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December 19, 2023

Dear Members;

Re: Transfer Fleet Policy Grievance Settlement

Early this year, the union was made aware the employer was dispatching Transfer Cars to pre-hospital events in units marked "Emergency Paramedic" with employer provided PCP-IV level equipment and with standing direction to employees to provide care to their license level, all while continuing to pay EMR wage rates.

The union filed a policy grievance in April, and grieved the fact that the EMA licensing board compels licensees to practise to their license level with the equipment they are licensed to use. Therefore, PCP's should be receiving PCP wage rates while working on these transfer cars. Additionally, the risk of causing injury to our DTA members was grieved.

I am pleased to inform you that a settlement with the employer was reached earlier this month, with the following terms:

- The employer and union will work together to ensure DTA members are not dispatched to purple events where contrary to their accommodation.
- Transfer fleets will only be dispatched to purple pre-hospital events as a last resort.
- Transfer fleet resources will no longer be shown as a *recommend unit* on CAD.
- If a transfer fleet is dispatched, a pre-hospital unit will be simultaneously dispatched.
- Transfer fleet resources will not be considered as area coverage.
- Transfer fleet duties fall within the EMR scope.
- If a PCP member on a transfer car is dispatched to a purple event and provides cares, they will be eligible for a top-up to the applicable PCP wage for the shift.
- If a PCP member on a transfer car provides PCP level care during a transfer, they will be eligible for a top-up for the balance of the shift.

The employer will apply these last two provisions retroactively to April 7, 2023.

In order to be compensated, members must provide the following information to transferfleetpay@bcehs.ca.
Event numbers, dates, description of care and start time of PCP care during transfer fleet shifts between April 7, 2023 and January 15, 2024.

This will need to be provided to the employer by February 1, 2024.

Please click [HERE](#) to view a copy of the settlement agreement.

Sincerely,

Jason Jackson
Provincial President
CUPE Local 873