



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

October 19, 2023

Dear Members;

Re: Acting Supervisor Selection Process

As part of the 2022 Negotiations the parties negotiated Appendix # 20, Frontline Supervision Working Group. One of the tasks was to create a new Acting Unit Chief Selection process.

After lengthy discussions the parties reached impasse on five issues, and I subsequently wrote arbitrator Vince Ready to assist the parties in resolving the outstanding matters. On October 17, 2023, the parties met with Arbitrator Ready and signed a Memorandum of Agreement (MOA) with HEABC regarding the Acting Supervisor Selection Process.

As per the new agreement, vacant acting supervisor positions will be filled in the following process:

1. The employer will post the vacant position in accordance with Article 13.03, with the posting only available to eligible members.
 - a. On-Car UC Acting Supervisor – members attached to the station in which the vacancy occurs are eligible to apply.
 - b. OCUC Acting Supervisor – members attached to the post and platoon in which the vacancy occurs are eligible to apply.
 - c. CEMD, DS, CEMCT Acting Supervisor – members attached to the dispatch centre and team in which the vacancy occurs are eligible to apply.
2. Successful applicants will be selected in accordance with Articles 13.03(a), (b), (c) and (f). Members can also use their scores for any subsequent applications for equivalent positions for a short period of time.
3. Articles (d) and (e) will not apply to these positions.
4. Any members who no longer wish to be designated as Acting Supervisors will need to re-qualify per the new selection process for any subsequent postings they wish to apply for.
5. Members may only hold one Acting Supervisor designation at any given time.

Irregularly Scheduled Supervisory Positions:

1. Members in irregularly scheduled supervisory positions will be employed to provide backfill of off-car supervisory positions in metro and urban posts, as per the collective agreement.
2. These positions will be selected in accordance with Article 13.03.

./2

There are a number of new changes and improvements to the Acting Supervisor Selection Process, the MOA can be found in its entirety [HERE](#).

On behalf of the negotiating committee,



Jason Jackson
Provincial Vice President
Ambulance Paramedics of BC
Emergency Dispatchers of BC
CUPE Local 873

JJ/sd/MoveUp

