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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.



President's Message September 2023

I want to take this opportunity to acknowledge and thank each one of you for your commitment and service, this summer. We have seen incredible adversity, change and impacts on us all in our profession, lives, and communities. I am amazed at how your capabilities and resilience continually rise to the occasion, whether it be under operational stresses, staffing issues, environmental events, or supporting friends or colleagues.

August saw an escalation of what we are experiencing as the worst fire season in our history. It has impacted every one of us in so many ways. Our resources are being tested everywhere. It is impacting our homes, families, communities, and service, yet through it all, we look after each other and continue to step up for

those in need.

On another note, and as a result of a labour dispute at The Sheraton Vancouver Airport Hotel, we have made the tough decision to move the venue for our annual convention. As you can imagine, this was not an easy process. I'm happy to report, through a lot of hard work by our office staff and members of the PEC, we were able to secure the Sheraton Guilford Hotel on 104 Ave in Surrey. This hotel will not only accommodate our needs but provide enough rooms and space for our retirement dinner.

We had to adjust the dates to accommodate the move, so our convention will now be held from Nov 5-7, with our retirement dinner being held on the evening of November 5th.

In reviewing the 2023 resolutions for convention, I am excited to see so many resolutions particularly around transparency, accountability, governance, diversity, inclusiveness, and culturally sensitive issues. They are all important issues that need to become entrenched in our profession, union, and service. We have a duty and responsibility to look internally with an open mind and do all we can to eliminate issues such as culture inequalities, stigmas, and bias are expunged from our organization. As your president, I am personally committed to making these important issues the cornerstone of what this union stands for. I ask for your commitment and support to do what we must to bring our profession and service forward, and to improve how we do it.

Your leadership's focus and workload have not slowed over the past few months. Your union officers on the PEB/PEC have continued to meet the challenges and perform their roles and duties in exceptional ways. The implementation of the various aspects of the collective agreement, as reported, continue to move forward. We are all excited to see the many improvements continue to evolve and come to reality. I have been very active

overseeing all aspects of our union, engaging with leadership, and learning from each of you as I work on car as much as I can.

I continue to meet with our public sector partners and local/provincial government representatives, ensuring we build on our relationships, strong public image, and support. I am so proud of the collective relationships we have built under my tenure as president over the last four years, and I believe these connections and allies continue to help us move forward as a profession and organization.

As previously reported, I continue to advocate and work with leadership and government to ensure we expand full time positions in communities across the province. As you know, this is an area I am passionate about and will not let up on. I am confident we will continue to see expansion of fulltime positions in conjunction with bolstering the Community Paramedic program with the transition of SOC to the new rural and remote service delivery model. In Metro and Urban areas, we must continue to address workloads, and hold this employer and government to their commitments to manage workloads and decrease response times to meet national benchmarks. I commit to you that we will not stop fighting for more practicable workloads for our members, and better response times for our patients!

Another area we cannot let up on despite much progress, is our mental health and wellbeing supports. We are still seeing the highest rates of psychological injuries for any profession. Despite these numbers, we are changing the culture and mindset on how we face these issues. Again, we must never let up. We owe this to each other and our families. We cannot treat our patients if we are not healthy, both body and mind.

My friends, our journey is far from over. We must remain humble but determined. I have never taken the privilege of my role as your president for granted, and being at your side, whether at the

union office, in communities around the province, or in Osoyoos, I get to see and hear the successes and challenges we face firsthand. Our members know what we do and what we need, and without listening and being open to change to evolve we will not achieve all that we can.

Change is difficult. We know we can influence morale and culture if we dedicate ourselves to positive change. We must put self-servicing interests and agendas aside and ask ourselves what we can each do to make meaningful change to truly improve our workplace and culture. Let's have these honest, safe, and tough conversations at every opportunity, and use them to acknowledge where we are, and map a positive and accountable way forward.

Please be kind, inclusive, safe, professional, and support each other.

Respectfully,

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



September 1, 2023

Dear Members,

2022-2025 Collective Agreement Implementation/Labour Relations Update

I'm proud to report 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.
- 45 green sheets have been executed fully.
- 3 green sheets are well into the implementation process.

The 3 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 set up of 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.

The agreed to Quarters and calculations are as follows:

- On-call benefits are earned on a quarterly basis:
 - Q1: Dec->Feb,
 - Q2: Mar->May,
 - Q3: Jun->Aug,
 - Q4: Sept -> Nov

- Benefit Eligibility Reviews occur Quarterly:

Quarterly Review	Re-Enrollment	Removal
End of February	March 1st	April 1st
End of May	June 1st	July 1st
End of August	September 1st	October 1st
End of November	December 1st	January 1st

This error has led to some members benefits being terminated wrongfully in July and potentially may occur in October. Corrections to the calculation process are being worked on to align with the agreed to eligibility quarters, however this has not been corrected yet and the parties may enter into dispute if the calculations process is not corrected.

If a member is served notice of benefits termination for October, 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 for the next on-call benefit calculation in October.

Retro Wages for Members with WSBC claims

As reported in July, the employer advised that retro payments for members with WSBC claims during the retro wage period between April 1, 2022 and June 2, 2023 would be paid on July 26, 2023.

As members discovered, on the July 26 pay date, this only included payment to members who were within the 182 days of a WSBC claim being paid by the employer.

I have met with WSBC this week to explore our options for members to have a claim review and receive retro wages. I will be meeting with the employer early next week to arrange a process between APBC, BCEHS and WSBC to sort out retroactive payment to our members.

This process is going to take some time to complete due to the volume of WSBC claims to impacted members, I will report more on this more next week.

Retro Wages for Members with LTD claims

After review of retroactive wage payments, the union has learned that our members on LTD during the retro wage period of April 1, 2022 to June 2, 2023 have not received any retroactive wages.

On discussion with the employer, the union was advised the employer will not report changes of wage changes nor are they willing to pay our members retro wages.

The union is disappointed and disagrees with the employer's positions. The impact to our members is approx. \$500/month equating to hundreds of thousands of dollars.

The Union believes the Collective Agreement terms, as outlined below, are clear and unambiguous. I have advanced a policy grievance on this matter and will be proceeding to arbitration.

20.02 LONG TERM DISABILITY INSURANCE

Should an employee remain continuously and totally disabled due to any injury or illness, including an occupational injury, beyond twenty-six (26) weeks, or its equivalent as set out in Schedule A, the employee shall receive a monthly benefit equal to the sum of:

1. seventy per cent (70%) of the first \$2,200 of regular monthly income; and
2. fifty per cent (50%) of regular monthly income above \$2,200,

including benefits payable under any government or other employer-related disability plan. Payments will continue until recovery, death, or the mandatory retirement age, whichever occurs first.

Timelines:

The 2023 Wage grid redesign for years 4/5 commence on June 23, 2023, with retro paid on August 25, 2023, there union was advised a small number of members were missed and off-cycle pay was approved. If you discover you were not paid your retro hours for year 4/5, please email me directly at: jason.jackson@apbc.ca

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 print draft of 2023-2025 Collective Agreement version #1.1 has been produced and edited by the union, the draft now sits with HEABC for edits before publication.

The Central Repository for the new 2022-2025 APADBA Collective Agreement is now available on the employer's website populated with all official Letters of Understanding, Memorandums of Agreement and ancillary documents.

SOC Transition:

Further discussions on SOC Transition have occurred Aug 28th and 30th, to look at final

modelling recommendations, work is still on going. The parties are hoping to finalize the station modeling by mid-September.

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 discussing the redevelopment of the CP program, discussions on modelling and deployment are underway to align with the timeline changes to SOC.

The hope is to allow CP's to have a choice to stay in the CP role or transition with the SOC model.

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 Ambulance Dispatchers of BC

September 1, 2023

Dear Members,

APBC - Labour Relations Updates:

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 programed to calculate based on 1950 hours of work instead of a member's adjusted date of hire.

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

The parties are discussing on 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 retroactive 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 pay roll changes with the Collective Agreement implementation the parties have agreed to implement the settlement after the CA implementation on monetary issue.

Tentatively the parties are looking to set a go forward implementation at the end of October, with retro in early December. The final settlement agreement will be signed off the week of Sept 5th.

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 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 to draft 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, a 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 to draft a settlement agreement inclusive of retro calculations and payment of contributions.

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.

WCB / LTD pension policy grievance

The union took the employer before the arbitrator Saunders 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 purpose of the audit was to identify members who's pension contributions were not made.

The employer has confirmed that 1062 members over the course of the 10 years we're off on either WCB, or LTD and have the potential to be impacted.

Meetings have been set up of early September 2023 to begin reviewing the lists of impacted members and to begin correcting the pension contribution errors. The union will work with the employer to establish a process to address the impacted members starting with those who are closest to retirement. Please watch your emails for further information on this issue. We anticipate the review process will take a significant amount of time.

If you have any questions please email me directly at: dustin.jackson@apbc.ca

In Solidarity,

Jason Jackson- Provincial Vice President

Dave Deines – Provincial Vice President

Dustin Jackson – Provincial Chief Grievance Officer

Ambulance Paramedics and Ambulance Dispatchers of BC

CONVENTION 2023 UPDATE!

Dear Members and Convention Delegates,

As you may or may not know, the unionized staff at the Sheraton Vancouver Airport is currently on strike. It doesn't seem like their negotiations are going well, and as an act of solidarity, we will not use the hotel while there is currently a labour dispute.

Since we can't take a chance on the strike ending before our Convention, we've had to search around for alternate venues. The APBC office staff, as well as members of your PEC, have been working hard contacting hotels both in the Lower Mainland and elsewhere, trying to find a place that is big enough and has dates available.

We are happy to report that we have secured the Sheraton Guildford Hotel in Surrey on 104 Ave. However, in order to have all delegates in the same hotel for all days of Convention, avoid conflicting CUPE National Convention dates and avoid Halloween, we've had to adjust

our Convention 2023 dates.

Convention 2023 will be on the following dates:

November 5 - Convention Day 1 (and Retirees' Dinner)

November 6 - Convention Day 2

November 7 - Convention Day 3

Delegate info packages will be going out shortly.

It is also of note that DELEGATES ARE RESPONSIBLE FOR FINDING THEIR OWN UNION COVERAGE. If you have been elected as a delegate and intend to attend Convention, please start working on finding coverage as soon as possible.

If you have any questions, please contact your RVP or email info@apbc.ca.





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](#)







RESOURCES



Information for Local Presidents – Disaster Relief Response & Hardship Requests

As in previous years, this summer's wildfire season has caused a great deal of devastation and loss in communities around British Columbia. CUPE BC has provided support, as described below, to match what we have done in past years. At the same time, many questions have come forth from local presidents. We want to make sure all locals have a clear understanding of our disaster response to the 2023 wildfires and provide some information about our hardship fund.

What is CUPE BC's response to the 2023 wildfires?

As a Provincial Division of CUPE, we use our resources to support organizations such as Red Cross, SPCA, United Way and community charities when disasters occur. In response to this year's fires, a total of \$50,000 has been donated, \$25,000 each to the Red Cross and BCSPCA, who are working closely with the province and affected communities on relief efforts.

Does CUPE BC have a specific disaster relief fund to donate money to members impacted by a natural or other disaster?

CUPE BC has no disaster relief fund. We are mandated to save funds so that we can support members who are forced to go on strike, or are locked out in the course of negotiating a fair collective agreement. The notable exception is the Colleen Jordan Humanity Fund (CJF), which does have a limited allocation for hardship funding (discussed below). However, the purpose of the CJF is to donate money to international and domestic anti-poverty charities with labour affiliations, so hardship is a very limited element of the CJF's mandate.

What relief has occurred in the past?

The primary form of relief provided by CUPE BC in response to disasters impacting members and their communities has been donations to agencies providing support to affected communities. Despite having no dedicated fund, CUPE BC has on a very limited basis responded to a unique disaster with a large, specific program. However, we learned from this experience that such programs far exceed our financial and staff resources. CUPE BC was never designed to be able to respond financially (either in money or staff capacity) to large-scale disasters impacting thousands of members. Accordingly, donations to agencies providing direct support on the ground is CUPE BC's best avenue to provide support and assistance to communities.

What is hardship funding and how does it work?

Hardship funding is for members in extreme and unique circumstances, such as being diagnosed with a serious/critical medical condition while receiving no income from their employer or insurance such as LTD or Medical E.I. Other approved hardships have included the loss of property from an emergency with no insurance (property and/or building).

The maximum hardship donation is \$500 and is limited to one donation per member. Total funding is limited, and generally we can assist about 40 members per year.

Is hardship funding available for the 2023 wildfires?

Yes, on a very limited basis. If a member has **lost their home due to the fires or if their home is severely damaged**, we ask the local president to please complete [the hardship form](#) application on the member's behalf and submit it to CUPE BC at info@cupe.bc.ca. We will prioritize processing applications from members who have lost all or part of their homes before considering other hardship situations.

What can locals do?

There are a few common avenues of support locals have undertaken in the past to support members experiencing a disaster:

- Bylaw-dependent, locals could financially support members in hardship. If you are unsure about your ability to support members, please contact your CUPE National Servicing rep to ensure compliance with the CUPE constitution and your local bylaws.
- Locals can consider donating to charities supporting victims of the disaster.
- Support volunteer efforts. Some organizations are accepting volunteers to assist with the distribution of supplies and equipment. Please triple check with the organization first before showing up.

If you or someone you know could use some assistance and qualify for the CUPE Hardship Fund, please contact info@apbc.ca for more information, and to receive an application form.



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



Did you know that all Full Time members are enrolled in an additional pension? For more information on 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 604-802-1515 for a list of shifts in Vancouver Post!



Did you know APBC supports Wounded Warriors Canada? Click [HERE](#) to find out more about services and supports that our members can access.



1-855-969-4321



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.



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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