

Negotiations 01-2017:

WHEREAS:

Part-Timer receive no bereavement leave when there is a death in the family

THEREFORE BE IT RESOLVED:

Part-Timer should be afforded the same bereavement leave as full-timer when there is a death in the family.

Submitted by: Brooke Lewis

Seconded by: Kimberly Ridley

Carried

Defeated

Negotiations 02-2017:

WHEREAS:

On-call members must wait until achieving six years of service and working 96 shifts per year in order to qualify for the benefit package

AND WHEREAS:

A new system of tracking hours worked for the purpose of pay increases is being implemented by the employer, making it possible to track each employees hours worked per month.

THEREFORE BE IT RESOLVED:

CUPE 873 negotiate language to provide On-call employees the benefit package when they complete their initial On-call probationary period, and achieve 1,950 hours worked annually, based on the same criteria used to achieve UHR wage increases.

Submitted by: Cameron Eby
Seconded by: Sherman Hillier

Carried Defeated

Negotiations 03-2017:

WHEREAS:

Currently, on-call employees are not covered by benefits until after having achieved six years service as an on-call employee and working 96 shifts of spareboard or on-call coverage in the previous accrual period (one year).

THEREFORE BE IT RESOLVED:

That on-call employees will be eligible to opt in to the benefits plan after having achieved 96 shifts of spareboard or on-call coverage in any 12-month consecutive period, starting from the date of hire.

Submitted by: Melissa Hansler
Seconded by: Benjamin Hansler

Carried

Defeated

Negotiations 04-2017

WHEREAS:

Part time members are not entitled to Sick benefits

THEREFORE BE IT RESOLVED:

Part time members who work full time hours be entitled to sick benefits

Submitted by: S Jason Murray

Seconded by: Anita Anderson

Carried

Defeated

Negotiations 05-2017

WHEREAS:

Currently part timers have to wait until 6 years of service before being eligible for benefits. In other area's of the Provincial Government Pt and FT employees are eligible for benefits immediately upon being hired and auxiliary employees are eligible after one year in that position.

THEREFORE BE IT RESOLVED:

That any part time employee be eligible for benefits as soon as they have achieved the required 96 shifts worked in a year, with the same requirements for maintaining those benefits

Submitted: Tracey Scott

Seconded: David King

Carried

Defeated

Negotiations 06-2017:

WHEREAS:

On-Call members do not receive compensation similar to full-time members when required to work past their shift end time often resulting in inadequate compensation for encroachment into off hours and interference with work-life balance.

THEREFORE BE IT RESOLVED:

On-Call members that are required to work past the end of their scheduled shift time shall be compensated as per over-time rates given in clause "F7.00 OVERTIME" .

Submitted by: Samantha Lingren

Seconded by: Jillian Mackenzie

Carried

Defeated

Negotiations 07-2017:

WHEREAS:

employees who work past the end of the on call scheduled shift are not compensated in the same manner as full-time spareboard shifts and/or paid overtime wages... particularly in situations where they have not made ourselves available for the next shift/time outside of shift hours or if they are working back to back shifts they lose the on call/pager pay for that time that the previous call goes over into the next shift.

THEREFORE BE IT RESOLVED:

the union negotiate increased compensation for all employees who work past the end of scheduled standby or on call shifts including no loss of on call / pager pay for calls running into the next scheduled shift.

Submitted by: Troy Clifford
Seconded by: Melissa Polo

Carried Defeated

Negotiations 08-2017

WHEREAS:

Currently fox and kilo workers do not get over time wages when required to work past their scheduled end of shift time.

THEREFORE BE IT RESOLVED:

That fox and kilo members receive overtime wages when required to work past their scheduled end of shift time regardless of when the call out started and to be made whole.

Submitted: Tracey Scott

Seconded: David King

Carried

Defeated

Negotiations 09-2017

WHEREAS:

It is not uncommon for part time members to be forced to work beyond the end of their scheduled shift, often impacting their personal lives and/or other employment.

THEREFORE BE IT RESOLVED:

Part time members who are made to work beyond the end of their shift, regardless of shift pattern or circumstances, will be paid overtime at a rate of 1.5x their regular rate of pay.

Submitted: Jonathan Vanderwilt

Seconded: Connor Ridout

Carried

defeated

Negotiations 10-2017:

WHEREAS:

Full-time members accrue approximately 2,080 (40hrs x 52wks) worked (or equivalent) hours in a year earning them 1 year of full-time seniority to be used to bid on other full-time positions. Part-time regular members accrue a percentage of hours worked towards full-time seniority to be used when a full-time position is gained to bid on other full-time positions. On-call members do not accrue any full-time (or equivalent) seniority to be used at any time.

THEREFORE BE IT RESOLVED:

On-call members should accrue a percentage of full-time seniority based on actual hours worked at their full rate of pay set to a maximum (ex. 1,664hrs/80% or 2,080hrs/100%) in a year. This will allow any on-call member the ability to accrue some full-time seniority to be used once they have gained a full-time position to bid on other full-time positions.

Submitted by: Samantha Lingren

Seconded by: Kyrykas Pitaoulis

Carried

Defeated

Negotiations 11-2017:

WHEREAS:

The introduction to the Union for new hires is currently done during New Employee Orientation during time offered at the discretion of the employer.

AND WHEREAS:

There is no obligation for the employer to give any time to the Union for presenting information to new hires.

THEREFORE BE IT RESOLVED:

That the employer will guarantee a minimum amount of time, to be determined in negotiations, for the purpose of Union representatives to orient new hires to the role of the Union

Submitted by: Melissa Hansler

Seconded by: Benjamin Hansler

Carried

Defeated

Negotiations 12-2017:

WHEREAS

F14.01 Pay for Acting Capacity

Part-time employees who are duly appointed by the Employer to perform temporarily functions other than or in addition to those which they normally perform shall be paid for these additional or other duties at the rate set forth in this Agreement. Such appointments shall not normally be made for periods of less than two weeks.

AND WHEREAS:

the above is the only collective agreement provision for acting unit chief pay, and is part time language. There is no provision for full time, long term acting unit chiefs. Specifically for members acting for a union executive committee member. These long term acting roles should allow for the person acting in them to be paid in pensionable time for their extra duties and responsibilities. The nominal stipend currently received is not pensionable time and does not reflect the time and effort members are putting into long term acting roles.

THEREFORE BE IT RESOLVED:

that CUPE 873 negotiate a pensionable rate of pay for long term acting unit chief's

Submitted by: Deb Morris

Seconded by: Amy Chris

Carried

Defeated

Negotiations 13-2017:

WHEREAS

while no obligation exists for employers to provide a CTO bank

THEREFORE BE IT RESOLVED:

That contract language regarding CTO be raised to the minimum standard stipulated in the Employment Standards Act, bringing CTO up to be paid out at the rate at which it is earned.

Submitted by: Ian Hames

Seconded by: Theresa Sanesh

Carried

Defeated

Negotiations 14-2017:

WHEREAS:

PRU and Specialist Paramedics are neither recognized in, nor remunerated by a specific classification within the collective agreement.

THEREFORE BE IT RESOLVED:

That in consideration of the acknowledged and recognized significantly more complex workload experienced by single PRU and Specialist Paramedics, a pay scale and classification be negotiated that incorporates (as a minimum) the existing accommodation of \$3.00 per hour, but which remains independent of the instructor/mentor top-up which now currently constitutes the PRU rate of pay.

FURTHER BE IT RESOLVED:

that PRU and Specialist Paramedic units be subject to the Instructor/Preceptor top-up to reflect their frequently utilized role in this regard

Submitted by: Ian Hames

Seconded by: Theresa Sanesh

Carried

Defeated

Negotiations 15-2017:

WHEREAS:

Part time staff should be given an equal opportunity to bank overtime. This is especially applicable to staff made to work many hours past the end of their shift while committed to a transfer, as well as staff working in larger posts.

THEREFORE BE IT RESOLVED:

Part time staff are permitted to bank their overtime for use as paid time off at a rate of 1.0, ensuring fair compensation for their efforts.

Submitted by: Jonathon Vanderwilt

Seconded by: Connor Ridout

Carried

Defeated

Negotiations 16-2017:

WHEREAS:

Two blocks of CTO may not be enough time off for an employee who wishes to use that for a variety of personal reasons, school, travel, etc.

THEREFORE BE IT RESOLVED:

We negotiate more allowable CTO to be accumulated.

THEREFORE BE IT RESOLVED:

We negotiate more allowable CTO to be accumulated.and, further be it resolved, that we negotiate that CTO be allowed to be carried over from year to year

Submitted by: Terry McManus

Seconded by: Robert Barbosa

Carried

Defeated

Negotiations 17-2017:

WHEREAS:

16.02 Completion of Calls

Crew members who are unable to complete a call by the end of their shift shall remain on duty for the additional time required to complete the call. Pay shall be in accordance with Clause 16.01.

THEREFORE BE IT RESOLVED:

That end of shift OT be deemed contributory time towards pensionable earnings

Submitted By: Tyler Miller

Seconded By: Sean Perkins

Carried

Defeated

Negotiations 18-2017:

WHEREAS:

Current Benefits only entitle \$100.00 annually for Psychological counselling

THEREFORE BE IT RESOLVED:C

Amend the benefits for Psychological counselling to at least \$1500.00 annually

Submitted by: Steve Boley

Seconded by: Greg Heyes

Carried

Defeated

Negotiations 19-2017

WHEREAS:

Currently there are no service increments over 20 years service, and members are working past the 20 year mark, that there be service pay increments at the 25, 30, 35 and 40 year service levels

THEREFORE BE IT RESOLVED:

that service pay increments be added at 25, 30, 35, and 40 years service

Submitted by: Bob Cail

Seconded by: Ken Hospes

Carried

Defeated

Negotiations 20-2017

WHEREAS:

currently all overtime work is non pensionable

THEREFORE BE IT RESOLVED:

that all overtime done by an employee, whether it is recall or extension of duty, be pensionable time

Submitted by: Joe Rauer-Reis

Seconded by: Jason Murray

Carried

Defeated

Negotiations 21-2017

WHEREAS:

Overtime was at 1.2x for so many years, now with the universal salary, we are finally at 1.5x. OT should be at 2 x our regular rate once and for all. Negotiating raises seems to be out of the question, at least pay Paramedics and Dispatchers 2 x their rate for working on days off.

THEREFORE BE IT RESOLVED:

All overtime be paid at 2 x regular rate of pay.

Submitted: Wade Paul

Seconded: Jordan moffatt

Carried

defeated

Negotiations 22-2017

WHEREAS:

current overtime is done and paid at 1.5 times our base rate of pay

THEREFORE BE IT RESOLVED:

that all extra work done, beyond and above our regular scheduled work be done at the pay of 2 time the employees base rate.

Submitted by: Joe Rauer-Reis

Seconded by: Jason Murray

Carried

Defeated

Negotiations 23-2017

WHEREAS:

all overtime can only be banked at regular time

THEREFORE BE IT RESOLVED:

all banked overtime be at 1.5 times our base rate of pay

Submitted by: Joe Rauer-Reis

Seconded by: Jason Murray

Carried

Defeated

Negotiations 24-2017

WHEREAS:

Our current Optical benefits are insufficient for our needs

THEREFORE BE IT RESOLVED:

The benefits be upped to at least \$750.00 to facilitate eye exams and optical needs such as Glasses and Treatment as costs are rising

Submitted: Steve Boley

Seconded: Steve Bremer

Carried

Defeated

Negotiations 25-2017

WHEREAS:

Currently filling of vacant or available shifts is different throughout the province in regards to qualification of the ambulance.

THEREFORE BE IT RESOLVED:

The ambulance should be staffed with qualified personal first including overtime prior to filling the shift with unqualified personal/Depairing. For example a ACP member should be offered work on an ACP car prior to a PCP. Same goes for CCT & PCP ambulances.

Submitted: Dave Pope

Seconded: Ryan Dear

Carried

defeated

Negotiations 26-2017

WHEREAS:

Benefits be made better

THEREFORE BE IT RESOLVED:

Increase to benefits. Ie: chiropractor amounts and prescription drugs accepted by our plan

Submitted: Gordon Irwin

Seconded: April Irwin

Carried

Defeated

Negotiations 27-2017

WHEREAS:

The costs of paramedical and ancillary services, such as chiropractic or vision care, have risen dramatically in recent years;

AND WHEREAS:

the reimbursement for such services, as provided by the extended health benefits, have not kept pace with these increases;

THEREFORE BE IT RESOLVED:

that the negotiating committee review the extended health benefits package, and seek changes so as to offset these increased costs.

Submitted: Mike Sugimoto

Seconded: Cindy Smith

Carried

Defeated

Negotiations 28-2017

WHEREAS:

The cost of living in British Columbia, and in particular on the south coast, has been rising sharply and steadily;

AND WHEREAS:

housing has been a specific contributor to these rising costs;

AND WHEREAS:

new and existing employees in southwestern British Columbia often struggle with housing affordability;

THEREFORE BE IT RESOLVED:

that the negotiating committee seek a stipend, or cost of living allowance, payable to staff in such areas as the committee may direct.

Submitted: Mike Sugimoto

Seconded: Cindy Smith

Carried

Defeated

Negotiations 29-2017

WHEREAS:

Statutory holiday pay pager pay.

Currently pager pay for part-time call out cars (Fox and Kilo) is paid at straight time pager pay.

Poor, and unfavorable for callout staffing on stat holidays.

One sided on split shifts. Example: Echo/Fox split; one partner is earning the Fox pager pay at straight time, while the other is earning double or double time and a half.

THEREFORE BE IT RESOLVED:

Statutory Holiday Pay, should be paid in accordance with the current Statutory pay rates for all members , pager pay should reflect the same rates.

Submitted by: Anita Anderson

Seconded by: Jason Murray

Carried

Defeated

Negotiations 30-2017

WHEREAS:

On statutory holidays part time Fox and Kilo stand by wages/stipend are not paid as statutory holiday wages at time and half/hour.

THEREFORE BE IT RESOLVED:

That on statutory holidays part time Fox and Kilo members will receive time and a half/hr wages/stipends for standby/on call hours.

Submitted: Tracey Scott

Seconded: David King

Carried

Defeated

Negotiations 31-2017

WHEREAS:

A fundamental principal of unionism is seniority and whereas our current system of allocating work is not based on seniority

THEREFORE BE IT RESOLVED:

- 1 Seniority will dictate laterals ad postings
- 2 Seniority will dictate scheduling irregular scheduled employees and they will be scheduled before Part time Employees
3. In larger posts, where applicable, All employees will be placed into West/East division of employees preference before being offered shifts outside their region
- 4 Seniority dictates Part-time In Post scheduling. The highest seniority employee is scheduled first into preferred shifts and stations.
- 5 PTIP will be scheduled into 12 hours shifts in their designated area or region, if available, before being given 7 hour transfer car shifts unless employees specifies otherwise OR if shift not initially available, have the ability to move into 12 hours shifts when they become available (even last minute) and part-time out-of-post and full-time overtime pick-up the remaining shifts

Submitted: Patti Lawson

Seconded: Laura Eusanio

Carried

Defeated

Negotiations 32-2017

WHEREAS:

Standby (Fox) shifts were implemented to create new work opportunities for On-call members

AND WHEREAS:

Standby (Fox) shifts have possibly prevented the expansion of full time positions

AND WHEREAS:

Standby (Fox) shifts result in large disparity of pay between crews on-duty at the same time, at the same qualification

AND WHEREAS:

A commitment of no new Standby (Fox) shifts has been agreed too by the Union and Employer.

THEREFORE BE IT RESOLVED:

That CUPE 873 shall attempt to negotiate the conversion of all Standby (Fox) shifts to either Full-time or Regular Part-Time positions in the next round of bargaining

Submitted: Cameron Eby

Seconded: Jason Jackson

Carried

Defeated

Negotiations 33-2017

WHEREAS:

job-share agreements are made outside of the Collective Agreement

THEREFORE BE IT RESOLVED:

that job-share agreements be rescinded and filled as per the “new” Regular Part-time language, leading to Provincial posting and seniority shall apply.

Submitted: Keith Moraes

Seconded: Stephen Boley

Carried

Defeated

Negotiations 34-2017

WHEREAS:

FT employees in a job-share position have their seniority adjusted once per year and are able to select vacation blocks based on a full 12 months of seniority

THEREFORE BE IT RESOLVED:

That FT employees in a job-share position have their seniority adjusted prior to holiday selection

Submitted: Keith Moraes

Seconded: Stephen Boley

Carried

Defeated

Negotiations 35-2017

WHEREAS:

Our collective agreement currently reads:

21.16 Special Leave (a) 7. To attend a funeral as a pallbearer or mourner-one- half shift.

AND WHEREAS:

A half shift is inadequate leave to allow for travel and mourning

THEREFORE BE IT RESOLVED:

Article 21.16 Special Leave (a) 7. be amended to read: "To attend a funeral as a pallbearer or mourner -one full shift."

Submitted: Sarah Patch

Seconded: Brent Monsieurs

Carried

Defeated

Negotiations 36-2017

WHEREAS:

the BCEHS will be staffing full-time units with Regular Part-time employees.

THEREFORE BE IT RESOLVED:

the APBC negotiate a maximum combined percentage of both casual and regular part-time employees that may be employed in a Full-time post, on a post by post basis.

Submitted: Keith Moraes

Seconded: Stephen Boley

Carried

Defeated

Negotiations 37-2017

WHEREAS:

Currently there is no sick time available to any part time staff in the province. This serves as considerable detriment to the public, as well as our staff.

THEREFORE BE IT RESOLVED:

For part time staff achieving equivalency to a full time position at 37.5 hours per week, regardless of the location in which they work, for every 12 hours work, the part time member will accumulate 1.5 hours into a sick-time bank, to a maximum of 100 hours per year. Part time members with maximum banked sick time will have the ability to carry over their banked time into the new year, after which time they cannot accrue additional time until it has been used, either in part or in full.

Submitted: Jonathan Vanderwilt

Seconded: Scott Sywacke

Carrie

Defeated

Negotiations 38-2017

WHEREAS:

There is no alternative to obtaining full time or universal seniority apart from accepting a full time position in Vancouver, becoming a Dispatcher, or becoming a Community Paramedic.

THEREFORE BE IT RESOLVED:

Part time staff throughout the province will accrue full time seniority at a rate of no greater than 0.50 FTE (50% seniority). This serves as a means by which staff can further their careers and bid on full time positions in the future.

Submitted: Jonathan Vanderwilt

Seconded: Scott Sywacke

Carried

Defeated

Negotiations 39-2017

WHEREAS:

There is minimal incentive for part time staff to accept and commit to a full time position in Vancouver. Also, the uncertain amount of time to be spent in Vancouver is daunting, and many people want to do their time and lateral out. Further, the employer and union recognize a significant retention problem and staffing issues on the lower mainland.

THEREFORE BE IT RESOLVED:

When a part time member accepts a full time paramedic position in Vancouver, that member is locked into that position for 2 years, similar to accepting a dispatch position. However, as an incentive for people to commit to this profession, and to limit the amount of years spent in Vancouver, all members will receive .50 FTE (50%) seniority of HOURS WORKED throughout their part time years preceding their full time offer, excluding standby hours and on-call hours. This may improve retention of staff on the lower mainland, and may support recruitment of new staff.

Submitted: Jonathan Vanderwilt

Seconded: Tyler Lavoie

Carried

Defeated

Negotiations 40-2017

WHEREAS:

13.01(d)(ii) Where there are no qualified or insufficient qualified applicants for a Paramedic position pursuant to (d)(i) above, and Schedule F3.04(a), the successful applicant(s) shall be selected for training pursuant to Clause 13.05, or Schedule F3.04(b).

AND WHEREAS:

The employer is actively recruiting external applicants to fill ACP postings, rather than adhere to our current contract language

THEREFORE BE IT RESOLVED:

CUPE 873 enforce the employer's obligation to provide paid ALS training to fill vacancies.

Submitted: Sarah Patch

Seconded: Joshua Henshaw

Carried

Defeated

Negotiations 41-2017

WHEREAS:

current training and recruitment discriminates against experienced PCPs in regards to ACP training

THEREFORE BE IT RESOLVED:

That 50% of all known and predictable ACP vacancies be awarded-to and selected based upon the existing collective agreement language pertaining to ACP training, and that wages and ==training for these positions be paid for by the employer with the caveat that applicants be compelled to remain or “lock in” to these positions for a minimum of three years

Submitted: Ian Hames

Seconded: Theresa Sanesh

Carried

Defeated

Negotiations 42-2017

WHEREAS:

Beyond 8 positions in a post, Part-Time/On Call paramedics have no access to full time positions that are added to that post, despite having provided exceptional service for long periods,

THEREFORE BE IT RESOLVED:

That Part-time/On Call paramedics have added access to full time positions on a two to one basis beyond the total of eight positions in a post. The explanation is two positions from full-time, and one from part-time, without a cap on the total of positions this applies to.

Submitted: Terry Rempel

Seconded: Brandon Cleverley

Carried

Defeated

Negotiations 43-2017

WHEREAS:

The current practice of allowing Local Hires to be awarded a posting is contrary to union values of seniority

AND WHEREAS:

This practice is not followed consistently in all postings, thus creating unfair practices

THEREFORE BE IT RESOLVED:

That any and all future postings be awarded strictly on the applicant's seniority, and not on their place of residence.

Submitted By: Sarah Patch

Seconded By: Jennifer Sutcliffe

Carried

Defeated