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2025 – 2029

AMBULANCE PARAMEDICS AND  
AMBULANCE DISPATCHERS BARGAINING  
ASSOCIATION

SUMMARY OF  
COLLECTIVE AGREEMENT CHANGES

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APRIL 2026

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## **PREAMBLE**

The following sets out the elements of the tentative agreement reached between HEABC and the Ambulance Paramedics and Ambulance Dispatchers Bargaining Association on February 26, 2026. This document provides in detail the new or changed provisions of the collective agreement. Each of the new or changed provisions includes an “Interpretation/Comment Section” to assist with clarifying the impact of the provision.

## HOUSEKEEPING

### **Amend the collective agreement by changing the following:**

Change every instance of 'Unit Chief' in this Collective Agreement to 'Paramedic Supervisor'.

### **Re: 2025-2029 HEABC-APADBA Collective Agreement – Errors and Omissions Letter**

Any errors or omissions in the 2025 – 2027 HEABC – APADBA Collective Agreement document as it will be finalized for print are without prejudice to either party.

It is understood that any corrections made to the draft Collective Agreement are not intended to be substantive in nature; should a dispute arise, the greensheets or previous collective agreement language will prevail.

### **Re: 2025-2029 HEABC-APADBA Collective Agreement Joint Interpretation Documents**

As we finalize the 2025 – 2029 HEABC – APADBA Provincial Collective Agreement, the parties agree to update or create new joint interpretation documents within 60 days of Ratification of the new Collective Agreement, where needed, to provide consistent application of the CA terms.

This shall include but not limited to:

- Protocol for Approving Ancillary Documents
- Vacation Selection Guideline Document
- Joint Interpretation Re: Article 13.00 Selection - Lateral [Post Shuffle] Guidelines – FT & RPT
- Article 13.01(f) Post of less than 25 Full-time Equivalent
- Joint Interpretation Re: Article 13.03 - Selection Processes for Specialized Practice or Supervisory Positions
- Joint Interpretation Re: Article 16.01 - Overtime & Schedule E7.00 - Overtime
- Joint Interpretation Re: Article 21 - Leave of Absence (Maternity and Parental Leave)
- Joint Interpretation Re: Article 21.26 & Schedule E 20.00 - Critical Incident Stress
- Joint Interpretation Re: Schedule E3.00 - Qualifications, Training and Staffing
- Joint Interpretation Re: Schedule A1.01 - Shifts

- Article 31.03 - Complaints Process Procedure
- Joint Interpretation Re: Appendix 10 - MOU Temporary Vacancies and Temporary Positions
- AUC Selection/work allocation
- Vacation Selection Guide

### **JOINT REPOSITORY DOCUMENTS**

- All joint interpretation documents will be reviewed and mutual amendments agreed to within 120 days of a new Collective Agreement ratification.
- The parties agree to follow the APADPA-HEABC protocol for approving ancillary documents to the Collective Agreement (Current Agreement in Repository)
- The parties agree that all documents in the Joint Repository will remain in the repository and effective until a negotiated change occurs or removed during a round of bargaining or PJLMC.

### **APPENDIX DELETION AND RENEWAL**

#### **Renewal of the following Appendix:**

Appendix #1MOA Re: BCEHS Retire Rehire Policy and Process – Accepted Union Proposal

Appendix #2 MOA Re: Planned Events, Training & Scheduling – Counter

Appendix #3 MOA Re: Orientation to Practice – Renew

Appendix #4 MOA Re: BCEHS Critical Incident Stress Management Steering Committee - Renew

Appendix #5 MOA Re: Substance Use Disorder – Pending – RM to come back with how much \$

Appendix #6 MOA Re: BCEHS Vacation Selection Review Committee - Renew

Appendix #7 MOA Re: Provincial Health and Safety - Renew

Appendix #8 MOA Re: Post Shuffle Guidelines Document – UN Accepts putting Post shuffle document into Appendix 8 in place.

Appendix #9 MOA Re: Office of Expedited Arbitration – Essentially accomplished with Step 3.5 MOA, and we never use office of Expedited Arbitration. Retire/Expire

Appendix #10 MOA Re: Temporary Vacancies and Temporary Positions – Updated

**PRIVILEGED & CONFIDENTIAL** – For use of HEABC members only. This document is created to provide confidential labour relations advice and information, and is without prejudice to any position HEABC may take in any arbitral proceeding or other forum. HEABC member employers are advised to seek guidance from HEABC when using this resource.

Appendix #13 MOA Re: Fatigue Recognition and Mitigation Training – Retire

Appendix #18 MOA Re: Declaration of Rights Indigenous Peoples and Eliminating Indigenous Specific Racism in Healthcare – Updated

Appendix #19 MOA Re: Diversity, Equity and Inclusion Working Group - Updated

Appendix #21 MOA Re: Job Sharing - Renew

Appendix #22 MOA Re: Joint Provincial Health Human Resources Coordination Centre - (PHRCC) Bargaining Association Consultation forum - Renew

Appendix #23 MOA Re: Recruitment and Retention of Indigenous Workers – Updated

**Delete the following Appendix:**

Appendix #11 MOA Re: Introduction of Scheduled On-Call Model – Delete

Appendix #12 MOA Re: Appendix A to MOU RE: Introduction of Scheduled On-Call Model – Delete

Appendix #14 MOA Re: Cost-of-Living Adjustment - Delete

Appendix #15 MOA Re: Health Benefits Working Group – Delete

Appendix #16 MOA Re: Working Group on Advanced Care Paramedic (ACP) Improvements – Delete

Appendix #17 MOA Re: Community Paramedic Working Group – Delete

Appendix #20 MOA Re: Frontline Supervision Working Group – Delete

Appendix #24 MOA Re: Targeted Wage Grid Redesign – Delete

Appendix #25 MOA Re: Phase out of SOC Model – Delete

**LOA DELETION AND RENEWAL**

The parties have agreed all Central Repository Agreements remain live unless specifically negotiated out during bargaining.

The parties agree to number the LOA's as listed in order for ease of future reference at completion of bargaining 2025

Renew the following 2022-2025 Ambulance Paramedics and Ambulance Dispatchers Subsector Collective Agreement - Letters of Agreement (Central Repository):

New LOA #01      PCP Training MOA

New LOA #02      ~~LOA~~ Alpha Overtime Opportunities LOA Extension

|                           |   |
|---------------------------|---|
| New LOA #03               | <del>LOA</del> – Movement of Employees on Probation within a Post and ACP promotion   |
| New LOA #04               | <del>LOA 04</del> – ACP Paramedic Response Unit (PRU)   |
| New LOA #05               | <del>LOA 09</del> – Critical Care Paramedic (CCP) Training Selection (or replace with new negotiated LOA)                           |
| New LOA #06               | <del>LOA 8</del> – ACP Deployment   |
| New LOA #07               | <del>LOA 27</del> – EMALB Fees  |
| New LOA #08               | <del>LOA 31</del> – Holiday Vacation Selections-Guidelines: Annual review per appendix #6 BCEHS Vacation Selection Review Committee |
| New LOA #09               | <del>LOA 34</del> – Integrated Tactical Support Unit Selection –  |
| New LOA #10               | <del>LOA 47</del> – Paramedic Response Unit (PRU) Evaluation  |
| New LOA #11               | <del>LOA 68</del> – Vancouver Post Shuffle Guidelines Document  |
| New LOA #12               | MOA - Re: Temporary Time to Report Modification   |
| New LOA #13               | MOA - Re: Expedited Job Posting Process for PCP Positions   |
| New LOA #14               | MOA - Re: Acting Supervisor Selection Process 2023  |
| New LOA #15               | MOA- Re: ACP Paid Training Selection Process Dec 2024   |
| New LOA #16               | 13.05 ACP PAID TRAINING   |
| New MOA #17               | Re: CP Service delivery   |
| New LOA #18<br>Renew 1yr  | Kuhn towers LOA   |
| New MOA#19                | Provincial hire proc 13.01g (local hire till filled)  |
| New LOA #20               | Amalgamation 280/283  |
| New MOA #21<br>Renew 1yr  | CCP-A ITT   |
| New LOA #22               | CISM staffing loa   |
| New LOA #23               | Interim agreement #2 OCUC geography   |
| New LOA #24<br>Renew 1 yr | ITT ACP Support pool  |
| New MOA #25               | AUC selection process 2025  |

|             |   |
|-------------|---|
| New MOA #36 | 3.5 meetings for policy grievances        |
| New MOA #37 | MOA Temp relocation 288                   |
| New MOA #38 | MOA re: CP station attachment             |
| New MOA #39 | MOA re: EMR Local hire qualified 13.01(f) |
| New MOA #40 | Agreed to Posts                           |

Local Level Agreements:

New LOA #16     ~~LOA #07~~— Emergency Medical Call Taker (EMCT) Positions in VDOC Dispatch Centre

New LOA #17     ~~LOA #14~~— Victoria Central Reporting Station

Delete the following 2022-2025 Ambulance Paramedics and Ambulance Dispatchers Subsector Collective Agreement - Letters of Agreement:

LOA - Consolidation of Regular Part-time and Full-time Seniority (has been executed)

LOA - Interim Service Delivery and Staffing Mitigation Measures (expired)

MOU - Additional COVID-19 Surge Resources (expired)

LOA - Komoks FN CP- expired

LOA - TPP settlement

**Missing from Union list add into repository with the appropriate numberings in the categories of LOA's, local level agreements, or settlement agreements**

- Letter of Agreement RE: Temporary Exception to Dispatcher Probationary and Lock-In Provisions
- Letter of Agreement RE: 31.03 Complaints Process Procedure
- Settlement Agreement RE: Vacation Recall Pay for Part-time Employees
- Letter of Agreement RE: Temporary Exceptions to Dispatcher Probationary and Lock-In Provisions
- Protocol for Approving Ancillary Documents
- Letter of Agreement RE: Post Shuffles – July 20, 2020 document
- Settlement Agreement RE: Universal Hourly Rates Increment Progression – Schedule A1.03 – Dec 6, 2021 Document
- Settlement Agreement Pre- Hospital Utilization of the Dedicated Transfer Fleet

- Settlement Agreement RE: Prohibited Shift Patterns (Grievance #22030050)
- CA Abbreviations Document
- Memorandum of Agreement RE: Expedited Posting Process for High-Priority Stations (Dease Lake)

**Amend the collective agreement by changing the following:**

## **PREAMBLE**

WITNESSETH THAT

WHEREAS the parties acknowledge with gratitude that they, and their members, work on the traditional, ancestral, and unceded territory of BC First Nations who have cared for and nurtured these lands from time immemorial. The parties acknowledge the pervasive and ongoing harms of colonialism faced by Indigenous peoples. These harms include the widespread systemic racism against Indigenous peoples as users, patients, and staff in BC's healthcare system, as highlighted in the 2020 In Plain Sight report. We are committed to confronting and healing the systemic racism underlying this system in our provision of healthcare services.

WHEREAS the parties agree to uphold the United Nations Declaration on the Rights of Indigenous Peoples, which has been brought into the laws of British Columbia under the *Declaration on the Rights of Indigenous Peoples Act*, SBC 2019, c 44.

WHEREAS the purpose and intent of this Agreement is to secure for all concerned the benefits of collective bargaining and to ensure for the community a high standard of emergency health services at all times,

NOW THEREFORE THE PARTIES HERETO AGREE TO COOPERATE AND ABIDE BY THE TERMS AS HEREINAFTER SET FORTH.

**Amend the collective agreement by changing the following:**

## **ARTICLE 1 – TERMINOLOGY**

### **1.01 Definitions**

For the purpose of this Agreement:

- “Employer” means the employer(s) represented by HEABC listed in the appendix attached to the certification issued by the British Columbia Labour Relations Board.

- (b) “Employee” means any person who is covered by the certification issued by the British Columbia Labour Relations Board.
- (c) “Union” means the constituent union(s) in the Ambulance Paramedic and Ambulance Dispatchers Bargaining Association.
- (d) A “Regular Full-time” employee is one who works full-time on a regularly scheduled basis, pursuant to Schedule A. Full-time employees’ seniority is based on date of hire as a Full-time employee and Full-time employees are entitled to all benefits outlined in this Addendum.
- (e) An “Irregular Full-time” employee is one who works two hundred twenty-eight (228) hours in a 40-day period or six hundred (600) hours in a 120-day period and is scheduled to fill both predictable and unpredictable work vacancies. Irregular Full-time employees’ seniority is based on full-time date of hire as a Full-time employee and Irregular Full-time employees are entitled to all benefits outlined in this Agreement.
- (f) A “Regular Part-time” employee is one who works less than full-time on a regularly scheduled basis and will not be less than a 0.4 FTE. Regular part-time shifts will be between six (6) to twelve (12) hours in duration, as determined by the Employer. Regular Part-time employees are entitled to all benefits outlined in this Agreement. Regular Part-time employees shall receive the same perquisites, on a proportionate basis, as granted Regular Full-time employees. Seniority for Regular Part-time employees is accrued pursuant to Article 12.01.

Regular Part-time employees will work an established proportion of a thirty-seven and one-half (37.5) hours week. For the purposes of calculating entitlements for Regular Part-time employees on a proportionate basis, 37.5 hours per week will be used as the full-time denominator.

Regular Part-time employees may hold more than one regular position, up to a maximum of 1.0 FTE based on 1950 hours per calendar year.

An involuntary reduction in the scheduled hours of a part-time employee is a lay-off. No Regular Part-time employee will gain access to a position of greater FTE as a result of exercising that employee’s rights under Article 14 - Layoffs and Recalls.

Regular Part-time employees will not be subject to the requirements of article E3.01(a).

The minimum level of qualification for regular part-time emergency paramedic positions shall be Primary Care Paramedic.

Regular part-time positions will be established at the discretion of the Employer. In the event the Employer wishes to convert an existing full-time position to regular part-time, the Employer will consult with the Union. The Employer will give the Union's position on each such conversion due consideration. Establishment of regular part-time positions will not result in involuntary hours reduction of any Full-time employees, as of January 12, 2017.

Regular Part-time employees will receive the Delta shift hourly rate paid to a Regular Full-time employee with the same qualifications. Effective the first pay period after April 1, 2017, Regular Part-time employees will receive the same wage rate as Regular Full-time employees with the same qualifications.

- (g) "On-call" employees are scheduled and are entitled to benefits pursuant to Schedule E.
- (h) Employees may only hold one status as outlined in (d), (e), (f) and (g).
- (i) A "representative" is a shop steward, chief steward, the business agent of the Union, a member of a grievance committee or a member of the Provincial Executive.
- (j) "Geographic Location" is that area within a radius of thirty-two (32) kilometers of where an employee ordinarily performs their duties. Within the Greater Vancouver Regional District geographic location for relocation purposes is that area within a radius of sixteen (16) kilometers of where an employee ordinarily performs their duties.
- (k) The referrals to LOAs used in this Agreement are for reference purposes only.
- (l) "Specialized Practice" is any position requiring additional knowledge or training.
- (m) A "Post" will be anywhere that employs, or will in the future employ, one or more Full-time paramedic(s). A post may be one station or, in larger areas, more than one station, for example, the previously agreed to Victoria, Vancouver and Kamloops posts. Individual preferences shall be considered in assigning personnel to stations within a post.
- (n) "Night shift" will be any shift which commences after 12h00 and the predominant hours of the shift fall after 18h00. This definition does not affect possible or prohibited shift patterns under Schedule A1.01.

(o) A “Post Probation Employee” for Advanced Care Paramedic, Critical Care Paramedic, and Specialized Practice Roles is an employee who has completed their required training, orientation to practice or fellowship, full probation period and practices independently at the new license level in accordance with the Collective Agreement.

[For clarity, an employee who completes orientation to practice at a new license level but fails to complete their probationary period at the new license level will not be entitled to pay, scheduling rights or work assignments at the new license level.]

**Amend the collective agreement by changing the following:**

#### **ARTICLE 4 – UNION MEMBERSHIP REQUIREMENT**

##### **4.03 Union Orientation for New Employees**

- (a) At the time of hire, new employees will be advised that a collective agreement is in effect and of the conditions of employment set out therein.
- (b) The Employer will provide the Union with a list of new employees on a monthly basis. The list will be in electronic format and will include the work location, employee number, contact information, if provided, including work email address, and classification of each employee.

During the New Employee Orientation, the Union will be allotted a minimum of forty-five (45) ~~thirty (30)~~ minutes during classroom hours for an introduction to the Union. The employer will give the Union a minimum of two weeks notice of the date, time, and location of each New Employee Orientation. During this orientation, the Union will provide new employees with the name, location and work telephone number of their appropriate Union representatives.

**Amend the collective agreement by changing the following:**

#### **ARTICLE 7 – CONTRACTING OUT**

##### **7.01 Contracting Out**

~~The Employer agrees not to contract out any work presently performed by employees covered by this Agreement which would result in the laying off or the reduction in classification of such employees.~~

The Employer agrees not to contract out any work presently performed by employees covered by this Agreement, unless:

- a) bargaining unit employees are not regularly and readily available to perform the work, and if failing to contract out would
  - i) compromise local emergency response readiness or
  - ii) compromise patient care; and
- b) where the contracting out will not result in the laying off or the reduction in classification of such employees; and
- c) effected in compliance with the Emergency Health Services Act.

In addition, the Employer will make all reasonable efforts to add resources from within the bargaining unit to specific posts/regions while considering any new ancillary agreement with a third party. If the Employer does not add bargaining unit resources, the Employer will advise the Union of its rationale.

**Amend the collective agreement by changing the following:**

## **ARTICLE 11 – DISCHARGE, SUSPENSION AND DISCIPLINE**

### **11.08 Probationary Employment**

- (a) All Full-time employees and Regular Part-time employees shall be considered as probationary employees for all purposes of the Agreement and shall work under a permit granted by the Executive Committee of the Union for the first six (6) months of their employment. For the purposes of this Article, the first six (6) months of employment shall not include any time spent by a probationary employee on a Paramedic or Dispatch training course, sick leave or time off work in accordance with Articles 18, 19, or 24.04, or time off work for any other reason.
- (b) Any employee moving between full-time and regular part-time, who has already satisfied the probationary requirements in Article 11.08(a), shall not be required to serve an additional probationary period, provided they have not had a break in service of longer than six (6) months.
- (c) The Employer may reject any probationary employee for just cause or, may extend the period of probation within which the person may be rejected for a further period not exceeding six (6) months. The employee shall be notified by the Employer in writing with a copy to the Union, prior to the extension of their probation. Reasons for the extension of the probation and the areas in which the employee is expected to improve shall be included in the notification of extension of probation.

A rejection during probation shall not be considered a dismissal for the purpose of Article 11.01. The criteria of just cause for determining rejection shall be the suitability of the probationary employee for continued employment in the position to which they have been appointed, provided that the factors involved in suitability could reasonably be expected to affect work performance.

Any employee rejected on probation will be ineligible to re-apply for the same classification for a period of twelve (12) months following their rejection on probation. For clarity, the twelve (12) month period commences on the day that the employee is advised by the employer that they are rejected on probation.

## **ARTICLE 12 – SENIORITY**

**Amend the collective agreement by changing the following:**

### **12.01 Seniority**

- (a)
- (i) The Employer shall maintain a seniority list for Full-time, and Regular Part-time employees showing the date upon which each employee's service commenced. A current seniority list as of December 31st will be provided by the Employer to the Union on or before March 31st of the following year.
  - (ii) The Employer will adjust Regular Part-time employees' seniority dates four times annually based on their total straight-time hours worked. For clarity, this means that Regular Part-time employees working fewer than 487.5 straight-time hours per three-month period will have their seniority date moved forward proportionally to the number of straight-time hours worked in that three-month period
  - (iii) Regular Part-time employees can only accrue a maximum of 1.0 FTE seniority annually.
  - (iv) A Regular Part-time employees' adjusted seniority date will remain in effect for the duration of the three-month period. For clarity, the Employer is not required to adjust the seniority date for Regular Part-time employees for any purpose during each three-month period.
  - (v) It is understood that upon an employee's termination from employment, their name will be considered deleted from the seniority list. It is also understood that the criteria used in determining an employee's seniority shall not be altered.

- (b) Leaves of absence up to three (3) months, or leaves of absence on compassionate grounds, leaves of absence due to disability or leaves of absence granted under Article 21.24 shall be considered as having not interrupted employment in terms of service seniority.
- (c) Leaves of absence other than as set down in Article 12.01(b) shall be considered as an interruption of employment. It is agreed that such leaves of absence shall not cause a loss of seniority, excepting for that period lost during the actual leave of absence.
- (d) Employees who leave the bargaining unit ~~for any length of time to fill any a~~ management position with the Employer, either permanently or on a temporarily temporary basis, and then return to the Bargaining Unit shall retain their seniority excluding that period of service with management. All temporary management positions shall not exceed two (2) years in duration unless mutually agreed.

Employees who have permanently left the bargaining unit and are requesting to retain seniority upon their return, per above, must obtain agreement by the Union and the Employer to maintain their seniority.

Employees who have permanently left the bargaining unit and are requesting to retain seniority upon their return, per above, must obtain agreement by the Union and the Employer to maintain their seniority.

- (e) Full-time and Regular Part-time employees may apply to an On-call position using their original Date of Hire.
  - (i) Such employees will retain any earned seniority, to be credited if that employee successfully returns to Full-time status.
  - (ii) Such employees may bid on other On-call positions, Regular Part-time positions or Full-time positions using their original Date of Hire.

**Amend the collective agreement by changing the following:**

**12.02 Past Service**

- (a) Past Service as defined in Article 12.03 is and will continue to be used in the calculation of ~~pay in addition to an employee's qualification service and experience~~ pay in accordance with article A1.03 and 22.04.
- (b) Past service in a Ministry of the Government of British Columbia will not be considered a part of emergency health services seniority. Subject to the *Public*

*Sector Pension Plans Act*, new employees of the Employer may receive credit for pensionable service with their previous employer.

**Amend the collective agreement by changing the following:**

**12.03 Calculation of Pay for Past Service**

- (a) Any employee with past service with the Employer and/or other B.C. emergency health services, hired after the effective date of this Agreement, will have their pay level calculated and progress through the base, 1, 2, 3, 4, 5 year steps of the wage grid based on completing one year of work calculated as per schedule A1.03 (F)(G) and (H). ~~using volume of calls in conjunction with full-time, regular part-time and on-call service.~~

For application of article A1.03(a), the 10,15, 20 and 25 year wage increments will be based on the employees initial hire date with the employer and/or other B.C. Emergency Health Services.

- (b) If an employee leaves the employ of this service or other services as defined above but returns at a later date, the employee will lose one (1) year of experience for each year away for calculation of pay level.

**ARTICLE 13 – SELECTION**

**Amend the collective agreement by changing the following:**

**13.01 Postings**

- (a) General
- (i) The Employer shall post electronically all new full-time and regular part-time vacancies, all proposed promotions and all paramedic training program vacancies for a minimum of fourteen (14) days before any such vacancies are filled or any promotions effected. It is understood that all applications must be made electronically pursuant to the posting requirements.

The Employer will post the Applicant Lists on the intranet of the Employer. Each Applicant List shall include the following information in respect of each individual applicant: the "PHSA number" (which is the applicable employee number used in the recruitment process), seniority date, current employment status (i.e.: Full-time, Regular Part-time, On-call): and a numeric column identifying the applicant's placement on the specific

Applicant List. The Applicant's name or other identifying information shall not appear on the Applicant List.

The Employer will endeavour to notify all stations and the Union of the successful applicant within thirty (30) days if possible after the closing date of the advertisement.

- (ii) An employee applying for a position must be physically able to perform the duties on reporting to the position by the specified date. Employees on Short Term or Long Term Disability must demonstrate that they are physically and medically capable of performing the duties of the position applied for.
  - (iii) For the purposes of postings, the parties agree that the term "qualified" means that an applicant has achieved certification from an accredited training agency and holds a paramedic license to practice at the applicable level in the province of British Columbia, at the time of application. Applicants must provide proof of these requirements to the Employer in making an application to posting. The Employer shall provide copies of the applicant's paramedic license for a posting to the Union upon request. For a Dispatcher or Call-Taker position, "qualified" means that the applicant has achieved sign-off in accordance of Article 13.04(a).
  - (iv) For full-time postings, with the exception of bargaining unit applicants who were employees on or before September 11, 2004, "qualified" includes the capacity to pass a fitness test.
- (b) It is further understood where employees are absent from their places of employment for periods of longer than fourteen (14) calendar days, such employees may make a preliminary application for, and in anticipation of, vacancies or new positions which may be posted in their absence in accordance with the Employer's policy.
- (c) Selection
- (i) Except for postings in accordance with Articles 13.01(f), 13.02, 13.03, 13.04, or 13.05, the successful applicant to postings for vacancies shall be:  
In the following order:
    - (i) Qualified bargaining unit applicants on the full-time seniority list, in order of earliest full-time seniority date with the Employer.

- (ii) Qualified bargaining unit applicants on the on-call seniority list, in order of earliest date of hire with the Employer.
- (iii) Qualified external applicants.
- (ii) Where there are no qualified or insufficient qualified applicants for a Paramedic position pursuant to (c)(i) above, and Schedule E3.04(a), the successful applicant(s) shall be selected for training pursuant to Article 13.05, or Schedule E3.04(b).  
  
*\* For Critical Care Paramedic training selection, see LOA #09 — ~~Critical Care Paramedic Selection~~ MOU/Appendix: CCP Selection Adult and ITT.*
- (iii) Employees who are appointed to full-time positions pursuant to Article 13.01(c) or Schedule E3.04(a), may not apply for a promotion nor can they accept a promotion until they have completed their probationary period. This restriction will not apply to a Full-time Irregular Employee moving to a Full-time Regular position (or vice versa) within a classification and within the same post.
- (d) No member of the Union shall be bumped from their post, except in the event of layoffs in accordance with Article 14.01.
- (e) Where the Employer has or institutes a service with full-time staff, there shall be at least one unit chief per station. The position of unit chief shall be by selection of the Employer in accordance with Article 13.03.  
  
In remote and single-station Urban communities, the Employer may cluster stations, either through vacancies or attrition, with mutual agreement of the Union.
- (f) Posts of Less Than Twenty-Five Full-Time Equivalent  
  
These positions, where available, shall be filled in the following manner:
  - (i) The first position in the post shall normally be filled through the established process of selection in accordance with Article 13. Where circumstances beyond the control of the Employer interfere with the normal process, exceptions to this Article will be addressed at the PJLMC.
  - (ii) The local On-call or Regular Part-time employees who fulfil the Employer's employment prerequisites shall be given first preference, if it is the wish of the local community or On-call or Regular Part-time staff, for the next two (2) positions created by an increase in the established number in that post.

- (iii) Each additional position created by an increase in the established number within that post shall be recruited on the basis of one from current Full-time staff and one from current local On-call staff or Regular Part-time, alternatively, in accordance with Article 13.01(f)(i) and (ii).
- (g) If a vacancy arises in a location within ninety (90) days of the closing date of another posting of a vacancy for that location, then an applicant for the new vacancy may be selected from the list of applicants to the previous posting. Such selection shall be made within one-hundred twenty (120) days of the closing date of the initial posting.
- (h) Where no vacancy exists within a post and an employee is demoted, the position shall be posted and filled provincially. Should the position be filled by an applicant from outside the post, the junior displaced employee will be reassigned with no loss of wages and/or benefits.  
  
In the event an employee occupying a supervisory position resigns, the position shall be posted and filled as above. Should the position be filled by an applicant from outside the post, the employee who resigned shall be considered to be the person displaced and subsequently reassigned.
- (i) Employees shall have a minimum of eight (8) hours free from work prior to writing examinations or attending interviews for promotional opportunities pursuant to Articles 13.03, 13.04 and 13.05.
- (j) Pursuant to Article 13.01(c)(ii), employees who fail to complete the Paramedic training course, will be appointed to a Paramedic vacancy as appropriate.

**Amend the collective agreement by changing the following:**

**13.02 Community Paramedic Selection Process**

- (a) For the purposes of posting and filling community paramedic vacancies, applicants must be bargaining unit employees. In addition, the Employer may restrict eligibility for posted vacancies to applicants attached to or resident in the normal post response area.
- (b) PCP-IV or ACP qualified applicants will be asked to participate in a selection tool to assess suitability.
- (c) Applicants who receive a threshold pass of ~~65%~~ 75% on the selection tool will be scheduled to attend an interview. Applicants must achieve a minimum of ~~65%~~ 75% threshold pass on the interview

- (d) The senior applicant per (b) above, will be appointed in the following sequence subject to qualifications and suitability:
  - (i) Full-time employees resident in or attached to the community.
  - (ii) Regular Part-time employees resident in or attached to the community.
  - (iii) On-call employees resident in or attached to the community.
  - (iv) Full-time employees not resident in the community but willing to relocate to the community.
  - (v) A Regular Part-time employee not resident in the community but willing to relocate to the community.
  - (vi) An On-call employee willing to relocate to the community
- (e) Subject to (a) above, CP applicants occupying the same position to which they are applying, shall not be subject to (b) or (c) above, and on application, shall be appointed to a Community Paramedic vacancy on the basis of service seniority
- (f) All Community Paramedics (“CP”) shall be deemed attached to the station of their assigned post for purposes of application of the work allocation provisions of the Collective Agreement, including lateralizing rights for the CP within the assigned post, overtime, and acting Unit Chief eligibility.

**Amend the collective agreement by changing the following:**

**13.03 Selection Process for Specialized Practice or Supervisory Positions**

For the selection of Specialized Practice or Supervisory positions:

- (a) The Employer shall first consider applicants who meet the following eligibility criteria:
  - (i) must be a bargaining unit employee; and
  - (ii) must have three (3) years plus a day of experience within BCEHS at the relevant Paramedic or Dispatcher level as applicable. To clarify, experience is established per Schedule A1.03.
- (b) The Employer shall give equal consideration to knowledge and skill to a total of ninety per cent (90%). Seniority shall be weighted based on one per cent (1%) for each completed year of full-time service to a maximum value of ten per cent (10%). The successful candidate(s) shall be the employee(s) with the highest total score and a satisfactory disciplinary record. The minimum threshold for the

written exam shall be ~~65%~~ 75%. The minimum threshold for the interview will be ~~65%~~ 75%.

- (c) Employees completing the full selection process shall have their total score in (b) above apply to any subsequent applications for the same classification for a period of six (6) months ~~but~~ and shall have the option of applying the same to applications for the same classification for up to one (1) year. Supervisory scores per (b) above, will be considered for both permanent postings and acting supervisory positions.
- (d) Subject to (a)(ii) above, applicants to a vacancy occupying the same position to which they are applying shall not be subject to (b) above, and on application, shall be appointed on the basis of service seniority.
- (e) Also subject to (a)(ii) above, applicants occupying a supervisory position shall not be subject to (b) above with respect to another supervisory position provided they meet the requirements of the position to which they are applying. Such employees, on application, shall be appointed on the basis of service seniority.
- (f) In the event there are less than four applicants who meet the criteria in Article 13.03(a) then the Employer shall first consider all bargaining unit applicants on the posting.

**Amend the collective agreement by changing the following:**

**13.04 Selection Process for Dispatcher / Call Taker Training**

- (a) The Dispatch training program and Call-taker training program each include both a classroom training component and a supervised practicum placement within an Operational Emergency Medical Dispatch (EMD) Centre which must be signed off by an authorized Preceptor.
- (b) Emergency Medical Call-Taker qualified employees shall receive priority for Dispatch training positions.
- (c) In selecting for Dispatch or Call-taker training, the Employer shall give equal consideration to knowledge and skill to a total of ninety per cent (90%). Seniority shall be weighted based on one per cent (1%) for each completed year of full-time service to a maximum value of ten per cent (10%). The successful candidate(s) shall be the employee(s) with the highest total score.
- (d) Employees must remain in a Dispatch or Call-taker role for at least three (3) years (the "lock-in") following their initial appointment to either a Dispatch or Call-taker position. The lock-in commences upon completion of the Call-taker training in (a) above.

Any employee moving from one Dispatch or Call-taker role to another during their lock-in must have completed their probationary period prior to the closing date of the posting to which they have applied.

- (e) Employees who are unsuccessful in the Dispatch or Call Taker training program may not reapply for ~~three (3)~~ one (1) years.

**Amend the collective agreement by changing the following:**

**13.05 Selection Process for Advanced Care Paramedic (ACP) Training**

- (a) ACP training shall be defined as training leading to certification ~~of all levels of~~ as an ACP.
- (b) Paramedic training eligibility shall be determined as follows:
- (i) applicants must have achieved Primary Care Paramedic-IV status or ~~better~~ higher, and have three (3) years plus a day of experience within BCEHS at the relevant Paramedic ~~or Dispatcher~~ level as applicable. To clarify, experience is established per Schedule A1.03, and then;
  - (ii) must have a satisfactory work record, and then;
  - (iii) achieve a minimum ~~sixty per cent (60%)~~ seventy-five (75%) threshold pass on a written exam based upon a bank of mutually agreed questions related to Primary Care Paramedic material, and then;
  - (iv) achieve a minimum of ~~sixty per cent (60%)~~ seventy-five (75%) threshold pass on an oral exam. The oral exam shall be based upon a bank of mutually agreed to questions related to Primary Care Paramedic material, and key ACP student dimensions. ~~and then;~~
  - ~~(v) achieve a minimum of sixty per cent (60%) threshold pass on an oral interview.~~
- (c) Training opportunities for employees qualified pursuant to (b) above will be offered to the most senior qualified employee(s).
- ~~(d) Employees who qualify for training pursuant to (b) above shall maintain such qualification.~~
- (d) ~~(e)~~ ACP training course opportunities shall only be posted within the relevant post and will be filled from applicants within that post.
- ~~In the event there are insufficient qualified candidates for ACP training, as established pursuant to this Article, the Employer may re-post province wide.~~

- ~~(e)~~ (f) Employees required to travel away from their normal post to attend an ACP training course or to re-qualify shall be reimbursed for vehicle and meal expenses in accordance with Articles 22.09 and 22.10. ~~Where practical, employees attending such a course away from their normal post must “car-pool” on an equitable basis.~~ Where the employee’s normal work station and residence is outside a one-hundred (100) km radius of the address where the course is being held, such employee will be entitled to accommodation in accordance with PHSA Travel Policy.
- ~~(g)~~ — The Union shall provide an observer during the process described under Article 13.05 to ensure that applicants are made aware of the weight of the questions.
- (f) The employee will be transferred to their Regular or Irregularly Scheduled Employee (ISE) ACP positions and will be assigned shifts when not actively involved in training.
- (g) Successful unqualified applicants selected under this Article will be paid at their PCP rate of pay until they have obtained an ACP license.
- (h) The probation period will commence upon obtaining their ACP license.
- (i) Employees who receive ACP training under this Article shall complete and 3 year return of service, but will be able to lateral and compete for promotion at the ACP level or higher.
- ~~(j)~~ (h) Should an employee fail to complete the ACP training course, they will be appointed to the appropriate Paramedic vacancy.
- (k) (i) Employees who fail to complete, or withdraw from the ACP training course will be prohibited from applying for future ACP courses for a period of three (3) years.

## ARTICLE 18 – STATUTORY HOLIDAYS

**Amend the collective agreement by changing the following:**

### 18.01 Statutory Holidays

- (a) The following thirteen (13) days shall be recognized Statutory Holidays and employees required to work on these days shall be paid at the rate of two (2) hours for each hour worked on these days except Christmas Day and New Year’s Day when employees shall be paid at the rate of two and one-half (2.5) hours for each hour worked:

New Year’s Day

Labour Day

Family Day

National Day for Truth and Reconciliation

|               |                  |
|---------------|------------------|
| Good Friday   | Thanksgiving Day |
| Easter Monday | Remembrance Day  |
| Victoria Day  | Christmas Day    |
| Canada Day    | Boxing Day       |
| B.C. Day      |                  |

- (b) All full-time employees who have completed twelve (12) months' continuous service by 31st December shall receive in each calendar year, in lieu of the thirteen (13) statutory holidays set forth above, time equivalent to thirteen (13) duty shifts and, in addition thereto, shall receive time equivalent to one (1) duty shift in the event of and in lieu of any other statutory holiday declared by the Government of the Province of British Columbia or the Government of Canada to which employees covered by this Agreement are entitled.
- (c) Where a statutory holiday falls on a full-time employee's scheduled ~~Community Paramedic, APV,~~ Transfer Fleet or other non pre hospital care shift and the Employer does not require the employee to work their shift due to reduced call volume, then the employee will be given the statutory holiday off at their normal rate of pay but the employee's entitlement under Article 18.01(b) will be reduced by one (1) duty shift accordingly.
- ~~(d) Employees on leave of absence without pay shall not be entitled to time off in lieu of statutory holidays for statutory holidays which occur during their leave of absence without pay.~~
- (d) All Regular Part-time employees shall receive the same perquisites on a proportionate basis of their applicable FTE, as granted Full-time employees for annual vacation entitlement as outlined above in (a) and (b).
- ~~(e) For employees that leave the service there shall be an adjustment, if necessary, to ensure that the employees have received the appropriate benefit under Article 18.01(a) for those statutory holidays which occurred during their period of service in that calendar year.~~
- (e) All regular Part-time employees entitled to the foregoing shall also receive six per cent (6%) in lieu of vacation for all Straight-time hours worked beyond their RPT hours, up to 75hrs Bi-weekly.

**Amend the collective agreement by deleting the following:**

**18.02 Regular Part-Time Employees**

- ~~(a) Regular Part time employees shall receive the same perquisites on a proportionate basis as granted Full time employees as follows: five point two per cent (5.2%) of straight time hours paid in each pay period~~
- ~~(b) Where a statutory holiday falls on a Regular Part time employee's scheduled Community Paramedic, APV, Transfer Fleet or other non pre-hospital care shift and the employer does not require the employee to work their shift due to reduced call volume, then the employee will be given the statutory holiday off without pay.~~

These changes will be effective January 1, 2027

**Amend the collective agreement by changing the following:**

**ARTICLE 19 – ANNUAL VACATIONS**

**19.05 Selection of Vacation Entitlement**

Employees shall select their vacation in accordance with the Vacation Selection Guidelines Document. The parties may negotiate changes to the Vacation Selection Guidelines Document at the PJLMC without prejudice or precedent to the rest of the Collective Agreement. The guideline will incorporate the following principles, for vacation selection to occur:

- (a) By post;
- (b) In order of seniority;
- ~~(c) First choose three (3) blocks plus extra vacation entitlement in accordance with Article 19.03 of their annual entitlement under Articles 18 and 19. After all employees have, at any one post, chosen their first three (3) blocks plus extra vacation entitlement employees at that post shall then, again in order of seniority, select the remaining blocks of entitlement.~~

(c) Vacation model: There will be only one applied to any post within the Province:

Primetime Model

- (i) Primetime periods are defined as blocks ranging within the following time periods: June 15 to September 15, and December 21 to 31 inclusive within the respective years.
- (ii) There will be a maximum of three (3) primetime picks in round one.

(iii) After all employees have, at any one post, chosen their first three (3) blocks plus extra vacation entitlement, employees at that post shall then, again in order of seniority, select the remaining blocks of entitlement.

#### First Choice Model

- (i) First choose three (3) blocks plus extra vacation entitlement in accordance with Article 19.03 of their annual entitlement under Articles 18 and 19.
- (ii) After all employees have, at any one post, chosen their first three (3) blocks plus extra vacation entitlement employees at that post shall then, again in order of seniority, select the remaining blocks of entitlement.

Effective as of the signing of this agreement, posts wishing to adopt the First Choice Model must hold a post-wide vote that includes all full-time and regular part time employees and any changes must be ratified through Article 8 of the Collective Agreement. The vote and ratification will be conducted by the Union. The voting process and notification must be completed before September 1 in the year preceding the vacation year of implementation (e.g. September 1, 2025 for the 2026 holiday year, etc.)

(d) Operational requirements permitting, entitlements under this Article may be taken one (1) shift block at a time.

(e) In single post stations, the parties will ensure one block of summer time vacation for all employees. The process for allocation of a summer vacation block will be established through the Vacation Selection Committee.

## **ARTICLE 20 – SICK LEAVE PROVISIONS**

**Amend the collective agreement by changing the following:**

### **20.02 Long-Term Disability Insurance**

Should an employee remain continuously and totally disabled due to any injury or illness, including an occupational injury, beyond twenty-six (26) weeks, or its equivalent as set out in Schedule A, the employee shall receive a monthly benefit equal to the sum of:

1. seventy per cent (70%) of the first ~~\$2,200~~ \$3500 of regular monthly income; and
2. fifty per cent (50%) of regular monthly income above ~~\$2,200,~~ \$3500

Including benefits payable under any government or other employer-related disability plan. Payments will continue until recovery, death, or at the mandatory retirement age, whichever comes first.

These changes will be effective April 1, 2026.

**Amend the collective agreement by changing the following:**

**21.29 Ceremonial, Cultural, Spiritual, and Bereavement Leave for Indigenous Employees**

Indigenous employees have a right to manifest, practice, develop and teach their spiritual and religious traditions, customs and ceremonies and may require leave from work to exercise these rights.

Definitions:

A ceremonial, cultural, or spiritual practice event under this section includes any practice, tradition, or event that is significant to an Indigenous employee's culture. Examples of significant cultural practices, traditions, and events include, but are not limited to, Hoobiyee, Pow-wows, Sundance, participation in a sweat lodge, coming of age events, feasts, traditional hunting/food harvesting or medicine gathering, ~~or~~ ceremonies held following a significant family event (including the death of a family member), or Indigenous Commemoration Events as defined below.

Indigenous Commemoration Events under this provision are gathering that are for the purpose of commemorating, grieving, or recognizing historic, ongoing, and or newly arising significant events that affect or have affected Indigenous peoples. For example, these could include (but not be limited to):

- Events commemorating missing and disappeared children; and unmarked burials;
- February 14: Women's Memorial March;
- May 5: Red Dress Day; and
- October 4: National Day of Action for MMIWG2S+.

"Immediate family" for the purposes of accessing Bereavement leave under Article 21.03 includes an Indigenous employee's parent, step-parent, foster parent, guardian, spouse, child, step-child, foster child, sibling, step-sibling, sibling-in-law, grandparent, grandchild, parent-in-law, parent's sibling, parent's sibling's child, an Indigenous elder\*, or any individual an Indigenous employee considers family consistent with their Indigenous cultural practices.

\*An Indigenous elder is designated as such by their community.

**Entitlement to Ceremonial, Cultural, and Spiritual Leave**

- (a) ~~Effective January 1, 2023,~~ An Indigenous employee may request up to five (5) days of leave per calendar year without loss of pay to participate in ceremonial, cultural, or spiritual practice(s) event(s). The leave may be taken in one or more

blocks of time. Where such leave is requested, the leave shall not be unreasonably denied. Leave under this provision is in addition to an Indigenous employee's entitlement to leave under Article 21.03 -Bereavement Leave as applicable (and per the expanded definition of "immediate family", above).

- (b) Where an Indigenous employee requires more than the days of leave in a) above for a ceremonial, cultural, or spiritual practice event, the leave shall not be unreasonably denied. This additional leave is unpaid, however, an employee may draw from their available vacation and overtime banks, as applicable (and per the expanded definition of "immediate family", above).
- (c) When requesting the leave, particularly for annual or recurring ceremonial, cultural, or spiritual practices events, the employee will provide as much advanced notice to the Employer as possible; for unexpected ceremonies or practices events, the employee will make every effort to provide at least seven (7) calendar days' notice of the leave.

**Amend the collective agreement by adding the following:**

### **21.30 Leave for Indigenous Child Care**

Effective April 1, 2026, an employee who has an established relationship with an Indigenous child or has a cultural or traditional responsibility towards an Indigenous child and who is authorized to provide daily care for the Indigenous child in place of the child's parent(s) by either:

- (a) an Indigenous governing entity; or
- (b) the Ministry of Children and Family Development (specifically as a kinship care provider)

may request up to 62 consecutive weeks of unpaid leave to provide care of the Indigenous child and to ensure familial, cultural, and community continuity. Upon request, employees will be granted leave. For clarity, an employee who is a foster caregiver of an Indigenous child does not qualify for this leave unless the employee has also been authorized to care for the child specifically under (a) or (b) above.

An "Indigenous child" means a person:

- (a) who is under 19 years of age, and
- (b) who is a First Nations child, a Metis child, or an Inuit child, and includes:
  - a child who has a biological parent who is of Indigenous ancestry and who considers themselves to be Indigenous, or

- a child who an Indigenous governing body confirms is a child belonging to an Indigenous community.

An employee who intends to return to work on or before completion of the 62 consecutive weeks leave will notify the Employer as soon as possible but will provide no less than fourteen days' notice of their return. Upon return to work, the employee will continue in their former position.

Employees taking leave under this provision will be deemed to have continuous employment and will receive any benefits and accruals that they would be entitled to if they were on maternity or parental leave (excluding any supplemental employment benefits).

**Amend the collective agreement by adding the following:**

### **21.31 Domestic and Sexual Violence Leave**

As provided for under the *Employment Standards Act*, when requested, an employee will be granted a leave respecting domestic or sexual violence for absences resulting from the employee or employee's dependent child having experienced domestic or sexual violence as follows, in each calendar year:

- (a) up to 5 days of paid leave;
- (b) up to 5 days unpaid leave; and
- (c) a maximum of 15 weeks of additional unpaid leave.

An employee's entitlement to leave in this section is in addition to any entitlement to leave under other articles of the collective agreement.

For the balance of the leave taken pursuant to this Article, the service of an employee shall be considered continuous for the purpose of any pension, medical or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

## **ARTICLE 22 – PAYMENT OF WAGES AND ALLOWANCES**

**Amend the collective agreement by changing the following:**

### **22.02 Remuneration**

The scale of remuneration set out in Schedule A1.02, A1.03 and Schedule F of this Agreement shall apply during the term of this Agreement.

Where the Employer requests a Unit Chief perform administrative work in place of their regular duties, the Unit Chief will receive “wage maintenance” and not lose compensation as a result of this work.

**Amend the collective agreement by changing the following:**

**22.05 Instructors, Preceptors & Mentors**

- (a) Effective April 1, 2015, April 1, 2026 those employees identified by the Employer to act as instructors (~~including preceptors and mentors~~) while performing their normal duties, shall receive ~~four hundred and fifty dollars (\$450)~~ additional pay, according to their status: per month in addition to their regular salary on a pro-rata basis for the time spent engaged in such training.
- (i) Employees designated to act as Instructors on an ad hoc basis will receive \$4.92/hour in addition to their regular earnings for all hours worked in the capacity of an Instructor.
- (b) Effective April 1, 2026 those employees identified by the Employer to act as Preceptor/Mentor while performing their normal duties, shall receive additional pay, according to their status:
- (i) Employees designated to act as Preceptor/Mentor on an ad hoc basis will receive \$4.92/hour in addition to their regular earnings for all hours worked in the capacity of a Preceptor/Mentor.
- (c) ~~(b)~~ Instructors and Preceptor/Mentors shall be given supervisory rights over in-service training personnel on crew. Such rights shall include the right to question treatment given by an employee to a patient and correct any visible deficiencies shown by the employee.

The Parties will execute a Memorandum of Agreement Re: Full-Time and Ad-Hoc Pay for Instructors, Preceptors, and Mentors, confirming the pay procedure for employees identified by the Employer to act as instructors, preceptors, or mentors on a full-time basis and on an ad hoc basis.

These changes will be effective April 1, 2026.

**Amend the collective agreement by changing the following:**

**22.08 Subsistence Allowance**

- (a) It is agreed that crew members required to leave their normal response area for a period in excess of five (5) hours and up to eight (8) hours shall be paid an allowance of ~~eight dollars and sixty cents (\$8.60)~~ eleven dollars and sixty-one

cents (\$11.61) and crew members required to leave their normal post area for a period in excess of eight (8) hours and up to twelve (12) hours shall be paid an allowance of ~~fourteen dollars and forty five cents (\$14.45)~~ nineteen dollars and fifty-one cents (\$19.51) and for a period in excess of twelve (12) hours in any one calendar day, each crew member shall be paid a sum total of ~~twenty eight dollars and forty cents (\$28.40)~~ thirty-eight dollars and thirty-four cents (\$38.34) for meals. It is further agreed that expenses incurred for overnight sleeping accommodation will be paid by the Employer and that receipts will be presented to the Employer.

- (b) It is agreed that all crew members working Air Operations for fourteen hours or less in any one calendar day, will receive an Air Operations subsistence allowance of thirty dollars (\$30) per shift worked. For clarity, any crew who performs work requiring them to take flight during their shift, in either a fixed wing or rotary aircraft, shall receive this daily allowance.
- (c) It is agreed that Air Operations crew members required to work in excess of fourteen (14) hours in any one calendar day, shall be paid an Air Operations subsistence allowance of sixty (\$60) dollars per shift worked.
- (d) Members receiving the Air Operations subsistence allowance are not eligible for additional subsistence allowances under 22.08(a) during the same shift.

These changes will be effective April 1, 2026.

**Amend the collective agreement by changing the following:**

**22.12 Transportation for Duty**

- A) Regular Full-time and Regular Part-time employees are to report to their regularly assigned ambulance station at the start of each shift. Regular Full-time or Regular Part-time employees who are then required to report to a location other than their regularly assigned ambulance station after the start of their shift, shall be entitled to transportation from their location at the time they receive the call to the specific site where their services are required. If employees use their own vehicle in the course of responding to or returning from that assigned site, mileage allowance shall be paid in accordance with Article 22.09.
- B) Off-Car Unit Chiefs in multi-station posts may be required to collect a vehicle car at a centralized location or station. Where this occurs, and the distance from their home to the location they pick up their vehicle from is greater than the distance they would travel from their home to their assigned station, the Employer shall pay the difference in mileage pursuant to Article 22.09.

The Employer agrees to identify the location of vehicle pickup attached to all OCUC positions on each posting.

**Amend the collective agreement by adding the following:**

**22.14 TMA Allowances for Secondary Medical Work**

In accordance with Article 16 or E3.00, where the Employer requires an employee to report to a station for duty, other than their regular post, and that post is 100km or greater driving distance, the Employer will pay TMA allowances.

TMA Allowances will include transportation, meals and accommodation in accordance with articles 22.09, 22.10 and (new) 22.11.

The employee will be entitled to mileage calculated from either their home residence, or their regular station, to the location in which they are reporting to, whichever is less.

For clarity, Full-time and Regular Part-time employees reporting to their operator for duty are exempt from this provision including Full-time employees who are reporting to their callout station.

On-call employees reporting to their primary operator for duty are also exempt from this provision.

**Amend the collective agreement by adding the following:**

**22.15 Accommodations**

Where an employee's normal work station and residence is outside a one-hundred (100) km radius of the address where a course or meeting is being held, such employee will be entitled to accommodation in accordance with the PHSA Travel Policy.

**ARTICLE 23 – TRAINING & QUALIFICATIONS**

**Amend the collective agreement by changing the following:**

**23.07 Emergency Medical Responder Qualification**

- (a) Utilization of the Emergency Medical Responder level shall be for Transfer Fleet vacancies. Transfer Fleet vacancies shall be utilized where necessary for the accommodation of ill or injured Full-time employees.
- (b) Where a vacancy is not used for accommodation purposes, it shall be posted for qualified applicants pursuant to Article 13.01(c).
- (c) All irregularly scheduled transfer fleet positions, excluding Operator 288, will be posted and paid all hours of work at PCP-IV.

**Amend the collective agreement by adding the following:**

**23.10 Payment of Examination and Licensing Fees**

- (a) The employer agrees to reimburse employees for all Emergency Medical Assistants Licensing Board (EMALB) licensing fees, jurisprudence exam fees and all Canadian Organization of Paramedic Regulators (COPR) national entry to practice exams Fees for Primary Care Paramedics (PCPs), Advanced Care Paramedics (ACPs) and Critical Care Paramedics (CCP).
- (b) The employer agrees to reimburse employees for the EMR exam and licensing fees to EMALB. Employees will pay for the exam and then submit a claim for reimbursement.

The employer agrees to reimburse employees for the EMALB license renewal fee.

**ARTICLE 24 – EMPLOYEES BENEFITS**

**Amend the collective agreement by changing the following:**

**24.01 Dental Plan**

- (a) All employees shall participate in the Medical Services Association (MSA), Dental Care Plan, or its equivalent and the Employer shall pay all premiums.
- (b) The benefits shall include Plan A Basic Services; the percentage of payment for services shall be one hundred per cent (100%).
- (c) Plan B Prosthetic appliances and Crown and Bridge procedures shall be included; the percentage of payment for services shall be sixty-five per cent (65%).
- (d) Plan C Orthodonture shall be included; the percentage of payment for services shall be ~~fifty per cent (50%)~~ sixty percent (60%). An employee is eligible for orthodontic services under Plan C after six (6) months participation in the Plan. Orthodontic services are subject to a lifetime maximum of three thousand dollars (\$3000) per patient.

These changes will be effective April 1, 2026.

**Amend the collective agreement by changing the following:**

**24.02 Medical Insurance**

- (a) All employees shall participate in the Extended Health Benefits Plan that was in place as of the time of entering into the ~~2022-2025~~ 2025-2029 Collective Agreement or its equivalent, and the Employer shall pay all premiums.

- (b) The Extended Health Benefits plan will include the following benefits:
  - a. Prescription medication coverage for all oral contraceptives, injectables and medicated IUDs approved under BC PharmaCare Formulary.
  - b. ~~\$350~~ five hundred dollars (\$500) every two years for prescription eyewear;
  - c. A \$600 lifetime maximum for laser eye surgery;
  - d. A maximum of ~~\$400~~ \$150 annually for eye exam coverage;
  - e. A combined maximum of \$500 annually for chiropractic and naturopath services;
- (c) Effective June 1, 2013, all employees provided Extended Health Benefits Plan coverage will have prescription medication coverage subject to the BC Government Pharmacare program.
- (d) Effective July 1, 2014, the Employer will provide a pay direct card to employees eligible for benefits.

These changes will be effective April 1, 2026.

**Amend the collective agreement by changing the following:**

**24.13 Mental Health and Wellness Support**

- (a) All employees ~~and family members~~ covered by our current benefit plan shall be entitled to a combined maximum of ~~\$1000~~ five thousand five hundred dollars (\$5500) annually for the services of a registered psychologist, registered counsellor, or social worker, either online or in person.
- (b) All family members covered by our current benefit plan shall be entitled to a combined maximum of one thousand dollars (\$1000) annually for the services of a registered psychologist, registered counsellor, or social worker, either online or in person.

These changes will be effective April 1, 2026.

**Amend the collective agreement by changing the following:**

**ARTICLE 26 – UNIFORM AND CLOTHING ALLOWANCE**

**26.01 Uniform Allowance**

- (a) New employees shall be provided with an initial issue of the following items of uniform:

3 pair of trousers  
6 shirts  
1 tie  
1 tie tack  
6 pair of lightweight socks  
1 issue leather belt  
1 name tag  
1 multi layer jacket system  
1 service cap  
2 pair uniform boots

~~(b) Dispatchers may take as an option one skirt in lieu of one pair of trousers.~~

(b) Communication Center employees may take as an option:

- One skirt in lieu of one pair of trousers.
- Three Polo Shirts in lieu of three Uniform Shirts
- One Sweater in lieu of one soft shell jacket

(c) All employees shall be responsible for the normal upkeep of their uniform as per Article 26.02(b). The replacement of unserviceable or lost items will be made upon surrender of items, or proof of loss, if replacement is necessary as a result of normal wear. Requests for replacement shall be made through an individual authorized by the Employer (who will normally be a unit chief).

(d) The Employer agrees to supply the uniform item which is required within sixty (60) days of receipt of the order at the supply depot. In the event the Employer cannot supply the requested item, the Employer shall supply a suitable permanent or temporary alternative to that item within the same sixty (60) days.

(e) All employees in Regions 3 to 8 inclusive will be issued the following uniform items in addition to the regular uniform issue in (a) above:

- 1 pair of winter boots
- 1 pair of winter gloves
- 1 winter hat
- 2 pair heavyweight socks

- 1 pair long underwear

The Employer will issue additional uniform items required in a specific station or region as determined by PJLMC.

- (f) Such other items of uniform that may be required shall be mutually agreed to by the PJLMC.
- (g) Footwear
- (i) The Employer shall provide, and employees shall wear, black polished leather shoes or boots fitted with rubber heels of a style acceptable to the PJLMC.
  - (ii) In those circumstances where the Employer is unable to provide such shoes or boots due to the lack of appropriate size selections from the general issue, then the Employer shall either supply alternative footwear on an individual basis or, alternatively, such individuals shall be paid an amount of ninety dollars (\$90) in lieu of such specialized issue and shall then be required to purchase a similar type of shoe or boot at their own expense.
  - (iii) It is understood that upon surrender of boots deemed to be unserviceable that the individual authorized by the Employer will determine if footwear should be resoled or replaced. Where approved, the employee will be reimbursed for resoling expenses by the Employer upon presentation of receipts.
  - (iv) The Employer agrees to provide shoes to an employee where a medical practitioner certifies that orthopaedic footwear is required to be worn.
- (h) All items of uniform shall remain the property of the Employer. Employees shall wear the uniform provided by the Employer and be uniformly dressed at all times while on duty.

## **ARTICLE 34 – SERVICE MODELS**

**Amend the collective agreement by changing the following:**

### **34.02 Remote Deployment**

- (a) Primary Care Paramedic (PCP) is the minimum qualification for paramedics in remote posts, but the Employer may employ paramedics with lesser qualifications as necessary to maintain services in the absence or unavailability of a paramedic with PCP qualifications.

- (b) Primary Operator staff are Regular Part-time and On-call paramedics attached to an operator or post to access work assignments, and Full-time paramedics attached to an operator or post to access Kilo work assignments that are separate from their normal full-time working assignment.
- (c) Kilo work assignments will be one method of shift coverage in Remote designated communities.
- (d) Scheduling rules and processes will be designed to meet local needs and will be managed locally by Unit Chiefs. The Unit Chiefs will be guided by the work allocation language prescribed by Schedules E3.06 through E3.10 of the Agreement. If it is identified by either party that work allocation procedures need to be amended for specific operators or posts, the venue to address these issues will be through RJLMC meetings under Article 8.06. ~~Agreements made at the RJLMC level will then need to be ratified by~~ Recommendations made at the RJLMC level will then be ratified through the PJLMC process, consistent with Article 8.06(c).
- ~~(e) Where the principals at the RJLMC level are unable to come to an agreement on amendments to specific station or post scheduling processes, the matter is to be referred to the PJLMC process identified in this memorandum.~~
- ~~(e)~~ (f) Kilo work assignments in remote communities will be allocated as set out in Schedule E3.06 through E3.10.
- ~~(f)~~ (g) Primary operator vacancies in Remote posts will be filled on the following basis from among those individuals who have applied to the on-call lateral process or have an external application on file, ~~alternating between (i) and (ii):~~
  - (i) Transfers of qualified bargaining unit applicants in order of the earliest original date of hire with the Employer.
  - ~~(ii) Local applicants:~~
    - ~~a) Qualified applicants from within the bargaining unit who reside within the normal post response area.~~
    - ~~b) Where no applicants under (a) are available, the Employer may hire~~
  - ~~(ii) Qualified applicants from outside of the bargaining unit, preference will be given to those who reside within the normal post response area.~~
  - (iii) Where no applicants under (i) or (ii) are available the Employer may hire unqualified applicants, per Schedule G.

- ~~(g)~~ ~~(h)~~ All primary operator employees covering on-call shifts will receive on-call shift coverage pay as prescribed by Schedule F8.00 of the Agreement.
- ~~(h)~~ ~~(i)~~ When primary operator employees respond to Kilo calls, they will be paid at the appropriate paramedic rate, in accordance with Article 16.04(b) or Schedule E6.01 of the Agreement, as applicable.
- ~~(i)~~ ~~(j)~~ The following new Regular Part-time Mix-shift type may be utilized in Remote stations:
- (i) 0.75 FTE Regular part-time consisting of Four 12-hour shifts followed by four consecutive days off, the shifts shall be:
    - (a) two regularly scheduled twelve-hour day shifts;
    - (b) two regularly scheduled night shifts comprised of 4 scheduled working hours and 8 hours where the employee is required to carry a pager and respond to calls (pager hours); and
    - (c) Pager hours must follow an employee's regularly scheduled hours of the night shift. Assigned pager hours are part of an employee's regular schedule and are paid in accordance with Schedule F87.00.
  - (ii) Article 16.02 will apply to all hours worked beyond the end of a Mix-shift that extends into an employee's off-duty time.

**Amend the collective agreement by changing the following:**

**34.03 Rural Deployment**

- ~~(a)~~ Primary Operator staff are Regular Part-time and On-call paramedics attached to an operator or post to access work assignments, and Full-time paramedics attached to an operator or post to access Kilo work assignments that are separate from their normal full-time working assignment.
- ~~(b)~~ ~~(e)~~ Second line and subsequent response units will be staffed and renumerated as Kilo coverage, in the same fashion as laid out for Remote posts above. These are not full-time designated units.
- ~~(c)~~ ~~(b)~~ PCP is the minimum qualification for paramedics in rural posts but the Employer may employ paramedics with lesser qualifications as necessary to maintain services in the absence or unavailability of a paramedic with PCP qualifications.

- ~~(d)~~ ~~(e)~~ Spareboard shifts and Kilo shifts will be scheduled on a monthly basis. The shift opportunities will be offered to primary operator employees as set out in Schedule E3.06 through E3.10.
- ~~(e)~~ ~~(d)~~ Scheduling rules and processes will be designed to meet local needs and will be managed locally by Unit Chiefs. The Unit Chiefs will be guided by the work allocation language prescribed by Schedules E3.06 through E3.10 of the Agreement. If it is identified by either party that work allocation procedures need to be amended for ~~specific operators or posts~~, the venue to address these issues will be through RJLMC meetings under Article 8.06. ~~Agreements made at the RJLMC level will then need to be ratified by Recommendations made at the RJLMC level will then be ratified through~~ the PJLMC process, consistent with Article 8.06(c).
- ~~(e)~~ ~~Where the principals at the RJLMC level are unable to come to an agreement on amendments to specific station or post scheduling processes, the matter is to be referred to the PJLMC process identified in this memorandum.~~
- (f) Full-time regularly scheduled employees will continue to be scheduled as they were under the terms of the Agreement .
- (g) Primary operator vacancies in Rural posts will be filled on the following basis from among those individuals who have applied to the on-call lateral process or have an external application on file, ~~alternating between (i) and (ii):~~
- (i) Transfers of qualified bargaining unit applicants in order of the earliest original date of hire with the Employer.
  - ~~(ii) Local applicants:~~
    - ~~a) Qualified applicants from within the bargaining unit who reside within the normal post response area.~~
    - ~~b) Where no applicants under (a) are available, the Employer may hire~~
  - ~~(ii) Qualified applicants from outside of the bargaining unit, preference will be given to those who reside within the normal post response area.~~
  - (iii) Where no applicants under (i) or (ii) are available the Employer may hire unqualified applicants, per Schedule G.
- (h) The following new Regular Part-time Mix-shift type may be utilized in Rural stations:

- (i) 0.75 FTE Regular part-time, consisting of Four 12-hour shifts followed by four consecutive days off, the shifts shall be:
  - a) two regularly scheduled twelve-hour day shifts;
  - b) two regularly scheduled night shifts comprised of 4 scheduled working hours and 8 hours where the employee is required to carry a pager and respond to calls (pager hours); and
  - c) Pager hours must follow an employee's regularly scheduled working hours. Assigned pager hours are part of an employee's regular schedule and are paid in accordance with Schedule F 87.00.
- (ii) Article 16.02 will apply to all hours worked beyond the end of a Mix-shift that extends into an employee's off-duty time.
- (iii) If the Employer converts a Regular Full-time position of a current employee (as of January 4, 2023) in a Rural station to a Mix-shift position, the Employer will continue to pay the employee the difference between the regularly scheduled hours of the employee's previous position and the Mix-shift position for as long as the employee occupies that Mix-shift position.

**Amend the collective agreement by changing the following:**

**34.04 Urban Deployment**

- (a) Primary Operator staff are Regular Part-time and On-call paramedics attached to an operator or post to access work assignments, and Full-time paramedics attached to an operator or post to access work assignments that are separate from their normal full-time working assignment.
- (b) Primary operator vacancies in Urban posts will be filled on the following basis and in the following order, from among those individuals who have applied to the on-call lateral process or have an external application on file:
  - (i) Transfers of qualified bargaining unit applicants ~~hired prior to September 11, 2004~~, in order of the earliest original date of hire with the Employer.
  - (ii) ~~Qualified applicants from within the bargaining unit who reside within the normal post response area.~~
  - (iii) ~~Qualified applicants from outside of the bargaining unit who reside within the normal post response area.~~
  - (iv) ~~Other qualified applicants from within the bargaining unit in order of the earliest original date of hire with the Employer.~~

- (ii) ~~(v)~~ Other qualified applicants from outside of the bargaining unit. Preference will be given to those who reside within the normal post response area.
- (iii) Where no applicants under (i) or (ii) are available the Employer may hire unqualified applicant, per Schedule G.
- (c) PCP is the minimum qualification for paramedics in Urban posts, with the exception of Transfer Cars which have a minimum qualification of EMR, but the Employer may employ paramedics with lesser qualifications as necessary to maintain services in the absence or unavailability of a paramedic with PCP qualifications.
- (d) Subject to the language pertaining to Irregularly Scheduled Employees, Full-time employees will continue to be scheduled as they were under the terms of the Agreement.
- (e) Spareboard shifts will be scheduled on a monthly basis. The shift opportunities will be offered to primary operator employees as set out in Schedule E3.06 through E3.10. All available shifts within a station or post will be allocated in the following order:

  - (i) All full-time and regular part-time vacancies as regular spareboard.
  - (ii) Kilo shift vacancies.
- (f) The allocation of work process for primary operator employees in Urban posts shall be consistent with the language of the Agreement.

**Amend the collective agreement by adding the following:**

**34.06 Air Operations Deployment**

- (a) There shall be no Kilo shifts in Air Operations posts during the term of this Collective Agreement.
- (b) Subject to the language pertaining to Irregularly Scheduled Employees, Full-time employees will continue to be scheduled as they were under the terms of the Collective Agreement.
- (c) PCF-P is the minimum qualification for paramedics in Air Operations posts. For the purpose of scheduling, Air Operations will schedule based first on the qualifications of each Air Operations Unit, if the employer has exhausted available in post paramedics with PCF-P or higher qualifications, the employer may schedule support pool employees.
- (d) On-call paramedic vacancies in Air Operations Posts will only be created through article 12 or the retire/rehire MOA.

## SCHEDULE A

### A1.00 Wages and Shifts

Amend the collective agreement by changing the following:

#### A1.01 Shifts

(a) Employer Aim

The aim of the Employer is to maintain the current number of Alpha ambulance crews in the Province, and that additional Alpha crews that are established will not subsequently be disbanded or converted to other shift patterns, to Advanced Life Support crews, or other specialized crew duties which would limit their capacity to respond to regular events.

At a minimum, the Employer shall maintain the number of full-time positions that were in place as of January 12, 2017 in each region.

(b) Flexible Scheduling

All posts experience a higher day-time volume than occurs during the night hours and the Parties agree to a flexible scheduling as outlined below to be compatible with the needs of the community served and availability of on-call staff and the members of the post's full-time staff.

(c) Seniority Shall Apply

In all posts the most senior employees will normally be assigned to the shift pattern of their choice and the more junior employees will be assigned to the remaining shifts.

(d) Work Schedules – General

(i) The Employer shall determine the shift patterns to be utilized in each station or post, from the list of possible patterns defined in A1.01(e) below.

(ii) The Employer may change the shift patterns used in a station or post, to another shift pattern defined in A1.01(e), with sixty (60) days' notice to the affected employee(s), with the exception of the limits defined in A1.01(a). In addition, no employees who were full-time on or before June 23, 2014 will suffer an involuntary reduction in annual hours of work as a result of assignment to a new shift pattern.

(iii) Where operational requirements necessitate a temporary change in start or stop time by up to a maximum of two (2) hours with no change in shift duration, overtime rates pursuant to Article 16.01 will be applicable to the

hours outside of the employees' regular shift times. If such changes in shift start and stop times are communicated to the affected employee with less than twenty-four (24) hours, the employee will be paid at one and one half (1.5) times their rate of pay for the entire shift.

If child care, transit difficulties or other serious personal circumstances do not permit such a change, employees may decline the change without repercussion by the Employer.

(e) Possible Shift Patterns

A "shift pattern" is a regular, recurring series of shifts for Regular Full-time employees, as determined by the Employer. Start and stop times associated with shift patterns will be based on operational requirements and to maximize service delivery. Below are the possible shift patterns:

- (i) Alpha – Four (4) twelve-(12) hour shifts followed by four (4) consecutive days off. In Lieu of (9) rotational days off annually, a bank of 9 Vacation R-days off will be selected alongside their annual entitlement under article 19.03(a) in accordance with 19.03(g). These days will not be subject to carry over under Article 19.03(i) and will not be subject to Article 19.10.;  
followed by:

~~Four (4) twelve (12) hour shifts followed by four (4) consecutive days off,  
followed by:~~

~~Four (4) twelve (12) hour shifts followed by four (4) consecutive days off,  
followed by:~~

~~Four (4) twelve (12) hour shifts followed by five (5) consecutive days off,  
followed by:~~

~~Three (3) twelve (12) hour shifts followed by four (4) consecutive days off.~~

- (ii) Bravo, Bravo/Charlie, Charlie – Four 11 hour shifts followed by four consecutive days off; each shift to conclude on or before 0300 hours.
- (iii) Delta – Five consecutive shifts, seven hours (7) in duration, followed by two consecutive days off.
- (iv) Romeo – Five consecutive shifts, seven and a half hours (7.5) in duration, followed by two consecutive days off.
- (v) Victor – Five consecutive shifts, eight hours (8) in duration, followed by two consecutive days off.

- (vi) Echo – Four scheduled 10 hour shifts followed by three consecutive days off.
- (f) Possible Shift Patterns – Dispatch
  - Dispatcher’s hours of work and shifts will apply in all fully manned Regional and Provincial dispatch centres operated by the Employer as follows:
    - (i) Delta – Day shifts only of five (5) 7-hour shifts per week.
    - (ii) Dispatch Alpha – Four (4) twelve (12)-hour shifts followed by six (6) consecutive days off, with an additional twelve (12)-hour shift scheduled to abut a work block every sixth block to equal an average of thirty-five (35) hours per week. The additional twelve (12)-hour shifts will alternate between be day shifts and night shift. The additional twelve (12)-hour shifts will be organized as follows:
      - First additional shift: twelve (12)-hours paid time off;
      - Second additional shift: eight (8)-hours of paid training and four (4)-hours of paid time off;
      - Third additional shift: twelve (12)-hours paid time off;
      - Fourth additional shift: eight (8)-hours of paid training and four (4)-hours of paid time off;
      - Fifth additional shift: twelve (12)-hours paid time off; and
      - Sixth additional shift: eight (8)-hours of paid training and four (4)-hours of paid time off.
      - Paid time off hours for the additional shifts above will not be subject to Article 19.10.
    - (iii) Dispatch Bravo/Bravo Charlie – An eight day cycle of four (4) 10 hour shifts followed by four (4) days off.
    - (iv) Dispatch Echo – A fourteen day cycle of three (3) 10 hour shifts followed by four (4) days off and then four (4) 10 hour shifts followed by three (3) days off.
- (g) Prohibited Shift Patterns
  - (i) There shall be no full-time shift patterns that are exclusively night shifts.
  - (ii) There shall be no split-shifts.

(iii) Regular Full-time and Regular Part-time employees shall not be required to work more than two (2) different shifts in any cycle or block.

(h) Other Shift Patterns

It is understood that other shift patterns may be considered during the term of this Agreement and introduced, provided that such other patterns are acceptable to both parties.

(i) Irregularly Scheduled Employees

(i) Irregularly Scheduled Employees (ISE) are employees who provide relief for predictable and unpredictable work vacancies. Such shifts are scheduled on an equitable basis. Employees are hired for a post.

(ii) ISEs will be paid a salary in accordance with the shift patterns defined in Articles A1.01(e)(i) or A1.01(f)(ii).

(iii) Within ninety (90) days of ratification, the Employer will designate scheduling groups within a post, containing up to ten (10) stations. ISEs will be assigned a primary station within their scheduling group. All other stations within their scheduling group will be considered the ISEs secondary stations. ISEs will only be scheduled for shifts within their scheduling group, at either their primary or secondary stations. ISE's will not be restricted from accepting recall shifts outside of their scheduling group. ISEs may move between scheduling groups in a post, through the Post Shuffle Process.

(iv) For posts with four (4) or more ISEs, at a given license level, those ISEs will have the schedule of the assigned platoon.

(v) For posts with less than four (4) ISEs, the ISEs are assigned to a platoon for administrative purposes, but deemed to be scheduled as Alpha shift pattern defined under schedule A1.01(e) or A1.01(f).

(vi) Where an ISE is filling an employee's shift that is less than twelve (12) hours, the ISE shall return to the station and report to a supervisor for assignment of other duties for the balance of their deemed twelve (12) hours.

(vii) All ISEs are required to provide their designated scheduler or the designated Scheduling Office with a telephone number or numbers for the purposes of contact for work allocation. Such telephone number(s) must

have the ability for a message to be left. Employees must ensure that their contact numbers remain current with the scheduler or Scheduling Office.

- (viii) Without creating any obligation for a specific number of ISEs, it is the intent of the Employer to maximize the number of ISEs in the Post with consideration for the historical, current and projected need for full-time shift coverage.
- (ix) ISEs will normally be scheduled into shift vacancies that fall within a "Work Block". "Work Block" means those hours of work within a 96 consecutive hour period, commencing with a day shift.

For ISEs the following scheduling parameters will apply:

- Four (4) shifts must be followed by a minimum of two (2) days off. Employees can then be scheduled for four (4) shifts again, but this block must be followed by four (4) days off.
  - Six (6) shifts in a row must be followed by four days clear.
- (x) ISEs will be provided a six (6) month schedule at least seven (7) days prior to the commencement of the schedule.
  - (xi) In the event an ISE is not assigned sufficient work in Schedule A1.01(i)(x) above, the balance of the ISE's schedule will be filled with unpredictable vacancies. To ensure 100% utilization, ISEs not assigned sufficient hours for a work cycle will be scheduled to report to their primary station and to a supervisor and will be assigned a shift and/or duties at their primary or secondary stations.
  - (xii) ISEs not already assigned to work will be offered additional available work before other employees.
  - (xiii) ISE who are assigned work on another platoon, will be provided at least forty-eight (48) hours' notice of the scheduling change.
  - (xiv) If the Employer fails to provide an ISE with at least 48 hours advance notice of a scheduling change, the Employer will pay the affected employee a premium of one and one-half (1.5) times their hourly rate of pay for all worked hours that fall inside of the required 48-hour notice period with a one (1) hour minimum. A scheduling change is any change in work date, work start time or work end time. ISE's will be notified by telephone of changes to assigned shifts or schedule.

- (xv) For the purpose of annual vacation entitlements and selection under *Article 19*, the paramedic ISE shall be deemed to be working Alpha blocks in accordance with Article A1.01(e)(i) for their vacation. The dispatch ISE shall be deemed to be working Alpha blocks in accordance with Article A1.01(f)(ii) for their vacation.

**Amend the collective agreement by changing the following:**

**A1.02 Wages**

- (a) Wage rates for all employees covered by this Agreement will increase starting the first pay period after the following dates and the respective rates:
- ~~April 1, 2022: Increase rates of pay by \$0.25 per hour and then a 3.24% general wage increase (GWI) to be applied across all rates of pay.~~
  - ~~April 1, 2023: Increase rates of pay by 5.5%, with a possible additional GWI of up to 1.25% in accordance with the Cost of Living Adjustment (COLA) Memorandum of Agreement.~~
  - ~~April 1, 2024: Increase rates of pay by 2%, with a possible additional GWI of up to 1% in accordance with the Cost of Living Adjustment (COLA) Memorandum of Agreement.~~
  - First pay period after April 1, 2025: Increase rates of pay by 3% GWI applied across all rates of pay. This shall be retroactively applied for all hours worked for all employees, including retirees, employees on WSBC and employees on LTD.
  - First pay period after April 1, 2026: Increase rates of pay by 3% GWI applied across all rates of pay for all employees.
  - First pay period after April 1, 2027: Increase rates of pay by 3% GWI applied across all rates of pay for all employees.
  - First pay period after April 1, 2028: Increase rates of pay by 3% GWI applied across all rates of pay for all employees.
- (b) Service pay amounts are defined in Schedule F.
- (c) The parties agree that employees acting in a supervisory capacity shall receive a pro rated amount of supervisory rates, for the hours spent in that capacity.

**Amend the collective agreement by changing the following:**

**SCHEDULE D – PRACTICE EDUCATORS**

**D2.00 Hours of Work**

- (a) Hours of work will be scheduled in accordance with a shift pattern outlined in Schedule A1.01(e), interrupted only by the meal period as provided in (b) below. Employees shall receive two (2) paid rest breaks of fifteen (15) minutes each in duration per shift.
- (b) Meal periods shall be scheduled as close as possible to the middle of the scheduled hours of work. The length of the meal period shall be agreed to at the local level and shall not be less than thirty (30) minutes nor more than sixty (60) minutes.
- (c) Employees shall ~~not~~ be required to work statutory holidays that fall on their scheduled shifts. ~~and Article 18.01(c) will apply.~~

**SCHEDULE E – ON-CALL EMPLOYEES**

**Amend the collective agreement by changing the following:**

**E1.00 Applicable Collective Agreement Provisions**

The following Articles of the Agreement shall apply to On-call employees:

- (a) Date of Signing of Collective Agreement
- (b) Article 1.01(a), (b), (c), (g), (h), (i) and (k) Terminology
- (c) Article 2 Management Rights
- (d) Article 3 Employees' Rights (except Article 3.03(b))
- (e) Article 4 Union Membership Requirement
- (f) Article 5 Check-off of Union Dues
- (g) Article 6 Correspondence
- (h) Article 7 Contracting Out
- (i) Article 8 Provincial Joint Labour Management Committee
- (j) Article 9 Grievance Procedure
- (k) Article 10 Arbitration Procedure

- (l) Article 11 Discharge, Suspension and Discipline (except Articles 11.07, 11.08 and 11.09)
- (m) Article 13.01(a)(iii), (a)(iv), (b), (c), (d), (g), (h) Postings
- (n) Article 13.02 Community Paramedic Selection Process
- (o) Article 13.03 Selection Process for Full-Time Supervisory Positions
- (p) Article 13.04 Selection Process for Full-Time Dispatcher
- (q) Article 13.07 Grievances
- (r) Article 18.01(a) Statutory Holidays
- (s) Article 21.28 Military Leave
- (t) Article 21.31 Domestic and Sexual Violence Leave
- ~~(u)(t)~~ Article 22.05 Instructors
- ~~(v)(u)~~ Article 22.08 Subsistence Allowance
- ~~(w)(v)~~ Article 22.09 Vehicle Allowance
- ~~(x)(w)~~ Article 22.10 Meal Allowances
- (y) Article 22.14 TMA Allowances for Secondary Work
- ~~(z)(x)~~ Article 23.01 Minimum Qualifications Requirements
- ~~(aa)(y)~~ Article 23.04 Continuing Medical Education
- ~~(bb)(z)~~ Article 23.06(a) Emergency Medical Responder /FA Qualifications
- ~~(cc)(aa)~~ Article 23.09 Training Bursaries, Loans, Grants or Incentives
- ~~(dd)(bb)~~ Article 24.02(c), (d) Medical Insurance
- ~~(ee)(cc)~~ Article 24.03(d) Group Insurance
- ~~(ff)(dd)~~ Article 24.04(b) Workers' Compensation Board Claim
- ~~(gg)(ee)~~ Article 24.07 Employee Assistance Program
- ~~(hh)(ff)~~ Article 24.09 Rehabilitation Committee
- ~~(ii)(gg)~~ Article 25 Technological and Other Changes
- ~~(jj)(hh)~~ Article 26.01(f) Uniforms/PJLMC
- ~~(kk)(ii)~~ Article 26.01(g) Footwear
- ~~(ll)(jj)~~ Article 26.03 Personal Appearance

~~(mm)(kk)~~ Article 28 General Conditions (except Article 28.07)

~~(nn)(ll)~~ Article 29 Occupational Health & Safety (specific Articles listed below):

Article 29.01 Statutory Compliance

Article 29.02(a) Provincial Joint Occupational Health & Safety Committee

Article 29.03(a) (b) (f) District Occupational Health & Safety Committee

Article 29.04 Safety and Health – Joint Labour-Management Committee

Article 29.05 Reports

Article 29.06 Information

~~(oo)(mm)~~ Article 31 General

~~(pp)(nn)~~ Article 32 Term of Agreement

~~(qq)(oo)~~ Article 33 Terms and Conditions of Employment for On-call Employees

~~(rr)(pp)~~ Article 34 Service Models

~~(ss)(qq)~~ Article 35 Supervision

~~(tt)(rr)~~ Article 36.01 and 36.02 Community Paramedicine

~~(uu)(ss)~~ Schedule A1.02(a) Wages

~~(vv)(tt)~~ Schedule A3.00 Supervisory Authority

~~(ww)(uu)~~ Schedule F Wage Grids

### **E3.00 Qualifications, Training and Staffing**

**Amend the collective agreement by changing the following:**

#### **E3.09 Work Allocation by Employee Category**

(a) The available spareboard shifts will be assigned in the following order, with submitted availability:

(i) Irregularly Scheduled Employees in the post with insufficient hours in their cycle;

~~(i)~~ (ii) available Qualified Regular Part-time and On-call employees in the post, if it will not result in overtime for the Employer;

~~(ii)~~ (iii) Qualified Full-time and Regular Part-time employees in the post, at the applicable overtime rate;

~~(iii) — Regular Part-time and On-call employees, in and out of the post; and~~

- ~~(iv) Full-time employees, in or out of the post;~~
  - (iv) Qualified On-call employees in the post, at the applicable overtime rates;
  - (v) Unqualified Regular Part-time and On-Call Employees in the post if it will not result in overtime for the Employer;
  - (vi) Unqualified Regular Part-time and On-Call Employees in the post at the applicable overtime rates;  
Secondary Operator Employees will be assigned in the following order:
  - (vii) Qualified Regular-Part and On-call employees, out of the post, if it will not result in overtime for the employer;
  - (viii) Qualified Full-time employees and Regular Part-time employees, out of the post, at applicable over time rates;
  - (ix) Qualified On-call employees out of the post, at the applicable overtime rates;
  - (x) Unqualified Regular Part-time and On-call Employees out of the post if it will not result in overtime for the Employer;
  - (xi) Unqualified Full-time Regular Part-time and On-Call Employees out of the post at the applicable overtime rates;
  - (xii) Consideration of Cold Call (not mandatory)
- (b) The available Kilo shift coverage vacancies will be assigned in the following order, with submitted availability:
- (i) ~~available~~ Qualified Regular Part-time / On-call employees assigned to the Primary Operator ~~who are able to work the shift at straight time rates~~ if it will not result in overtime for the Employer;
  - (ii) ~~Available~~ Qualified Full-time, Regular Part-time and On call Primary Operator Employees at ~~the~~ applicable overtime rates;
  - ~~(iii) Regular Part time and On-call employees out of the post who are able to work shift at straight times;~~
  - (iii) Unqualified Regular Part-time and On-Call Employees in the post if it will not result in overtime for the Employer;
  - ~~(iv) Full time, Regular Part time and On-call employees out of post who are able to work the shift at applicable over time rates.~~

- (iv) Unqualified Full-time Regular Part-time and On-Call Employees in the post at the applicable overtime rates; and then  
Secondary Operator Employees will be assigned in the following order:
- (v) Qualified Regular Part-time and On-call employees out of the post if it will not result in overtime for the Employer;
- (vi) Qualified Full-time employees and Regular Part-time employees, in or out of the post, at applicable overtime rates;
- (vii) Qualified On-call employees out of the post, at the applicable overtime rates;
- (viii) Unqualified Regular Part-time and On-Call Employees out of the post if it will not result in overtime for the Employer;
- (ix) Unqualified Full-time Regular Part-time and On-Call Employees out of the post at the applicable overtime rates;
- (x) Consideration of Cold Call (not mandatory)

All scheduling will be done in accordance with Article 34 of the Collective Agreement and Schedule G.

**The Employer agrees to enact Article 14 for all transfer car irregularly scheduled employees outside of Station 288.**

**Amend the collective agreement by adding the following:**

**E3.12 On-Call Seniority**

- (a) Effective April 1, 202X the Employer shall maintain a separate date of hire and seniority list for on-call employees.
  - I. The date of hire list will show adjusted dates of hire
  - II. The on-call seniority list will show banked straight time accumulated hours worked under the direction of the employer.
- (b) An On-call employee will accrue seniority on an hourly basis, for all regular hours worked under the direction of the employer.
- (c) For the purposes of bidding into a regular part-time or full-time position, an on-call employee will use their original date of hire. Should there be the same DOH, seniority hours will be used for selection

Seniority accrued while working in an on-call position will be credited once the employee has successfully bid into a full-time or regular part-time position and works their first shift.

- (d) Seniority can only be accrued to a maximum of 1.0 FTE based on 1950 Regular hours of annual work performed.

The Employer will make available a list of accrued hours for all On-call Employees on a quarterly basis, and will confirm their seniority calculation on the next available seniority report once upon the Employee reports to a Full-time or Regular Part-time position. The master on-call employee seniority list shall be revised and updated every three months as of the last date of the payroll period immediately prior to January 1, April 1, July 1 and October 1 (the “adjustment dates”) in each year

- (e) Hours worked as overtime will not count towards the annual accrual of seniority.

The parties will draft a joint interpretation of the application.

#### **E4.00 Resignation, Employment Obligation and Probation**

**Amend the collective agreement by changing the following:**

##### **E4.01 Deemed Resignation**

Subject to Schedule E2.03 and E3.01, On-call employees who do not make themselves available for work for three (3) consecutive calendar months or where work is available, who do not work a minimum of ~~three~~ six (6) shifts over any three consecutive month period shall be deemed to have resigned from employment.

**Amend the collective agreement by changing the following:**

##### **E4.03 Employment Obligation**

- (a) All new employees will be required, ~~at the unit chief's discretion,~~ to undergo a period of orientation at a mutually agreeable time before being allowed to work shifts on car. Such orientation will be with pay at the appropriate rates as laid out in Schedule E8.00 and may consist of orientation on or off car.
- (b) All new Emergency Medical Responder (EMR) employees will be required to undergo a minimum of four (4) orientation shifts at a mutually agreeable time before being allowed to work shifts on car. Such orientation will be with pay at the appropriate rates as laid out in Schedule E8.00 and may consist of orientation on car.

~~(b)~~ (c) There is no obligation on the Employer to offer work to an On-call employee until the On-call employee has been employed for a period of three (3) months from the date of issuance of their employee number.

## **E13.00 Uniforms**

**Amend the collective agreement by changing the following:**

### **E13.01 On-call Uniform Issue**

(a) The Employer shall ensure that all On-call employees who have been employed pursuant to Schedule E4.03 will receive an On-call uniform issue as follows:

4 2 pair trousers

2 4 shirts

1 tie

2 4 pair light weight socks

1 belt

1 pair issue boots

1 service cap

1 multi-layered jacket system

~~(b) New On-call employees will be issued a personal patrol jacket. On completion of one (1) year's service, the employee will be issued one multi-layered jacket system upon surrender of patrol jacket.~~

~~(b)~~ (e) On-call employees achieving one thousand (1,000) hours paid time in one (1) year will be issued, on request, an additional shirt and pair of trousers.

~~(c)~~ (d) All On-call employees in Regions 3-8 inclusive, will be issued winter boots and winter gloves on request in addition to the regular uniform issue in (a) above.

~~(d)~~ (e) Upon request, the Employer may issue additional uniform items. Such issuance will not be unreasonably withheld.

**Amend the collective agreement by changing the following:**

**SCHEDULE F – WAGE GRIDS**

**F6.00 Shift Premiums**

- (a) Employees shall be paid a night shift premium of \$2.00 per hour for all hours worked between 18h00 and 06h00.
  - i. Effective April 1, 2026, the night shift premium will increase to \$2.85.
  - ii. Effective April 1, 2027, the night shift premium will increase to \$3.00.
- (b) Employees shall be paid a weekend shift premium of \$2.25 per hour for all hours worked between 18h00 Friday and 06h00 on Monday.
  - i. Effective April 1, 2027, the weekend shift premium will increase to \$3.00
  - ii. Effective April 1, 2028, the weekend shift premium will increase to \$3.50
- (c) Employees working callout shifts will attract the above premiums on all hours paid at their full rate of pay during the hours referenced above.
- (d) Employees working an Alpha Paramedic shift shall be paid \$3.60 per hour for all hours worked between 18h00 and 06h00.
  - i. Effective April 1, 2027, the Alpha night premium will increase to \$4.00
  - ii. Effective April 1, 2028, the Alpha night premium will increase to \$4.35
- (e) Where applicable, employees will be entitled to multiple premiums under this provision concurrently.

These changes will be effective April 1, 202X.

**Amend the collective agreement by changing the following:**

**SCHEDULE G – ON-CALL EMERGENCY MEDICAL RESPONDER**

The minimum qualification for emergency paramedic positions is Primary Care Paramedic (PCP).

In the event there are insufficient qualified applicants for an emergency paramedic position, the following shall apply:

- (a) Employees licensed to the EMR level, will be considered 'qualified' for the purpose of scheduling within Rural and Remote designated posts.

- (b) Employees licensed to the EMR level, will be considered 'unqualified' for the purpose of scheduling within Urban and Metro designated posts.
- (c) Selection of EMR applicants will be:
  - (i) EMR-qualified internal applicants ~~who reside within the normal post response area~~, in order of the earliest original date of hire with the Employer.
  - (ii) EMR-qualified external applicants, preference will be given to those who reside within the normal post response area.
  - (iii) Where no applicants under (i) or (ii) are available the Employer may hire unqualified applicants. ~~Other EMR-qualified internal applicants.~~
  - (iv) Other external applicants.
- (d) EMR employees may lateral transfer into and/or between Remote and Rural posts as an unqualified applicant.

**Amend the collective by adding the following:**

### **ADDENDUM – GWI**

#### **General Wage Increases**

Wage rates for all employees covered by this Agreement will increase starting the first pay period after the following dates as follows:

- (a) Year 1 (2025): general wage increase (“GWI”) of 3%, effective first pay period after April 1, 2025;  
This shall be retroactively applied for all hours worked for all employees, including retirees, employees on WSBC and employees on LTD.
- (b) Year 2 (2026): GWI of 3%, effective first pay period after April 1, 2026;
- (c) Year 3 (2027): GWI of 3%, effective first pay period April 1, 2027; and
- (d) Year 4 (2028): GWI of 3%, effective first pay period after April 1, 2028.

**Amend the collective agreement by changing the following:**

**APPENDIX 1 – MEMORANDUM OF AGREEMENT**

**Re: BCEHS Retire Rehire Policy and Process**

Retirement Notice – Rehire

All ~~Employees~~ wishing to be rehired with BCEHS after retirement will ~~must~~ follow the below steps at least sixty (60) days prior to retirement.

1. Provide written notification of retirement to ~~the~~ their Unit Chief, District Manager, and Human Resources Department.
2. The retirement notification will include the employee's full name, PHSA ID, and date of the employee's last worked shift. Full-time and Regular Part-time retiring employees will need to also include any vacation or leave to be taken prior to severing employment, otherwise unused vacation will be paid out at retirement.
3. The retirement notification will ~~also need to~~ include a request to be rehired. Employees may request to be rehired at either their last full-time station or primary operator of record (for the purposes of call out). To be eligible for rehire at a primary operator of record, the employee must have submitted availability and worked a shift in the last three (3) months at the primary operator for call out in order to qualify for rehiring in that station/post.
4. The employee will also indicate their requested return date as an On-call employee, which ~~must~~ will occur within 120 days of their retirement date of record.  
Once the above information is received by the Employer, the BCEHS and PHSA Human Resources Departments will support the employee following the below processes.
5. The retiring employee must meet the minimum qualifications for the post requested for rehire, ~~and complete the new hire process,~~ and have a satisfactory work record. For clarity, an Employee will be deemed to not have a satisfactory work record when they have an active suspension on file.
6. After conclusion of the separation required by the Pension Corporation (currently thirty (30) days), the employee will be hired as an On-call employee with a new date of hire. Such new date of hire shall be used exclusively in relation to any references in the Collective Agreement to "original date of hire".
7. Retired/Rehired employees will be subject to a six (6) month probationary period as a new employee.

8. Retired/Rehired employees will be hired at the on-call ~~three (3)~~ five (5) year service pay (if applicable).
9. Employees who retire and are rehired may become eligible to re-enroll in the Pension Plan in accordance with the plan rules.
10. ACP and CCP employees who wish to exercise their right to lateral to another station with an ACP or CCP ambulance unit shall do so through the monthly on-call lateral process and will maintain their respective rate of pay and classification.
- ~~11~~ 40 Employees who do not meet requirements identified through the steps listed above will ~~may~~ be recruited through PHSA's new hire process for external candidates. Former employees may apply through the external posting process established by PHSA and such employees will not be covered by this article.

**Amend the collective agreement by changing the following:**

## **APPENDIX 2 – MEMORANDUM OF AGREEMENT**

### **Re: Planned Events, Training & Scheduling**

The parties agree that there is a need for paramedics and dispatchers to work additional shifts through the Planned Events program.

To facilitate orientation and scheduling of Planned Events work, the parties agree to the following:

- a) This agreement will be utilized by Metropolitan posts. In all other posts, such work shall be scheduled within the post in accordance with the Collective Agreement.
- b) At least annually, or as required, the Planned Events department will post an expression of interest (EOI), by post, for paramedics and dispatchers interested in working Planned Events. This EOI will identify the anticipated number and type (car, bike, ~~gator~~ UTV, dispatch, command, etc.) of positions needed.
- c) Subject to f) below, selection of applicants from the EOI will be in accordance with Article 13.01.
- d) Once the successful applicants are identified. They will be required to attend the orientation program delivered by the Planned Events group. At the completion of the orientation. Subject to e) and f) below, those employees will be identified to the Provincial Scheduling Office as “Planned Events Qualified” and the specific Planned Events qualification they have obtained (~~crew, gator, etc.~~).

- e) Employees applying to the Bike Squad EOI will be required to successfully complete a fitness assessment. Those employees who successfully complete the bike squad fitness assessment and orientation will be recognized as Planned Events bike squad qualified. Employees who do not successfully complete the fitness assessment will be disqualified from Bike Squad eligibility for that EOI cycle. Bike squad qualified employees shall be subject to fitness assessment requalification at least every two years. Employees who do not successfully complete the requalification fitness assessment will be offered one (1) reattempt within three (3) months. Failure to pass after the second attempt will result in disqualification from Bike Squad eligibility until the next EOI.
- f) Current Full-time supervisory applicants to the Planned Events Commander EOI will be selected in order of seniority. Where there are insufficient, or no current Full-time supervisory applicants, other applicants will be selected pursuant to Article 13.03 of the collective agreement. Employees who successfully complete orientation for this role will be recognized as Planned Events Commander qualified.
- g) Qualified employees shall be required to submit availability to the Employer. Planned Events work shall be offered on a rotational basis in a fair and equitable manner to those that are available and Planned Events Qualified for each specific position (~~crew, gator, etc.~~).
- h) Employees who are Planned Events Qualified and choose to change employee statuses, change posts or utilize retiree / rehire provisions, will no longer be Planned Events Qualified and may re-apply on the next applicable EOI.
- i) Employees who have been deemed Planned Events Qualified but fail to submit availability for work for three (3) consecutive months will be removed from the qualified list. Requalification would require reapplication through the next applicable EOI.
- j) Continued participation in the Planned Events program is contingent upon maintaining a satisfactory work record and professional conduct during events, including adherence to BCEHS policy and event-specific processes. For clarity, an Employee will be deemed to not have a satisfactory work record when they have an active suspension on file.
- k) Applicants to Planned Events Very Important Persons/International Protected Persons will be selected pursuant to Appendix 10 (Temporary Positions).

**Amend the collective agreement by changing the following:**

### **APPENDIX 8 – MEMORANDUM OF AGREEMENT**

#### **Re: ~~Post Shuffle Guideline Document~~ Lateral (Post Shuffle) Guideline**

~~The parties agree to establish a working group, within sixty (60) days of ratification of the 2019–2022 Collective Agreement, consisting of up to three (3) representatives from each of the Employer and the Union for the purpose of establishing a Post Shuffle Guideline Document. Working group members appointed by the Union will be granted time off without loss of basic pay for the purpose of attending meetings of the working group and performing working group approved business.~~

~~The Guideline Document will have regard to, among other things:~~

- ~~• Subsequent vacancies following the initial completion of a recruitment process but occur within 120 days of the posting;~~
- ~~• Clarify the shuffle process for both Vancouver Post and the rest of the Province.~~

~~The parties agree that the working group will finalize the Guideline Document no later than September 2019.~~

### **STANDARD OPERATING GUIDELINES**

#### **Article 13.00 Selection – Lateral [Post Shuffle] Guidelines – FT & RPT**

**SOG#:** 0.1.0

**STAKEHOLDERS:** Talent Acquisition, WFMS, BCEHS Operations, APADBA, BCEHS/PHSA Finance and BCEHS Systems Implementation Project Team

**TITLE:** 13.00 Selection – Lateral [Post Shuffle] Guidelines – FT & RPT

**PURPOSE:** Document the post shuffle guidelines for greater clarity and consistency

**BACKGROUND:** The bargained collective agreement language has established Post Shuffle Committee to document the post shuffle process, noting the differences between Vancouver Post and the rest of the province. The below outlines the key steps for the operating procedures for BCEHS and system partners to follow during the recruitment and selection process.

**PROCESS: GENERAL PRINCIPLES – LATERAL [POST SHUFFLE] PROCESS – ALL POSTS**

| ID #  | DESCRIPTION  | NOTES   |
|-------|--|---|
| 0.1.1 | A post shuffle may not occur unless there is a vacancy and/or new position(s) created.   |   |
| 0.1.2 | Incumbents may not be displaced from an existing position by a post shuffle.   |   |
| 0.1.3 | Employees may not lateral between employee status (ISE to FT Reg, RPT to RFT) or classifications/qualifications in a post shuffle.   | This includes changes in license level, supervisory/ specialized classifications. |
| 0.1.4 | There shall be separate postings for each position status (FT, ISE, RPT) and classification/ qualification (PCPIV, EMD, UC, Charge).   |   |
| 0.1.5 | Each posting will also include a summary of positions in the post at the applicable status and qualification/classification. This informs applicants of all the possible vacancies that may become available through the process.      | The summary will include any new positions created if applicable.                 |
| 0.1.6 | All employees who wish to lateral, including in-post employees must apply following the instructions in the posting which includes:<br>1) Apply to the posting<br>2) Complete and submit the appropriate post shuffle preference form. |   |
| 0.1.7 | Only those applicants who have completed both steps will be deemed to have completed the application process and will be considered in the recruitment/shuffle process.  |   |

|               |   |  |
|---------------|---|--|
| <b>0.1.8</b>  | The post shuffle preference forms will not be used for subsequent postings. Each posting requires a new shuffle preference form.  |  |
| <b>0.1.9</b>  | In-post applicants who have submitted a post shuffle preference form will not be permitted to rescind their application or decline the new position after the close of the posting.   |  |
| <b>0.1.10</b> | The employer will assign each vacancy in order of seniority, by classification and qualification, to employees based on their preference form. This process is repeated until all vacancies are filled.   | *Applicants who select “any” or do not specify their preference on their form have relinquished their right to select from the vacancies and will be assigned by the employer. |
| <b>0.1.11</b> | Once the initial post shuffle process is completed and employees have been formally notified of their new position, employees are not required to accept a subsequent vacancy – even if it is higher on their preference form. The employee(s) will be contacted and offered any vacancy that occurs, if higher on their preference form. |  |
| <b>0.1.12</b> | This process will be applied to both existing and new positions within the post.  |  |
| <b>0.1.13</b> | The appropriate clauses in the collective agreement will be followed in relation to provincial/local hiring,  |  |
| <b>0.1.14</b> | Applicants will not be contacted if the vacancy available is not listed on their preference form.   |  |
| <b>0.1.14</b> | This process does not apply to the on-call lateral process or temporary positions/vacancies.  |  |
| <b>0.1.15</b> | Temporary vacancies and/or positions will be filled in accordance with the MOU – Temporary Vacancies &  |  |

Positions.

**PROCESS: PROVINCIAL LATERAL [POST SHUFFLE] GUIDELINES – [EXCLUDES VANCOUVER POST, BUT INCLUDES ALL SPECIALIZED PRACTICE AND UNIT CHIEF POSITIONS]**

| ID #  | DESCRIPTION  | NOTES   |
|-------|--|---|
| 0.2.1 | A vacancy or new position occurs and requires a posting under Article 13.00  |   |
| 0.2.2 | A provincial posting is created which identifies the status, qualification/classification, and number of positions available.  |   |
| 0.2.3 | At the close of the posting, an applicant list is generated which includes all qualified applicants in order of seniority. Eligibility is determined once the list is formed.  | Both in-post and out-of-post employees are blended on the same list |
| 0.2.4 | The successful applicant to the original vacancy is the senior employee from the applicant list and has the vacancy listed on their preference.  | See 0.1.5 for reference.  |
| 0.2.5 | If the senior applicant is an out-of-post employee, with the preference listed, selection is complete.   |   |
| 0.2.6 | If the senior applicant is an in-post employee that has indicated the vacancy as a preference, they are awarded the position.<br><br>The subsequent vacancies will be continued to be filled in seniority order, the applicant list and preference forms.                                    |   |
| 0.2.7 | Each time a new vacancy is created, the process is restarted at the top of the applicant list, by seniority and preference. The paper exercise will occur until the vacancy is filled to ensure employees receive the position with the highest preference based on vacancies and seniority. |   |

|              |   |   |
|--------------|---|---|
| <b>0.2.8</b> | In-post applicants receiving a new position will be notified of their resulting position and transition date(s) and the out-of-post employee(s) will be provided an offer letter with 24 hours to accept or decline the position. | If the position is declined the selection process continues under 0.2.8 |
| <b>0.2.9</b> | This process will be repeated until all vacancies in the posting are filled at the applicable status and qualification/classification.  |   |

**PROCESS: VANCOUVER POST LATERAL [POST SHUFFLE] PROCESS**

| ID #         | DESCRIPTION   | NOTES                                    |
|--------------|---|--|
| <b>0.3.1</b> | A vacancy or new position occurs and requires a posting under Article 13.00.  |  |
| <b>0.3.2</b> | Provincial postings are created for each category of position type. Posting details including the status and qualification/classification.  |  |
| <b>0.3.3</b> | Lateral postings are also created for each category of position type. Posting details include the status and qualification/classification.  |  |
| <b>0.3.4</b> | Employees must apply for each posting, following the posting instructions, including submitting any required documents identified.  |  |
| <b>0.3.5</b> | The Vancouver Post Shuffle Process will occur on established calendar dates, rather than intermittent dates. With notice to employees, additional post shuffle dates may be added.  | Currently January, April, and September. |
| <b>0.3.6</b> | The employer will first assign the vacancies through the lateral postings and applicant lists by seniority and shuffle preference form to Vancouver in-post employees. Employees will only be assigned to positions in the same status, classification/ qualification in this step. |  |

- 0.3.7** Once the Vancouver Post Shuffle Process is completed, the employer will offer each vacancy in order of seniority, by classification/qualification and preference form. This process is repeated until all vacancies are filled.

**REFERENCE DOCUMENTS:**

APADBA Collective Agreement 2019-2022, 2022-2025

HEABC Summary of Changes 2019-2022, 2022-2025

**Amend the collective agreement by changing the following:**

**APPENDIX 10 – MEMORANDUM OF UNDERSTANDING**

**Re: Temporary Vacancies and Temporary Positions**

~~Temporary Vacancies and Positions~~

**Temporary Vacancies:**

1. A temporary vacancy is created by the temporary absence of a regular employee from a continuing position. The Employer will determine whether the absence of an irregularly scheduled employee creates a temporary vacancy.
- ~~2. A temporary position may be created by the Employer for a limited duration to address a temporary increase in workload or for a specific term, season, project or trial (e.g. grant funded, capital projects, pilot projects, or term specific assignments).~~
- ~~3. Where the Employer creates a temporary position under (2) above, the Employer will notify the Union.~~
- 2.4 When a temporary vacancy ~~or position~~ occurs, it will be filled in the following manner:
  - (a) Temporary vacancies with a duration of less than twelve (12) months, will be filled by qualified Irregularly Scheduled Employees (“ISE”) or through Article E3.06 – Work Allocation – Spareboard and On-Call Shift Coverage. In the event the temporary vacancy is not filled as above, the temporary vacancy will be posted in accordance with 4(f) below.
  - ~~(b) The Employer may appoint an employee into a temporary position with a duration of less than six (6) months.~~

~~(b)-(c)~~ If a temporary vacancy has a duration of twelve (12) months or greater, ~~or~~  
~~if a temporary position has a duration of six (6) months or greater,~~ the  
vacancy will be posted for a minimum of fourteen (14) days.

~~(c) (d)~~ Where a temporary vacancy ~~or position~~ is being filled under (a) ~~or (b)~~ above,  
and is extended to require a posting under (c) above, the vacancy ~~or~~  
~~position~~ will be posted providing there is expected to be at least four (4)  
months remaining at the time of the extension.

~~Where a temporary position has been extended from its initial duration  
without posting, it may not be extended further without the Union's  
agreement unless that position is posted.~~

~~(d) (e)~~ A temporary vacancy ~~or position~~ will be posted for Fulltime, Regular Part-  
time, or On-call employees to access. Employees applying for a temporary  
vacancy ~~or position~~ must be available for the term of the vacancy ~~or~~  
~~position~~.

~~(e) (f)~~ Temporary postings for Specialized Practice or Supervisory positions, or  
newly classified positions, will be selected in accordance with Article 13.03,  
except they may not utilize 13.03(d) or (e) to move into a regular position.  
All other temporary postings shall be awarded by seniority to qualified in-  
post ISE first. Should an ISE not apply or not accept the vacancy, it shall be  
awarded to an qualified employee in the following order:

(i) Qualified Full-time and Regular Part-time employees in order of  
seniority;

~~(ii)~~ Regular Part-time employees in order of earliest date of hire with the  
Employer;

~~(ii) (iii)~~ Qualified Primary Operator On-call employees where the vacancy ~~or~~  
~~position~~ resides in order of earliest date of hire with the Employer;  
then

~~(iii) (iv)~~ Other qualified On-call employees in order of earliest date of hire with  
the Employer; then

~~(iv)~~ Unqualified primary operator employees in order of seniority followed  
by date of hire;

~~(v)~~ Other unqualified employees in order of earliest date of hire with the  
Employer.

- (f) Unqualified employees hired under (v) and (vi) above are not eligible for employer-paid PCP training pursuant to the PCP training MOA.
  - (g) Where the vacancy ~~or position~~ remains unfilled, the work will be allocated pursuant to Article E3.06 – Work Allocation – Spareboard and On-Call Shift Coverage.
5. When an employee fills a temporary vacancy, they will assume the shift pattern and hours ~~of the position~~ for the term of the vacancy.
  6. A Full-Time or Regular Part-time employee who successfully bids into a temporary vacancy will maintain their existing seniority and build upon it in accordance with Article 12.01.
  7. ~~A Regular Part-time or An On-call~~ employee who fills a temporary vacancy ~~or position~~ will accrue seniority on an hourly basis, for all regular hours worked in the vacancy ~~or position~~ pursuant to Article 12.01(a)(ii).
  - 8 Any employee who fills a vacancy per (1) above, ~~or position per (2) above~~ will temporarily change status to Full-time or Regular Part-time. Employees will be entitled to all prorated vacation entitlements, leaves, and benefits associated with their ~~temporary position or~~ temporary vacancy.
  9. An On-call employees in a temporary vacancy position will utilize their adjusted date of hire to apply for full-time or regular part time ~~or full-time~~ job postings.
  10. All employees that work in temporary vacancies ~~or temporary positions~~ will be entitled to vacation accrual during the term of the ~~temporary positions or~~ temporary vacancies. The Employer will work with employees in temporary vacancies ~~or positions~~ in efforts to enable them to take vacation during their temporary ~~position or~~ vacancy, subject to operational requirements. Employees that were On-call status prior to entering a temporary vacancy ~~or temporary position~~ may schedule vacation in accordance with operational requirements, provided that the temporary vacancy ~~or position~~ has duration six (6) months or greater. If an On-call employee continues to have unused accrued vacation at the end of the temporary vacancy ~~or position~~, the Employer will pay out the unused vacation. The Employer will endeavor to pay out unused vacation by the second pay period after conclusion of the temporary vacancy.
  11. Where an incumbent gives notice of the end of their absence, the employee occupying the temporary vacancy will be advised of the timing of their return to their former position.

12. If an employee relocates to fill a temporary vacancy ~~or position~~, Article 13.06 will not apply and the Employer will not be required to pay the employee's moving expenses.
- ~~13. Any temporary position that exceeds twenty-four (24) months will be posted as a regular position pursuant to Article 13 and the applicable selection process will apply.~~
- 13 ~~14~~. Employees in temporary ~~positions~~ or vacancies will be provided with a minimum of fourteen (14) days' notice of any projected change to the end date of their temporary ~~position~~ or vacancy. Employees in temporary ~~positions~~ or vacancies will not have access to recall and lay-off rights pursuant to Article 14 with respect to the ~~temporary position~~ or vacancy. In the case of an On-call employee, notice shall be given prior to the 15<sup>th</sup> of the month prior to when the temporary ~~position~~ or vacancy will end.
- 14 ~~15~~. At the conclusion of the temporary vacancy ~~or position~~, the employee occupying the temporary vacancy ~~or position~~ will return to their former position. On-call employees returning to their previous post will maintain their date of hire.

### **Temporary Positions:**

1. A temporary position may be created by the Employer for a limited duration to address a temporary increase in workload or for a specific term, season, project or trial (e.g. grant funded, capital projects, pilot projects, or term specific assignments).
2. Where the Employer creates a temporary position under (2) above, the Employer will notify the Union.
3. When a temporary position occurs, it will be filled in the following manner:
  - (a) The Employer may appoint an employee into a temporary position with a duration of less than six (6) months should a position warrant a specific skillset. Otherwise, it will be posted in accordance with (c) below.
  - (b) A temporary position does not warrant a specific skillset or has a duration of six (6) months or greater, the ~~vacancy~~ position will be posted for a minimum of fourteen (14) days.
  - (c) Where a temporary position is being filled under (b) above, and is extended to require a posting under (c) above, the position will be posted providing there is expected to be at least four (4) months remaining at the time of the extension.

Where a temporary position has been extended from its initial duration without posting, it may not be extended further without the Union's agreement unless that position is posted.

- (d) A temporary position will be posted for Fulltime, Regular Part-time, or On-call employees to access. Employees applying for a temporary position must be available for the term of the position.
  - (e) Temporary postings for Specialized Practice or Supervisory positions, or newly classified positions, will be selected in accordance with Article 13.03, except they may not utilize 13.03(d) or (e) to move into a regular position. All other temporary postings shall be awarded by seniority to qualified in-post ISE first. Should an ISE not apply or not accept the position it shall be awarded to an employee in the following order:
    - (i) Qualified Full-time and Regular Part-time employees in order of seniority;
    - (ii) (Qualified Primary Operator On-call employees where the position resides in order of earliest date of hire with the Employer;
    - (iii) Other qualified On-call employees in order of earliest date of hire with the Employer; then
    - (iv) Unqualified primary operator employees in order of seniority followed by date of hire;
    - (v) Other unqualified employees in order of earliest date of hire with the Employer.
  - (f) Unqualified employees hired under (v) and (vi) above are not eligible for employer-paid PCP training pursuant to the PCP training MOA.
  - (g) Where the position remains unfilled, the work will be allocated pursuant to Article E3.06 – Work Allocation – Spareboard and On-Call Shift Coverage.
4. When an employee fills a temporary vacancy position, they will assume the shift pattern and hours assigned.
5. A Full-Time or Regular Part-time employee who successfully bids into a temporary position will maintain their existing seniority and build upon it in accordance with Article 12.01.

6. An On-call employee who fills a temporary position will accrue seniority on an hourly basis, for all regular hours worked in the position pursuant to Article 12.01(a)(ii).
7. Any employee who fills a ~~or~~ position per (2) above will temporarily change status to Full-time or Regular Part-time. Employees will be entitled to all prorated vacation entitlements, leaves, and benefits associated with their temporary position.
8. An On-call employees in a temporary position will utilize their adjusted date of hire to apply for full-time or regular part time job postings.
9. All employees that work in temporary positions will be entitled to vacation accrual during the term of the temporary positions. The Employer will work with employees in temporary positions in efforts to enable them to take vacation during their temporary position, subject to operational requirements. Employees that were On-call status prior to entering a temporary position may schedule vacation in accordance with operational requirements, provided that the temporary position has duration six (6) months or greater. If an On-call employee continues to have unused accrued vacation at the end of the temporary position, the Employer will pay out the unused vacation. The Employer will endeavor to pay out unused vacation by the second pay period after conclusion of the temporary position.
10. Where the Employer gives notice to end the temporary position the employee occupying the temporary position will be advised of the timing of their return to their former position.
11. If an employee relocates to fill a temporary vacancy ~~or~~ position, Article 13.06 will not apply and the Employer will not be required to pay the employee's moving expenses.
12. Any temporary position that exceeds twenty-four (24) months will be posted as a regular position pursuant to Article 13 and the applicable selection process will apply.
13. Employees in temporary positions will be provided with a minimum of fourteen (14) days' notice of any projected change to the end date of their temporary position. Employees in temporary positions will not have access to recall and lay-off rights pursuant to Article 14 with respect to the temporary position. In the case of an On-call employee, notice shall be given prior to the 15<sup>th</sup> of the month prior to when the temporary position will end.

14. At the conclusion of the temporary position, the employee occupying the temporary position will return to their former position. On-call employees returning to their previous post will maintain their date of hire.

**Amend the collective agreement by changing the following:**

## **APPENDIX 18 – MEMORANDUM OF AGREEMENT**

### **Re: Declaration of Rights of Indigenous Peoples and Eliminating Indigenous Specific Racism in Healthcare**

The parties acknowledge the pervasive and ongoing harms of colonialism faced by Indigenous peoples. These harms include the widespread systemic racism against Indigenous peoples in BC's health system, as highlighted in the 2020 *In Plain Sight* report.

~~The parties agree to uphold the *United Nations Declaration on the Rights of Indigenous Peoples*, which has been brought into the laws of British Columbia under the *Declaration on the Rights of Indigenous Peoples Act*, SBC 2019, c 44.~~

The parties commit to working together to address the ongoing harms of colonialism and racism faced by Indigenous patients, clients, residents, service users, health care staff and providers, including by:

- committing to reconciliation in health care by supporting comprehensive, system-wide changes that enable Indigenous-specific anti-racism, and cultural safety;
- working together to actively identify, address and rectify barriers in Collective Agreements; and
- working to increase the representation of Indigenous individuals in the healthcare workforce.

The parties acknowledge that a coordinated and integrated provincial and sector-wide approach is crucial to further these joint commitments to eliminate Indigenous-specific racism and to create a culturally safe health care system.

To date, and in furtherance of recommendation no. 19 of the *In Plain Sight* report, Ministry of Health has partnered with the National Collaborating Centre for Indigenous Health (NCCIH), housed at University of Northern BC, to build a collection of anti-racism, cultural safety and trauma-informed standards, policy, tools and resources for health care organizations, including developing new tools and resources specific to BC.

Accordingly, building on the work underway, the parties support the creation of a provincial forum, led by the Indigenous Health branch of the Ministry of Health, that will include representatives from HEABC, health authority Vice Presidents of Indigenous Health and

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other leaders, representatives of other HEABC members, and health sector bargaining associations to engage in collaborative discussions that will inform the work moving forward and best position the parties in future rounds of collective bargaining (the “Forum”). Ministry of Health may also invite representatives from other relevant groups identified by the Ministry of Health, including Indigenous elders or knowledge keepers, to participate in the Forum from time to time or on an ongoing basis.

The Ministry of Health ~~will~~ has established the Forum ~~and present the Terms of Reference that will set out the~~ with the following purpose:

- ~~to create a Forum~~ for health authority Indigenous leaders and other leaders, and representatives of other HEABC members and unions to have continuing dialogue on the commitments stated above. The parties may use the Forum to present their ongoing or developing organizational initiatives, including the implementation of the Cultural Safety and Humility Standard, complaints processes, education, and training to eliminate Indigenous-specific racism and to hardwire cultural safety and humility into the workplace;
- to discuss ways to leverage resources being developed by NCCIH and Ministry of Health, as well as raising awareness of the wealth of resources within the health system now, including the repository of work housed with the NCCIH and resources already developed by health authorities;
- to discuss ways to address recruitment and retention of Indigenous staff, which may include developing recommendations for changes to Collective Agreement language in the next round of collective bargaining;
- to provide an opportunity for Ministry of Health to solicit feedback and report out on ongoing provincial initiatives, including continuing implementation of the *In Plain Sight* recommendations and the phased roll-out of the *Anti-Racism Data Act*, SBC 2022, c.18; and
- to improve awareness of and compliance with the *Declaration on the Rights of Indigenous Peoples Act*, SBC 2019, c 44.

It is understood that the Forum should serve all interested parties in the provincial health care sector, not only the Ambulance Paramedics and Ambulance Dispatchers Subsector. To that end, the parties will make all reasonable efforts to promote participation in the Forum on a provincial and sector-wide basis.

The Ministry of Health shall hold the Forum quarterly, or more frequently as deemed necessary.

**Amend the collective agreement by changing the following:**

**APPENDIX 19 – MEMORANDUM OF AGREEMENT**

**Re: Diversity, Equity and Inclusion Working Group**

1. The parties agree that addressing and improving diversity, equity and inclusion (DEI) in the workplace is a priority for the health sector, not only for healthcare staff, but also to better serve patients, clients and residents.
2. The parties have a joint interest in creating safe, inclusive work environments by developing approaches to foster positive spaces, identifying and making efforts to remove barriers to individuals of under-represented groups, and making recommendations to employers and employees to further diversity, equity and inclusion in the workplace.
3. Accordingly, ~~within 120 days of ratification~~ the parties will ~~establish~~ continue a coordinated and integrated provincial and sector-wide Diversity, Equity and Inclusion Working Group (the “Working Group”).
4. The Working Group will be established by Provincial Health Human Resources Coordination Centre (PHHRCC) and will include representatives from health authorities, other HEABC member representatives, and health sector bargaining associations.
5. The Working Group may invite subject matter experts and other relevant government ministries to attend as guests and to participate in conversations as needed.
6. The Working Group will meet quarterly (or as otherwise agreed) and will complete their work prior to ~~March 31, 2025~~ March 31, 2029.
7. The Working Group’s focus will be the advancement of diversity, equity and inclusion in health care workplaces and the Working Group will:
  - ~~Develop terms of reference;~~
  - Engage and consult ~~stakeholders~~ interest holders as required;
  - Gather all necessary data in accordance with applicable privacy legislation in advance of the Working Group’s meetings to inform discussions and actions of the Working Group;

- Conduct a review and analysis of available relevant data to benchmark the current state of the health care workforce with the intention to identify current gaps in under-represented workers;
  - Support the creation of a safe and discrimination-free workplace through identifying solutions to address barriers to employment and career advancement;
  - Review available data in accordance with applicable privacy legislation;
  - Review existing health authority/Providence Health Care (PHC) DEI programs and actions to identify gaps; and
  - The parties will continue to work cooperatively to support and promote the framework and action plan as adopted by the Ministry of Health and the health authorities/PHC. This may include recommendations for resources necessary to support adopted aspects of the framework, including (but not limited to) training and education. ~~Recommend a framework and action plan to improve diversity, equity and inclusion in healthcare workplaces, in concert with existing health authority/PHC work. Recommendations may include:~~
    - ~~(i) — suggestions to the Ministry of Health for the supports and resources necessary to advance DEI initiatives and foster inclusive environments; and~~
    - ~~(ii) — suggestions to the Ministry of Health or health authorities/PHC on employee DEI training, which may include anti-racism training, gender and sexual diversity training, anti-harassment training, and disability awareness training.~~
8. The Working Group will make recommendations to PHHRCC.
9. ~~The parties will work co-operatively to implement and promote the framework and action plan if the recommendations are adopted by the Ministry of Health and the health authorities/PHC.~~

**Amend the collective agreement by changing the following:**

## **APPENDIX 21 – MEMORANDUM OF AGREEMENT**

**Re: Job Sharing**

### **1 – Preamble**

- 1.1. This Memorandum of Agreement establishes provision for two (2) regular Full-time employees to voluntarily “job share” a single full-time position. Part-time positions may be shared where the Employer and Union agree in good faith.
- 1.2. A “Job Sharing Arrangement” refers to a specific written agreement between the Union and the Employer. The Job Sharing Agreement must be signed before a job sharing arrangement can be implemented.
- 1.3. The Job Share Agreement template terms and conditions will be agreed to between the parties.

### **2. – Participation**

- 2.1. The parties recognize that involvement in job sharing is voluntary for all parties. It is further agreed that there will be no pressure brought to bear on Employers or employees to participate in job sharing, nor will there be access to the grievance procedure should such job sharing not be established.
- 2.2. Employees may initiate a request for job sharing in writing (subject to Article 2.3 and 2.4).
- 2.3. Employees are responsible for identifying a qualified job share partner, which shall be subject to Employer approval.
- 2.4. Job Shares will take place between employees of the same license level. Employees sharing a position will be paid the rate of the job being shared and each employee’s payment will be based on recognition of service and experience within the classification of the job. Any additional shifts worked outside of the Job Share by any individual in the Job Share will be paid at the applicable rate for the shift being filled as per the Collective Agreement.

### **3. – Maintenance of Full-Time Positions**

- 3.1 Shared positions shall, in all respects with the exception that they are held by two individuals, be treated as though they were single positions with regard to scheduling and job descriptions.

- 3.2 Employees in job shares may hold primary operator status in a different station than where the job share is situated.
- 3.3 In the event this agreement is terminated the following will occur:
- (i) If the owner terminates the agreement, the non-owner will bid on another position for which they are qualified, arrange and initiate another Job Share agreement as per 1.1 above, revert to on-call status or resign.
  - (ii) The owner of the position will either resume the full-time position, bid on another position for which they are qualified, revert to on-call status, or resign.
- 3.4 In the event the non-owner of the job share terminates the job share and the owner of the job share position wishes to continue to job share their position, the job owner is responsible for finding a job sharing partner satisfactory to all parties within sixty (60) days. In the event a suitable job share partner is not found the owner of the position will resume their owned position full-time. If the owner of the position does not wish to work the full-time position and no job sharing partner is found, then they will post into another regular position, revert to on-call status, or resign.
- 3.5 The Employer, or either of the Employees in the job-sharing agreement, may terminate this agreement by providing the parties and Employee(s) a minimum of sixty (60) days written notice.
- 3.6 The job-sharing agreement is automatically terminated if either Employee takes a leave under Articles 21.02, 21.04, 21.06, 21.08, 21.09, 21.14, 21.21, 21.23 and 21.24.

#### **4. – Wages and Benefits**

- 4.1 Except as modified in this Agreement, each employee in a job sharing arrangement will be treated as a Full-time employee for all benefit purposes, and for pension purposes per section 4.2 below.
- 4.2 Straight-time hours worked by each employee during the job share will be pensionable, and any entitlement to purchase service during the job share will be in accordance with the Public Service Pension Plan rules, the *Income Tax Act*, the *Income Tax Regulations*, and any other applicable laws or regulations.
- 4.3 No relocation expense will be paid to participate in a job share agreement.
- 4.4 The Employees will be paid at their applicable rate in accordance with the Collective Agreement for all hours worked.

- 4.5 Overtime worked by the Employees at the beginning or end of a shift or hours worked in excess of eighty (80) in a pay period will be paid in accordance with Articles 16.01, 16.02, 16.03 and 16.04 of the Collective Agreement.
- 4.6 Each employee will receive the full amount of benefits in the following articles of the collective agreement:
- Article 24.01 [Dental plan]
  - Article 24.02(a) and (b) [MSP and Extended Health Benefits Plan]
- 4.7 Each employee will receive the benefits below prorated based on their Actual hours worked (50%):
- Article 19 [Vacation]
  - Article 20.01 [STIIP]
  - Article 20.02 [LTD]
  - Article 24.03 [Group Insurance]
  - Article 24.04 [WCB]
  - Article 24.05 [Death in Service]
  - Article 24.06 [RSRP and H&B Plan]
- 4.8 Job Share employees entitled to the foregoing shall also receive six per cent (6%) in lieu of vacation for all Straight-time hours worked beyond their RPT hours, up to 80hrs Bi-weekly, by each employee during the job share.

## **5. – General**

- 5.1 Each Employee will receive full uniform in accordance with Article 26 of the Collective Agreement;
- 5.2 All terms and conditions of the current APADBA Collective Agreement not expressly addressed or modified in this Agreement, continue to apply to the Employees in a job-sharing arrangement.
- 5.3 BCEHS will adjust the seniority of each of the Employees in accordance with the Part-time seniority adjustment process under Article 12.

## **6. – Probation**

- 6.1 Employees that participate in a job share who are subject to a probationary period under Article 11.08 or 11.09 will serve a probationary period as outlined therein.

For greater certainty, the duration of the probationary period will not be increased proportional to the percentage of the job share held by the employee.

This Agreement is subject to renewal in the next round of collective bargaining.

**Amend the collective agreement by changing the following:**

## **APPENDIX 23 – MEMORANDUM OF AGREEMENT**

### **Re: Recruitment and Retention of Indigenous Workers**

1. The parties agree that Indigenous peoples are under-represented as workers in the health care system, and Indigenous peoples have historically experienced barriers to accessing health care services. The parties agree that these ongoing harms are best addressed with concerted efforts to embed Indigenous-Specific Anti Racism. Addressing the under-representation of Indigenous peoples in the health sector workforce is a critical strategy to ensure cultural safety within the health care system for both workers and patients/residents/clients/service users. To that end, the parties will actively support employment equity programs to promote the hiring of Indigenous workers into the health care system, and to increase Indigenous representation within the APADBA bargaining unit.
2. To support the recruitment and retention of Indigenous workers, and to improve the care of Indigenous patients/residents/clients/service users across the health care system, the parties recognize that Employers may select an Indigenous candidate, even where they are not the most senior qualified candidate, when one or more of the following circumstances exist:
  - the Employer has identified a position that provides care or services to Indigenous communities or Indigenous patients/residents/clients/service users and requires the cultural expertise or knowledge of Indigenous peoples, communities and/or nations;
  - where commitments to hire Indigenous peoples with external funding for programs have to be met; and/or
  - where the Employer has identified it is desirable to hire Indigenous peoples into leadership, ~~or~~ mentorship, and/or supervisory roles.
3. When selecting between more than one qualified Indigenous candidate, Employers will consider, among other factors, the community or communities involved, and the patient/resident/client/service user population served by the position. Informed by a distinctions-based approach, consideration will be given to candidates' relationships,

knowledge, and/or experience with or in the communities or populations being served. The Employer may engage with the specific community or communities being served in developing and/or applying these considerations.

- ~~4. 3.~~ The parties agree that there may be new or existing positions that require lived experience, or knowledge of, Indigenous peoples, communities and/or nations. In such cases, the Employer has the management right to require such qualifications on the job description.
- ~~5. 4.~~ Further to the circumstances identified in paragraphs 2 and ~~34~~, in the absence of fully qualified applicants for a posted position, the Employer may choose to hire an Indigenous candidate who does not possess all required qualifications for the position but would become job ready through Employer-provided training, orientation or mentoring.
6. This MOA will form part of the Employers' and Unions' joint commitment to advance reconciliation and build a more equitable and culturally safe healthcare system.

**Amend the collective agreement by adding the following:**

#### **APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: On-call Emergency Medical Responder (EMR) to Primary Care Paramedic (PCP) training positions in metro/urban posts**

**WHEREAS:**

- A. BCEHS has undergone significant growth over the last 5 years including the hiring of 2000 new employees in the last 3 years.
- B. There are not enough Primary Care Paramedic (“PCP”) qualified applicants for on-call or full-time positions in metro and urban posts.
- C. The parties are committed to maintaining (PCP) as the minimum qualification in all posts in accordance with article 34.
- D. The parties recognize the mutual benefit of improving Emergency Medical Responder (“EMR”) to PCP training opportunities across the province in metro and urban posts.
- E. Introduction of on-call EMR to PCP positions will bolster recruitment of qualified employees into full-time positions long term.

F. The parties wish to introduce on-call EMR to PCP training positions in metro/urban posts with scheduling rights, (the “EMR transition positions”) reducing overtime across the province.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. The parties agree to establish the following maximum numbers of EMR transition positions in the following posts:
  - a. Metro Vancouver post – up to forty (40) positions
  - b. Metro Victoria post – up to ten (10) positions
  - c. Metro Abbotsford post – up to four (4)
  - d. In the other 31 Urban posts across the province – up to four (4) positions in any one post.
2. EMR Transition Positions will have scheduling rights in the post while in training positions.
3. EMR Transition Positions will have a mandatory requirement to be provided and to complete PCP training per the current MOA- PCP Training agreement including the return of service agreement.
4. If a successful applicant to an EMR Transition Position fails to complete PCP training, they will immediately lose their scheduling rights and be returned to their former EMR on-call position.
5. All other EMR on-call staff, beyond the numbers listed above, who are hired into metro/urban posts will not have scheduling rights and will be scheduled per the terms of the collective agreement and past practice.
6. These EMR Transition Positions will be offered by seniority from within the station/post. Any positions not filled will then be posted provincially.
7. A list of all EMR employees and successful applicants for EMR transition positions in each post will be provided from the employer in writing to the Union monthly.
8. Once an on-call EMR employee completes PCP training their EMR Transition Position will be offered to other EMR employees as per (6) above. The newly trained PCP will then become qualified in the post.
9. EMR Transition Positions will be required to work a minimum of 8 shifts per month, both day and night shifts.

10. If an employee in an EMR Transition Position fails to work 8 shifts per month, they will immediately lose their scheduling rights and be returned to their former EMR on-call position and lose employer funded PCP training per the MOA.
11. Employees are eligible to apply for positions in accordance with article 13 and, expedited provincial posting process and PCP Training MOA.
12. The parties agree that all provisions of the Collective Agreement for on-call staff remain in effect, except those changes set out in this agreement.
13. The employer will fund paid PCP training to a minimum funding per fiscal year of:
  - a. For 2027-2028: 2 million;
  - b. For 2028-2029: 2 million;
  - c. For 2029-2030: 2 million.
14. This agreement is without prejudice and precedent to any other matter.
15. This MOA will be in force and effect for the duration of the 2025-2029 Collective Agreement unless extend by the parties in writing.
16. The parties agree to create joint interpretation document for application of the MOA within 120 days of ratification of the collective agreement.
17. The parties agree that disputes will be addressed at PJLMC or through the grievance procedure.

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: Temp TPP Irregs**

**WHEREAS:**

- A. BCEHS is the ambulance service provider of pre-hospital emergency care in the Province of British Columbia (the “Province”).
- B. The Union is the bargaining agent that represents paramedics and emergency dispatchers in the Province.
- C. The Employer is faced with operational challenges throughout the Province, that it seeks to address through the creation of a revised Traveling Paramedic Program (the “TPP”).

**NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:**

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Revised Traveling Paramedic Program

1. The Employer will post and attempt to fill a minimum of (80) temporary irregular full-time traveling paramedic positions (the “TPP Positions”) in accordance with appendix 10, in the following locations (“assigned post”):
  - a. Vancouver Post (48);
  - b. Station 140 – Victoria (16); and
  - c. Station 340/341 – Kelowna (16)
2. The TPP Positions will be attached to the post assigned in 1 above unless the Parties agree otherwise.
3. Where at all possible, TPP Positions will be scheduled on platoon on a four-block rotation. Two concurrent blocks will be scheduled in their assigned post filling vacant shifts followed by two concurrent blocks of provincial travel work unless the Parties agree otherwise.
4. Travel to and from work location outside of their assigned post will be considered as part of the work blocks.
5. The TPP Positions will be paid at the applicable Alpha rate of pay and will include all applicable benefits and premiums.
6. Travel time outside of their assigned post will be paid at the applicable rate(s) of pay.
7. The Employer will cover all costs associated with travel outside their assigned post. For clarity, costs include travel, meals, accommodation and mileage.
8. The Employer will fill the TPP Positions with on-call, post-probationary staff utilizing a province-wide posting.
9. In filling the TPP Positions, the Employer will give first preference to Primary Care Paramedics, and secondary preference to Emergency Medical Responders.
10. The Employer will provide the Union and the TPP incumbents with a list of priority stations for the Revised TPP on a monthly basis. This list may be subject to change, subject to operational needs.
11. The Employer will complete the post and fill process for the TPP Positions within a reasonable timeframe, no longer than thirty (30) business days after the posting closes.

12. The Employer will call out the TPP Position vacancies between 9:00 am and 4:00 pm. Candidates will have until 9:00 am the following day to accept the position.
13. Employees assigned to the TPP will be assigned to posts as Irregularly Scheduled Employees (ISE), and will be assigned shifts at their assigned post in accordance with A1.01(i) in the following manner:
  - a. TPP Employees will be assigned to report on platoon at their primary station in the pre-scheduling phase.
  - b. After the prescheduling of in-post employees in accordance with E3.09, TPP ISEs will be assigned shifts prior to overtime or as shifts become available.
14. Employees who successfully post into a TPP position will be eligible to bid on other postings but will be required to compete the temporary position requirements before reporting unless the parties agree otherwise on a case by case basis.
15. Changes to this agreement can be made by mutual agreement between the parties.

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF UNDERSTANDING/APPENDIX**

**Re: CCP Selection Adult and ITT**

**The parties agree to the following revised selection process for CCP positions and training opportunities:**

- (a) The Employer will post all available CCP positions and training opportunities in accordance with the Article 13.03 selection process.
- (b) Internal ACFP bargaining unit members will be deemed successful in the selection process.
- (c) CCP-Adult and CCP-ITT postings will be posted, both internally and externally, concurrently.
- (d) The Employer must first attempt to fill all CCP training positions with internal applicants. In the event that there are insufficient internal applicants to fill all posted CCP training positions or should CCP training positions become vacant as a result of internal applicants exiting the CCP training program, the Employer may place qualified external CCP applicants as determined by the CCP Qualifications Evaluation Committee into the vacant CCP training positions, on a posting-by-posting basis.

- (e) The Employer will establish a CCP Qualifications Evaluation Committee (the "Committee") to evaluate the CCP qualifications of applicants who possess a British Columbia CCP license and who did not complete the core BCEHS CCP training program. The Committee will consist of:

  - a. The Clinical Medical Programs Practice Leader or designate (i.e. the Medical Director);
  - b. Two Critical Care Paramedic Practice Educators, and;
  - c. The Paramedical Practice Educator for Neonatal, Maternity, and Pediatrics.
- (f) In the event that there are insufficient internal ACP and/or CCP-licensed applicants and insufficient qualified external CCP-licensed applicants to fill all posted CCP positions and training opportunities, the Employer will consider external ACP-licensed applicants who meet the following minimum requirements:

  - a. Must be able to obtain a BC Drivers License
  - b. Must hold a BC ACP license at the closing of the posting
  - c. 3 years experience as an ACP (1950 hours is equivalent to one year)
- (g) The Committee will be charged with evaluating the CCP qualifications of applicants who possess a British Columbia CCP license and who did not complete the core BCEHS CCP training program. The purpose of these evaluations will be to identify applicants who possess the knowledge and skills that is equivalent to the completion of the core portion of the BCEHS CCP training program (i.e. semesters 1 through 3).
- (h) External applicants whom the Committee deems qualified may be placed into a pre-hire pool for the purposes of progressing a qualified applicant to the fellowship component of CCP training.
- (i) All applicants will be subject to 3-year lock-in from completion of probation, though will be permitted to lateral or apply for promotion.
- (j) All new trainees will be placed at the applicable UHR rate of pay per A1.03 and A1.04

The consent award for Critical Care Paramedic selection issued by Arbitrator Kinzie, October 4, 2021, and the agreed to terms of reference, and will remain in full force and effect unless altered by this agreement. The parties agree that the consent award and terms of reference will be added to the joint repository.

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: Expedited Job Posting Process for PCP Positions**

Whereas:

- A. BC Emergency Health Services (the “Employer”) anticipates a need to post a substantial number of Regular and Irregular Primary Care Paramedic (“PCP”) positions over the next several years.
- B. The Parties have a joint interest in ensuring that these positions are filled efficiently and in a way that minimally disrupts the delivery of paramedic services in the province.
- C. The Parties wish to establish on a without prejudice and precedent basis a temporary expedited process for filling the anticipated substantial number of Regular and Irregular PCP positions to be posted between the ratification of the 2025 Collective Agreement and March 31, 2029.
- D. On January 15, 2023, the Parties entered the MOA Re PCP Training Program (the “Training MOA”), which provides the terms under which employees with Emergency Medical Responder level qualifications (“EMRs”) can qualify for Employer-paid Primary Care Paramedic (“PCP”) training.
- E. Article 13.01(f) of the Collective Agreement provides that, in posts with fewer than 25 FTE, the Employer may, on an alternating basis, give selection preference to local Regular Part-time and On-call candidates. To be entitled to this local selection preference, local candidates must fulfill the Employer’s employment prerequisites for the position:.
- F. In the present staffing context, the Parties share a desire to ensure that staff who live within a community get given priority to vacancies within that community, even if the staff have not yet earned their PCP license.

Accordingly, the Parties have agreed to the following:

- 1. This Agreement will apply to Regular and Irregular, non-Community-Paramedic, PCP positions that the Employer deems to be vacancies across the province (the “Applicable Positions”).
- 2. The parties intend for this process to serve bona fide applications. Employees applying for a posted position should expect to take the position if they are the successful applicant. Employees should not apply unless they are prepared to accept the vacant position.

3. Article 13.01(f) of the Collective Agreement requires that when net new vacancies are created in postings totaling less than 25 Full-Time Equivalent (FTE) positions, the following process applies:

| <u>Recruitment for 13.0 I (f) Posts of Less Than 25 FTE By Position Status</u>  |                                    |  |                                    |
|---|------------------------------------|--|------------------------------------|
| <u>* Starting point on this chart for a posting is based on the number of Full-time or Regular Part-time positions in the station as of the date of the posting</u> |                                    |  |                                    |
| <u>*New Full-Time Position Created</u><br><u>*Excludes Community Paramedic Positions</u>  |                                    | <u>*New Regular Part Time Position Created</u><br><u>*Excludes Community Paramedic Positions</u> |                                    |
| <u>1st FT Position</u>  | <u>Provincial (May Include UC)</u> | <u>1st RPT Position</u>  | <u>Provincial (May Include UC)</u> |
| <u>2nd FT Position</u>  | <u>Local</u>                       | <u>2nd RPT Position</u>  | <u>Local</u>                       |
| <u>3rd FT Position</u>  | <u>Local</u>                       | <u>3rd RPT Position</u>  | <u>Local</u>                       |
| <u>4th FT Position</u>  | <u>Provincial</u>                  | <u>4th RPT Position</u>  | <u>Provincial</u>                  |
| <u>5th FT Position</u>  | <u>Local</u>                       | <u>5th RPT Position</u>  | <u>Local</u>                       |
| <u>6th FT Position</u>  | <u>Provincial</u>                  | <u>6th RPT Position</u>  | <u>Provincial</u>                  |
| <u>7th FT Position</u>  | <u>Local</u>                       | <u>7th RPT Position</u>  | <u>Local</u>                       |
| <u>8th FT Position</u>  | <u>Provincial</u>                  | <u>8th RPT Position</u>  | <u>Provincial</u>                  |
| <u>9th FT Position</u>  | <u>Local</u>                       | <u>9th RPT Position</u>  | <u>Local</u>                       |
| <u>10th FT Position</u>   | <u>Provincial</u>                  | <u>10th RPT Position</u>   | <u>Provincial</u>                  |
| <u>11th FT Position</u>   | <u>Local</u>                       | <u>11th RPT Position</u>   | <u>Local</u>                       |
| <u>12th FT Position</u>   | <u>Provincial</u>                  | <u>12th RPT Position</u>   | <u>Provincial</u>                  |
| <u>13th FT Position</u>   | <u>Local</u>                       | <u>13th RPT Position</u>   | <u>Local</u>                       |
| <u>14th FT Position</u>   | <u>Provincial</u>                  | <u>14th RPT Position</u>   | <u>Provincial</u>                  |
| <u>15th FT Position</u>   | <u>Local</u>                       | <u>15th RPT Position</u>   | <u>Local</u>                       |
| <u>16th FT Position</u>   | <u>Provincial</u>                  | <u>16th RPT Position</u>   | <u>Provincial</u>                  |
| <u>17th FT Position</u>   | <u>Local</u>                       | <u>17th RPT Position</u>   | <u>Local</u>                       |
| <u>18th FT Position</u>   | <u>Provincial</u>                  | <u>18th RPT Position</u>   | <u>Provincial</u>                  |

|                         |                   |                          |                   |
|-------------------------|-------------------|--------------------------|-------------------|
| <u>19th FT Position</u> | <u>Local</u>      | <u>19th RPT Position</u> | <u>Local</u>      |
| <u>20th FT Position</u> | <u>Provincial</u> | <u>20th RPT Position</u> | <u>Provincial</u> |
| <u>21st FT Position</u> | <u>Local</u>      | <u>21st RPT Position</u> | <u>Local</u>      |
| <u>22nd FT Position</u> | <u>Provincial</u> | <u>22nd RPT Position</u> | <u>Provincial</u> |
| <u>23rd FT Position</u> | <u>Local</u>      | <u>23rd RPT Position</u> | <u>Local</u>      |
| <u>24th FT Position</u> | <u>Provincial</u> | <u>24th RPT Position</u> | <u>Provincial</u> |
| <u>25th FT Position</u> | <u>Local</u>      | <u>25th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>26th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>27th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>28th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>29th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>30th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>31st RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>32nd RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>33rd RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>34th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>35th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>36th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>37th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>38th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>39th RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>40th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>41st RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>42nd RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>43rd RPT Position</u> | <u>Provincial</u> |
|                         |                   | <u>44th RPT Position</u> | <u>Local</u>      |
|                         |                   | <u>45th RPT Position</u> | <u>Provincial</u> |

|                          |                   |
|--------------------------|-------------------|
| <u>46th RPT Position</u> | <u>Local</u>      |
| <u>47th RPT Position</u> | <u>Provincial</u> |
| <u>48th RPT Position</u> | <u>Provincial</u> |
| <u>49th RPT Position</u> | <u>Local</u>      |
| <u>50th RPT Position</u> | <u>Provincial</u> |
| <u>51st RPT Position</u> | <u>Local</u>      |
| <u>52nd RPT Position</u> | <u>Provincial</u> |
| <u>53rd RPT Position</u> | <u>Provincial</u> |
| <u>54th RPT Position</u> | <u>Local</u>      |
| <u>55th RPT Position</u> | <u>Provincial</u> |
| <u>56th RPT Position</u> | <u>Local</u>      |
| <u>57th RPT Position</u> | <u>Provincial</u> |
| <u>58th RPT Position</u> | <u>Local</u>      |
| <u>59th RPT Position</u> | <u>Provincial</u> |
| <u>60th RPT Position</u> | <u>Local</u>      |
| <u>61st RPT Position</u> | <u>Provincial</u> |
| <u>62nd RPT Position</u> | <u>Local</u>      |

4. On a quarterly basis, the Employer will post all Applicable Positions in accordance with the following posting process (the “Expedited Posting Process”):
- a. The Employer will internally post province-wide postings listing all the stations at which there are available Applicable Positions and the number of Regular positions available at each station. A separate internal provincial posting listing all irregularly scheduled positions available at each station will also be posted at the same time (the “Provincial Postings”). Positions will be posted in the following categories:
- i. Vancouver Post.
  - ii. Metro/Urban/Rural; and
  - iii. Remote.

- b. The Employer will also simultaneously post the Applicable Positions externally, with the same closing date as the internal posting under a.
- c. The Provincial Postings will provide detailed instructions on how to apply for the positions listed under the Provincial Postings.
- d. Applicants applying to vacancies listed in the Provincial Postings will be required to submit a post shuffle preference application form listing the station, shift pattern, and platoon in order of preference.
- e. All Employees wishing to shuffle within their post or station must apply and submit their post shuffle preference application by the closing date of the Provincial Postings. Employees shuffled within their own post will not be entitled to rescind their new position.
- f. The Employer will offer the positions listed in the Provincial Postings to qualified applicants in seniority order in accordance with the order of preference outlined in their post shuffle preference application form.
- g. Selection priority will be given to applicants in the following order:
  - i. Post-probationary PCP-qualified internal applicants;
  - ii. Probationary PCP-qualified internal applicants;
  - iii. External PCP-qualified applicants;
  - iv. Post-probationary EMR-qualified internal applicants;
  - v. Probationary EMR-qualified internal applicants; and
  - vi. Other EMR-qualified external applicants.
- h. EMR qualified applicants offered PCP-level positions pursuant to articles 2(g) (iv), (v) or (vi) above, will be subject to the terms of the PCP Training MOA. For clarity, if EMR-qualified employees are awarded regular PCP-qualified positions, the Employer will be required to provide them with paid PCP training and the employees will be subject to the obligations set out in the PCP Training MOA to complete Employer-paid PCP training and the obligations in the Return of Service Agreement.
- i. The Provincial Posting will indicate that probationary Employees are eligible to accept positions at any of the listed stations. Any probationary Employees that are assigned a position outside of their current post or station will restart their probationary period upon commencing work in the new position unless they remain in the same post of the new position.

- j. Article 13.01(f) of the Collective Agreement continues to apply during the Expedited Posting Process subject to (k) below:.
- k. For the duration of this Agreement, the Parties agree to apply Article 13.01(f)(ii) such that employees with EMR-level certifications, who are attached to a given post with fewer than 25 FTE, will be deemed to “fulfill the Employer’s employment prerequisites” for regular PCP-level positions within that post. As a result, such employees will be eligible to the same selection preference that would be granted to PCP-trained employees also attached to that post in the local hire process under Article 13.01(f).

For remote stations only:

- i. Applicable vacancies will be posted as standalone postings, instead of grouping them with the provincial postings, to ensure the ringdown process can start immediately upon the posting closing and applicant list qualifying.
- ii. To increase opportunities for local staff and reduce time to fill such vacancies, Article 13.01(f) will be used only for net new vacancies in these stations until such time as they are filled, (i.e. positions with no previous incumbent).
- iii. To maximize the number of local hires into remote stations, Article 13.01(f) will be applied by first filling all of the provincial vacancies. If any local staff have sufficient seniority to qualify as a provincial hire under 13.01(f)(i), they will be classified and used as such and not as a local hire. This approach ensures more vacancies remain available for local staff to be hired under 13.01(f)(ii).
- iv. Any initial posting that remains unfilled will be reposted and remain open until such time that a successful applicant is awarded the position. The posting will be reviewed and filled the 1<sup>st</sup> day of every month.
- l. The Employer will conduct a post shuffle process concurrently with the job offering process, such that employees offered positions will be told the shift pattern and platoon of the position being offered.
- m. Applicants who are offered positions under this process will have six (6) hours to accept or reject the position offered to them. Applicants who reject an offered position will remain in their current position or status and will not be offered any further positions during that round of the Expedited Posting Process. When an employee rescinds an accepted offer for a position, that position will not subsequently be offered to other applicants in the same round of the Expedited

Posting Process. If an applicant anticipates being away, unable to answer their phone after the closing date of the posting, or unavailable to accept the position they applied for, they must submit a proxy acceptance. The proxy acceptance must include the posting applied to, state that they will accept if offered a position, and an acceptance by the applicant that they will be placed in the position offered to them based on their order of preference.

5. For the duration of this Collective Agreement employees will have 61 days to report to their new position in accordance with MOA Re: Temporary Time to Report Modification.
6. After each round of the Expedited Posting Process, the Employer will provide the Union with the number of positions posted in that round, the number of positions filled, and the number of positions that were filled by EMR and external applicants.
7. The Employer may continue to attempt to fill vacancies in accordance with the ordinary process under the Collective Agreement between rounds of the Expedited Posting Process.
8. This Agreement is made on a without prejudice and precedent basis. It will not be referred to in any proceeding except to address a dispute between the Parties with respect to the interpretation, application, or enforcement of this Agreement.
9. If any disputes arise in relation to this Agreement, the Parties will first try to resolve those disputes through the Provincial Joint Labour-Management Committee, and then through the grievance process outlined in Article 9 of the Collective Agreement.
10. This Agreement will be stored in the Central Repository, and will remain in effect for the term of the 2025-2029 Collective Agreement. If the Employer is partway through a round of the Expedited Posting Process on the Expiry Date, it may complete that round.
11. Points 4(j) and 4(k) is entered on without prejudice and without precedent basis. Without limiting the generality of the foregoing, this means that the existence and content of this Agreement will have no bearing on any future disputes concerning the interpretation and application of Article 13.01(f)(ii).

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re Indigenous Grievance and Arbitration Working Group**

In the Memorandum of Agreement regarding Declaration on the Rights of Indigenous Peoples and Eliminating Indigenous Specific Racism in Healthcare, the parties made several acknowledgments and commitments including, but not limited to:

- acknowledging the pervasive and ongoing harms of colonialism faced by Indigenous peoples;
- agreeing to work together to address the ongoing harms of colonialism and racism faced by Indigenous patients, clients, residents, service users, health care staff and providers; and
- creating a provincial forum to engage in collaborative discussions to inform the work moving forward (the “Provincial ISAR Forum”)

The parties acknowledge that the Canadian legal system reflects Eurocentric and colonial worldviews in theory and practice, which can propagate Indigenous-specific racism and other harms to Indigenous peoples. Although grievance and arbitration processes are developed with the goals of remedying disputes and addressing inequities and injustices, their context within the Canadian legal system means these processes may harm Indigenous employees. Therefore, the parties acknowledge the importance of reviewing these processes to create culturally appropriate pathways to respond to grievances involving Indigenous employees and to eradicate Indigenous-specific racism and promote a “speak-up” culture in health care.

By April 1, 2026, HEABC will convene a coordinated and integrated Indigenous Grievance and Arbitration Working Group (the “Working Group”). The Working Group will review the current state of the grievance and arbitration processes and develop provincial and sector-wide recommendations on the grievance and arbitration processes that:

- takes a distinctions-based approach;
- promotes Indigenous-specific anti-racism by embedding Indigenous rights;
- advances cultural safety;
- encourages a ‘speak up’ culture; and
- maintains respect and collaboration.

The Working Group will:

- include representatives from the health authorities, affiliate members, HEABC, health sector bargaining associations, and guests or subject matter experts, including representatives from the Provincial ISAR Forum, as needed;
- meet quarterly or as is deemed necessary;
- develop terms of reference;
- gather necessary data in accordance with applicable privacy legislation to inform discussions and actions; and
- make provincial and sector-wide recommendations to the Provincial ISAR Forum to support Employers and Unions in identifying and utilizing culturally appropriate pathways for resolution in grievances involving Indigenous employees.

Elder or Respected Indigenous Community Member Support

The Working Group, or a sub-committee of the Working Group, will prioritize the development of joint recommendations regarding opportunities for Indigenous employees to request the involvement of an Elder or another respected member of the Indigenous community in grievance procedures and/or other meetings with employers. Such recommendations will be issued by March 31, 2029, and will consider, among other things:

- the value and support this involvement would provide Indigenous employees;
- the cultural and emotional safety of Elders or respected community members;
- the importance of maintaining timely workplace processes and procedures;
- clearly defining the roles and responsibilities of stewards, Elders or respected community members, employees, and Employer representatives in those processes;
- identifying the types of meetings or discussions where Elder or respected community member involvement may be appropriate; and
- any other guidance regarding appropriate cultural norms, practices and expectations for such involvement.

The above work does not prevent an employer, union, and Indigenous employee from agreeing locally in advance to facilitate the attendance of an Elder or another respected community member in a grievance process or meeting.

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: Indigenous Workforce Committee**

To further the recruitment, retention and advancement of Indigenous employees, a provincial Indigenous Workforce Committee (the “Committee”) will be established for the purpose of sharing and discussing Indigenous workforce planning activities and initiatives across the health sector, including, but not limited to:

- Programs supporting the recruitment and retention of Indigenous employees;
- Career path counselling for Indigenous employees;
- Education, mentorship, and training opportunities for Indigenous individuals; and
- Pathways and skill development programs to facilitate Indigenous employees’ access to leadership roles.

The Committee will be a subgroup of the provincial forum established under the MOA Re: Declaration of the Right of Indigenous Peoples and Eliminating Indigenous Specific Racism in Healthcare and will be made up of a representative from each public sector healthcare bargaining association and a representative from each health authority/PHC, with secretariat support from HEABC. The Committee may include representatives from the Ministry of Health or any other interested parties mutually deemed to be appropriate members of the Committee. The Committee will be led by two rotating cochairs, one bargaining association representative and one health authority/PHC representative.

The Committee will be struck within 120 days after all health-sector 2025-2029 collective agreements have been ratified, and will meet on a quarterly basis. The Committee will report to the forum providing periodic updates.

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: Primary Care Flight Paramedics (PCFP) and Advanced Care Flight Paramedics (ACFP) Training Selection**

Whereas:

- A. In a 2025, the Employer introduced two new classifications of Employee, Primary Care Flight Paramedic (PCFP) Advanced Care Flight Paramedic (ACFP).

B. The Parties have a joint interest in filling vacant PCFP/ACFP positions in the province of British Columbia.

Accordingly, the Parties have agreed to the following:

1. Applicants will be selected in accordance with Article 13.03
2. Upon commencement of training, the employees will be transferred to Irregularly Scheduled PCFP/ACFP training positions and will be assigned shifts when not actively involved in training.
3. Employees who fail to successfully complete the PCFP/ACFP training program or are unsuccessful during probation in accordance with article 11.09 will be appointed to the previous classification and be prohibited from applying for future PCFP/ACFP training for a period of three (3) years.
4. As a condition of receiving paid PCFP/ACFP training, Eligible Employees must complete a return of service agreement, as outlined in SCHEDULE '1' below, in favour of the Employer at the time of accepting the paid PCFP/ACFP training offer.

**SCHEDULE '1'**

**RETURN OF SERVICE AGREEMENT**

**Between BC EMERGENCY HEALTH SERVICES**

**("Employer")**

**And**

**[Employee Name]**

**("Employee")**

**(Collectively the "Parties")**

**RE: PCFP/ACFP Training Return of Service Obligation**

**Whereas:**

- A. As a condition of receiving Employer-paid PCFP/ACFP training, employees are required to commit to a return of service in favour of the Employer.
- B. The Parties wish to establish the terms of the return of service agreement.

**Accordingly, the Parties have agreed to the following:**

- 1. The Employee agrees that the Employer has provided good and valuable consideration to the Employee in the form of a paid education opportunity, which serves as consideration for the promises contained in this Agreement.

2. The Employee agrees to make all reasonable efforts to successfully complete the PCFP/ACFP training program paid for and/or provided by the Employer.
3. Upon successful completion of the PCFP/ACFP training program, the Employee will work for the Employer in a full-time or a regular part-time position, equivalent to the Employee’s original FTE, for three (3) years (the “ROS Period”).
4. The ROS Period includes vacation and WorkSafeBC leave periods, but does not include any other leaves of absence that are greater than twenty (20) days. The Employer will consider other leaves on an individual basis based on the circumstances of the Employee’s leave. The ROS Period will resume upon the Employee’s return from any such leave of absence.
5. If the Employee voluntarily leaves full-time or regular part-time employment with the Employer before completing the ROS Period, the Employee will pay the Employer the cost of the PCFP/ACFP training program proportional to the amount of time left in the ROS Period. The cost of the PCFP/ACFP training program includes:
  - a. The cost of tuition, fees, and books; and
  - b. Any money provided to the Employee during the training program for travel and associated expenses.

(collectively, “Program Costs”)

6. Employees who fail to complete the PCFP/ACFP training course will be prohibited from applying for future PCFP/ACFP training for a period of three (3) years.

Agreed this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

[EMPLOYEE NAME]

BC Emergency Health Services

\_\_\_\_\_  
(Print Name)

\_\_\_\_\_  
(Printed Name, Authorized Signatory)



**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: PCP Training Program**

Whereas:

- A. The Parties have a joint interest in filling vacant paramedic positions in the province of British Columbia.
- B. Article 13.01(c)(ii) of the Collective Agreement provides:  
Where there are no qualified or insufficient qualified applicants for a Paramedic position pursuant to (c)(i) above, and Schedule E3.04(a), the successful applicant(s) shall be selected for training pursuant to Article 13.05, or Schedule E3.04(b).
- C. Schedule E3.04(b) of the Collective Agreement Provides:  
In the event there are no qualified or insufficient qualified applicants for a full-time or regular part-time vacancy(s) and where no or insufficient appointment(s) are made pursuant to Article 13.01(d) or Schedule E3.04(a), the On-call employee with the earliest date of hire with the Employer may be appointed to the position, providing they can successfully qualify for training in accordance with Schedule E3.02, and who have a satisfactory work record.
- D. Schedule E3.02(a) of the Collective Agreement Provides:  
Appropriate Paramedic training will be provided to On-call employees in specific training areas who meet the requisite requirements of the Emergency Health Services Act and/or Regulations. Employees will be offered such training on the basis of the earliest date of hire with the Employer.
- E. Article 23.02(b) provides:  
Training courses required for certification to the relevant Paramedic level, shall be paid on a salary maintenance basis, for the time the employee is scheduled to be precepted, attending in-hospital training, or being examined. Such courses will be scheduled without reference to employee work schedules.
- F. The Parties wish to establish an agreed-to interpretation outlining how and when the obligation to provide paid Primary Care Paramedic (“PCP”) training applies under the Collective Agreement.

Accordingly, the Parties have agreed to the following:

1. The Parties agree that the Employer is required to offer paid PCP training where there are no qualified or insufficient qualified applicants for full-time and regular part-time PCP positions.
2. Where there are no qualified or insufficient qualified applicants for full-time and regular part-time PCP-level positions, paid PCP training will be offered consistent with the terms of this agreement to individuals who:
  - (a) Do not have a PCP qualification;
  - (b) Meet the entry requirements for PCP training, as established by the relevant accredited training agency, where applicable;
  - (c) Have not attempted and failed to complete Employer-paid PCP training in the previous 3 years; and
  - (d) Have been selected for and accepted a regular full-time or part-time PCP-level position.

(“Eligible Employees”)

3. Eligible Employees hired into full-time or regular part-time PCP positions after the ratification of the 2022-2025 Collective Agreement will be required to successfully complete paid PCP training as a condition of employment in the full-time or regular part-time PCP positions. A failure to complete the PCP training program will result in the employee returning to their former employment status and classification. If they were hired externally, their employment may be terminated.
4. Eligible Employees in full-time or regular part-time PCP-level positions who are enrolled in PCP training on the date of the signing of this Agreement will be entitled to paid PCP training and expenses for the balance of their remaining PCP training. However, the Employer will not be required to reimburse employees for costs already incurred or to pay employees for time spent completing PCP training prior to the date of this Agreement.
5. The Parties agree that the Employer is not required to provide paid PCP training to employees in temporary PCP-level positions, on-call positions, or EMR-level transfer fleet positions.
6. The Employer will fund paid PCP training to maximum funding per fiscal year of:
  - (a) For 2025-26: \$3 million;
  - (b) For future years: \$2 million.

(the “Annual Funding”)

7. In the event the Annual Funding has been exceeded, or insufficient training spots are available, the Employer can employ an Eligible Employee in a regular PCP position until funding and an available training spot for the Eligible Employee's training becomes available.
8. The Employer may offer additional opportunities for PCP training at its discretion provided they are consistent with the Collective Agreement and this Agreement.
9. The Employer's obligation to provide paid PCP training is subject to training spots being available at accredited training agencies in British Columbia. The Employer is under no obligation to create additional training spots, nor to assist accredited training agencies in creating additional training spots.
10. The Employer will offer paid PCP training to Eligible Employees by seniority, subject to operational requirements.
11. All Eligible Employees will be offered paid PCP training at a time when money within the Annual Funding becomes available.
12. Eligible Employees who accept paid PCP training opportunities will be required to complete their training in accordance with the Employer's direction. For clarity, this may mean that employees will be required to complete all or a portion of their PCP training during their regular working hours, where feasible. During the course of PCP training, the Employer may require the employee to work in a different shift pattern in order to facilitate training schedules.
13. Where the Employer determines that it is necessary for an employee to be off work to complete part or all of their PCP training, the employee's regular pay will be maintained during such training on a salary maintenance basis. Employees will only be entitled to overtime for time spent completing training programs where the Employer has scheduled the employee to be completing training and regular work and where the combined total scheduled time exceeds the daily or bi-weekly overtime threshold under the Collective Agreement.
14. Eligible Employees attending paid PCP training will be entitled to have their travel, vehicle, meal allowances, and accommodation paid in accordance with the Collective Agreement and the Employer's policies.
15. The Employer will pay the cost of all PCP training-related expenses including the program tuition, fees, and books, where applicable.
16. All PCP training costs outlined above, including wages, expenses, and tuition, will be drawn from the Annual Funding.

17. As a condition of receiving paid PCP training, Eligible Employees must complete a return of service agreement, as outlined in SCHEDULE '1' below, in favour of the Employer at the time of accepting the paid PCP training offer.
18. The Parties agree that this Agreement discharges any and all obligation to provide paid PCP training under the Collective Agreement.
19. Vince Ready, Corinn Bell, or another mutually agreeable arbitrator will retain jurisdiction to adjudicate or resolve any issues relating to or arising out of this Agreement.

**SCHEDULE '1'**

**RETURN OF SERVICE AGREEMENT**

**Between BC EMERGENCY HEALTH SERVICES**

**("Employer")**

**And**

**[Employee Name]**

**("Employee")**

**(Collectively the "Parties")**

**RE: PCP Training Return of Service Obligation**

**Whereas:**

- A. As a condition of receiving Employer-paid PCP training, employees are required to commit to a return of service in favour of the Employer.
- B. The Parties wish to establish the terms of the return of service agreement.

**Accordingly, the Parties have agreed to the following:**

- 1. The acceptance of a job offer and paid training is only considered executed once the employee signs the job acceptance form and the return of service agreement at the time of the offer. Failure to sign off either form voids the employee's job acceptance.

2. The Employee agrees that the Employer has provided good and valuable consideration to the Employee in the form of a paid education opportunity, which serves as consideration for the promises contained in this Agreement.
3. The Employee agrees to make all reasonable efforts to successfully complete the PCP training program paid for or provided by the Employer.
4. Employees will be required to complete their training in accordance with the Employer's direction. The employer will not be responsible for incurred costs if an employee accepts a subsequent job posting, nor will the employees be allowed to withdraw from the PCP training course or training region, doing so will trigger article E3.02(c) resulting in a return to the employee's former employment classification.
5. Upon successful completion of the PCP training program, the Employee will work for the Employer in a full-time or a regular part-time position, equivalent to the Employee's original FTE, for three (3) years (the "ROS Period"). If the Employee's regular position when starting PCP training is in a rural or remote post, the Employee must remain in a rural or remote post for the duration of their ROS Period.
6. The ROS Period includes vacation and WorkSafeBC leave periods, but does not include any other leaves of absence that are greater than twenty (20) days. The Employer will consider other leaves on an individual basis based on the circumstances of the Employee's leave. The ROS Period will resume upon the Employee's return from any such leave of absence.
7. If the Employee voluntarily leaves full-time or regular part-time employment with the Employer, or leaves their employment in a rural or remote community, before completing the ROS Period, the Employee will pay the Employer the cost of the PCP training program proportional to the amount of time left in the ROS Period. The cost of the PCP training program included:
  - (a) The cost of tuition, fees, and books; and
  - (b) Any money provided to the Employee during the training program for travel and associated expenses.

(collectively, "Program Costs")
8. In accordance with Schedule E3.02(c), if the Employee does not successfully complete the PCP training program or withdraws from all or a portion of a training program, they will not be eligible to reapply for paid PCP training for three (3) years.

Agreed this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

**[EMPLOYEE NAME]**

**BC Emergency Health Services**

\_\_\_\_\_

\_\_\_\_\_

(Print Name)

(Printed Name, Authorized Signatory)

\_\_\_\_\_

\_\_\_\_\_

Signature

Signature

**Amend the collective agreement by adding the following:**

**APPENDIX TBD – MEMORANDUM OF AGREEMENT**

**Re: Trauma Informed Approach to Respect in the Workplace Process**

Whereas:

- (a) The parties share the desire to make the 31.03 process more trauma informed.
- (b) The Parties wish to work together to facilitate a more trauma informed approach to the 31.03 process

Accordingly, the Parties agree to the following:

1. The Parties will jointly establish a Trauma Informed Approach working group
2. The Union and the Employer will meet within 60 days of ratification of the 2025-2029 Collective Agreement
3. The working group will report progress to the PJLMC.
4. The working group will create a Joint Interpretation document regarding Trauma Informed Approach to the application article 31.03.
5. The work will be completed within 180 days of ratification.
6. The Parties can extend any of the above timelines by mutual agreement.

Protocol:

7. This working group will consist of a minimum of two (2) Employer representatives and two (2) Union representatives.
8. The parties shall be responsible for their own costs to participate in the working group. Joint costs shall be shared equally.

**Amend the collective agreement by adding the following:**

**WORKER ALLOCATION GUIDE**

- The parties agree to complete and finalized a review of the Worker Allocation Guide within 120 days of ratification of the 2025 to 2029 Collective Agreement
- The parties agree to add the WAG to the Joint Repository