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November 26, 2019

Dear Members;

Re: Collective Agreement Implementation Update

After meeting with the employer, we are pleased to inform you of the following implementation updates.

General Wage Increases

1. The general wage increase for most employees has been applied as of November 1st, with payout date of November 22nd.
Retro pay calculations are underway and should be paid during the pay period ending December 12th.
2. *CP Paramedics* - Any paramedics who have worked in a CP role at any point, since the first pay period following April 1st, will see their increase applied until November 15th and will be paid on December 6th pay day. The wage increase has been applied to CP hours and work.
Retro pay calculations are underway and will be applied sometime in the new year, exact date is TBA.
3. *On-call Unit Chiefs* – These paramedics will see their increase applied until November 15th and will also be paid on December 6th pay day.
Retro pay calculations are underway and should be paid during the pay period ending December 12th.

On-call Benefits

The employer is working to make necessary system changes to on-call benefits. At this time, we don't have a definitive date when implementation for eligible employees will occur, however we have expressed the urgency and impacts any delay will have, as a result we have received a commitment that the employer will ensure retroactivity and develop an interim process and communication for the implementation gap.

CTP Changes

The employer is currently working on making changes to CTO as well. Again, at this time we don't have an update as to when they will be ready to implement the changes.

Sincerely,

Troy Clifford
Provincial President
Ambulance Paramedics & Emergency Dispatchers of BC
CUPE Local 873

TC/sd/MoveUp