



# **Ambulance Paramedics**

of British Columbia - CUPE 873

# **UNION POLICIES**

## **2017**





**AMBULANCE PARAMEDICS OF BC  
EMERGENCY DISPATCHERS OF BC  
CUPE LOCAL 873 & 873-02  
UNION POLICIES - 2017**



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## **1 – General Policies**

### **1.0 – Union Policies**

1978 – Policy 1 – D. Cragg

The union will publish a policy paper so all members will have access an knowledge of this union’s policies, directions, and principles to be followed by the members.

### **1.1 – Membership Volunteerism**

1978 – Policy 6 – D. Skidmore

Each and every member of Local 873 be asked to donate to the union one full shift of his/her time wherever possible.

### **1.2 – Union Political Affiliation**

1983 – Policy 19 –

This union will not instruct their members to campaign or vote for anyone specific political party, but that all members be encouraged to exercise their right to vote and that the political activities of the union be directed toward lobbying the political parties regarding the needs and aspirations of the ambulance employees and second toward advising the union membership of the position of the current government, and all other political parties on matters relating to the ambulance employees.

### **1.3 – Union Office Building**

1985 – General 3 – Trustee’s

In order to give the union more stability and bargaining power, that this convention give the union trustees and the executive board as a whole authority to purchase a building for use as our union office and in investment, if a suitable building, everything considered, can be found.

### **1.4 – Union Meetings**

1991 – General 7 – E. Grant

The union will make a reasonable effort to schedule meetings, information sessions and training; particularly those which may be of concern 873 members, at such times and places that a majority of 873 members will be able to attend; and that the union set an example in this respect that we may encourage management to follow in management’s dealings with 873 members.

### **1.5 – Critical Incident Stress Program**

1992 – Late Policy 2 – B. Lunn

CUPE Local 873 is committed to a critical incident stress program. All regional coordinators will submit an annual summary regarding: concerns, further education and resources and coordination of debriefings suggestions so that they can be addressed at the provincial level.

### **1.6 – Local Healthcare Advisory Committees**

2001 – Policy 2 – B. Lindsay

The Provincial Executive Committee will appoint interested members to sit on various local health care advisory committees representing the Ambulance Paramedics of BC.



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**1.7 – Contraction of Blood Borne Diseases**

2002 – Late Policy 1 – G. Harris

CUPE Local 873 will actively lobby for legislation providing compensation to all front-line workers who contract blood-borne diseases. Such lobby for legislation that is similar to various US States of deemed presumption of workplace exposure.

**1.8 – Pay For Work**

1999 – Policy 1 –

That the policy of this union will be that no member of this union will do any work for the employer, including training, without pay.

**1.9 – Public Access Defibrillators**

1999 – Policy 24 –

That the Ambulance Paramedics of BC publicly endorse and support Public Access to Defibrillation.

**1.10 – Adoption of the term “Paramedic”**

1995 – Policy 1 – D. Dundee

The union will petition the government for a change of reference in the Emergency Health Act, specifically, changing any and all references from EMAs to Paramedics. All references in the collective agreement also be changed to reflect the above.

**1.11 – Support For Developing Countries Non-Profit Ambulance Services**

1995 – Policy 3 – G. Talyor

That CUPE Local 873 support, in principle, and at no cost, our membership becoming involved with the development of non-profit, public ambulance services in Third World countries.

**1.12 – Exemplary Service Recognition**

2008 – Policy 1 – A. Kroll

CUPE 873 undertake an awards program to acknowledge paramedics who exemplify what it means to be a good paramedic. One award will be for a paramedic with over twenty years of service who has always gone above and beyond in the performance of his/her duties both on the job and in the community. That a second award be instituted to recognize an act of extreme bravery or heroism.

**1.13 – Provincial Honour Guard**

2013 – Policy 1 – D. Leary

That the union, ( APBC CUPE 873 ), take over the BCAS Provincial Honour Guard or start up it's own Provincial Honour Guard which would include the care and maintenance of the unit and provide the members with APBC uniforms.



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### **1.14 – Fighting Anti-Union Legislation**

2013 – Policy 3 – Provincial Executive Committee

CUPE Locals 873 and 873-02 will support CUPE National in the launch of a comprehensive campaign to reinforce the value of union membership and unions, to build union pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security and the independence and autonomy of Canadian trade unions; and

The campaign will include but not be limited to:

1. Pooled resources to conduct research and polling to inform the development of education materials on all aspects of legislation affecting union security and the impact upon workers, wages, the economy and unions, and to provide communications training for all affiliates, federations of labour and labour councils to ensure consistent and coordinated communications;
2. Organized on-the-job conversations by all affiliates to engage their members about the attacks on their ability to earn a fair wage and work in a safe environment, and to make it clear that the real agenda at play is to weaken workers' ability to have a voice in the workplace, to bargain collectively and to silence the legitimate voice of workers through their unions in public policy debates;
3. A rapid response communications network that monitors and ensures no politician's negative media statements about unions goes unchallenged;
4. Advocacy work that extends beyond the federal parliament, including advocacy with employers and business organizations, local community leaders, provincial and municipal governments with the expectation that such entities wholly and publicly reject the introduction of regressive anti-union U.S.-style legislation affecting union security;
5. A national public campaign to present labour's positive image including labour's recent key accomplishments and social benefits, and to further inoculate against conservative anti-union messaging;
6. Every affiliate agreeing to fund this campaign until May 2014 (CLC Convention) and to be organized and led by the CLC;
7. An invitation to unions not affiliated with the CLC to participate fully in this campaign because they will be similarly affected by these attacks;
8. CLC affiliates speaking directly with their employers to solicit support for harmonious labour relations including an industrial strategy for Canada that would increase training, value-added employment and a stronger economic performance for the Canadian economy;
9. A commitment by the entire labour movement that the introduction of any legislative or regulatory change in any jurisdiction to long- standing union security principles will be met with resistance and action;



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10. The defence and support of any affiliated union forced to engage in a strike or workplace action to establish or renew union security collective agreement clauses due to any legislative changes affecting contractual union security clauses, by the CLC and all affiliates, because an injury to one is an injury to all;

11. The CLC Executive Committee leading this campaign consider further actions as required to defend the labour movement against any and all legislative attacks on our independence;

12. Working to celebrate the proud history of Canada's workers and their labour movement through public events and increased efforts to display labour solidarity in every community in Canada on Labour Day 2013; and

13. Every affiliate affirming their full support of this campaign by bringing forward this resolution for endorsement by their locals, branches, lodges, governing councils and chartered bodies.

### **1.15 – Union Objectives**

2014 – Policy 3 – J. Jeppesen

The Union executive will develop annual objectives and goals that clearly, accurately and precisely prioritize the direction of the Union as a whole, as they relate to the current state of affairs. These annual objectives should be in addition to the five that have been carried forth each year to date.

Each year the executive committee will report at CUPE 873 annual convention the previous year's progress or lack thereof, regarding the objectives and goals in order to maintain direction and keep the membership informed as they announce the future annual objectives and goals.

### **1.16 – Public Education Campaign**

2014 – Policy 4 – D. Leary

APBC CUPE 873 will embark on an aggressive, yet positive campaign highlighting who we are, what we do and why it is of benefit to keep the BC Ambulance service as the sole provider of Paramedics and Ambulance services to the public and citizens of BC.

This can include newspaper ads, Billboards, radio ads, social media and attending community events to showcase all that we have to offer. This campaign will start as soon as possible.

### **1.17 – Union Branding Terms of Use / Code of Conduct**

2015 – Policy 5 – A. Byers

Terms of Use and Code of Conduct when using, wearing and/or publishing the APBC/EDBC logos and /or Uniform, excluding the APBC Ceremonial Unit.

#### **Code of Conduct:**

Members are required to act in a professional manner at all times when wearing, using and/or distributing the APBC/EDBC Logos and/or uniform. At no time can a member participate in any illegal activity or act in a manner that negatively reflects the standards of 873 and fellow members, without the express authorization of the Public Education Director or Provincial Executive Committee.



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Members will not contact organizations or individuals on behalf of APBC / **EDBC** unless given express written directions to do so by Provincial Public Education Director. For events requiring pre-authorization (listed below), the Provincial Public Education Director will consult the Provincial Executive Committee, prior to providing direction.

Prior to any action or statement, which might significantly affect or obligate APBC / **EDBC** you must seek prior consultation and approval from the appropriate Union Executive (Provincial Public Education Director and/or Provincial Executive Committee). These actions may include, but are not limited to, public statements to the press, coalition or lobbying efforts with other organizations, or any agreements involving contractual or other financial obligations or any situation that could bring the Union under reproach.

Members agree to the following Terms of Use whenever the official APBC / **EDBC** Logos are used:

**Authorized Events: (not needing pre-authorization)**

School Visits, Parades, Community Fairs, Non-profit Events, Public Education Clinics, CPR demos.

**Events Requiring Pre-Authorization:**

Political Events, Political Party Rally's, Protests, Rallies, Picket Lines, events promoting illegal activity, Events where media will be photographing, events where you will be providing medical support.

**Publishing Photos: (need prior authorization whenever possible)**

Any event where photos of the APBC / **EDBC** Logos will be published whether [sic] in print or in social media or prior knowledge of any media coverage.

**1.18 – Communications Department**

2015 – Policy 7 – J. Jeppesen

A Special Committee is formed to discuss the functionality of a Communications Department. Through research, the Committee will investigate the purpose and benefit of such a Department and explore its' role within our organization.

The Committee will be responsible for generating a comprehensive report. The report will contain a structure for a Communication Department – including roles, duties and responsibilities. The report will outline the objectives of the proposed Department and the capacity in which it will work with existing entities within our organization (i.e. Public Education) and outside of our organization (i.e. BCEHS). A discussion on Department funding, along with a tentative budget and consideration for cost-effectiveness and alternative options will also be included.

The Committee will have one year to complete the research and report back at next year's Convention.





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### **1.19 – Monthly Newsletter**

2015 – Policy 8 – J. Jeppesen

A monthly newsletter be issued via APBC email to all members. The newsletter will not be limited to the following, but rather serve as a dynamic tool for communication.

The newsletter will include a message from the President and the PEC. Current events and news will be recorded in the newsletter, including such things as meeting minutes, election notice and results, public relations information etc. Progress on our Strategic Plan (goals and objectives) should also be reported, including achievements. Brief messages and/or updates from APBC programs (i.e. Health and Wellness, Safety etc) should be included. Electronic links to all recent memos, letters, reports, etc., will be included as they pertain to the current activity of the Union.

### **1.20- Gender Binary Titles**

2017 – Policy 1- K. Moraes

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

### **1.21- Business Agent Committee**

2017-Policy 2 – C. Eby

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.



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## **2 – Negotiations**

### **2.0 – Contract Ratification**

1978 – Policy 2 – D. Cragg

Shop Stewards will have the proposed contract presented and explained to them at a meeting prior to the ratification vote. To have the content and intent explained so they can assist the membership to make a well informed choice.

### **2.1 – Draft Collective Agreements**

1978 – Policy 4 – D. Legerwood

That the membership receives a draft copy of any proposed collective agreement to keep, at the ratification meeting.

### **2.2 – Ratification Voting**

1978 – Policy 5 – D. Legerwood

That a 10 day waiting period preclude between presentation of the proposed agreement and all provincial ratification votes.

### **2.3 – Collective Agreement Interpretation Manual**

1981 – Policy 15 –

The negotiation committee will prepare interpretation manual of the negotiated collective agreement for use by the CUPE Local 873 elected officers.

### **2.4 – Letters Of Agreement (LOA)**

1983 – Policy 7 –

A copy of every letter of intent (LOA) signed between management and the union will be sent to every station within 14 days of it being signed.

### **2.5 – Active Negotiations Updates**

1983 – Policy 12 –

Regular publications concerning events will be mailed to the membership, during active negotiations.

### **2.6 – Recall Wage Recovery During Legal Strike**

2001 – Policy 6 – B. Black

The union will hold a referendum to amend the bylaws to the effect that when the Union is in a legal strike position any overtime accrued under 16.04(a) and/or 16.04(c) shall be added to said members Union dues and collected under 5.01(a). Such money shall go into a Union defense fund once they are received by the Union. This will continue uninterrupted until the collective agreement has been ratified and signed by both parties.

### **2.7 – Bargaining For Sick & LTD Benefits**

1999 – 23 –

That the negotiating committee place an emphasis on negotiating STD and LTD benefits that are of practical benefit to the employee.



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**2.8 – Extra (Recall) Work Allocation**

2004 – Policy 4 – M. Shobe

The negotiating committee will ensure that the current system of extra work allocation within the post be continued in the next collective agreement.

**2.9 – Negotiating Employee Uniforms**

2007 – Policy 12 – M. Binns

That we eliminate the uniform allotment in the collective agreement and attempt to move the value of the uniform issue to another area of benefits or wages.

**2.10 – Negotiating Employee Uniforms**

2007 – Policy 13 – M. Shobe

that ALL communication and negotiations concerning uniform issue be removed permanently from the future collective agreement/MOA.

**2.11 – Non-Paramedic Dispatcher & Call-Taker's**

2008 – Policy 03 – G. Taylor

That CUPE Local 873-01 undertake during negotiations all necessary steps and procedures to move all civilian (non-Paramedic licenced) call takers, civilian radio operators and EMDs to CUPE Local 873-02 where they are currently represented by a pre-existing collective agreement that addresses their specific job duties and provides appropriate representation.



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### **3 – Labour Relations**

#### **3.0 – Grievance File Reporting**

1981 – Policy 8 –

A report on the proceedings of all outstanding grievances will be returning to the griever via his/her shop steward. That said report will be forwarded at least every 90 days until the grievances settled.

#### **3.1 – Grievance Disposition Reporting**

1987 – Policy 1 – D. Silvestar

In order to prevent duplication and unnecessary paperwork, a description of the grievance and whether it was won or lost will be included with union correspondence to the stations, unless the grievance is of confidential nature.

#### **3.2 – CUPE Representative Allotment**

2001 – Policy 4 – D. Brown

The Ambulance Paramedics of BC, CUPE Local 873 request a second CUPE representative be appointed to assist our local with our daily work.

#### **3.3 – CUPE Staff Representative Assignments**

2003 – Policy – B. Black

That CUPE 873 notify CUPE National that we want the representation that we are entitled to or that our dues be reduced accordingly.

#### **3.5 – Local Labour Council**

2010 – Policy 2 – R. Niblock

RVPs or their designate attend local or regional labour councils as CUPE 873 delegates to promote the well being of CUPE 873 and the whole labour movement.



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## **4 – Provincial Executive Committee Positions**

### **4.0 – Provincial Executive Committee Stipends**

1979 – Policy 4 – R. Russell

The Provincial President, Vice President, Treasurer, and Recording Secretary receive a stipend each, amounting to \$150 per month.

### **4.1 – Public Education Director**

1999 – Policy 25 – The Public Education Directors Position exists:

To promote the importance of pre-hospital care and the need for an ambulance paramedics based emergency medical and dispatch system.

- To design and create public education programs and initiatives about safety, accident and injury prevention and to actively promote those programs. To promote and participate in fundraisers for the official and non-official charities of the APBC.
- To participate in school safety and accident prevention programs.
- To increase public awareness of the importance of paramedics in the community by building stronger ties within the community and business.
- To create and participate in partnerships with other organizations that promotes safety, accident and injury prevention.
- To promote the good of the Union.

### **4.2 – Safety / DOSH Meetings**

2006 – Policy 6 – R. White

That the Union negotiate that members attending Dosh Meetings on their days off be given the choice of either pay or banking the time for Dosh work.



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## **5 – Union Finances**

### **5.0 – Annual Financial Audit**

1985 – Policy 1 – Trustee's

A yearly audit will be performed by an independent accounting firm to audit all expense vouchers, and accounts with the view of maintaining our positive financial situation.

### **5.1 – Financial Statement Reporting**

1991 – General 6 – B. North

All financial statements will be presented in plain English so that they may be easily understood by the average member.

### **5.2 – Financial Trust Reporting**

1991 – General 5 – B. North

Where money is held in any form of trust to which interest is to be paid, that the statement of this trust must show the interest rate as a percentage, in a form of simple interest, compounded annually, so that a member can easily see how well the trust is performing.

### **5.6 – Executive Pagers & Cellular Phones**

1995 – Policy 2 – G. Frost

At the union supply pagers and/or cellular phones to the executive board members and chairpersons of standing committees only.

### **5.7 – Union Membership Fee**

2006 – Policy 5 – G. Harris

That CUPE 873 petition the employer to collect and forward \$10.00 to initiate new employees who have successfully passed their 6 month probation into the CUPE 873 family and all its privileges/religious beliefs withstanding.

### **5.8 – Public Relations Events – Cost Sharing**

2011 – Policy 03 – J. Towle

Members of the Provincial Executive or their designates will enter into dialogue with the PHSA and Provincial Ambulance Service to explore the idea of cost sharing Public Relations events that have been historically borne by the Union. Including but not limited to shift or partial shift coverage for Public School events, Public information displays and any other events agreed to by the parties involved.

### **5.9 – Union Officer Cellular Expense Reimbursement**

2013 – Late Policy 1 – C. Eby

Reimbursement for cellular phone services shall not exceed \$150 per month. Any situation which requires an expenditure of over \$150 per month will require special approval from the Provincial President or Provincial Secretary Treasurer for reimbursement.



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## **6 – Union Meetings & Convention**

### **6.0 – Convention Reports**

1993 – Policy 1 –

All delegates will receive all committee reports of the convention.

### **6.1 – Union Meetings – Alternate Medias**

2003 – Policy 10 – S. Shipman

Alternatives to a physical presence at Union meetings be looked into without delay. These alternatives are to include telephone conferencing, computer sign-in and any other legal form of conferencing currently being used by industry and business in British Columbia, Canada.



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## **7 – Staffing & Workload**

### **7.0 – Air-Evacuation Paramedics (CCP)**

2001 – Policy 5 – T. Behm

CUPE Local 873 will continue to lobby BCAS and the Provincial Government to train an adequate number of BCAS Air Evacuation paramedics to supply adequate coverage for all of BC.

### **7.1 – Paired Ambulance Service Model**

2001 – Emergency Policy 1 – PEB

CUPE 873 will reaffirm our position as a paired service and, that as necessary, CUPE 873 initiate a Public Relations campaign directed at politicians, physicians, and the public to ensure a paired service.

### **7.2 – Staffing Shortages**

2002 – Policy 1 – R. Kennelly

The union will take steps to ensure that the employer's refusal to adequately train and staff ambulances and dispatch positions be addressed and resolved through all available venues. A comprehensive public and political action campaign regarding the training and staffing will be taken-on, at the direction of the executive and the staffing committee.

### **7.3 – ACP Units Staffed With PCPs**

2012 – Policy 1 – G. Benoit

The union determine information about the number of ALS shifts covered by BLS members yearly, determine the number of full time equivalents (FTE) positions this is equivalent to, and demand that the employer train this number of FTE's as per 13.05 of the collective agreement.





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## **8 – Nominations & Elections**

### **8.0 – Election Candidate Information**

2006 – Policy 7 – R. McLarty

That individuals running for positions during CUPE 873 elections supply pictures, a description of their qualifications and what they wish to achieve in their position. These descriptions should be posted on the web and in paper form. The paper form should be sent out with the ballots.

### **8.1 – Convention Election Ballot Counts**

2012 – Policy 03 – C. Eby

That CUPE 873 and 873-02 adopt the policy of disclosing election ballot counts to the convention floor; and that such ballot counts are excluded from the convention minutes.

### **8.2 – Electronic Balloting Processes**

2013 – Policy 4 – C. Eby (Updated with Policy 04-2015)

In order to maintain the integrity of the electronic balloting process, elections shall be held in full accordance with all CUPE 873/873-02 Bylaws, as well as, in the following manner:

- a) Only persons prescribed in the CUPE 873/873-02 bylaws shall have access to data collected during the voting process.
- b) All elections will maintain the principle of the “secret ballot”, and all electronic balloting systems will restrict the ability to disclose the voting preferences of the individual member.
- c) Online Referendum Style Electronic Ballots:
  - i. Election results data will be retained for a period of 3 calendar months after conclusion of the election.
  - ii. After the expiration of 3 calendar months, all election result data will be permanently deleted. The system administrator will complete such action, and confirmation of deletion will be disclosed to the Union Trustee’s. Except when a formal challenge has been registered with CUPE National and until the outcome is complete.
  - iii. The system administrator will disclose election turnout data to the Provincial Executive Committee and Union Office for retention. Election turnout data will be retained indefinitely, for the purposes of evaluating membership involvement.
  - iv. The system administrator will disclose the detailed election ballot data to the Provincial Executive Committee, who will release the data to the membership. The detailed ballot data will include: Total eligible voters, total number of votes placed and total number of votes placed for each candidate.
  - v. In the case of non-election type electronic ballots (strike votes, Contract ratification, etc), the Provincial Executive Committee will determine how much of, and when any ballot data may be released. This determination will be made based on the strategic priorities surrounding the specific ballot.



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- d) Convention Floor Style Electronic Ballots:
- i. Election results data will be retained for a period of 3 calendar months after conclusion of Convention.
  - ii. After the expiration of 3 calendar months, all election result data will be permanently deleted. The system administrator will complete such action, and confirmation of deletion will be disclosed to the Union Trustee's. Except when a formal challenge has been registered with CUPE National and until the outcome is complete.



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## **9 – Environment & Climate Change**

### **9.0 – CUPE 873 recognizes the scientific consensus**

2017 - Policy 10 - D. Hollingworth

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 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.

### **9.1- Benefits of Workplace charging**

2017 - Policy 9 - D. Hollingworth

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.

### **9.2 – Electric Ambulance Project**

2017 - Policy 7 - D. Hollingworth

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.

### **9.3 – West Coast Electric Fleet Pledge**

2017 - Policy 8 - D. Hollingworth

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



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**9.4 – Zero-emission/Hybrid Vehicles**

2017 - Policy 6 - D. Hollingworth

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.