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April 13, 2017

Attention: All Members
CUPE Local 873

Dear Members,

Re: UHR Update

We write further to our last update about the implementation of Universal Hourly Rate ('UHR'). UHR is now in effect, and will be reflected on the next pay cycle coming on April 27, 2017. If you are unfamiliar with what UHR is, and how it may affect you, please review the [UHR information page here](#).

As we advised previously, the Employer and Union disagreed on some aspects of UHR, and its implementation. The Union advanced a grievance, and scheduled both mediation and arbitration dates to settle the disagreement. The two primary issues needing to be clarified were:

1. Experience pay vs Service pay – how employees move through the UHR grid
2. Service pay calculation date – when service pay is calculated from

The parties met for two days of mediation and discussed their perspective positions on each issue. Although much progress was made, ultimately the parties agreed to have arbitrator Chris Sullivan resolve both issues by way of a consent order. [Click here to download the actual order](#). Each issue has been resolved as follows:

Experience Pay vs Service Pay

Experience pay will continue to apply to the following classifications: Emergency Medical Call Taker, Emergency Medical Dispatcher, Advanced Care Paramedic, Infant Transport Team Paramedic and Critical Care Paramedic. This means that when an employee changes licenses to one of these classifications, an employee will reset to the "Base" rate for their new classification. Experience pay is the "Base, 1yr, 2yr, 3yr" rates for each classification. The employee's years of service, however, will not be reset. Service pay is the "10yr, 15yr, 20yr, 25yr" for each classification. This practice is reflective of how the pay system works currently.

Changes in licensure for all other classifications (EMR, PCP, etc.) will no longer result in resetting to the "Base" rate of pay. Other classification changes, like promoting to Unit Chief, or moving from On-call or Regular Part-time to Full-time status, will no longer result in resetting to the "Base" rate of pay. In all of these situations, an employee will continue to progress in the UHR pay grid without resetting.

On-call and Regular Part-time employees will now move through the UHR pay grids, and thus receive pay increases, based on the number of hours they work. 1,950 hours is equal to one year, with a maximum of 162 eligible hours per month. All hours spent on kilo pager, fox standby, spareboard or otherwise paid hours will count toward the monthly threshold. If an employee does not achieve 1950 hours worked in a year, then they will receive the next level of pay increase on the pay period immediately after they do achieve this threshold. The system to track and report hours worked will be implemented by October 1, 2017.

Full-time employees will continue to move through the UHR pay grid annually, for each calendar year they work as Full-time.

Service Pay Calculation Date

On a go-forward basis service pay will be calculated as stated above. That is, for On-call and Regular Part-time employees when they achieve 1,950 hours worked for each year, and annually for Full-time employees.

For all employees, all past years of service, based on the employees 'Adjusted Date of Hire' will be credited at the time of implementation. This means all years of both part-time and full-time service will be counted in determining the rate of service pay.

For On-call employees, this will be implemented as soon as possible, and paid retroactively to April 7, 2017. For existing Regular Part-time and Full-Time employees, any additional service years will be credited and implemented in the first full pay period of April 2018.

UHR Pay Grids

Updated pay grids are now available below. These grids reflect the final numbers agreed to by the parties. As the new UHR amounts are 50% phased in for On-call employees this year, there are two separate grids. In 2018, there will only be a single UHR pay grid.

To calculate your wage rate, first open the appropriate grid below, then find the rate corresponding to your number of years in your classification. Remember, dispatch and ACP classifications experience pay reset with a change in licensure, while BLS classifications do not.

- [Regular Part-time and Full-time UHR Pay Grid](#)
- [On-call UHR Pay Grid \(2017-2018 Only\)](#)
- [Supervisory and Service Pay](#)

The actual UHR pay system has been designed in accordance with solely the Employer's old interpretation in mind (that is placement in the UHR grid based on number of calls completed). The Employer is re-configuring the pay system to reflect the new rules, and will implement this as soon as possible. If an employee's new UHR rate is higher than what was originally set, then a retroactive payment will be issued to that employee.

For additional information, please visit the UHR Information page on the Union website. On this page, you can also find a link to submit a new question to the Union.

Sincerely,

Provincial Executive Committee
Ambulance Paramedics and Emergency Dispatchers of BC
CUPE Local 873

CE/sw/MoveUp



IN THE MATTER OF A MEDIATION PURSUANT
TO THE *LABOUR RELATIONS CODE OF BC*, RSBC 1996 c. 244

BETWEEN:

BC EMERGENCY HEALTH SERVICES

AND:

AMBULANCE PARAMEDICS OF BC, CUPE LOCAL 873

(Universal Hourly Rate Implementation – Policy Grievance #1600036)

CONSENT ORDER

WHEREAS I was appointed as mediator in relation to Policy Grievance No. 16100036 regarding Universal Hourly Rate (UHR) Pay Scales;

AND WHEREAS mediation occurred on March 27 and April 6, 2017, and during this process the parties outlined the relevant factual background to the dispute and their respective divergent positions in relation to the many aspects of the UHR grievance;

AND WHEREAS during the course of mediation it became clear there had not been much substantive discussion at the bargaining table in relation to the applicable newly negotiated collective agreement language and the ambulance service, and that arbitration of the dispute carried risk for both parties and could result in an unworkable or less preferable system;

AND WHEREAS during the mediation process I assisted the parties in achieving a resolution to all outstanding matters of the contentious grievance on the basis of a Consent Order.

IT IS THEREFORE ORDERED by consent that the Universal Hourly Rate language, attached as Appendix A, will be implemented and interpreted as follows:

1. The 10, 15, 20 and 25 year wage increments will be based on completing one year of work calculated from an employee's part time adjusted date of hire.
2. Driver, EMR, PC/ PCPIV and Supervisor/RTO/QI positions ("Basic Life Support Position") will progress through the base, 1, 2, and 3 year steps of the wage grid based on completing one year of work, calculated as per items 4, 5, and 6, below, in any of these classification levels.
3. ACP/CCP and ITT and their related positions ("Advanced Life Support Position") as well as Dispatch and their related positions ("Dispatch Position") will continue to progress through the base, 1, 2 and 3 year increments of the wage grid based on completing one year of work, calculated as per items 4, 5, and 6, below, in the applicable licence/classification level (i.e. one year of license-level experience.) A move within these categories will result in a resetting of experience pay to the base level.
4. For the purposes of moving through the increments of the wage grid, "one year of work" for full-time employees is when the employee completes one anniversary year as a Full-Time employee per Article 22.04, subject to the leave provisions of the collective agreement.
5. For the purposes of moving through the increments of the wage grid, "one year of work" for On-Call employees is based on completing an anniversary year of employment and completing at least 1950 hours per year. A maximum of 162 hours per month and 1950 hours annually may be counted toward this calculation. If the on-call employee does not complete the required hours by their anniversary date, the on-call employee will be credited the year of service on the pay period immediately following the date on which they completed their 1950 hours. The calculation of the employee's next 1950 hours and anniversary year of employment will then begin from the date upon which s/he met the 1950 hour threshold.
6. For the purposes of moving through the increments of the wage grid, "one year of work" for Job Share and Regular Part Time ("RPT") employees shall be calculated by combining RPT and On-Call hours to a maximum of 162 per month and 1950 per year.
7. "Hours" for the purposes of items 5 and 6, above, includes all hours spent on-call and hours worked by an employee on regular, standby, on-call, and spareboard shifts, as well as performing administrative work and employer-paid training, subject to the leave provisions of the Collective Agreement. There will be no double-counting of hours.

8. RPT and On-Call employees who move to Full-Time positions in the same license level shall remain on the same increment of the wage grid and progress through the wage grid based on items 2 and 3, above, and their Full-Time date of hire.
9. Employees moving to a higher license level will continue to accumulate “years of work” for the purpose of the 10, 15, 20 and 25 year wage increments, and, for the purposes of the base, 1, 2 and 3 year increments will either:
 - i. Remain in their increment of the wage grid if they are moving to a Basic Life Support Position; or
 - ii. Return to the base increment of the wage grid in accordance with their license level experience if they are moving to an Advanced Life Support Position or a Dispatch Position.
10. The placement of an employee moving between dispatch and paramedic or vice versa shall be dependent on service and license level as set out in paragraphs 8 and 9 above, as applicable.
11. The parties agree that Article 12.03(c) of the Collective Agreement is of no force and effect.
12. Existing On-Call employees as of April 7, 2017 will be placed on the wage grid based on their adjusted part time date of hire on that date.
13. Once placed on the grid as per item 12, above, existing On-Call employees will progress through the wage grid based on the calculations in item 5, above, effective April 7, 2017. As stated below, this will be implemented by October 1, 2017.
14. Existing Full-Time employees as of April 7, 2017 will be placed on the wage grid based on their adjusted part time date of hire on that date, effective the first pay period after April 1, 2018.
15. An employee who retires, and is hired back, will be placed at the 3 year rate within their classification.
16. The Employer will implement this payment system by October 1, 2017.
17. The accounting of hours and service will only be used for the purposes of placing employees on the pay grid.

18. The Parties agree that Arbitrator Christopher Sullivan will be seized of this dispute for the purposes of resolving any disagreement between the parties arising out of the implementation or interpretation of this Agreement, which cannot be resolved by the Parties.
19. The Employer will endeavour to provide a reasonable mechanism for employees to have access their accumulation of hours.

It is so ordered by consent this 12th day of April 2017.



Christopher Sullivan

BC Emergency Health Services and CUPE (Full-Time and Regular Part-Time)

Effective First Pay Period after April 1, 2017 (0.5% general wage increase)

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Driver	18.02	19.73	21.58	23.74
Service Pay - 10th year	18.33	20.04	21.89	24.05
Service Pay - 15th year	18.64	20.35	22.20	24.36
Service Pay - 20th year	18.94	20.65	22.50	24.66
Service Pay - 25th year	19.28	20.99	22.84	25.00
Emergency Medical Dispatcher	27.17	32.24	34.14	36.25
Service Pay - 10th year	27.48	32.55	34.45	36.56
Service Pay - 15th year	27.79	32.86	34.76	36.87
Service Pay - 20th year	28.09	33.16	35.06	37.17
Service Pay - 25th year	28.43	33.50	35.40	37.51
Emergency Medical Charge Dispatcher / Regional Training Officer/Dispatch Quality Improvement Coordinator	31.32	36.39	38.30	40.40
Service Pay - 10th year	31.63	36.70	38.61	40.71
Service Pay - 15th year	31.94	37.01	38.92	41.02
Service Pay - 20th year	32.24	37.31	39.22	41.32
Service Pay - 25th year	32.58	37.65	39.56	41.66
Emergency Medical Call Taker	25.87	27.68	29.62	31.69
Service Pay - 10th year	26.18	27.99	29.93	32.00
Service Pay - 15th year	26.49	28.30	30.24	32.31
Service Pay - 20th year	26.79	28.60	30.54	32.61
Service Pay - 25th year	27.13	28.94	30.88	32.95
Emergency Medical Dispatch Officer	30.57	35.65	37.55	39.66
Service Pay - 10th year	30.88	35.96	37.86	39.97
Service Pay - 15th year	31.19	36.27	38.17	40.28
Service Pay - 20th year	31.49	36.57	38.47	40.58
Service Pay - 25th year	31.83	36.91	38.81	40.92
Emergency Medical Dispatch Supervisor	-	-	-	41.44
Service Pay - 10th year	-	-	-	41.75
Service Pay - 15th year	-	-	-	42.06
Service Pay - 20th year	-	-	-	42.36
Service Pay - 25th year	-	-	-	42.70

BC Emergency Health Services and CUPE (Full-Time and Regular Part-Time)

Effective First Pay Period after April 1, 2017 (0.5% general wage increase)

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Emergency Medical Responder	24.08	25.91	27.76	29.85
Service Pay - 10th year	24.39	26.22	28.07	30.16
Service Pay - 15th year	24.70	26.53	28.38	30.47
Service Pay - 20th year	25.00	26.83	28.68	30.77
Service Pay - 25th year	25.34	27.17	29.02	31.11
Primary Care Paramedic	25.64	27.49	29.34	31.39
Service Pay - 10th year	25.95	27.80	29.65	31.70
Service Pay - 15th year	26.26	28.11	29.96	32.01
Service Pay - 20th year	26.56	28.41	30.26	32.31
Service Pay - 25th year	26.90	28.75	30.60	32.65
Primary Care Paramedic Unit Chief / Regional Training Officer/ Quality Improvement Coordinator	29.67	31.52	33.38	35.42
Service Pay - 10th year	29.98	31.83	33.69	35.73
Service Pay - 15th year	30.29	32.14	34.00	36.04
Service Pay - 20th year	30.59	32.44	34.30	36.34
Service Pay - 25th year	30.93	32.78	34.64	36.68
Primary Care Paramedic District Supervisor	30.67	32.53	34.38	36.43
Service Pay - 10th year	30.98	32.84	34.69	36.74
Service Pay - 15th year	31.29	33.15	35.00	37.05
Service Pay - 20th year	31.59	33.45	35.30	37.35
Service Pay - 25th year	31.93	33.79	35.64	37.69
Primary Care Paramedic IV	26.41	28.26	30.11	32.16
Service Pay - 10th year	26.72	28.57	30.42	32.47
Service Pay - 15th year	27.03	28.88	30.73	32.78
Service Pay - 20th year	27.33	29.18	31.03	33.08
Service Pay - 25th year	27.67	29.52	31.37	33.42
Primary Care Paramedic IV Unit Chief / Regional Training Officer/ Quality Improvement Coordinator	30.44	32.30	34.15	36.20
Service Pay - 10th year	30.75	32.61	34.46	36.51
Service Pay - 15th year	31.06	32.92	34.77	36.82
Service Pay - 20th year	31.36	33.22	35.07	37.12
Service Pay - 25th year	31.70	33.56	35.41	37.46

BC Emergency Health Services and CUPE (Full-Time and Regular Part-Time)

Effective First Pay Period after April 1, 2017 (0.5% general wage increase)

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Primary Care Paramedic IV District Supervisor	31.46	33.31	35.15	37.21
Service Pay - 10th year	31.77	33.62	35.46	37.52
Service Pay - 15th year	32.08	33.93	35.77	37.83
Service Pay - 20th year	32.38	34.23	36.07	38.13
Service Pay - 25th year	32.72	34.57	36.41	38.47
Advanced Care Paramedic	34.84	36.74	38.41	38.94
Service Pay - 10th year	35.15	37.05	38.72	39.25
Service Pay - 15th year	35.46	37.36	39.03	39.56
Service Pay - 20th year	35.76	37.66	39.33	39.86
Service Pay - 25th year	36.10	38.00	39.67	40.20
Infant Transport Team	40.81	42.72	44.39	44.92
Service Pay - 10th year	41.12	43.03	44.70	45.23
Service Pay - 15th year	41.43	43.34	45.01	45.54
Service Pay - 20th year	41.73	43.64	45.31	45.84
Service Pay - 25th year	42.07	43.98	45.65	46.18
Critical Care Paramedic	40.81	42.72	44.39	44.92
Service Pay - 10th year	41.12	43.03	44.70	45.23
Service Pay - 15th year	41.43	43.34	45.01	45.54
Service Pay - 20th year	41.73	43.64	45.31	45.84
Service Pay - 25th year	42.07	43.98	45.65	46.18
Advanced Care Paramedic Unit Chief / Regional Training Officer / Quality Improvement Coordinator	38.88	40.78	42.45	42.98
Service Pay - 10th year	39.19	41.09	42.76	43.29
Service Pay - 15th year	39.50	41.40	43.07	43.60
Service Pay - 20th year	39.80	41.70	43.37	43.90
Service Pay - 25th year	40.14	42.04	43.71	44.24
Infant Transport Team Unit Chief / Regional Training Officer	44.85	46.75	48.42	48.95
Service Pay - 10th year	45.16	47.06	48.73	49.26
Service Pay - 15th year	45.47	47.37	49.04	49.57
Service Pay - 20th year	45.77	47.67	49.34	49.87
Service Pay - 25th year	46.11	48.01	49.68	50.21

BC Emergency Health Services and CUPE (Full-Time and Regular Part-Time)

Effective First Pay Period after April 1, 2017 (0.5% general wage increase)

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Critical Care Paramedic Unit Chief / Regional Training Officer/ Quality Improvement Coordinator	44.85	46.75	48.42	48.95
Service Pay - 10th year	45.16	47.06	48.73	49.26
Service Pay - 15th year	45.47	47.37	49.04	49.57
Service Pay - 20th year	45.77	47.67	49.34	49.87
Service Pay - 25th year	46.11	48.01	49.68	50.21
Advanced Care Paramedic District Supervisor	39.89	41.79	43.46	43.99
Service Pay - 10th year	40.20	42.10	43.77	44.30
Service Pay - 15th year	40.51	42.41	44.08	44.61
Service Pay - 20th year	40.81	42.71	44.38	44.91
Service Pay - 25th year	41.15	43.05	44.72	45.25
Infant Transport Team District Supervisor	45.86	47.75	49.44	49.96
Service Pay - 10th year	46.17	48.06	49.75	50.27
Service Pay - 15th year	46.48	48.37	50.06	50.58
Service Pay - 20th year	46.78	48.67	50.36	50.88
Service Pay - 25th year	47.12	49.01	50.70	51.22
Critical Care Paramedic District Supervisor	45.86	47.75	49.44	49.96
Service Pay - 10th year	46.17	48.06	49.75	50.27
Service Pay - 15th year	46.48	48.37	50.06	50.58
Service Pay - 20th year	46.78	48.67	50.36	50.88
Service Pay - 25th year	47.12	49.01	50.70	51.22

BC Emergency Health Services and CUPE (On-Call)

Universal Hourly Rates (50% Phase-In)

Effective First Pay Period after April 1, 2017

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Driver	16.74	17.59	18.52	22.05
Service Pay - 10th year	17.02	17.87	18.80	22.33
Service Pay - 15th year	17.30	18.15	19.08	22.61
Service Pay - 20th year	17.60	18.45	19.38	22.91
Service Pay - 25th year	17.90	18.75	19.68	23.21
Driver Unit Chief	18.76	19.61	20.54	24.07
Service Pay - 10th year	19.04	19.89	20.82	24.35
Service Pay - 15th year	19.32	20.17	21.10	24.63
Service Pay - 20th year	19.62	20.47	21.40	24.93
Service Pay - 25th year	19.92	20.77	21.70	25.23
Emergency Medical Responder	22.36	23.28	24.20	27.72
Service Pay - 10th year	22.64	23.56	24.48	28.00
Service Pay - 15th year	22.92	23.84	24.76	28.28
Service Pay - 20th year	23.22	24.14	25.06	28.58
Service Pay - 25th year	23.52	24.44	25.36	28.88
Emergency Medical Responder Unit Chief	24.38	25.30	26.22	29.74
Service Pay - 10th year	24.66	25.58	26.50	30.02
Service Pay - 15th year	24.94	25.86	26.78	30.30
Service Pay - 20th year	25.24	26.16	27.08	30.60
Service Pay - 25th year	25.54	26.46	27.38	30.90
Primary Care Paramedic	23.81	24.74	25.66	29.15
Service Pay - 10th year	24.09	25.02	25.94	29.43
Service Pay - 15th year	24.37	25.30	26.22	29.71
Service Pay - 20th year	24.67	25.60	26.52	30.01
Service Pay - 25th year	24.97	25.90	26.82	30.31
Primary Care Paramedic Unit Chief / Regional Training Officer/ Quality Improvement Coordinator	25.83	26.75	27.68	31.16
Service Pay - 10th year	26.11	27.03	27.96	31.44
Service Pay - 15th year	26.39	27.31	28.24	31.72
Service Pay - 20th year	26.69	27.61	28.54	32.02
Service Pay - 25th year	26.99	27.91	28.84	32.32

BC Emergency Health Services and CUPE (On-Call)

Universal Hourly Rates (50% Phase-In)

Effective First Pay Period after April 1, 2017

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Primary Care Paramedic District Supervisor	31.22	31.88	32.80	33.83
Service Pay - 10th year	31.47	32.16	33.08	34.11
Service Pay - 15th year	31.72	32.44	33.36	34.39
Service Pay - 20th year	32.02	32.74	33.66	34.69
Service Pay - 25th year	32.28	33.04	33.96	34.99
Primary Care Paramedic IV	24.53	25.45	26.38	29.87
Service Pay - 10th year	24.81	25.73	26.66	30.15
Service Pay - 15th year	25.09	26.01	26.94	30.43
Service Pay - 20th year	25.39	26.31	27.24	30.73
Service Pay - 25th year	25.69	26.61	27.54	31.03
Primary Care Paramedic IV Unit Chief / Regional Training Officer/ Quality Improvement Coordinator	26.54	27.47	28.40	31.89
Service Pay - 10th year	26.82	27.75	28.68	32.17
Service Pay - 15th year	27.10	28.03	28.96	32.45
Service Pay - 20th year	27.40	28.33	29.26	32.75
Service Pay - 25th year	27.70	28.63	29.56	33.05
Primary Care Paramedic IV District Supervisor	31.89	32.60	33.52	34.55
Service Pay - 10th year	32.14	32.88	33.80	34.83
Service Pay - 15th year	32.39	33.16	34.08	35.11
Service Pay - 20th year	32.69	33.46	34.38	35.41
Service Pay - 25th year	32.95	33.76	34.68	35.71
Advanced Care Paramedic	32.36	33.31	34.15	36.16
Service Pay - 10th year	32.64	33.59	34.43	36.44
Service Pay - 15th year	32.92	33.87	34.71	36.72
Service Pay - 20th year	33.22	34.17	35.01	37.02
Service Pay - 25th year	33.52	34.47	35.31	37.32
Advanced Care Paramedic Unit Chief / Regional Training Officer / Quality Improvement Coordinator	36.11	37.06	37.89	39.91
Service Pay - 10th year	36.39	37.34	38.17	40.19
Service Pay - 15th year	36.67	37.62	38.45	40.47
Service Pay - 20th year	36.97	37.92	38.75	40.77
Service Pay - 25th year	37.27	38.22	39.05	41.07

BC Emergency Health Services and CUPE (On-Call)

Universal Hourly Rates (50% Phase-In)

Effective First Pay Period after April 1, 2017

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Advanced Care Paramedic District Supervisor	38.80	39.75	40.59	40.85
Service Pay - 10th year	39.08	40.03	40.87	41.13
Service Pay - 15th year	39.36	40.31	41.15	41.41
Service Pay - 20th year	39.66	40.61	41.45	41.71
Service Pay - 25th year	39.96	40.91	41.75	42.01
Infant Transport Team	38.22	39.18	40.01	42.03
Service Pay - 10th year	38.50	39.46	40.29	42.31
Service Pay - 15th year	38.78	39.74	40.57	42.59
Service Pay - 20th year	39.08	40.04	40.87	42.89
Service Pay - 25th year	39.38	40.34	41.17	43.19
Infant Transport Team Unit Chief / Regional Training Officer	40.24	41.19	42.03	44.04
Service Pay - 10th year	40.52	41.47	42.31	44.32
Service Pay - 15th year	40.80	41.75	42.59	44.60
Service Pay - 20th year	41.10	42.05	42.89	44.90
Service Pay - 25th year	41.40	42.35	43.19	45.20
Infant Transport Team District Supervisor	44.66	45.61	46.45	46.71
Service Pay - 10th year	44.94	45.89	46.73	46.99
Service Pay - 15th year	45.22	46.17	47.01	47.27
Service Pay - 20th year	45.52	46.47	47.31	47.57
Service Pay - 25th year	45.82	46.77	47.61	47.87
Critical Care Paramedic	38.22	39.18	40.01	42.03
Service Pay - 10th year	38.50	39.46	40.29	42.31
Service Pay - 15th year	38.78	39.74	40.57	42.59
Service Pay - 20th year	39.08	40.04	40.87	42.89
Service Pay - 25th year	39.38	40.34	41.17	43.19
Critical Care Paramedic District Supervisor	44.66	45.61	46.45	46.71
Service Pay - 10th year	44.94	45.89	46.73	46.99
Service Pay - 15th year	45.22	46.17	47.01	47.27
Service Pay - 20th year	45.52	46.47	47.31	47.57
Service Pay - 25th year	45.82	46.77	47.61	47.87

BC Emergency Health Services and CUPE (On-Call)

Universal Hourly Rates (50% Phase-In)

Effective First Pay Period after April 1, 2017

Classification	Universal Hourly Rates			
	0 base	1 year	2 year	3 year
Critical Care Paramedic Unit Chief / Regional Training Officer/ Quality Improvement Coordinator	40.24	41.19	42.03	44.04
Service Pay - 10th year	40.52	41.47	42.31	44.32
Service Pay - 15th year	40.80	41.75	42.59	44.60
Service Pay - 20th year	41.10	42.05	42.89	44.90
Service Pay - 25th year	41.40	42.35	43.19	45.20
Emergency Medical Call Taker	25.87	27.68	29.62	31.69
Service Pay - 10th year	26.12	27.93	29.87	31.94
Service Pay - 15th year	26.37	28.18	30.12	32.19
Service Pay - 20th year	26.67	28.48	30.42	32.49
Service Pay - 25th year	26.93	28.74	30.68	32.75
Emergency Medical Dispatcher	27.17	32.24	34.14	36.25
Service Pay - 10th year	27.42	32.49	34.39	36.50
Service Pay - 15th year	27.67	32.74	34.64	36.75
Service Pay - 20th year	27.97	33.04	34.94	37.05
Service Pay - 25th year	28.23	33.30	35.20	37.31
Emergency Medical Dispatch Officer	30.57	35.65	37.55	39.66
Service Pay - 10th year	30.82	35.90	37.80	39.91
Service Pay - 15th year	31.07	36.15	38.05	40.16
Service Pay - 20th year	31.37	36.45	38.35	40.46
Service Pay - 25th year	31.63	36.71	38.61	40.72
Emergency Medical Charge Dispatcher / Regional Training Officer/Dispatch Quality Improvement Coordinator	31.32	36.39	38.30	40.40
Service Pay - 10th year	31.57	36.64	38.55	40.65
Service Pay - 15th year	31.82	36.89	38.80	40.90
Service Pay - 20th year	32.12	37.19	39.10	41.20
Service Pay - 25th year	32.38	37.45	39.36	41.46
Emergency Medical Dispatch Supervisor	*	*	*	41.44
Service Pay - 10th year	*	*	*	41.69
Service Pay - 15th year	*	*	*	41.94
Service Pay - 20th year	*	*	*	42.24
Service Pay - 25th year	*	*	*	42.50

* Not applicable

BC Emergency Health Services and CUPE (Full-Time and Regular Part-Time)

Acting Supervisory Pay

The supervisory pay rates outlined below apply only to employees who are scheduled to fill supervisory shifts/duties on an interim or ad-hoc basis at a pro-rated portion of the allowance. Regular FT/PT supervisors receive the appropriate supervisory rates included with their regular rate of pay.

Effective First Pay Period after April 1, 2017 (0.5% general wage increase)

	Bi-weekly
Dispatcher 3	44.43
Emergency Medical Dispatch Officer	238.29
Charge Dispatcher	290.58
Unit Chief	290.58
District Supervisor	363.06

BC Emergency Health Services and CUPE (On-Call)

Unit Chief Allowance

Effective the First Pay Period after April 1, 2017, the On-Call Unit Chief Allowance will continue at 50% of the monthly allowance value in addition to the 50% UHR Unit Chief Rate of pay for their appropriate qualification, classification, service and experience. Effective the First Pay Period after April 1, 2018, the On-Call Unit Chief Allowance will be replaced 100% by the Unit Chief UHR based on qualification, classification, service, and experience.

Effective First Pay Period after April 1, 2017 (0.5% General Wage Increase) (Expires First Pay Period after April 1, 2018)

Annual Call Volume	Monthly Allowance
0 - 99	\$114.75
100 - 199	\$170.58
200 - 299	\$226.39
300 - 399	\$284.30
400 +	\$315.87

(Note: Above rates reflect 50% of the monthly allowance)

Acting Unit Chief Allowance

A part-time employee designated to act as Unit Chief for less than one (1) month will continue to earn a pro-rated portion of the monthly allowance set out at F8.01 (h).

Effective First Pay Period after April 1, 2017 (0.5% General Wage Increase)

Annual Call Volume	Monthly Allowance
0 - 99	\$229.50
100 - 199	\$341.15
200 - 299	\$452.77
300 - 399	\$568.59
400 +	\$631.74

Dispatch 3

While working as a Dispatcher 3 an on-call employee will receive a differential over and above their regular hourly rate as follows:

Effective First Pay Period after April 1, 2017

\$0.50

AI.02 (b) (New)

Effective the first pay period after April 1, 2017, the service pay amounts will be added to the Universal Hourly Rates Wage Schedule for Full-Time and Regular Part-Time employees based on achieving the following anniversary dates with the Employer as follows:

- An additional \$0.31 per hour upon reaching the 10th year anniversary.
- An additional \$0.62 per hour upon reaching the 15th year anniversary.
- An additional \$0.92 per hour upon reaching the 20th year anniversary.
- An additional \$1.26 per hour upon reaching the 25th year anniversary.

The service pay rates for on-call employees effective the first pay period after April 1, 2017 will include an adjustment of 50% of the difference between the rate for full-time and on-call employees to phase in the universal hourly wage scale. Effective the first pay period after April 1, 2018, on-call employees will receive the same universal hourly rates as full-time employees including the service pay amounts.