

Date: December 23, 2022

CLIFF: 1064352

File: 195-20

To: All BCEHS Employees/ CUPE 873 Members

RE: Extension of Interim Staffing Measures

BCEHS and APBC have reached an agreement to extend the temporary, interim staffing measures [announced in October](#) until January 31, 2023.

Extending these temporary measures for an additional month will help support staffing. This includes the increase of the on-call rate of pay from \$2 per hour to \$12 per hour, including Scheduled On-Call (SOC) shift callout hours. With this extension, we will also continue to offer double overtime rates for any overtime/recall shifts worked on evenings and weekends, as these shifts tend to be challenging to staff.

To recap, the details of this Letter of Agreement (LOA) are as follows:

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.
****BCEHS Note:** For additional clarity of this point, [please see this memo](#).*
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.

This LOA and the interim measures included within it will remain in effect until **January 31, 2023** and will terminate when the parties ratify a new collective agreement **by or on January 31, 2023**, whichever is earlier, unless

extended or modified by the Parties in writing. The Parties will meet **on or before January 13, 2023** with a representative from the Ministry of Health to determine whether this LOA should again be extended.

Sincerely,

Leanne Heppell
EVP & Chief Ambulance Officer
BC Emergency Health Services

Troy Clifford
President
Ambulance Paramedics of BC, CUPE Local 873