

**Date:** October 24, 2022

**CLIFF:** 1064571

**File:** 195-20/BCEHS All

**To:** All BCEHS Employees/Ambulance Paramedics of BC CUPE Local 873 Members

**From:** Neil Lilley, Chief Operating Officer and Troy Clifford, Provincial President, APBC CUPE 873

**RE: Introducing New Interim Staffing Measures**

Over the past few weeks with assistance from government, we have been working on interim measures and solutions to help increase staffing. We are pleased to share a temporary initiative coming into effect immediately to increase the on-call rate of pay from \$2 per hour to \$12 per hour, including the SOC shift callout hours.

Given one of the challenges is staffing evening and weekend shifts, we will also be moving to temporarily make any overtime/recall shifts worked on evenings and weekends paid out at the double overtime rate, which will also be effective October 22, 2022.

Details from the temporary agreement are below:

- 1) BC Emergency Health Services (the “Employer”) will immediately increase all \$2.00 per hour pager pay from \$2.00 to \$12.00 per hour including the call out portion of Scheduled on Call (SOC) shifts.
- 2) Employees working overtime hours between 1800 and 0600 will receive pay at two times the regular hourly rate of pay for the hours worked in this period.
- 3) Employees working Alpha night or Charlie recall shifts at overtime/recall rates that have a start time after 1200 noon will receive pay at two times their regular hourly rate of pay for hours worked within those shifts.
- 4) Employees working overtime/recall shifts hours that fall between 0600 on a Friday and 0600 on the following Monday will receive pay at two times their regular hourly rate of pay for the shifts/ hours worked in this period.
- 5) Any SOC shifts that remain vacant or unfilled at the time of monthly scheduling will be filled as if they are two separate day and night callout / Kilo shifts. Shifts will be allocated fairly and equitably in accordance with the Collective Agreement.
- 6) For greater certainty, if an employee qualifies for overtime under multiple provisions of this Letter of Agreement (“LOA”) or the Collective Agreement, the overtime rates will not be combined.

- 7) This LOA and the interim measures included in it are strictly on a without precedent and prejudice basis with respect to any other matter including the upcoming round of bargaining unless the parties mutually agree otherwise in writing.
- 8) This LOA and the interim measures included in it will be in effect from October 22, 2022 and will terminate when the parties ratify a new collective agreement or on December 31, 2022, whichever is earlier, unless extended or modified by the Parties in writing. The Parties will meet on or before December 12, 2022 with a representative from the Ministry of Health to determine whether this LOA should be extended.

Given schedules have already been built, we encourage all employees who wish to add additional availability to do so ASAP.

To ensure fair and equitable distribution of open shifts with these new incentives, BCEHS will provide clear direction for filling vacant short notice shifts to the end of October and for the November Schedule.

This temporary initiative replaces two incentive programs BCEHS introduced in June which provided \$100 per shift for local paramedics committing to regular on-call shifts and for paramedics willing to take 2 - 4 week-long locum placements in remote communities.

Thank you for your patience and ongoing support. We are hopeful that these interim measures will help stabilize staffing as our representatives work together at the bargaining table on a stable and sustainable longer-term staffing agreement.

Sincerely,



Neil Lilley  
Chief Operating Officer  
BC Emergency Health Services  
Provincial Health Services Authority



Troy Clifford  
Provincial President  
Ambulance Paramedics of BC  
CUPE Local 873