: Agnes Pringle

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**



CONVENTION 2017

Late - Negotiations 04-2017

WHEREAS:

it is difficult for members in remote stations to maintain their skills in the face of low call volume.

THEREFORE BE IT RESOLVED:

that bi-weekly training sessions be made available to all members of such stations and either a) be paid at straight time; and/or b) be eligible for CME credits.

Submitter Name:: Aspen Gainer
Secunder's Name:: Agnes Pringle

Carried

Defeated



**AMBULANCE PARAMEDICS OF BC
EMERGENCY DISPATCHERS OF BC
CUPE LOCAL 873**

CONVENTION 2017



Late - Policy 01-2017

WHEREAS:

we have minimal First Nations applicants coming forward for recruitment.

THEREFORE BE IT RESOLVED:

that funding be accessed to assist in encouraging First Nations applicants to initiate the application process and subsequent education.

Submitter Name:: Aspen Gainer
Seconder's Name:: Agnes Pringle

Carried

Defeated