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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.



Provincial President Newsletter August 2023

As August arrives, we cannot help but reflect on the incredible progress we continue to experience as a union, service, and profession. I hope, in the face of all we have going on, you are using opportunities to rest, recharge and do what makes you happy and relaxed.

As I write this member update, we are aware of yet another wildfire fighter who has lost their life serving and protecting us. My condolences to those impacted and the families of those lost. These tragedies are happening all too often these days and highlight the risks we all face while serving the public.

We are facing one of the worst wildfire seasons in our history,

and it's impacting every one of us in so many ways. My team and community in Osoyoos are facing a significant impact from a wildfire as I write this, and my home in Kamloops also has an approaching fire as well. In many other areas of BC, including the North, Kootenays, Vancouver Island, and Lower Mainland, our resources are being tested as well. We have evacuation alerts and orders impacting our families, communities, and stations. Yet through it all, we look after our homes and continue to serve and step up. This is who we are and why I can't express how proud and privileged I am and have been for the last four years as your president.

I continue to be accountable to you and work every day to be accessible and understand what our members are experiencing, want, and where we need to go in the future. We need to change and adapt. Are key priorities are, and continue to be, inclusiveness, culture, diversity, wellness, safety, engagement, communication, and boosting our professional profile.

As president, I want to reassure you that I continue to be honest, passionate, transparent, accountable, and accessible while overseeing all aspects of our union and profession. I will continue to do this while our teams work hard to manage the day-to-day operations and implement the best collective agreement we have achieved in my 36 years. I continue to work on car as much as I can with my team in Osoyoos, who continually step up to support commitments with our union and profession. I cannot express enough gratitude.

We know that transformation and change are difficult. I believe we must all self-reflect and ask the question, "What can I do to change and make a difference in our morale and culture?" We all must put self-serving interests and agendas aside and ensure that we are doing things for the overall collective. We must truly take a deep look into our structure and reflect on how we will be

moving forward. I am committed to acknowledging, listening, and doing whatever it takes.

Please do not be afraid to ask tough questions. Respectfully hold your leadership and each other accountable. Provide solutions. Be open to change. Have honest, tough conversations. Our experiences can have a serious impact. We must look at inclusiveness and cultural sensitivity issues with an open mind and do all we can to eliminate issues such as stigma and bias. There is no place for them in our service, profession, union, workplace, and communities. I am committed to this, and I ask for your patience and support to do what we must.

Thank you to those who can share their experiences. I want you to know that I am listening. Please don't hesitate to email me about anything. I will always make time to respond as soon as I can.

We cannot let up. We must adapt and listen to our members. We continue to meet with leaders and partners at all levels- labour, political, stakeholders, public safety, community groups, nonprofits, media, etc. This is key to our future and one of our proven successes. We cannot lose these opportunities for positive solutions and relationships.

I remain optimistic that better times will continue for us. The work we are doing now and soon to be announced will continue to promote improvements for our profession and workplace. I am so proud to serve beside you day in and day out while we all endured incredible pressures, both professionally and personally. Please continue to support each other.

Respectfully,

Troy Clifford
Provincial President
Ambulance Paramedics of BC
troy.clifford@apbc.ca



Dear Members,

Re: 2022-2025 Collective Agreement
Implementation/Labour Relations Update

I'm proud to report that further progress on the implementation of the new 2022-2025 Collective Agreement Terms is already

underway. There are 51 “green sheets” that require action to implement the full terms of the 2022-2025 Collective Agreement, and their status is below:

- 3 items are awaiting Ministry of Health/PHSA implementation.
- 42 green sheets have been executed fully.
- 6 green sheets are well into the implementation process.

The remaining outstanding green sheets involve provincial government initiatives and the work of the joint committees now underway.

Benefit Calculations:

The Union has been advised that during setup of the calculations process, an error was made, and the system was programmed to calculate eligibility shifts effective the first full pay period of the eligibility quarter. This error has led to some members' benefits being terminated wrongfully. Corrections to the calculation process are being worked on to align with the agreed to eligibility quarters. If a member is served notice of benefits termination, you should make an inquiry to the employer as soon as possible and email me directly at: jason.jackson@apbc.ca. The employer has committed to maintaining benefits during the correction of the process.

Timelines:

The 2023 Wage grid redesign for years 4/5 commences on June 23, 2023, with retro paid on August 25, 2023. The draft 2023-2025 Collective Agreement version #1.1 has been produced and released to the membership as of June 29, 2023. It can be found on the APBC website. The Central Repository for the new 2022-2025 APADBA Collective Agreement is now available on the employer's website and populated with all official Letters of

Understanding, Memorandums of Agreement and ancillary documents.

SOC Transition:

Information and consultation sessions for employee engagement on the transition of Scheduled On-Call to new staffing models at all 60 SOC stations occurred between May 24th through June 2, 2023. Further discussions on SOC Transition have occurred on June 30th, July 18th, and 24th to look at final modelling recommendations. The parties are hoping to finalize the station modelling by mid-August. SOC modelling tentatively is projected to create roughly 300 Regular Part-time and Full-time positions, with a net increase of 100 net new FTE. The parties are also having discussions surrounding the redevelopment of the CP program, and we hope to report on this soon.

Joint Committees:

The following committees are now underway. Given summer vacations, the work of the committees will pick up in September:

- Benefit Review Committee
- ACP Improvement Committee
- Community Paramedicine Committee
- Frontline Supervisor Committee

Many members have enquired surrounding participation in various committees. We will be reaching out to members for participation as these groups get moving.

On behalf of the Negotiations Committee and the rest of the Provincial Executive Committee, I wish to thank all the members for your support, and we look forward to providing more updates as the implementation phase continues.

In Solidarity,

Jason Jackson
Provincial Vice-President
Ambulance Paramedics and Emergency Dispatchers of BC

APBC - Labour Relations Updates:

PTN Transfer

In early December 2022, we began discussions with HEABC and BCEHS to make an application to the LRB under section 142 of the Labour Relations Code to vary the certification held by the Ambulance Paramedics of BC - CUPE 873 in the Ambulance Paramedics and Emergency Dispatchers subsector to include Patient Transfer Coordinators, Patient Transfer Coordinator Supervisors, Patient Transfer Trainer/Quality Improvement Supervisors, and Auxiliary Patient Transfer Coordinators employed by British Columbia Emergency Health Services.

On January 23, 2023 the Labour Relations Board granted our application.

We have completed significant negotiations work on the transition agreement, including Job Descriptions, Benefits and significant monetary gains for our new PTN members. We welcome approximately 55 new members from PTN into APBC/CUPE Local 873. The transition agreement is projected to be complete and executed in mid-September!

Service pay Errors/ Date of Hire vs 1950 Hours of Work

On review of Schedule F, Schedule A1.03 Pursuant to Schedule A1.03(a) the 10, 15, 20, 25 years of service, we discovered an error with the applications of service pay. Specifically, the system was programmed to calculate based on 1950 hours of work instead of a member's adjusted date of hire.

Service pay levels are based on completed years of work calculated from the employee's part-time adjusted date of hire established in accordance with Schedule E3.01, and the employer has not advanced employees through service pay levels based on their adjusted date of hire established in accordance with schedule E3.01 dating back to April of 2017.

The parties are discussing the following resolve:

1. The Employer will correct the service pay levels of all employees by XXX Date, 2023 on a go-forward basis.
2. The Employer will audit the service pay levels of all current and former employees for the period of April 2017 to XXX Date, 2023 (the "Audit"). The Audit will be completed by XXX Date, 2023. The Employer will share the result of the Audit with the Union, which will include the following information:
 - a. The names of all employees paid at an incorrect service pay level;
 - b. The amount (if any) owing to each employee; and
 - c. How the amount owing to each employee was calculated?
3. If the Audit reveals that an employee was and/or is paid at a lower service pay level than what s/he has attained pursuant to Schedule A1.03 and Schedule F, the Employer will pay the

employee the correct service pay level retroactively to the date the error first occurred.

4. The Employer will issue all retroactive payments arising from the Audit by XXX Date, 2023.

Due to significant payroll changes with the Collective Agreement implementation, the parties have agreed to implement the settlement after the CA implementation on monetary issues.

Pension Errors on New Premiums

On reviewing the Supplemental Pension RSRP contribution amount of 2.75%, (24.06 C/A), it appears there is an issue surrounding contributions on premiums on nights and weekend premiums. The premiums were negotiated as regular pay and are “pensionable.” The 2.75% should be calculated on the weekend, nights, and other shift related adds to pay as it is correctly being done for PSPP. In reviewing a pay advice slip, the Supplemental (RSRP) 2.75% is not being calculated on these adds to pay. We also have requested confirmation that the alpha shift premium is being calculated for Supplemental PSRP as well.

I have discussed this matter with the employer, and they confirmed the error. The parties are working on drafting a settlement agreement inclusive of retro calculations and payment of contributions.

Supplemental Plan and Contribution Rate - 2.75->2.80%

In 2019 the Parties were dealing with the Special Early Retirement Benefit under PSPP that the employer, BCGEU and PSPP were trying to eliminate. An MOU- Special Early Retirement Benefits for Eligible Members of Local 873 was

agreed to by CUPE 873 and HEABC (BCEHS).

In April 2022, the employer's additional contribution cost to PSPP for our early retirement decreased from the 2.28% referred to in the agreement to 2.18 % for an employer savings of 0.1%. As a result, the Supplemental contribution rate should have increased from 2.75% to 2.80% per the attached agreement. (Half of 0.1%)

I guess the employer missed this rate change. The contribution rate of 2.75% is still being used by payroll when it should have been increased to 2.80%. Although, We are unaware of anyone from BCEHS being involved in drawing up this MOU. HEABC's Tony Collins and Angie Sorrell were tasked with the issue, and Tom Manz and Cameron Eby for the union. I have discussed this matter with the employer, and they confirmed the error. The parties are working on drafting a settlement agreement inclusive of retro calculations and payment of contributions.

Delayed Year 4/5 Wage Grid Payment/Errors.

As you are aware, the union advanced a policy grievance on this matter to ensure the timely implementation of the collective agreement. The policy grievance was expedited to arbitration under 104 of the labour code, and the parties met with the labour board on April 27, 2023. The parties reached an agreement on the implementation of the 2023 Wage grid redesign for years 4/5, to commence on June 23, 2023, with retro paid on August 25, 2023. Unfortunately, programming errors occurred, leaving some members receiving the incorrect pay rate. I would like to ask all members to please check your pay advice and ensure you are receiving the correct pay rate. If any member discovers they are receiving the wrong pay rate, please directly email: HR@bcehs.ca and CC: jason.jackson@apbc.ca. The parties have a scheduled meeting on August 8th to review any unresolved implementation issues.

Dual Employee Status

The union was made aware of a PHSA policy that prevents employees of PHSA from belonging to two (2) unions. This issue was referred to as the “dual employee” issue. The most common example of this would be an APBC member who also works in a logistics role covered by the BCGEU collective agreement. We are happy to report that the parties have agreed that there is no blanket policy that will be applied to dual employees, and each case will be reviewed individually. This, in essence, means that the long-standing practice of working for the same employer while belonging to two (2) unions can continue.

Retro Pay for Members Impacted by WSBC Claims.

As part of the 104 expedited Collective Agreement Implementation arbitration, the parties have been working on Retro Pay for members impacted by WSBC claims during the period of time covered by retroactive wages (April 1, 2022- April 14, 2023). I am pleased to announce the auditing has been completed, and all members impacted by WSBC claims will be receiving an off-cycle pay for Retro Wages on Wednesday, July 26, 2023. The year 4/5 retro pay (April 1- June 23, 2023) will occur on August 25, 2023.

WCB / LTD pension policy grievance

The union took the employer before the arbitrator in April 2023. The employer was ordered to provide a 10-year audit back to 2013 for all employees who were off on WCB or a long-term disability claim. The employer has confirmed that over 1000 members over the course of the 10 years, were off on either WCB or LTD. Of the 1000 members, roughly 350 were identified through the audit as being impacted by contributions being made

incorrectly. Currently, the employer is breaking the audit down further to members that were impacted under and over two years in time. The impacted employee lists will hopefully be available this week. Once all members are identified, the process for correcting the pension contributions will begin. The union has also identified that the same individuals may have impacts on their Coughlin's supplemental pension, and we have requested a meeting with the employer to address that issue as well. A new policy grievance will be filed if the supplemental pension contributions become a broader widespread issue and we can't reach or resolve it with the employer.

In Solidarity,

Jason Jackson- Provincial Vice President

Dave Deines – Provincial Vice President

Dustin Jackson – Provincial Chief Grievance Officer

Ambulance Paramedics and Emergency Dispatchers of BC





APBC would like to announce BC Paramedics' representation to the SWITCH BC Organization. This new organization focuses on Health, Safety, and the well-being of everyone working in healthcare in BC. SWITCH represents over 300,000 HealthCare workers in the province, including Paramedics.

APBC's Provincial Safety Director (Corey Froese) sits on the Board of Directors, working alongside all bargaining groups, Health Authorities, and Doctors of BC to support the success of the organization in the role of governance in the province. Also sitting on SWITCH BC (TAC) Technical Advisory Committee APBC Provincial Health and Wellness Director (Robert Parkinson) and Health and Wellness Coordinator (Warren Leeder) work as subject matter experts to support the psychological wellness & (OHS) Occupational Health and Safety of our paramedics.

[Click Here for the SWITCH BC YouTube Link](#)







Succession Planning at the Environment and Climate Change Committee

Dear Members,

As a founding member of the Environment and Climate Change Committee (ECCC), I have been submersed in work involving the climate emergency, the environment, and how these things relate to paramedicine since 2016. I have had an incredible journey leading this initiative with the support of our membership for almost 7 years. However, after 7 years, I also recognize that there is a benefit to making space for new leadership within the ECCC.

I am writing you today to advise of my intentions of stepping down from the chair position of the (ECCC) in 2024, and wish to express my desire to pass on the knowledge I have gained while in this role to the next iteration of environmental leaders within the APBC. I may stay on as an ECCC member in 2024 to support the committee, but I will not be doing so in the capacity of chairperson.

As I have been the most vocal and recognizable champion for climate solutions from the APBC over the past 7 years, I feel it is important for new faces to rise in representation of this work and break free from any stereotype that this has been a one-man mission

up until this point in time. I also feel that with new personalities at the helm of the ECCC, relationships that the committee is required to participate in will be given an opportunity for a fresh start and that this could be helpful to the productivity of the committee.

On a personal level, I also feel a need to step back from this work. While this work has been extremely rewarding (I truly feel my life is richer for having participated in it), I have also found it stressful and emotional at times, and I feel I would be well served personally by taking a step back from this work to gain some perspective on both my climate work and other aspects of my life.

It is an inevitability that I will not be available to do this work at some point in time, but I want to make sure that I have the opportunity to pass on what I have learned working in this capacity so that the legacy of environmental stewardship and climate action carries on within the APBC. A great deal of the knowledge I have gained serving as chair for the ECCC has been gained through difficult means. I want to make sure that my predecessor benefits from these hard-learned lessons and is elevated in their starting position from where I was 7 years ago.

The APBC's ECCC has come a long way since its inception in 2018. As a membership, we have much to be proud of when considering our accomplishments and the stance we have taken in standing up for climate action. The work of this committee is just beginning. The climate emergency is as dire as it's ever been. It's important that our members continue to weigh in on the side of sensible and bold climate action. Encouraging the deployment of clean energy vehicles and reducing idle times are pragmatic solutions that need to stand in contrast to more extreme acts of climate action, such as blocking rush hour traffic.

An Expression of Interest for the remainder of a 2-year ECCC term finishing in June of 2024 will be sent out to all members soon. I encourage any environmentally minded members who are interested in an amazing learning opportunity, diversifying their career, and leading the next phase of APBC environmental stewardship to apply. You can also email me if you're like to discuss the opportunity or to let me know you've applied at david.hollingworth@apbc.ca. I'd be very interested in speaking with those who are keen to fill this position.

The ECCC has a life of its own now. It has momentum, expectations, and roles to play in both the APBC and BCEHS, but it is going to take somebody to step forward and carry the baton of environmental action within the APBC to keep this movement alive. This will be a remarkable opportunity for one of our members. Could this be you?

Sincerely,

David Hollingworth

Chair

Environment and Climate Change Committee





For your Public Service Pension Plan, click [HERE](#) to take you to the log-in page.



For your supplemental union pension info, click [HERE](#) to visit the Coughlin & Associates page.

UNION SHIFTS

****There are currently long-term openings on 252B/C, 253B/C and 253A available****

Union shifts are available every month in Vancouver Post. You do not need to be VPOP'd, and you do not need primary availability to your home station. Please contact Dave Leary at david.leary@apbc.ca for a list of shifts in Vancouver Post!



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Do you know about CIPSRT and how it is important to the paramedic profession in Canada? As part of the National Research Consortium, CIPSRT serves as the Knowledge Exchange Hub for knowledge synthesis, translation, and exchange that relies upon the best contemporary research evidence supporting an overall mission to help current and former public safety personnel, their leaders, and their families to maintain and improve their mental health and well-being.



CIHI, or the Canadian Institute for Health Information...



Did you know we are one of the largest CUPE Locals in BC? Did you know that your representatives take training through CUPE BC and CUPE National to better serve the membership in grievances, arbitrations, negotiations, conflict resolution etc? Click [HERE](#) to find out more about how we fit with CUPE BC, and how our collaboration benefits the members of our Local, and workers around the country.



Since APBC is also known as CUPE Local 873, we are not only part of CUPE BC, but CUPE National. Click [HERE](#) to visit their website and access a wealth of information and resources. There is also information on education, campaigns, and ongoing research.



Paramedic Association of Canada
Association des paramédics du Canada

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



Did you know that you don't have to wait until mid-March 2024 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.

WE WANT TO HEAR FROM YOU!



We are always looking for pictures, insights, ideas, and stories. If you have anything you'd like to feature, please contact us at newsletter@apbc.ca.



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