

LETTER OF AGREEMENT

Between

British Columbia Emergency Health Services (BCEHS),
“the Employer”

And

Ambulance Paramedics & Emergency Dispatchers of BC, CUPE Local 873 (APBC)
“the Union”

And

Health Employers Association of BC
“HEABC”

(collectively, the “Parties”)

Interim Service Delivery and Staffing Mitigation Measures

WHEREAS:

- A) The Parties recognize an urgency to introduce interim incentive measures to address the predicted increase in call volume due to COVID/ Flu season and the unprecedented staffing shortages.
- B) There is an urgent need to remove as many barriers as possible to allow for maximum use of these employees.
- C) The Parties wish to address these urgent staffing needs strictly as an interim measure and on a strictly without prejudice and without precedent basis
- D) The measures implemented must be in compliance with the 2019-2022 collective agreement

THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:



- 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 Monday to Thursday 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 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 hours/shifts worked in this period.
- 5) 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.
- 6) Any SOC shifts that remain vacant or unfilled at the time of monthly scheduling will be filled as two separate Day and Night 12-hour Callout shifts. Shifts will be allocated fairly and equitably in accordance with the Collective Agreement.
- 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.

[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]



9) Nothing in this agreement shall in anyway impede the unions right to strike.


Dated for reference: October 23, 2022

BC Emergency Health Services



Neil Lilley

Ambulance Paramedics of BC



Troy Clifford

Health Employers Association of BC

William Skinner