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January 30, 2024

Dear Members;

Re: LTD Benefits Retroactive Pay

As you know, in the last round of collective agreement bargaining, the parties negotiated retroactive monetary increases to wages, cost of living adjustments, wage grids, service pay and shift premiums.

The union became aware that the employer was not making retroactive payments to members who are/were in receipt of LTD benefits during the relevant times. This represents a breach of the collective agreement and is contrary to the Human Rights Code, and the matter was arbitrated before Arbitrator Kandola in December 2023.

We are pleased to announce that the arbitrator agreed with the union's standpoint that LTD benefits should be calculated as a percentage of the income an employee would have earned if not for the disability, inclusive of negotiated wage increases. As a result, BCEHS has been ordered to comply with the Collective Agreement and make payment to impacted members.

Please click [HERE](https://www.apbc.ca/wp-content/uploads/2024/01/LTD-Benefits-Retroactive-Pay-23090001.pdf) to view a copy of the award: <https://www.apbc.ca/wp-content/uploads/2024/01/LTD-Benefits-Retroactive-Pay-23090001.pdf>

Both parties are working together to determine how and when this will happen, and we will keep our members updated on the process.

Sincerely,

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

/sd/MoveUp