

# APBC Code 3 Newsletter: Sept 2022

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*The Ambulance Paramedics and Emergency Dispatchers of BC are honoured to deliver care and services on the traditional, ancestral, and unceded territories of the 198 First Nations and 38 chartered Métis communities across British Columbia.*

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## Provincial President Message

### September 2022

Over the last few weeks, your union has been working heavily on various projects leading up to starting formal bargaining, including supporting your Negotiating Team with their preparations and research, as well as arbitrations for many outstanding issues, including the failures of BCEHS' payroll system.

As many of you have seen, BCEHS' staffing levels have never been more dire. It is not an overstatement to say that people are dying because ambulances are sitting empty throughout this province. We are seeing up to 50% of our ambulances unstaffed during some shifts. We are also seeing it spread so bad that some communities such as Richmond, Maple Ridge and Mission are seeing 100% of their ambulances sitting completely empty. We are finding it harder and harder to move resources around to cover unstaffed communities, as the surrounding areas are also severely short.

We have heard from our members about what it will take to fix the mess BCEHS has gotten into. We have brought your concerns forward time and time again and are lobbying the government for meaningful changes to our wages and benefits, mental health, and wellness funding, and how to improve resources and deployment models. We continue to meet and push BCEHS, PHSA, HEABAC and the MOH ahead of official bargaining days and will provide updates as we have them.

Today, however, I want to say thank you to our entire membership. I want to say thank you for what you are enduring; the long hours, the never-ending call volume, the unprecedented workloads, and the psychological, emotional, and physical stress that you are dealing with. Thank you to our call takers and dispatchers for what you are taking on, knowing that we are so short of resources but trying to reassure our patients on the other end of the phone when you know that we do not have the resources we should. Thank you to our front-line paramedics working day and night in these conditions when there appears to be no end in sight. Thank you to all our staff who are working hundreds of hours a pay period throughout the Province, trying to cover their community. We want you to know that while we appreciate all your efforts, it's essential to put yourself first for once. Do not feel obligated to workday and night at the expense of your mental and physical health.

In the coming weeks, you will see and hear more public and media campaigns from your union. We are not going to stop fighting for our members and highlighting the staffing crisis we are in and what the implications are for our patients. The citizens of this province need to know what the actual state their ambulance service is in, and we need our solutions brought to the table now more than ever.

Thank you again for everything that you do. Please remember, even amid this crisis, do not forget to take care of yourself.

In solidarity,

Troy Clifford  
Provincial President  
Ambulance Paramedics of BC  
CUPE Local 873





## Expression of Interest (EOI) for Resilience Immersion Training @ Honour Ranch

The APBC Resilience Immersion Training (RIT) - **16 Spots will be a selection process.**

To Increase member well-being and align with APBC's strategic directions, we are providing an opportunity for members to improve self-care, fatigue management (sleep, surviving shiftwork, circadian rhythms) and increase knowledge in mindfulness. We hope to have members participate from all regions of the Province in a three-day, mindful-based resilience immersion training (RIT). The program will take place from **October 21st to October 23rd** hosted by APBC and Mindful Badge on the beautiful property @ Honour Ranch (Ashcroft Area, Thompson, Nicola region) [www.honourhouse.ca](http://www.honourhouse.ca)

### Overview:

This RIT pilot in mindfulness skills immersion training is intended for paramedics and dispatchers and is sponsored by APBC and Honour House Society. Participants will dive deeply into how mindfulness skills might be adopted and integrated into personal and professional practice.

### What is mindfulness?

Mindfulness skills training is an evidence-based approach to cultivating optimal health, grounded humanity, and peak performance through self-awareness, compassion, and skillful, right action. This composite set of critical skills shows operationally in our encounters with the public and can be infused into our culture and ethos. Mindfulness can be a foundation for leading forward through conflict, healing, resolution, recovery, and reinvention of what it means to be a paramedic or emergency dispatcher in the

21st Century.

**What mindfulness is not:**

Mindfulness is unlike any other training in the public safety domain. From the boardroom to the briefing room, mindfulness skills can be embodied and integrated into how we show up, take in, make sense of, and act on information. RIT isn't training that can be simplified, it is about action, it can be challenging, and begins in the domain of self

**This will be a Hybrid Training Model:** Three-day Residential Immersion Training with online learning portal access

- A minimum of 21 hours of direct contact instruction within a dedicated, intensive residential setting
- Up to 12 hours of asynchronous learning online
- Participants will have access to the online learning platform for one year

**Training Fees:**

- Food and Accommodations (Based on Double occupancy) are included in the training. Selected Members will be responsible only for the costs of transportation to and from the Ranch.

**RIT Structure:**

- Participants arrive midafternoon of Day 1 and train into the evening. Training on Day 2 is from 0700 to 2200 hrs. Training on Day 3 continues from 0700 to 1400 hrs. RIT is a dedicated training effort with personal breaks and time for reflection, yet no traditional "time off" of engagement in the event.

**Training Objectives**

- Understand how the current landscape of research literature endorses the benefits of mindfulness within public safety and public health.
- Apply a new understanding of the interpersonal neurobiology of occupational stress, trauma recovery, and optimal performance.
- Understand occupational stress injury and the interventions necessary to move into recovery, healing, and set conditions for post-traumatic growth.

- Move toward a sustainable growth mindset and begin to build trauma competency skills.
- Train toward a skillful inner coach; understand and work with self-criticism.
- Explore strategies to create and sustain a greater capacity for leadership of self and others.
- Develop knowledge and skills to build a plan to integrate mindfulness skills into the rhythms of daily living.
- Understand the difference between compassion and empathy and how to build both compassion skills and boundaries with empathy.
- Create and sustain a greater capacity for leadership of self and others.

**The R.I.T. Team:**

**Richard Goerling**, MBA CMT-P CMF – Director/Founder of Mindful Badge Initiative. Police Lieutenant (ret.). Commander, United States Coast Guard Reserve (ret.). Certified Mindfulness Trainer. Researcher & faculty, Pacific University, Mindful Health and Resilience Lab.

**Renaë Stevenson**, MS CMT-P – Certified Mindfulness Trainer. Canadian Police Constable (ret.). Former professional hockey player. Mindfulness athletic trainer. Renaë will support the online follow-up sessions.

**Those interested in applying must:**

- Be a member in good standing with APBC CUPE 873.
- Demonstrates advocacy for our profession.
- Be a self-motivated team player.
- Be willing to take a stand as a mental health advocate helping end Stigma.

This Union EOI will CLOSE on September 15th, 2022, at 23:59 hrs. All applications must be received in the Union office by mail, fax or email RIT.Selection@apbc.ca (Subject line: RIT EOI) by that time.

**To Apply please submit:**

**1.** An essay of up to 500 words outlining why you would be a good candidate and how you think your RIT @ Honour Ranch will help you personally and others you work with.

**2. Station Location, primary contact information (email/phone)**

The APBC Trustees and the RIT group will select the members that will be invited to attend the training and \*\*\*\*Only successful applicants will be contacted\*\*\*\*

\*Please note - this is an internal union EOI and WILL NOT be available on the BCEHS postings page. \*

Sincerely,

Warren Leeder  
Mental Health and Wellness Coordinator

Bob Parkinson  
Mental Health and Wellness Director  
Ambulance Paramedics of BC, CUPE Local 873



Paramedic Association of Canada (PAC) Liability Insurance:

As you may be aware, PAC received an unexpected notification from our liability insurance broker, MARSH Canada, that they were no longer providing the service. We are pleased to announce that PAC has partnered with EQUA Specialty Risk to provide a seamless transition.

If you are a NEW APPLICANT for insurance, please use the link found [here](#). For future reference, it is also on the [www.paramedic.ca](http://www.paramedic.ca) website as well as our union page. If you previously held a policy, you will receive a renewal reminder with a link to renew when your policy is due.

Thank you for your patience as we worked through this.



Thank you to all the members, family, and friends that attended the Celebration of Life for Ben Pietz.

Ben started his career in the ambulance world in 1952 with Exclusive Ambulance, New Westminster Branch, with an industrial first aid ticket, which was a higher qualification than required at the time. He stayed for a year and left to try other pursuits. He returned to the ambulance service in 1959 with Metropolitan Ambulance and was instrumental as BC transitioned to a provincial service in 1974 and continued until retiring with the B.C. Ambulance Service (BCAS) on September 21, 1995. Ben was the proud first President of The Ambulance Paramedics of

BC CUPE 873. Ben was instrumental in orchestrating Metro Ambulances training program. He was the BCAS's first driving instructor, known for his glass of water on the dash and don't spill it! Ben was also the first of two Exemplary Service Award Recipients; the other was John Phillips. Ben transferred to Ladysmith in 1990 with his best half Carol where he retired to a life of leisure.



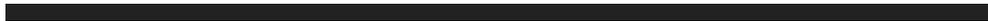
## PARAMEDIC VIOLENCE SURVEY

Violence is something that impacts paramedics all over the province daily. Please complete the Paramedic Violence Survey.

**Change starts with you. Click the link to start the survey.**

<https://forms.office.com/Pages/ResponsePage.aspx...>





**17th AGREEMENT**

BETWEEN

**HEALTH EMPLOYERS  
ASSOCIATION  
OF BC**

AND

**AMBULANCE  
PARAMEDICS  
AND AMBULANCE  
DISPATCHERS  
BARGAINING  
ASSOCIATION**

APRIL 1, 2019 – MARCH 31, 2022

**KNOW YOUR COLLECTIVE AGREEMENT**

This month's highlight:

THIS MONTH'S HIGHLIGHT.

## APPENDIX 15

### APPENDIX 15 – MEMORANDUM OF UNDERSTANDING

#### RE: TEMPORARY VACANCIES AND TEMPORARY POSITIONS

Temporary Vacancies and Positions:

1. A temporary vacancy is created by the temporary absence of a regular employee from a continuing position. The Employer will determine whether the absence of an irregularly scheduled employee creates a temporary vacancy.
2. A temporary position may be created by the Employer for a limited duration to address a temporary increase in workload or for a specific term, season, project or trial (e.g. grant funded, capital projects, pilot projects, or term specific assignments).
3. When a temporary vacancy or position occurs, it will be filled in the following manner:
  - (a) Temporary vacancies with a duration of less than twelve (12) months, will be filled by qualified Irregularly Scheduled Employees ("ISE") or through Article E3.06- Work Allocation - Spareboard and On-Call Shift Coverage.
  - (b) The Employer may appoint an employee into a temporary position with a duration of less than six (6) months.
  - (c) If a temporary vacancy has a duration of twelve (12) months or greater, or if a temporary position has a duration of six (6) months or greater, the vacancy will be posted for a minimum of fourteen (14) days.
  - (d) Where a temporary vacancy or position is being filled under (a) or (b) above, and is extended to require a posting under (c) above, the vacancy or position will be posted providing there is expected to be at least four (4) months remaining at the time of the extension.

Where a temporary position has been extended from its initial duration without posting, it may not be extended further without the Union's agreement unless that position is posted.

(e) A temporary vacancy or position will be posted for Full-time, Regular Part-time, or On-Call employees to access. Employees applying for a temporary vacancy or position must be available for the term of the vacancy or position.

(f) Temporary postings for Specialized Practice or Supervisory positions, or newly classified positions, will be selected in accordance with Article 13.03, except they may not utilize 13.03(d) or (e) to move into a regular position.

All other temporary postings shall be awarded by seniority to qualified in-post ISE first. Should an ISE not apply or not accept the vacancy, it shall be awarded to a qualified employee in the following order:

- (i) Full-time employees in order of seniority;
- (ii) Regular Part-time employees in order of earliest date of hire with the Employer;
- (iii) Primary Operator On-call employees where the vacancy or position resides in order of earliest date of hire with the Employer; then
- (iv) Other On-call employees in order of earliest date of hire with the Employer.

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(g) Where the vacancy or position remains unfilled, the work will be allocated pursuant to Article E3.06 - Work Allocation - Spareboard and On-Call Shift Coverage.

4. When an employee fills a temporary vacancy, they will assume the shift pattern and hours of the position for the term of the vacancy.

5. A Full-Time employee who successfully bids into a temporary vacancy will maintain their existing seniority and build upon it in accordance with Article 12.01.
6. A Regular Part-time or On-Call employee who fills a temporary vacancy or position will accrue seniority on an hourly basis, for all regular hours worked in the vacancy or position pursuant to Article 12.01 (a)(ii).
7. An On-Call employee does not change status when posting into a temporary vacancy or position.
8. Where an incumbent gives notice of the end of their absence, the employee occupying the temporary vacancy will be advised of the timing of their return to their former position.
9. If an employee relocates to fill a temporary vacancy or position, Article 13.06 will not apply and the Employer will not be required to pay the employee's moving expenses.
10. Any temporary position that exceeds twenty-four (24) months will be posted as a regular position pursuant to Article 13 and the applicable selection process will apply.
11. Employees in temporary positions or vacancies will be provided with a minimum of fourteen (14) days' notice of any projected change to the end date of their temporary position or vacancy. Employees in temporary positions or vacancies will not have access to recall and lay-off rights pursuant to Article 14 with respect to the temporary position or vacancy. In the case of an On-call employee, notice shall be given prior to the 15th of the month prior to when the temporary position or vacancy will end.
12. At the conclusion of the temporary vacancy or position, the employee occupying the temporary vacancy or position will return to their former position. On-call employees returning to their previous post will maintain their date of hire.

This agreement is subject to renewal in the next round of collective bargaining.

**SUMMARY:**

There is a difference between a temporary vacancy and a temporary position or "trial." Each has differing rules and can be applied in various ways.

For more questions about leaves, please contact your local RVP.

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# SCHOLARSHIPS

The APBC Union Trustees are pleased to announce the following 5 people are successful candidates for the Morris Ebanks Scholarships.

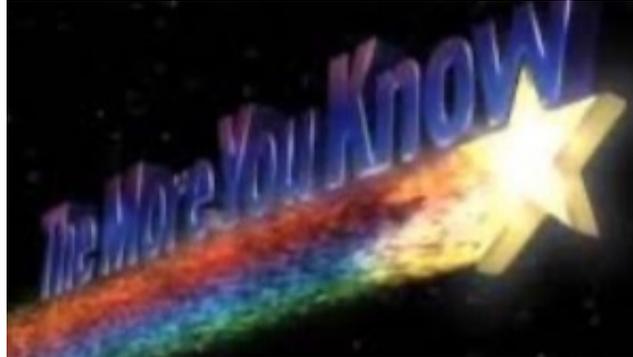
Each will receive \$1,000.

- Hibiki Hyodo
- Kiana Casanova
- Leila Wheeler
- Brooklyn Watson
- Zack Wolter

Kind regards,

Grant Farquhar, Dave Leary, and Greg Heyes

Union Trustees  
APBC CUPE Local 873



Did you know that you don't have to wait until mid-March 2023 to start panicking about CME credits? There are multiple courses available now on the [PHSA Learning Hub!](#)



Paramedic Liability Insurance through our partner at EQUA! Use the code "APBC" when you go to the checkout. We are seeing more and more litigation in our field and cannot recommend insurance more to our members. Please research your options by clicking the link in the picture.



1-855-969-4321



Did you know that APBC also represents us as the BC Chapter of the Paramedic Association of Canada (PAC)?  
Click on the picture for more information.

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The Code 3 Newsletter is now completely digital!

To do our part for the environment, and be more cognizant of the time and cost of mailing out dozens and dozens of copies throughout the province, we will no longer be sending paper copies out to individual stations.

Please distribute the newsletter throughout your station and

region as you see fit!

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## NEWSLETTER SUBMISSIONS!

We are always looking for insights, ideas, and stories.  
If you have anything you'd like to feature, please  
contact me at [newsletter@apbc.ca](mailto:newsletter@apbc.ca)



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