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## **HEABC and Ambulance Paramedics and Dispatchers union ratify three-year agreement**

HEABC and the Ambulance Paramedics & Ambulance Dispatchers Bargaining Association (APADBA) have ratified a three-year agreement under the province's Shared Recovery Mandate for public sector bargaining. HEABC and APADBA reached a tentative agreement on January 6, 2023, which was subject to ratification by both parties. The agreement supports government's key priorities to improve public services and the health care system, while supporting the province's continued economic recovery for all.

The previous APADBA Collective Agreement expired on March 31, 2022. The terms and conditions of the new collective agreement, which is for the period April 1, 2022 to March 31, 2025, are retroactive to April 1, 2022.

Highlights of the agreement include:

- General wage increases and targeted wage grid redesign to improve retention of APADBA employees
- On-call (pager) pay increased from \$2/hour to \$12/hour for time spent on-call
- \$1000 mental health benefit for counselling services

"We are very pleased to have finalized a new collective agreement with Ambulance Paramedics and Dispatchers," said HEABC President & CEO Michael McMillan. "I want to thank both the employer and union bargaining committees for their hard work and collaborative approach to reaching an agreement that includes fair wage increases to address staffing and workload challenges, and other commitments that will both improve conditions for employees and provide better services BC residents."

### **About APADBA**

There are approximately 5,000 active employees in this subsector represented by the Canadian Union of Public Employees (CUPE) Local No. 873. Ambulance paramedics and dispatchers provide services in ambulance stations and dispatch/emergency medical communication centres. The most common job classification in this bargaining association is Primary Care Paramedic (67 percent).

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