



Region 3

Ambulance Paramedics of BC

October 2017

Regional Updates

A summary of the issues facing our region.

Your regional executive has had a very busy month conducting business on behalf of our members.

RJLMC

In September, we met with the employer at the Regional Joint Labor Management Committee (RJLMC) meeting. This is a process where the regional managers and regional executive meet to discuss ongoing issues. Our RJLMC meetings include the executive from Region 4, the Kamloops Dispatch Center, and Air Operations programs. Prior to the meeting each group submits agenda items they wish to discuss.

Staffing levels

A topic of constant discussion at our RJLMC is the current lack of staff in the Kamloops and Kelowna posts. The call volumes continue to grow with no additional resources, except the temporary Juliet cars. To date, we have been unsuccessful in adding these cars on a permanent basis. This ongoing lack of resources results in long wait times for 911 calls and continues to negatively impact our crews. The heavy workload combined with the many hours our resources spend out of town, away from their communities, to compensate the current

staffing model is exhausting and inefficient at best. This matter has been advanced to the provincial level and will be discussed at the PJLMC (Provincial Joint Labour Management Committee).

Scheduling

Scheduling continues to be a hot topic. The workload that results from scheduling grievances and daily complaints alone is significant. The most common source of conflict stems from inappropriate use of internal policies and procedures in the provincial scheduling department that neglect our Collective Agreement and Work Allocation Guide (WAG). We continue to work on these matters with managers at both the regional and provincial level. One concern that has been identified is the lack of staff within the provincial scheduling office itself. Insufficient staffing levels are negatively affecting our members.

One thing we can all do is educate ourselves with information such as the [collective agreement](#), [irreg scheduling agreements](#), [holiday selection LOAs](#), and of course the [WAG](#). Education is the key to power and knowing these documents will assist you in understanding how, or even if, you have been aggrieved.

The Shop Steward

Handling matters at the station level.

As many of you are aware, most stations within our region now have a shop steward. In most cases, these members should be your first point of contact for local matters. It is important to reach out to them and discuss your concerns. Your shop steward will work with you and your unit chief on matters that arise, and in

many cases, can resolve the issue at the station level.

Your shop stewards are very knowledgeable and should serve as a source of information for the membership. Once a year we manage to gather all the regional shop stewards for two days of training and provide them with further information and education.

It also provides an opportunity for them to meet with the regional and provincial executives face to face. It is a priceless time to share what is going on across the region and at your stations while being able to strengthen our membership.

Annual Convention

This October we will attend our annual APBC convention. This is where your elected delegates meet with other regional delegates, various committee members and the provincial executive to steer the direction of the union. Each day entails a full agenda and over the past several years we are happy to report that we have managed to take care of almost all relevant and prioritized items submitted. This is completed through discussions and in some cases lengthy debates.

We encourage all members to review the [list of delegates](#) and reach out to one near you. This is your opportunity to provide feedback on the resolutions that will be debated on the convention floor. It is important to receive this feedback as it helps our delegates make critical decisions with direction from our regional membership.

Feedback, questions, comments, and concerns for your RVP's? Email 3RVP@apbc.ca