



Tel: 604-273-5722 | **Fax:** 604-273-5762 | **Toll Free:** 1-866-273-5766 | **Toll Free Fax:** 1-866-273-5762
105 - 21900 Westminster Hwy., Richmond, BC V6V 0A8
info@apbc.ca | www.apbc.ca

July 18, 2023

Dear Members;

On Friday, July 7th, BCEHS Senior Leadership informed us they would release their redacted “*Independent Review of Organisational Culture at BCEHS.*” While we were aware of the document and that it was completed in July of 2022, we had not been made aware of the scope, results, findings, decisions, or recommendations that were brought up in the review. As of today, we have not gotten a complete, unredacted copy of the report. Of concern to us was that we were not afforded the opportunity to be a part of this review, not only because we value the lived experiences and concerns brought forward by our members but also because we believe this report could have been much more comprehensive in its scope. We are not only open to the views and concerns of our members but to feedback and constructive criticism on how we can do better.

The Ambulance Paramedics of BC/CUPE Local 873 want to acknowledge the findings of this report and make it very clear that we condemn all bullying, harassment (sexual, emotional, or physical in nature), racism, or injustice in our workplace. One of our core tenants as a union is to defend our members' safety, rights, and liberties. We all have a joint interest in creating safe, inclusive work environments by fostering positive spaces and identifying and making efforts to remove barriers to individuals of under-represented groups. We are committed to doing this and improving Diversity, Equity, and Inclusion (DEI) and the general welfare of our members and all public employees. We have, and always will, work to improve the rights and safety of all workers, whether it's from sexual harassment, bullying, or violence from patients, coworkers, organizations or the public.

This report raises serious questions about BCEHS and its historical and current practices involving sexual harassment, bullying, and gender/cultural inequities throughout the organization. It also reports how our members feel about their treatment, representation and how their job opportunities are affected because of these practices.

We also acknowledge concerns that some of our members have raised with how our union handles complaints, accusations, and investigations. While our union has a fiduciary duty (under Labour Code, Labour Law and the terms of the Collective Agreement) to represent all members, we want to make it clear that we continuously look inward at how we can improve our systems and processes to support our members better. We would also like to remind all our members that there are many ways to bring complaints forward under the union structure. Please get in touch with your local RVP for advice and direction if there is any doubt.

While it is easy to commit to change in a simple email, we want to clarify that our union has already taken steps to improve many of the issues brought forward in this report. In 2019 Negotiations, we re-negotiated the Respect in the Workplace 31.03 language in the Collective Agreement and have streamlined this process to make complaints more accountable to both organizations. In 2022 Negotiations, we negotiated gender-neutral terms, a Diversity, Equity and Inclusion (DEI) working group and took steps towards reconciliation and building rights for our Indigenous members, families and communities. We introduced the Indigenous Liaison Officer within our union and supported C/A language to promote Indigenous hiring practices throughout BC. Last year we created the Diversity Chair position within APBC and will post an EOI for it in the coming weeks.

While the hiring of BCEHS Manager and Excluded Positions are not under the union's control, we wholeheartedly support improving gender and cultural representation within BCEHS, and more importantly, we are constantly striving to improve gender and cultural representation in our union. We encourage anyone to apply for or run for union positions as they come up or during our annual convention.

In the short term, your Provincial Executive Committee is in contact with BCEHS Senior Leadership regarding this report. The union has sought access to the unredacted information, and we plan to meet to discuss ways we can work not only to eliminate bullying, misconduct, violence and sexual harassment from our workplace but to improve all the processes surrounding culture, morale, reporting, investigations, and accountability.

In Solidarity,

The APBC Provincial Executive Committee



Troy Clifford
Provincial President
CUPE Local 873



Dave Deines
Provincial Vice-President
CUPE Local 873



Jason Jackson
Provincial Vice-President
CUPE Local 873



Lorraine Till
Provincial Secretary-Treasurer
CUPE Local 873



Jessica Chilton
Provincial Recording Secretary
CUPE Local 873



Dustin Jackson
Provincial Chief Grievance Officer
CUPE Local 873

/sd/MoveUp

