

EMERGENCY HEALTH SERVICES COMMISSION (12TH AGREEMENT)

CUPE LOCAL 873

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NOTE: Changes to the Eleventh Agreement are indicated in the Twelfth Agreement with **bold type** (except for **Headings**) or an asterisk (*) where language has been deleted and no new text added.

This Agreement made and entered into this _____ day of _____, 2001 A.D. Two Thousand and one (2001)

BETWEEN:

EMERGENCY HEALTH SERVICES COMMISSION
(Hereinafter called the "Employer")
OF THE FIRST PART

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES
Local No. 873
(AMBULANCE PARAMEDICS OF BRITISH COLUMBIA)
(Hereinafter called the "Union")
OF THE SECOND PART

WHEREAS Emergency Health Services Commission is an employer within the meaning of the *Labour Relations Code of British Columbia*;

AND WHEREAS the Union is a unit appropriate for collective bargaining within the meaning of the *Labour Relations Code of British Columbia* and is the sole bargaining authority for all ambulance drivers and attendants, Dispatchers and trainers employed by the Employer except those excluded by the *Code* and by the decision of the Labour Relations Board.

WITNESSETH THAT WHEREAS the purpose and intent of this Agreement is to secure of all concerned the benefits of collective bargaining and to ensure for the community a high standard of ambulance service at all times, NOW THEREFORE THE PARTIES HERETO AGREE TO COOPERATE AND ABIDE BY THE TERMS AS HEREINAFTER SET FORTH.

1. TERMINOLOGY

1.01 Definitions

For the purpose of this Agreement:

- (a) The word “employee” shall mean an employee of the Emergency Health Services Commission covered by the Union Certificate of Bargaining Authority.
- (b) 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.
- (c) “Geographic Location” is that area within a radius of 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 16 kilometers of where an employee ordinarily performs their duties.

2. MANAGEMENT RIGHTS

2.01 Management Rights

- (a) The Union acknowledges that the management and direction of employees in the bargaining unit is retained by the Employer except as this Agreement otherwise specifies.
- (b) The Employer shall submit the names of the supervisory officials designated to deal with the Union.

2.02 Employee Placement

No employee covered by the terms of this Agreement shall have the right to refuse to be placed or paired or work together with any other full or part-time crew member.

3. EMPLOYEES' RIGHTS

3.01 Right to Appoint

The Employer acknowledges the right of the Union to appoint employees as representatives.

3.02 Area of Responsibility

The Employer and the Union shall by mutual agreement determine the area and jurisdiction of each representative having regard to the plan of organization, the distribution of employees at the work place, and the administrative structure implied by the grievance procedure. The Union shall notify the Employer in writing of the names of such appointments.

3.03 Duties and Responsibilities

- (a) The duties of employees' representatives include the investigation of complaints of an urgent nature, investigation of grievances and assisting any employee which the employee representative represents in preparing and presenting a grievance in accordance with the grievance procedure, supervision of ballot boxes and other related functions during ratification votes, attending meetings called by management, to accompany employees at meetings of a disciplinary nature, and to handle other related duties normally accorded to representatives of a Union.
- (b) Employees' representatives shall be entitled to reasonable time without loss of salary to perform these duties provided the representative does not leave the work station.
- (c) An employee's representative or alternate must seek permission from their immediate supervisor before leaving their work station. Such permission will not be unreasonably withheld. On resuming normal

duties, the representative's supervisor shall be notified.

3.04 Interpersonal Disputes

Where an interpersonal dispute arises between employees covered by this agreement, an employee may take up **the complaint in accordance with the procedures below.**

"Interpersonal Disputes" as used in this Clause shall be defined as a series of repeated and intentional incidents whereby one employee intimidates another. It shall not include action occasioned through the exercise, in good faith, of the Employer's managerial/**supervisory** rights and responsibilities. **Nor does it include a single incident of a minor nature where the harm, by any objective standard is minimal.**

Where the complaint is based on a matter for which another dispute resolution mechanism exists, then this process shall not be utilized.

Procedures

- (a) If there is an allegation, the employee will approach their direct supervisor or superintendent as appropriate, for assistance in resolving the issue. The direct supervisor or superintendent will review the issue being raised by the employee. The direct supervisor or superintendent will take steps to resolve the concerns as appropriate.**
- (b) If the concerns cannot be resolved, the employee may submit a written complaint to the Employer's Executive Director and President of the Union, providing full particulars of the allegation, including the name(s) of the individual(s) involved, the pertinent date(s), and the wrongdoing which is**

alleged to have occurred.

- (c) Upon receipt of a written complaint, and subject to (b) above, the Executive Director and President of the Union will request John McConchie, or a mutually agreed alternate, to conduct an investigation.**
- (d) The Investigator will have the same powers as an arbitrator. The Union and Employer will share equally in the payment of fees and expenses of the Investigator.**
- (e) The Investigator will be requested to complete their investigation within thirty (30) days, and will provide a copy of the investigation report to the Employer, Union and complainant.**
- (f) The Investigator has no authority to amend the Collective Agreement, nor to make recommendations with respect to systemic issues. The recommendations of the Investigator will be for the purpose of resolving the complaint between the complainant and respondent(s), only. Such recommendations will be implemented by the Employer and will constitute a final resolution of the complaint, binding on all parties.**
- (g) A complaint filed under this Clause will be dealt with in a confidential manner.**
- (h) An employee who files a written complaint which would be seen by a reasonable person to be frivolous, vindictive or vexatious may be subject to disciplinary action. Disciplinary action taken may be grieved pursuant to Article 9--*Grievance Procedure*.**

4. UNION MEMBERSHIP REQUIREMENT

4.01 All Employees to be Members

It is agreed that all personnel who are members of the Union in good standing on the effective date of this Agreement shall remain members of the Union in good standing as a condition of continued employment with the Employer and all employees hired after the effective date of this Agreement shall, on completion of six months' employment, become and remain members of the Union in good standing. Any employee who fails to maintain membership in the Union in good standing in accordance with its Constitution and Bylaws shall be discharged from employment with the Employer after notice is given to the Employer that the employee is no longer a member of the Union in good standing.

4.02 No Other Agreement

No employee shall be required or permitted to make a written or verbal agreement with the Employer or its representative which may conflict with the terms of this Collective Agreement.

5. CHECK-OFF OF UNION DUES

5.01 Dues Deductions

- (a) All members shall pay a bi-weekly fee to the Union equated to the Union's monthly dues, such payment to be made by payroll deduction. The deduction of dues from the bi-weekly pay of all employees shall become effective on the first day of the pay period coincident with the date of employment and deductions shall be made in respect of all subsequent pay periods, provided an employee works any part of the period. The Employer shall remit all dues deducted for pay periods ending in a calendar month to the Secretary-Treasurer of the Union by the 20th day of the month

following.

- (b) Union dues shall not be deducted from members during the period of time that they fill a managerial position outside the bargaining unit. The Employer shall notify the Union in writing of the commencement date and completion date of the assignment.

5.02 General Assessment

The Employer shall deduct from the bi-weekly pay of each member of the Union all general assessments levied by the Union. The Employer shall remit all assessments deducted for pay periods ending in a calendar month to the Secretary-Treasurer of the Union by the 20th day of the month following.

5.03 Probationary Employees

The Employer shall deduct from the bi-weekly pay of each probationary employee dues and/or assessments as in Clauses 5.01 and 5.02 above and remit to the Secretary-Treasurer of the Union as in Clauses 5.01 and 5.02 above.

5.04 Payment in Lieu of Dues

In lieu of deductions from persons, other than those Employer employees covered by the Union Certificate of Bargaining Authority who are paid directly or indirectly to provide ambulance service or dispatch service, it is agreed that one half of one per cent of the total of such direct or indirect wage payments, irrespective of whether they are paid through the Employer payroll account or the general accounting system, will be paid by the Employer to the Union at monthly intervals to the Secretary-Treasurer of the Union.

6. CORRESPONDENCE

6.01 Correspondence

It is agreed that all correspondence between the parties hereto

arising out of or incidental to this Agreement shall pass to and from the Employer and the Secretary-Treasurer of the Union.

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.

8. PROVINCIAL JOINT LABOUR-MANAGEMENT COMMITTEE

8.01 Establishment of Committee

It is agreed that the Provincial Joint Labour-Management Committee provided for in this Agreement shall consist of not less than four representatives of the Union and not less than one representative appointed by the Employer. For the term of this Agreement the Chair of the Provincial Joint Labour-Management Committee shall be a representative of the Union, the Recording Secretary shall be a representative of the Employer. Minutes prepared by the Recording Secretary shall be approved and signed by both parties before publication.

8.02 Committee Decisions

Decisions by the Provincial Joint Labour-Management Committee shall be by unanimous agreement. The Employer shall have one vote and the Union shall have one vote.

8.03 Meetings of Committee

The Provincial Joint Labour-Management Committee will meet at the request of either party at a time agreeable to both parties.

8.04 Time Off for Meetings

The four representatives of the Union shall be granted time off work with pay for the purpose of attending meetings of the Committee, or paid their regular hourly rate of pay for the time of the meeting if off duty, and it is agreed that each party hereto shall pay 50% of the administrative costs of the Provincial Joint Labour-Management Committee.

8.05 Committee's Term of Reference

The Provincial Joint Labour-Management Committee shall not have jurisdiction to change wage scales, working conditions or any other matters addressed in the Collective Agreement which are the subject of collective bargaining.

The Committee shall have the right to make recommendations to the Union and the Employer on the following matters:

- (a) solutions on day-to-day problems within the intent of this Agreement;
- (b) interpretations which may alleviate grievances;
- (c) applications on terms of the Agreement where "mutual agreement" is required, e.g. leaves of absence;
- (d) to propose to the negotiating committee consideration of or changes to the Collective Agreement;
- (e) proposed changes in uniform dress issue and style;
- (f) matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the safety of the work force.

8.06 Regional Joint Labour-Management Committee

- (a) It is agreed that the Regional Joint Labour-Management Committee shall consist of two Regional representatives of the Union and two Regional representatives of the Employer.

- (b) The two representatives of the Union shall be granted time off without loss of basic pay for the purpose of attending meetings of the Committee.
- (c) Agreements on working conditions which are arrived at through meetings held between Regional Directors and Regional Vice-presidents of the Union or Unit Chiefs and Union Shop Stewards shall be forwarded to the Provincial Joint Labour-Management Committee for ratification.

9. GRIEVANCE PROCEDURE

9.01 Investigations

Union representatives designated by the Executive to investigate a specific grievance shall have the right to investigate grievances including questioning witnesses.

9.02 Appeal Procedure

- (a) The grievance/arbitration procedure of Clause 9.13 and Article 10 is the sole procedure recognized for resolving disputes between the parties concerning the application, interpretation or any alleged violation of the Collective Agreement including the application of disciplinary measures relating to Ambulance Service Regulations.
- (b) In the event that, after having initiated a grievance through the grievance procedure, an employee endeavours to pursue the same grievance through any other channel, then the Union agrees that, pursuant to this Clause, the grievance shall be considered to have been abandoned.

9.03 Recognition of Union Stewards and Officers

In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Officers and Stewards of CUPE Local 873. The

Officer(s) and Steward(s) shall assist any employee which the Local represents in preparing and presenting grievances in accordance with the grievance procedure.

9.04 Name of Stewards

The Union shall notify the Employer in writing of the name of each steward, including the Chief Steward, and the Region or Station they represent before the Employer shall be required to recognize them.

9.05 Permission to Leave Work

The Employer agrees that stewards shall not be hindered, coerced, restrained or interfered with in any way in their performance of their duties while investigating disputes and presenting adjustments as provided in this Article. The Union recognizes that each steward is employed by the Employer and that stewards will not leave their work during working hours except to perform their duties under this Agreement and then only if the matter is urgent. Therefore, no steward shall leave their work without obtaining the permission of their supervisor, which permission shall be given as soon as a suitable relief can be obtained.

9.06 Policy Grievance

Where a dispute involving a question of general application or interpretation occurs or where a group of employees or the Union, or the Employer, has a grievance, the matter may be referred directly to the Provincial Secretary-Treasurer of the Union for presentation at Step 3 of the Grievance Procedure. A policy grievance must be presented no later than 30 calendar days after the date:

- (a) on which the employee or employees affected were notified orally or in writing of the action or circumstances giving rise to the grievance; or
- (b) on which the employee or employees affected first

became aware of the action or circumstances giving rise to the grievance.

9.07 Grievance on Safety

An employee, or group of employees, who is/are required to work under unsafe or unhealthy conditions shall have the right to file a grievance.

9.08 Replies in Writing

Replies to grievances stating reasons shall be in writing commencing at Step 2 of the grievance procedure.

9.09 Facilities for Grievances

The Employer shall supply the necessary facilities for the grievance meetings.

9.10 Mutually Agreed Changes

Any mutually agreed changes to this Collective Agreement shall form part of this Collective Agreement and are subject to the grievance and arbitration procedures.

9.11 Technical Objections to Grievances

No grievance shall be defeated or denied by any formal or technical objection. An arbitrator shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance in order to determine the real matter in dispute and to render a decision which the arbitrator deems just and equitable.

9.12 Time Limits to Present Initial Grievance

Any employee who wishes to present a grievance as in 9.02 of the grievance procedure in the manner prescribed in Clause 9.13 must do so no later than 30 days after the date:

1. on which the employee was notified orally or in

writing of the action or circumstances giving rise to the grievance;

2. on which the employee first became aware of the action or circumstances giving rise to the grievance.

9.13 Adjustment of Disputes and Complaints

Any dispute or complaint arising out of the interpretation or application or alleged violation of this Agreement, or regarding any matter or thing relating to terms or conditions of employment, and not otherwise covered by this Agreement, shall be finally and conclusively settled without stoppage of work in the following manner:

Step 1

The employee or employees concerned with any dispute or complaint may take up the matter directly with a designated representative of the Employer and in the event that the satisfactory understanding is reached that shall end the matter.

Step 2

Subject to the time limits in Clause 9.12, an employee may present a grievance setting out in writing a statement of the particulars of the grievance noting the Article of the Agreement which has allegedly been violated and the redress sought to the Regional Director. The Regional Director shall render a decision to the member's representative in writing within 14 days of receiving the grievance at Step 2.

Step 3

In the event that the decision of the Regional Director does not resolve the grievance, the grievance and redress sought will be submitted to the Executive Director in writing within:

- (a) 14 days after the decision has been conveyed to the member's representative by the Regional Director at Step 2; or
- (b) 14 days after the Regional Director's reply was due.

The Executive Director **or designate** shall render a decision in writing within 21 days of the date the matter is referred to Step 3.

9.14 Discharge Grievances

In the case of a dispute arising from an employee's dismissal, the grievance may be filed directly at Step 3, within 30 days of the date on which the dismissal occurred, or within 30 days of the employee receiving notice of dismissal.

9.15 Expedited Arbitration

- (a) The parties shall determine by mutual agreement those grievances filed at arbitration pursuant to Article 10, which are suitable for expedited arbitration.**
- (b) Any such grievance proceeding through expedited arbitration shall be referred to the arbitrator and hearing dates shall be scheduled as expeditiously as possible.**
- (c) All presentations are to be short and concise and are to include a comprehensive opening statement. The parties agree to make limited use of authorities during their presentations.**
- (d) Prior to rendering a decision, with the parties agreement, the arbitrator may assist the parties in mediating a resolution to the grievance.**
- (e) Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.**

- (f) The decision of the arbitrator is to be completed and mailed to the parties within 10 working days of the hearing.**
- (g) The parties shall share equally the costs of the fees and expenses of the arbitrator.**
- (h) The arbitrator shall have the power and authority to conclusively settle the dispute and this decision shall be binding on both parties. Arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter or proceeding.**
- (i) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.**
- (j) The parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve groups of grievances.**

10. ARBITRATION PROCEDURE

10.01 Composition of Board of Arbitration

Where a difference arising between the parties relating to the interpretation, application, or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that a term or condition of this Agreement has been violated, either of the parties may, after exhausting the grievance procedure in Article 9, notify the other party in writing within 14 days of the receipt of the reply at the 3rd Step, of its desire to submit the difference or allegations to arbitration, in accordance with (a), (b), and (c) below:

- (a) its intention to submit the matter in dispute to a single arbitrator to be agreed upon by both parties within seven days. Should either party not agree to submit the dispute to a single arbitrator, both parties shall**

then have seven days to name its chosen representative pursuant to (b) below; or

- (b) the name and address of its chosen representative to the Arbitration Board. Within seven days of receipt of such notification the other party shall appoint its chosen representative and give notice of such appointment to the first appointed member of the Arbitration Board stating the name and address of its chosen representative;
- (c) the two appointed representatives shall, within 10 days after the appointment of the last appointed member of the Arbitration Board, appoint a Chair and in the event that they are unable to agree upon a person to act as Chair, shall forthwith apply to the Minister of Labour of British Columbia to appoint a Chair.

10.02 Board Procedure

The Board shall determine its own procedure but shall give full opportunity to all parties to present evidence and make representations. In its attempts at justice the Board shall, as much as possible, follow a lay procedure and shall avoid legalistic or formal procedures. It shall hear and determine the differences or allegation and shall make every effort to render a decision within 30 days.

10.03 Decision of the Board

The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chair shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding and enforceable on all parties and may not be changed. The Board of Arbitration shall not have the power to change this Agreement or to alter, modify or amend any of its provisions, however, the Board shall have the power to dispose of a

grievance by any arrangement which it deems just and equitable.

10.04 Expenses of the Board

Each Party shall pay:

1. The fees and expenses of the arbitrator it appoints.
2. One-half of the fees and expenses of the Chair.

10.05 Amending of Time Limits

The time limits fixed in both the grievance and arbitration procedure may be extended by consent of the parties. The time limits in this Agreement are not mandatory but merely discretionary.

10.06 Witnesses

At any stage of the Grievance or Arbitration Procedure, the parties shall have the assistance of any employee(s) concerned as witnesses or any other witnesses.

10.07 Access to Employer Premises

All reasonable arrangements will be made to permit the conferring parties or the arbitrator(s) to have access to the Employer premises to view any working conditions which may be relevant to the settlement of the grievance.

10.08 Written Statements

- (a) The Employer agrees that any written statements against any member of the Union by another member of the Union shall not be used in grievances, arbitration or any other matter excepting letters of concern with regards to the care and safety of patients, or matters that could be detrimental to the safety of the public and/or employees.
- (b) It is agreed that Clause (a) shall not apply to employees occupying supervisory positions,

Instructors, or employees acting in any of these positions, who, whilst in the performance of their duties, are required to submit written reports on employees.

11. DISCHARGE, SUSPENSION AND DISCIPLINE

11.01 Discharge and Suspension

The Employer shall have the right to discharge or suspend from employment any employee for just cause and this shall be understood to include the discharge or suspension of any employee whose work performance falls below the standard expected by the Employer or any employee who fails to carry out their duties as specified in the Ambulance Service Regulations to the satisfaction of the Employer. An employee who considers that they have been unfairly dealt with shall have the right to grieve.

11.02 Written Warning

Whenever the Employer or its authorized agent deem it necessary to censure an employee in a manner indicating that dismissal or discipline may follow any further infraction or may follow if such employee fails to bring their work up to a required standard by a given date, the Employer shall, within 10 days thereafter, give written particulars of such censure to the employee involved with a copy to the Secretary-Treasurer of the Union.

11.03 Personnel File

- (a) In order to assist in the resolution of grievances, an employee, or their designate with the written authority of the employee, shall be entitled to review their personnel file in the office in which the files are normally kept. The employee or their designate shall give the Employer adequate notice prior to having access to such file.

- (b) The employee shall have the right to respond in writing to any document contained therein. Such replies shall become part of the employee's personnel file.
- (c) The personnel file of an employee shall not be used against them at any time after 36 months following a suspension or 24 months following other disciplinary action, including letters of reprimand or any adverse reports, provided there has not been a further infraction. Any such documents upon request of the employee, other than formal employee appraisals, shall be removed from the employee's file after the expiration of 36 or 24 months, as the case may be, from the date it was issued.

11.04 Notice of Adverse Report

The Employer shall notify an employee in writing of any expression of dissatisfaction concerning the employee's work within 21 calendar days of the Employer being made aware of the event or the complaint, with copies to the Union. This notice shall include particulars of the work performance which led to such dissatisfaction. This Article shall be applicable to any complaint or accusation which may be detrimental to an employee's advancement or standing with the Employer whether or not it relates to the employee's work. The employee's reply to such complaint, accusation or expression of dissatisfaction shall become part of the employee's personnel file.

11.05 Right to Have Steward Present

An employee shall have the right to have their steward present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall notify the employee in advance, of the purpose and reasons for the

interview, in order that the employee may contact their steward, providing that this does not result in an undue delay of the appropriate action being taken. The reasons for the interview shall be given to the employee in writing **prior to** the start of the interview.

11.06 Termination of Employment

- (a) The Employer may withhold any outstanding monies owed to any employee who is terminating employment with the Employer until all current items of uniform or other equipment issued are returned to the Employer and the Employer may deduct from the final pay an amount equal to the value of unreturned items allowing for normal wear.
- (b) The Employer may withhold any outstanding monies owed to any employee who is terminating employment with the Employer until all monies owed to the Employer or to the Union by any employee are satisfactorily settled.

11.07 Abandonment of Position

Employees who fail to report for duty for three consecutive shifts without informing the Employer of the reason for their absence will be presumed to have abandoned their position. The Employer agrees to confirm such presumption by registered letter with a copy to the Union within 10 days of the occurrence.

Within 30 days of the letter's postmark the employee shall be afforded the opportunity to rebut the presumption and demonstrate that there were reasonable grounds for not having informed the Employer.

11.08 Probationary Employment

- (a) All full-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 months of their employment. For the purposes of this Clause, the first six 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) The Executive Director 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 months. The employee shall be notified by the Executive Director 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 Clause 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.

11.09 Probationary Period on Promotion

- (a) There shall be a probationary period on an appointment to a promotion of six months. The appointment may be terminated for just cause by either party and the employee shall return to their former classification. The Employer has the right to terminate the probationary period under this Clause and, as a result, if a relocation is required, the

Employer shall pay moving expenses in accordance with the Provincial Government Relocation Regulations as contained in the Employer's Policy and Procedure Manual. For the purposes of this Clause, the six month probationary period shall not include any time spent by the employee on sick leave or time off work in accordance with Articles 18, 19, 24.04, or time off work for any other reason.

- (b) With just cause, the Employer may elect by notifying the probationary employee and the Union 30 days in advance of the end of the six months probationary period to extend the probationary period by up to a further six months but, in any event, the total probationary period shall not exceed a total of 12 months.

11.10 Demotions

The Employer may demote any employee for just cause. The criteria of just cause for such demotion shall be the suitability of the employee for continued employment in the position to which they have been appointed, provided the factors involved in suitability could reasonably be expected to affect work performance.

Where an employee feels that they have been aggrieved by the decision of the Employer to demote the employee, the employee may grieve the decision through the formal grievance procedure.

12. SENIORITY

12.01 Seniority

- (a) (i) **The Employer shall maintain a seniority list 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) It is understood that upon a member'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 months, or leaves of absence on compassionate grounds, leaves of absence due to disability or leaves of absence granted under Clause 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 Clause 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 management position with the Employer, either permanently or temporarily, and then return to the Bargaining Unit shall retain their seniority excluding that period of service with management.

12.02 Past Service

- (a) Past Service as defined in Clause 12.03 is and will continue to be used in the calculation of pay in addition to an employee's qualification pay.
- (b) Past service in a Ministry of the Government of British Columbia will not be considered a part of ambulance

service seniority. Subject to the *Pension (Public Service) Act*, new employees of the Employer may receive credit for pensionable service with their previous employer.

12.03 Calculation of Pay for Past Service

- (a) Any employee with past service with the Employer and/or other B.C. ambulance services, hired after the effective date of this Agreement, will have their pay level calculated using volume of calls in conjunction with full and part-time service.
- (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 year of experience for each year away for calculation of pay level.
- (c) To calculate the pay level if an individual has part-time experience, and has been hired as a full-time employee, credit for pay purposes will be given on the basis of one year's experience increment for each 300 calls completed. If an individual has more than 300 calls in any one year as a part-time employee they will still receive credit for one year's experience for that period of time.

13. PROMOTIONS AND STAFF CHANGES

13.01 Postings

- (a) (i) The Employer shall post in all stations, except those outlined in Clause 13.01(i), all new vacancies, all proposed promotions and all advanced training program vacancies for a minimum of 14 days before any such vacancies are filled or any promotions effected. It is understood that any written submissions made in consequence of such posting and within the period of such posting shall be considered by the Employer.

The list of applicants for such postings or promotions shall be forwarded to **all stations** and the Union within 10 calendar days after the closing of the advertisement. The Employer will endeavour to notify all **stations** and the Union of the successful applicant within 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.
- (b) It is further understood where employees are absent from their places of employment for periods of longer than 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.
- (c) 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.
- (d) **(i)** Except for postings in accordance with Clauses 13.01(g), 13.03 and 13.04, or those associated with **Paramedic 3** training courses contemplated in Clause 13.05, the successful applicant to postings for **Paramedic** vacancies shall be the **qualified (Paramedic 1 and Paramedic 2 considered equivalent for the**

purposes of defining "qualified" in this Clause) applicant with the highest service seniority. The successful applicant to all other postings shall be determined in accordance with Clauses 13.03 and 13.04 below.

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

(iii) Employees who are appointed to full-time Paramedic or EMA 1 positions pursuant to Clause 13.01(d) or Schedule F3.04(a), may not bid out of such appointment for at least three years. However, such employees may apply for a promotion within the three-year period provided they have completed their probationary period.

(e) No member of the Union shall be bumped from their post, except in the event of layoffs in accordance with Clause 14.01.

(f) 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 Clause 13.03. Unit chiefs must demonstrate their ability to work with and become an accepted part of the local community.

(g) Posts of Less Than Eight Full-Time Employees

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 Clause will be addressed at the Joint Labour- Management Committee.

- (ii) The local 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 part-time staff, for the next two 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 part-time staff, alternatively, in accordance with Clause 13.01(g)(i) and (ii).
- (h) If a vacancy arises in a location within 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 120 days of the closing date of the initial posting.
- (i) 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.

(j) Instructors

Positions vacated temporarily **for a minimum of two years** pursuant to Clause 21.14 **or Clause 21.21** will be posted as temporary positions of a duration equal to the period of the leave or secondment. In the event that the leave or secondment is extended, such extension shall be by mutual agreement resulting in an extension of the term of the temporary posting. Employees posted to such locations under the terms of this temporary posting shall not be entitled to bid for other vacancies during their assignment to such posts except during the six-month period that immediately precedes the end of the temporary posting. During this period, the temporary incumbent shall bid for a vacancy or vacancies that occur or, in the event that they do not bid successfully or that no other vacancies occur, the employee shall, upon the return of the employee on leave or secondment to the post, be reassigned as directed by the Employer.

(k) Employees shall have a minimum of eight hours free from work prior to writing examinations or attending interviews for promotional opportunities pursuant to Clauses 13.03, 13.04 **and** 13.05.

(l) **Pursuant to Clause 13.01(d)(ii), employees who fail to complete the Paramedic 2 or Paramedic 1 training course, will be appointed to a Paramedic 1 vacancy or EMA 1 vacancy as appropriate.**

13.02 Promotions Outside the Bargaining Unit

It is agreed by the Employer and the Union that the Employer will first give consideration to employees of the Employer when making selections or appointments to fill

positions with the Employer that are outside the bargaining unit.

13.03 Selection Process for Full-Time Supervisory Positions

For the selection of full-time **supervisory positions**:

- (a) The Employer shall first consider employees who meet the following eligibility criteria:
 - i) must be bargaining unit employee; and
 - ii) must have three years plus a day service seniority **at the relevant Paramedic level** or Dispatcher as applicable.
- (b) The Employer shall give equal consideration to knowledge and skill to a total of 90%. Seniority shall be weighted based on 1% for each completed year of full-time service to a maximum value of 10%. The successful candidate(s) shall be the employee(s) with the highest total score **and a satisfactory disciplinary record**.
- (c) **Subject to Clause (a)(ii) above, employees occupying supervisory positions shall not be subject to (b) above. Such employees, on application, shall be appointed to vacancies for which they are qualified, on the basis of service seniority.**

In the event there are less than four applicants who meet the criteria in 13.03(a) then the Employer **shall first** consider all **full-time** bargaining unit applicants on the posting.

13.04 Selection Process for Full-Time Dispatcher

- (a) **Where there are no Dispatch qualified or insufficient Dispatch qualified applicants for a Dispatcher posting**, the Employer shall give equal consideration to knowledge and skill to a total of 90%. Seniority shall be weighted based on 1% for each completed

year of full-time service to a maximum value of 10%. The successful candidate(s) shall be the employee(s) with the highest total score.

- (b) **Employees may not bid out of their initial appointment to a Dispatch position for at least three years following such appointment.**
- (c) **Employees who are unsuccessful in Dispatch training may not reapply for three years.**

13.05 Selection Process for Paramedic 3 Training

- (a) **Paramedic 3 training** shall be defined as **training** leading to certification of all levels of **Paramedic 3**.
- (b) Paramedic training eligibility shall be determined as follows:
 - (i) applicants must have achieved **Paramedic 1** status or better, and have three years plus a day service seniority which shall be recognized by the Employer as relevant experience, and then;
 - (ii) must have a satisfactory work record, and then;
 - (iii) achieve a minimum 60% threshold pass on a written exam based upon a bank of mutually agreed questions related to **Paramedic 2** material, and then;
 - (iv) achieve a minimum of 60% threshold pass on an oral exam. The oral exam shall be based upon a bank of mutually agreed-to questions related to **Paramedic 2** material, and then;
 - (v) achieve a minimum of 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.
- (e) **Paramedic 3** 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 **Paramedic 3** training, as established pursuant to this Clause, the Employer may re-post province wide.

- (f) Employees required to travel away from their normal post to attend a **Paramedic 3** training course or to re-qualify shall be reimbursed for vehicle and meal expenses in accordance with Clauses 22.09 and 22.10. Where practical, employees attending such a course away from their normal post must “car-pool” on an equitable basis.
- (g) The Union shall provide an observer during the process described under Clause 13.05 to ensure that applicants are made aware of the weight of the questions.
- (h) **Should an employee fail to complete the Paramedic 3 training course, they will be appointed to the appropriate Paramedic vacancy.**
- (i) **Employees who fail to complete the Paramedic 3 training course will be prohibited from applying for future Paramedic 3 courses for a period of three years.**

13.06 Transfers and Crew Changes in Geographic Locations

- (a) It is understood that as a general policy employees shall not be required to transfer from one geographic location to another against their will, however, the

Employer and the Union recognize that in certain cases transfers may be in the interest of the Employer and/or the employee. In such cases an employee will be fully advised of the reason for the transfer as well as the possible result of refusal to be transferred.

- (b) Employees who have to move from one geographic location to another after winning a competition or at the Employer's request shall be entitled to transfer expenses as outlined in the Provincial Government Regulations and contained in the Employer's Policy and Procedure Manual.

13.07 In-Service Training

When crew changes or transfers are deemed necessary for training of ambulance crew members or for in-service training of ambulance crew members, then seniority shall apply wherever practical. It is further agreed that the crew changes and transfers affected for such training shall be considered as temporary. If operational changes of a permanent nature are required as a result of revised crew qualifications, those employees affected will be notified in advance and seniority shall apply to any crew changes or transfers wherever practical.

13.08 Grievances

Where an employee feels they have been aggrieved by any decision related to promotion, demotion, or transfer, the employee may appeal the decision through the grievance procedure.

Should an employee be displaced by a successful grievance related to promotion, demotion, or transfer they shall have the option of returning to their post of origin and receive expenses in accordance with Clause 13.06(b).

14. LAYOFFS AND RECALLS

14.01 Joint Committee

In the event of lay-off or recall there shall be established a joint committee, in order for the parties to consult, regarding the process of lay-off or recall. This Committee shall consist of those individuals who are representatives of the Provincial Joint Labour-Management Committee.

The representatives of this Committee shall have the authority, by mutual agreement, to

1. waive any portion of Article 14 except 14.02(c)(i) and (c)(ii);
2. waive normal posting procedures under Article 13;
3. modify the boundaries of an existing post;

where it is believed by the Committee to be fair and equitable.

14.02 Lay-off and Recall Procedures

(a) Lay-off

In the event that the Employer determines that lay-offs will occur, employees will be laid off in reverse order of seniority within a post.

(b) Notice

The Employer shall notify employees, who are to be laid off, 30 calendar days prior to the effective date of lay-off. If the employee has not had the opportunity to work during the 30 calendar days after the notice of lay-off, the employee shall be paid in lieu of work for that part of the 30 calendar days during which work was not available.

(c) Options

An employee shall within 20 calendar days of receipt of notice of lay-off opt for one of the following:

- Severance pay as per (c)(i); or
- To be placed on a Provincial recall list for a period of 18 months from the effective date of lay-off as per (c)(ii); or
- Bump another employee as per (c)(iii).

(i) Employees who opt to receive severance pay pursuant to this section, will be entitled to pay based upon years of continuous service as follows:

1. for the first year of completed employment, three weeks' current salary;
2. for the second year of completed employment, three weeks' current salary;
3. for each completed year thereafter, one-half month's current salary.

Notwithstanding the above, an employee will not receive an amount greater than six months' current salary.

(ii) Recall of employees shall be in order of service seniority. Employees shall lose their seniority in the event that they are on lay-off for more than 18 months or declines two recall opportunities.

- (iii) Employees designated for lay-off notice may exercise their seniority to bump the most junior employee in the Province whose function they are able to perform consistent with Clause 14.02(e). Employees who as a result of exercising this option are required to move to a post that is in excess of a 32 km radius from the employees' post shall be eligible for relocation expenses in accordance with Clause 13.06(b).
- (d) Should an employee fail to make an election amongst (c)(i), (c)(ii), or (c)(iii) above, within 20 calendar days of receipt of notice of lay-off, then that employee shall be deemed to have opted for option (c)(ii).
- (e) Notwithstanding Clause 14.02(a), (c)(ii) and (c)(iii) above, employees to be retained, recalled, or exercise an option to bump another employee shall immediately possess the requirements and qualifications to efficiently fulfil the duties of the work available. A reasonable period of orientation shall be provided.
- (f) An employee shall not exercise recall rights into a position that is a promotion in relation to the position held by the employee when served notice of lay-off.
- (d) An employee who opts to bump another employee pursuant to (c)(iii) above, or is recalled pursuant to (c)(ii) above, will be paid in accordance with the level and qualifications of the work required to be performed.
- (e) Seniority will be the determining factor in choosing available post options in the event of a multiple lay-off.
- (f) In the event of a lay-off, the Employer shall maintain coverage under the Medical, Dental, Extended Health,

and Group Life Insurance plans for a maximum period of three consecutive months immediately following the month in which the lay-off occurs. Any waiting periods relating to these benefits will be waived in the event of recall.

- (g) An employee whose certification expires during lay-off shall receive the opportunity to re-certify as soon as practical after recall.

15. HOURS OF WORK AND SHIFT PATTERNS WILL BE IN ACCORDANCE WITH SCHEDULE "A"

16. OVERTIME

16.01 Calculation of Overtime

Employees required to work overtime immediately following or immediately preceding their regular shift shall be paid for such overtime at one and one-half times their hourly rate of pay for the first three hours in excess of the regular shift and thereafter at two times the hourly rate of pay.

16.02 Completion of Calls

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

16.03 Extended Tour of Duty

Any employee who is not properly relieved from duty upon termination of a shift for the reason that a relief has failed to report for duty at the scheduled time and place, shall be required immediately to advise the Dispatcher of the fact that the employee has not been properly relieved and will then be on an extended tour of duty until properly relieved for a maximum of two hours subject to the completion of any ambulance calls. Such time shall be paid at double the

employee's regular hourly rate.

16.04 Extra Shifts

(a) Recall to Duty

- (i) The regular rate of pay noted in (ii) below shall be calculated on the basis of the regular hourly rate of pay, for the shift pattern involved.
- (ii) When an off-duty employee agrees to work an additional shift or part of a shift in excess of their regular shift duties, the employee shall receive pay at the rate of 1½ times the regular hourly rate of pay for all hours worked.
- (iii) Coverage for all vacancies on scheduled shifts shall be strictly voluntary for full-time employees. Any employee called to work an additional shift or part of a shift shall be paid for a minimum of three hours at the rate of pay outlined in section (ii) above.

(b) Call-out

When an off-duty employee agrees to respond on an ambulance call, **standby, or cross coverage, while providing scheduled call-out coverage**, the basis of payment for such response shall be as follows:

- (i) If the call-**out** lasts four hours or less, the employee shall be paid a minimum of four hours at the regular two platoon rate of pay.
- (ii) If the call-**out** runs longer than four hours and is eight hours or less, the employee shall be paid for those hours actually worked at the regular rate of pay.
- (iii) If the call-**out** runs longer than eight hours, then

the employee shall receive payment at the regular two platoon rate of pay for the first eight hours plus overtime rates in accordance with Clause 16.01 for all additional hours worked.

- (c) Employees ordered to return to work due to an unusual emergency situation shall be compensated at double the employees' regular hourly rate of pay for a minimum of four hours.
- (d) Subject to (e) below, employees who do not make themselves available for call-out shift coverage for three consecutive months, shall not be entitled to exercise seniority rights for further on-call shift coverage for a period of one year.**
- (e) Employees may be granted up to three months leave from providing availability for on-call shift coverage.**

17. SHIFT WORK

17.01 Necessary Rest Period

- (a) An employee shall receive a minimum of eight clear hours between overtime abutting a regular shift and the start of the next regular shift with an additional allowance for reasonable travel time. Such travel time shall not exceed one hour each way.
- (b) Notwithstanding (a) above, an employee who works overtime resulting from:
 - (i) recall in accordance with Clause 16.04(a) for complete shifts only;
 - (ii) callout as per Clause 16.04(b);
 - (iii) Clause 16.04(c) after an employee had worked a minimum of eight hours;

shall be entitled to eight clear hours between the completion of the overtime and the start of their next

regular shift with an additional allowance for reasonable travel time. Such travel time shall not exceed one hour each way.

- (c) In the event eight clear hours is not available for reasons beyond the control of the employee, the employee will be compensated at two times the employee's regular hourly rate for the balance of the eight hours. Travel time in (a) and (b) above does not apply to this Clause.

17.02 Employee Stranding Arising from a Regular Shift

While under the direction and control of the Employer, an employee stranded and unable to return to their normal post shall be compensated at the appropriate rate of pay, either salary maintenance or overtime, for those hours under such direction and control.

17.03 Employee Stranding Arising from a Call-out or Recall to Duty

- (a) While under the direction and control of the Employer, an employee stranded and unable to return to their normal post shall continue to receive pay for the call-out or recall. Such pay will continue only for those hours when the employee is under the direction and control of the Employer.
- (b) When such stranding results in the employee being unable to return to their normal post and commence their regularly scheduled shift, salary will be maintained and Clause 17.03(a) will not apply during the employee's regular hours of work.

17.04 Employee Stranding Expenses

When an employee is stranded and unable to return to their normal post, the Employer shall be responsible only for the usual allowances for meals and accommodations during this

period.

18. STATUTORY HOLIDAYS

18.01 Statutory Holidays

- (a) The following 11 days shall be recognized Statutory Holidays and employees required to work on these days shall be paid at the rate of two 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 hours for each hour worked:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
July First	Boxing Day
B.C. Day	

- (b) All employees who have completed 12 months' continuous service by 31st December shall receive in each calendar year, in lieu of the 11 statutory holidays set forth above, time equivalent to 11 duty shifts and, in addition thereto, shall receive time equivalent to one 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 Collective Agreement are entitled.
- (c) Where a statutory holiday falls on an employee's scheduled **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 Clause 18.01(b) will be reduced by one 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.
- (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 Clause 18.01(a) for those statutory holidays which occurred during their period of service in that calendar year.

19. ANNUAL VACATIONS

19.01 Annual Vacations

For the purpose of this Article, a vacation year shall be the calendar year commencing January 1st and ending December 31st.

19.02 First Vacation Year

The first vacation year is the calendar year in which the employee's first anniversary falls.

19.03 Annual Vacation Entitlement

- (a) Employees on the two platoon shift system or employees who work four days on and four days off:

1st to 6th vacation years	11 shifts
7th to 9th vacation years	15 shifts
10th and thereafter vacation years	19 shifts

- (b) Employees who work five shifts per week:

1st to 6th vacation years	22 shifts
7th to 9th vacation years	27 shifts
10th and thereafter vacation years	31 shifts

- (c) Employees who work a 10 day cycle of four 12½ hour

shifts:

1st to 6th vacation years	9 shifts
7th to 9th vacation years	12 shifts
10th and thereafter vacation years	15 shifts

- (d) Employees who work a 14 day cycle of three on and four off followed by four on and three off:

1st to 6th vacation years	11 shifts
7th to 9th vacation years	15 shifts
10th and thereafter vacation years	19 shifts

- (e) Employees who work four shifts per seven day block:

1st to 6th vacation years	15 shifts
7th to 9th vacation years	19 shifts
10th and thereafter vacation years	23 shifts

- (f) Annual vacation entitlement under this Article as outlined above, and time off in lieu of statutory holidays under Clause 18.01, must be combined in order that entitlements for time off in accordance with these two Clauses shall be taken as complete shift blocks.

- (g) Employees will start to earn their extra shift(s) of vacation in their first (1st) vacation year.

- (h) Pursuant to Clause 19.03(f), that portion of the employee's combined entitlements that could not be scheduled as a complete shift block may be taken as individual full shifts or carried-over from one vacation year to the next to be combined with the following year's entitlements. Such scheduling will be by mutual agreement.

- (i) Notwithstanding Clause 19.03(f), those employees referred to in Clause 18.01(c) in one and two person stations shall have the option of scheduling their statutory holiday lieu days in individual full shifts.

Such scheduling will be by mutual agreement.

- (j) Notwithstanding Clause 19.03(h), employees will be paid out for all vacation not taken by the end of the calendar year.

The payout for unused vacation will be made by the pay day following the first full pay period in January of the following year.

19.04 Pro-ration of Vacation Time

- (a)
 - (i) Employees will be entitled to a pro-rated amount of vacation pay in their year of hire which will be paid in cash at the end of their year of hire. The entitlement shall be one-twelfth of their normal first vacation years' annual vacation multiplied by the number of credit months worked in their year of hire in accordance with Clause 19.04(b) below.
 - (ii) With the agreement of the employee and the Regional Director, the employee may receive some or all of their vacation entitlement for their year of hire as paid duty shifts off.
- (b) During their first and subsequent years, employees will earn one-twelfth of the annual vacation entitlement for each month in which the employee has worked for at least 70 hours.
- (c) Employees off work due to annual vacations, time off in lieu of statutory holidays, leave of absence with pay, Workers Compensation in accordance with Clause 24.04, or leave of absence for Union business and illness or injury payable under Clause 20.01 for a maximum time limit of six months, shall continue to accrue vacation entitlement.

19.05 Selection of Vacation Entitlement

Employees working at any post shall, in order of seniority, first choose three blocks plus extra vacation entitlement in accordance with Clause 19.03 of their annual entitlement under Articles 18 and 19. After all employees have, at any one post, chosen their first three blocks plus extra vacation entitlement in accordance with Clause 19.03 of entitlement under Articles 18 and 19, employees at that post shall then, again in order of seniority, select the remaining blocks of entitlement under Articles 18 and 19. Operational requirements permitting, entitlements under this Clause may be taken one shift block at a time.

19.06 Vacation Schedules

All annual vacation shall be taken in accordance with the terms of the holiday schedule drawn up from year-to-year and approved by the Employer.

19.07 Vacation Adjustment on Termination

In all cases of termination of service for any reason, adjustment will be made for any over-payment or under-payment of vacation.

19.08 Vacation Leave on Retirement

- (a) Employees retiring prior to April 1st in any calendar year shall receive one-half of their earned annual vacation entitlement for that calendar year.
- (b) Employees retiring April 1st or thereafter in any calendar year shall be granted full annual vacation entitlement for the final calendar year of service.

19.09 Active Service During Any War

- (a) Active service with the Forces of the Crown or Allied Forces during any war may be counted in calculations for vacation leave entitlement after the employee has

completed one years' service with the Employer.

(b) Duration of Wars

The recognized dates of duration of the following wars are:

World War II, from September 1, 1939
to June 30, 1947

Korean Conflict, from August 7, 1950
to July 27, 1953

Discharge certificates must be presented before war service is recognized. It is not necessary that an individual shall have been employed immediately prior to any war nor to have joined the Employer immediately following war service.

In other words, any war service with the Forces of the Crown or Allied Armed Forces may be added to their period of service with the Employer for the purpose of computing required service for the additional vacation leave privilege.

(c) Merchant Marine Service with Commonwealth Countries

Service on the high seas (deep sea) with Commonwealth countries during World War II may be credited toward the service requirement for vacation leave purposes. Employees are required to submit certified records of their deep sea time for assessment by the Employer.

19.10 Call-back from Vacation

Employees authorized to work during their scheduled vacation period shall receive two times their regular hourly rate of pay for each hour worked in addition to normal

vacation pay.

20. SICK LEAVE PROVISIONS

20.01 Short Term Disability Income Insurance

- (a) In the event an employee is unable to work because of illness or injury they will be entitled to an amount equal to 75% of the employee's regular salary for up to 26 weeks.
- (b) A doctor's certificate will be required for illnesses or injuries attaining or exceeding four shifts in duration and may be required where it appears that a pattern of consistent or frequent absence from work is developing.
- (c) Administration procedures relating to this Plan will be established by the Employer and included in the Policy and Procedures Manual.

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 26 weeks, or its equivalent as set out in Schedule A, **the employee shall receive a monthly benefit** equal to **the sum of:**

- (1) 70% of the first \$2,200 of regular monthly income;**
and
- (2) 50% of regular monthly income above \$2,200,**

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

20.03 Employment Qualifications and Requirements

- (a) Employment shall be conditional upon satisfactory

completion of a medical examination by a physician appointed by the Employer and all personnel covered by this Agreement shall be required to receive immunization and booster series against poliomyelitis, tetanus, diphtheria and may also be required to receive a chest x-ray or skin test at least annually.

- (b) It is agreed that where an employee's physician certifies that reaction to immunization, vaccination or inoculation is such that the employee is unfit to work, the employee will be given leave without loss of pay to cover the period of medically verified disability up to a maximum of four shifts.

20.04 Continued Service Credits for Superannuation

- (a) Employees covered by the *Pension (Public Service) Act* shall pay the normal employees' contribution for superannuation for a period of illness or non-occupational injury as defined in Clauses 20.01 and 20.02. Upon return to duty, the employee shall make monthly payments that will complete the payments within a period equal to the period of the illness or non-occupational injury.
- (b) Employees who are on Long Term Disability who are in receipt of monies under Clause 20.02 shall receive service credit in accordance with the *Pension (Public Service) Act*.

21. LEAVE OF ABSENCE

21.01 Absence from Duty of Union Officials

- (a) Any member of the Union appointed to attend any convention on behalf of the Union shall be granted leave of absence without pay provided a suitable relief can be supplied. An Executive Officer of the Union shall be granted time off without pay to attend

meetings of the organization provided a suitable relief can be supplied.

- (b) Leave of absence with pay and without loss of seniority will be granted:
 - (i) to up to four employees who are representatives of the Union on the Negotiating Committee to leave their employment to carry on negotiations with the Employer;
 - (ii) to employees called to appear as witnesses and who testify before an Arbitration Board or Grievance Board.

21.02 Leave for Full-Time Union or Public Duties

The Employer shall grant, on written request, leave of absence without pay and with no loss of seniority for:

- (a) Employees to seek election in a municipal, provincial or federal election.
- (b) A period of up to one year for employees selected as a full-time officer with the Union or any body to which the Union is affiliated. Such leave will be renewed upon request of the Union.
- (c) A period of up to five years for employees elected to a public office. Such leave will be renewed upon request of the employee.
- (d) Employees on leave under this Clause shall not continue to accrue seniority while on such leave.
- (e) Notwithstanding (d) above, employees elected as a full-time officer of the local union shall continue to accrue seniority while on such leave.

21.03 Bereavement Leave

- (a) In the case of bereavement in the immediate family an employee not on leave of absence without pay shall be entitled to bereavement leave at their regular rate of pay from the date of death to and including the day of the funeral with, if necessary, an allowance for immediate return travelling time. Such leave shall normally not exceed one block of the employee's working shifts.
- (b) Immediate family is defined as an employee's parent, wife, husband, child, brother, sister, father-in-law, mother-in-law and any other relative permanently residing in the employee's household or with whom the employee permanently resides.

In the event of the death of the employee's grandparents, grandchild, son-in-law, daughter-in-law, brother-in-law or sister-in-law, the employee shall be entitled to special leave for one shift for the purpose of attending the funeral.

21.04 Maternity Leave

- (a) An employee is entitled to maternity leave of up to 17 weeks without pay.
- (b) An employee shall notify the Employer in writing of the expected date of the termination of her pregnancy. Such notice will be given at least 10 weeks prior to the expected date of the termination of the pregnancy.
- (c) The period of maternity leave shall commence six weeks prior to the expected date of the termination of the pregnancy. The commencement of leave may be deferred for any period approved in writing by a duly qualified medical practitioner.

21.05 Maternity Leave Allowance

- (a) An employee who qualifies for maternity leave pursuant to Clause 21.04, shall be paid a maternity leave allowance in accordance with the Supplementary Employment Benefit (SEB) Plan. In order to receive this allowance, the employee must provide to the Employer, proof that she had applied for and is in receipt of employment insurance benefits pursuant to the *Employment Insurance Act*. An employee disentitled or disqualified from receiving employment insurance benefits is not eligible for maternity leave allowance.
- (b) Pursuant to the Supplemental Employment Benefit (SEB) Plan, the maternity leave allowance will consist of:
 - (i) Two weeks at 85% of the employee's basic pay;
 - (ii) 15 additional weekly payments, equivalent to the difference between the employment insurance gross benefits and any other earnings received by the employee and 85% of the employee's basic pay.

21.06 Parental Leave

- (a) Upon written request an employee shall be entitled to parental leave of up to 12 consecutive weeks without pay.
- (b) Where both parents are employees of the Employer, the employees shall determine the apportionment of the 12 weeks parental leave between them.
- (c) Such written request pursuant to (a) above must be made at least four weeks prior to the proposed leave commencement date.

- (d) Leave taken under this Clause shall commence:
 - (i) In the case of a mother, immediately following the conclusion of leave taken pursuant to Clause 21.04 or 21.08;
 - (ii) In the case of a father, following the birth or adoption of the child and conclude within the 52 week period after the birthdate or adoption of the child. Such leave request must be supported by appropriate documentation.

21.07 Parental Leave Allowance

- (a) An employee who qualifies for parental leave pursuant to Clause 21.06, shall be paid a parental leave allowance in accordance with the Supplemental Employment Benefit (SEB) Plan. In order to receive this allowance, the employee must provide to the Employer, proof that they have applied for and are in receipt of Employment insurance benefits pursuant to the *Employment Insurance Act*. An employee disentitled or disqualified from receiving employment insurance benefits is not eligible for parental leave allowance.
- (b) Pursuant to the Supplemental Employment Benefit (SEB) Plan and subject to leave apportionment pursuant to Clause 21.06(b), the parental leave allowance will consist of a maximum of 10 weekly payments, equivalent to the difference between the employment insurance gross benefits and any other earnings received by the employee and 75% of the employee's basic pay.

21.08 Adoption Leave

Upon request and with appropriate documentation, an employee is entitled to adoption leave without pay of up to 17 weeks following the adoption of a child.

21.09 Extension of Leaves

Employees who are entitled to leave pursuant to Clauses 21.04 and 21.06 or Clauses 21.08 and 21.06 shall be entitled to an extended leave of up to an additional six months for health reasons where a doctor's certificate is presented. Such written request must be received by the Employer at least four weeks prior to the expiration of leave taken pursuant to Clause 21.04, 21.06 or 21.08.

21.10 Benefits Continuation

- (a) For leaves taken pursuant to Clauses 21.04, 21.06, 21.08 and 21.09 the Employer shall maintain coverage for medical, extended health, dental, group life and long term disability, and shall pay the Employer's share of these premiums.
- (b) Notwithstanding (a) above, should an employee be deemed to have resigned in accordance with Clause 21.11 the Employer will recover monies paid pursuant to this Clause.

21.11 Deemed Resignation

An employee shall be deemed to have resigned on the date upon which leave pursuant to Clauses 21.04, 21.06, 21.08 or 21.09 commenced unless they advised the Employer of their intent to return to work one month prior to the expiration of the leave or if they do not return to work after having given such advice.

21.12 Entitlements Upon Return to Work

- (a) Notwithstanding Clause 19.04(b), vacation entitlements and vacation pay shall continue to accrue while an employee is on leave pursuant to Clauses 21.04, 21.06 or 21.08 providing the employee returns to work for a period of not less than six months. Vacation earned pursuant to this Clause may be carried over to the following year.

- (b) An employee who returns to work after the expiration of maternity, parental, adoption or extensions to such leaves shall retain the seniority the employee had accumulated prior to commencing the leave and shall be credited with seniority for the period of time covered by the leave.
- (c) On return from maternity, parental, adoption or extensions to such leaves, an employee shall be placed in the employee's former position or in a position of equal rank and basic pay.

21.13 Maternity and/or Parental Leave Allowance Repayment

To be entitled to the maternity and/or parental leave allowances pursuant to Clause 21.05 and/or 21.07, an employee must sign an agreement that they will return to work and remain in the Employer's employ for a period of at least six months after their return to work.

Should the employee fail to return to work and remain in the employ of the Employer for a period of six months, the employee shall reimburse the Employer for the maternity and/or parental leave allowance received under Clauses 21.05 and/or 21.07 above in full.

21.14 Secondment

- (a) Secondment means a process by which the Employer may assign an employee to another agency, board, society, commission, or employer.
- (b) The Employer agrees to make every effort to provide an employee with four weeks' written notice of secondment. Such secondment shall be by mutual agreement between the Employer and the employee.
- (c) The provisions of this Agreement will apply to seconded employees. The agency, board, society,

commission or employer to which the employee is seconded will receive written notice of this Clause and will be provided with copies of relevant agreements.

- (d) The grievance procedure prescribed in Article 9 of this Agreement shall apply to seconded employees with the following modifications:
 - (i) The Employer, in conjunction with the agency, board, society, or commission to which an employee is seconded shall designate an official who shall be considered the locally designated supervisor for purposes of Step 1.
 - (ii) The Employer shall appoint a representative to deal with grievances of seconded employees at Step 2 and shall notify the Union and seconded employees of such designation.
 - (iii) The Union shall appoint a steward for seconded employees and shall notify the Employer of such appointments.

21.15 Leave for Elections

Employees eligible to vote in a federal or provincial election shall have four consecutive clear hours during the hours in which the polls are open in which to cast their ballot.

21.16 Special Leave

- (a) Any employee not on leave of absence without pay shall be entitled to special leave at their regular rate of pay for the following:
 1. Marriage of the employee - three consecutive shifts in a single block.
 2. To attend wedding of employee's child - one shift.
 3. Birth or adoption of the employee's child - one shift.

4. Serious household or domestic emergency - one shift.
 5. Moving household furniture and effects to a new residence if the move is required to be made on a working day up to two shifts per year which may be taken separately or jointly.
 6. To attend their formal hearing to become a Canadian citizen - one shift.
 7. To attend a funeral as a pallbearer or mourner - one-half shift.
 8.
 - (i) In the case of illness or hospitalization of a dependent child of an employee, and when no one at the employee's home other than the employee can provide for the needs of the ill child, the employee shall be entitled, after notifying their supervisor, to use up to a maximum of two days' paid leave at any one time for this purpose.**
 - (ii) The Employer may request a report from a qualified medical practitioner when it appears that a pattern of consistent absence is developing.**
 9. **In the case of serious illness or hospitalization of a spouse or elderly parent of the employee that resides in the employee's residence, when no one other than the employee can provide for the needs of the individual, and, after notifying their supervisor - one day per calendar year.**
- (b) Two weeks' notice is required for leave under subsections 1, 2, 5 and 6.

- (c) For the purpose of subsection 2 through to **9** inclusive, leave with pay will be only for the work day on which the situation occurs.

21.17 Leave for Writing Examinations

Leave of absence with pay shall be granted to allow employees time to write examinations provided:

- (a) the course is approved by the Employer; and
- (b) the successful completion of the examination would result in the maintenance of the required qualification of the job. Employees who do not successfully complete the examination, and who are required to re-write the examination, will not be entitled to the leave of absence with pay for re-writing the examination.

21.18 Leave for Taking Courses

- (a) An employee shall be granted leave with pay to take courses at the request of the Employer.
- (b) An employee may be granted leave without pay, or leave with partial pay, to take courses in which the employee wishes to enroll. **Such leave requests will not be unreasonably denied.**

21.19 Court Time

- (a) The Employer shall grant paid leave to employees other than employees on leave without pay to serve as jurors or witnesses in a court action, provided such court action is not occasioned by the employee's affairs.
- (b) In cases where an employee's private affairs have occasioned a court appearance such leave to attend at court shall be without pay.

- (c) An employee in receipt of regular earnings whilst serving at court will remit to the Employer all monies paid to them by the court, except travelling and meal allowances not reimbursed by the Employer.
- (d) Time spent at court, or related approved interviews by employees in their official capacity, while off duty, shall be paid at one and one-half times their regular rate of pay. Time spent at court, or related approved interviews, by employees in their official capacity, while on duty, shall be with no loss of pay.
- (f) Court actions arising from employment, requiring attendance at court, shall be with pay.
- (g) In the event an accused employee is jailed pending a court appearance, such leave of absence shall be without pay.
- (h) Employees required to attend court whilst on their annual vacation shall be paid at double the regular wage rates established in Schedule A of this Agreement for eight hours for each day or part day of required attendance and will receive an equal number of days off to immediately follow the employee's holidays.
- (i) An employee will be entitled to reasonable time off prior to and/or following an appearance in court when applicable.
- (j) It is understood that for the purpose of this agreement the term "court" shall mean a court of criminal, civil, coroner's court **or EMA Licensing Board**.

21.20 Leave of Absence on Vacation

When an employee qualifies for sick leave, bereavement, or any of the leaves under Clause 21.16 with pay during their vacation period, there shall be no deduction from the

vacation credits for such leave. The period of vacation so displaced shall be taken at a mutually agreed time.

21.21 Other Occupational Activity

- (a) Where a leave of absence without pay is requested for the purpose of engaging in another occupational activity, the granting of such leave shall be at the discretion of the Employer, but where such leave is granted, it may not be extended beyond a three month limit; **provided however, where the requested leave is to obtain employment as a full-time instructor to instruct an approved training program on behalf of a training agency, institute or college, the leave will be for a period of up to five years.**
- (b) **Employees will be returned to their former position, station and shift pattern at the conclusion of the leave. Where required the employee will be provided the opportunity to renew their license.**

21.22 Emergency Leave

Notwithstanding any provision for leave in this Agreement, the Employer may grant leave of absence without pay to an employee requesting such leave for emergency or unusual circumstances. Requests outlining the reasons in writing, preferably in advance, shall be submitted to the Employer for approval. Approval shall not be withheld unjustly.

21.23 General Leave Without Pay

Employees may be granted up to three months leave of absence without pay at the discretion of the Employer and, although such leaves may be extended at three month intervals, they shall not, in any event, exceed 12 consecutive months and it is further agreed that such leaves shall not be unreasonably withheld.

21.24 General Education Leave

Requests for leave of absence without pay and without loss of seniority rights of up to 12 months shall not be unreasonably withheld from employees who wish to upgrade themselves in areas associated with the medical requirements of the Employer.

21.25 Limitation on Certain Leaves of Absence

Employees shall be entitled to a maximum of eight shifts in any one 12 month period for leave taken under Clauses 21.03 and 21.16.

21.26 Critical Incident Stress

- (a) In the event an employee has experienced a critical incident while on duty, the employee may at the unit chief's discretion be released from duty, for the balance of the shift, with pay.
- (b) **The Employer will provide critical incident stress debriefing/ defusing to employees as required.**
- (c) **Employees requiring critical incident stress debriefing/defusing shall suffer no loss of pay while attending CIS sessions.**

22. PAYMENT OF WAGES AND ALLOWANCES

22.01 Calculation of Pay

The hourly rate of pay for an employee shall be calculated by the following formula:

- (a) $365.25 \text{ days per year} \div \text{number of days in a work block} = \text{number of work blocks per year};$
- (b) $\text{the number of work blocks per year} \times \text{the scheduled hours in work block} = \text{annual scheduled hours of work};$

- (c) annual scheduled hours of work \div 12 = monthly scheduled hours of work;
- (d) the monthly salary divided by the monthly scheduled hours of work = the hourly rate of pay.

22.02 Remuneration

The scale of remuneration set out in Schedule A of this Agreement shall apply during the term of this Agreement.

22.03 Pay for Acting Senior Capacity

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

22.04 Service Pay

Employees having completed 10, 15, 20 and 25 years' service seniority with the Employer shall be paid service pay at the rates established in Schedule A of this Agreement.

22.05 Instructors

- (a) Those employees identified by the Employer to act as instructors while performing their normal duties, shall receive \$375 per month in addition to their regular salary on a pro-rata basis for the time spent engaged in such training.
- (b) Instructors 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.

22.06 Educational Policy

Employees who do not have the present basic educational requirements of the Employer may, if they desire, make application to the Employer for financial assistance and shift consideration to enable them to register at a suitable school for the courses needed to acquire the basic educational standards. Financial assistance for registered correspondence courses will also be considered by the Employer.

22.07 In-Service Training Courses

All employees shall be paid for successfully passing in-service training courses at the rates established in Schedule A of this Agreement.

22.08 Subsistence Allowance

Drivers and crew members required to leave their normal response area on duty for periods in excess of five hours shall be paid subsistence allowance at the rates established in Schedule A of this Agreement.

22.09 Vehicle Allowance

The rates of vehicle allowance shall be 34¢ per km. Where vehicle allowance is claimed, car vehicle allowance forms must be completed and attached to the travel voucher. These forms are available at the Employer offices.

22.10 Meal Allowance

(a) The meal allowance rates shall be:

Breakfast	-	\$7.75
Lunch	-	\$9.50
Dinner	-	\$17.75

(b) Employees who are required to be on standby for four hours shall have a meal provided for the first and each subsequent four hour period at the location of the standby.

22.11 C.P.R. Instructor Courses

Upon successful completion of a certified CPR Instructor's course, the Employer shall reimburse the employee for the entry fee where such course is conducted by an agency approved by the Employer.

22.12 Transportation for Duty

Employees who are required to report to a location other than their scheduled ambulance station shall be entitled to transportation from their location at the time of receiving the call to the site where their services are required. If using their own vehicle in the course of responding to or returning from the call, mileage allowance shall be paid in accordance with Clause 22.09.

22.13 Severance Pay

In the event that a substantial reorganization or technological change within the Employer results in employees being declared supernumerary, such employees shall be entitled to severance pay based on years of continuous service as follows:

- (a) for the first year of completed employment, three weeks' current salary;
- (b) for the second year of completed employment, three weeks' current salary;
- (c) for each completed year thereafter, one-half month's current salary.

Notwithstanding the above, an employee will not receive an amount greater than six months' current salary.

22.14 Factoring

Effective November 30, 1997, the hourly rate of pay for

employees working overtime pursuant to Clauses 16.01, 16.02, 16.03, 16.04(c) shall be based on the hourly rate of pay resulting from the shift pattern established by Schedule A 1.01(d)(ii).

23. TRAINING & QUALIFICATIONS

- (a)** In order to ensure the community a high standard of ambulance service at all times, the parties agree that the Employer has the right to maintain or reasonably upgrade the standards of the ambulance service. Accordingly, employees will be required to attend and successfully complete additional training as deemed necessary by the Employer.
- (b)** Where the Employer intends to make a change in the content of a job classification or create a new classification, the Union will be so notified in writing at least 45 days prior to the implementation of such change.
- (c)** Should the Union assert that the change in content or succession of changes in content materially alters the job classification in relation to the rate of pay for the classification, it may so advise the Employer within 45 days of receiving notice pursuant to (b) above.
- (d)** If the parties are unable to agree on the rate of pay for the altered job classification or new classification, the Union may refer the matter within 30 days to a mutually agreed arbitrator who will determine the appropriate rate of pay.
- (e)** Nothing in the foregoing precludes the Employer from implementing a new classification or changes to job classification content, subject to (b) through (d) above.

23.01 Minimum Qualifications Requirements

- (a) It is the responsibility of Paramedics and EMAs to obtain and maintain the appropriate Paramedic and EMA license, as determined by the Commission, in accordance with the *Health Emergency Act*.**
- (b) Dispatchers are required to be in possession of the necessary qualifications as determined by the Commission.**
- (c) License maintenance will be by Continuing Medical Education (CME) relevant to the license level and as described in Clause 23.07.**
- (d) All employees employed by the Employer, at the date of signing of the 12th Collective Agreement, who are required to provide pre-hospital care, shall be provided the opportunity for training to the appropriate Paramedic level, within five years of the date of ratification of the 12th Collective Agreement.**

23.02 EMA III

Deleted date of signing of 12th Collective Agreement

23.03 Pay While Attending Training Courses and Examinations

- (a) Training courses required for license maintenance shall be paid on a salary maintenance basis. Such courses will be scheduled without reference to employee work schedules.**
- (b) 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.

- (c) Where the Employer posts for Paramedic 3 training positions pursuant to Clause 13.05, such training courses shall be paid on a salary maintenance basis. Such courses will be scheduled without reference to employee work schedules.**
- (d) Other required in-service training attended on days off shall be paid at straight time rates, with the employee having the option to take compensation in either pay or mutually agreed to time off.**
- (e) Employees occupying supervisory positions who have not completed the appropriate supervisory course will be provided such training course and shall be paid on a salary maintenance basis. Such courses will be scheduled without reference to employee work schedules.**

23.04 Expenses While Attending Training Courses and Examinations

All expenses involved in **license maintenance** shall be paid by the Employer **where such training is provided pursuant to Clause 23.03**. The Employer agrees that sufficient time off will be afforded employees in order to maintain their qualifications.

23.05 Examinations

Deleted date of signing of 12th Collective Agreement

23.06 Training Programs Committee

Deleted date of signing of 12th Collective Agreement

23.07 Continuing Medical Education (CME)

CME is a requirement for license maintenance. CME is delivered in five year cycles including an annual

assessment and workshop. Professional development, education, and training are the foundations of the structure of CME. This may include:

- ◆ **Individual structured review of practice (home assignment)**
- ◆ **Peer feedback when required, on home assignment**
- ◆ **Practical skills review**
- ◆ **Peer developed and presented simulations**
- ◆ **Lectures**

Employees must achieve a satisfactory assessment in all components. It is understood that "satisfactory assessment" does not include a process of routine periodic formal testing. Rather, the intention is that CME will be an ongoing educational process; that is to say, the normal continuing education model. Accordingly, "satisfactory assessment" is intended to mean that the employee will meet reasonable expectations in terms of attendance and participation. In unusual cases, where an employee is not meeting such expectations, other streams of assessment may be required.

The Employer will seek the appropriate regulatory framework for the implementation of the parties' mutual intent as stated above.

The Employer will develop the necessary and reasonable criteria and administrative procedures to give effect to this process. The Employer undertakes that CME will be operational by August 1, 2001. In the meantime, the Employer will seek license extensions as may be necessary.

23.08 Paramedic Licensing - Dispatchers

- (a) **Employees working as Dispatchers prior to April 1, 2000 will be afforded the one time option to be licensed and continue relicensing to the**

Paramedic 1 level in accordance with Clause 23.03. If such employees currently hold a **Paramedic 2 or 3** license they will be afforded the opportunity to requalify to this level should they bid back to crew.

- (b) Dispatchers who do not opt initially for continuing **Paramedic 1** relicensing and who choose to do so in the future, may still take **Paramedic 1** relicensing on their own time and expense.
- (c) **Dispatchers may exercise their service seniority rights pursuant to Clause 13.01(d) only where they are licensed to the appropriate Paramedic level.**

23.09 EMA/FA Qualification

- (a) **It is recognized there may be circumstances where it is necessary for employees to be licensed at the EMA/FA level.**
- (b) **Utilization of the EMA/FA level will be limited to Ambulatory Patient Vehicle positions.**
- (c) **Clause 13.01(d) shall not apply to APV positions.**

23.10 EMA I Qualification

- (a) **Utilization of the EMA 1 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 Clause 13.01(d).**

24. EMPLOYEES BENEFITS

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 100%.
- (c) Plan B Prosthetic appliances and Crown and Bridge procedures shall be included; the percentage of payment for services shall be **65%**.
- (d) Plan C Orthodonture shall be included; the percentage of payment for services shall be 50%. An employee is eligible for orthodontic services under Plan C after **six** months participation in the Plan. Orthodontic services are subject to a lifetime maximum of **\$3,000** per patient.

***24.02 Medical Insurance**

- (a) All employees shall participate in the Medical Services Plan of British Columbia and the Employer shall pay all premiums.
- * (b) All employees shall participate in the Medical Services Association (MSA), Extended Health Benefits Plan or its equivalent, and the Employer shall pay all premiums.

24.03 Group Insurance

All employees shall participate in a group insurance plan providing the following benefits and the Employer shall pay all premiums:

- (a) An amount equal to two times regular annual salary up to a maximum of \$80,000 will be paid an

employee's beneficiary on death from any cause.

(b) Accidental Death and Dismemberment Insurance

An additional amount equal to two times regular annual salary up to a maximum of \$80,000 will be paid an employee's beneficiary in the event of death, or the amount specified in the insurance policy be paid the employee in the event of dismemberment or loss of sight, when death, dismemberment or loss of sight is the direct result of a non-compensable accident.

(c) Effective at the earliest possible time, voluntary enrolment in spousal life insurance by payroll deduction will be implemented at the rates established by the carrier.

(d) The Employer will provide all employees with coverage under the Air Travel Insurance Policy administered by the Government of the Province of British Columbia.

(e) The Employer and the Union agree to implement an Advanced Payment Program for the terminally ill.

24.04 Workers' Compensation Board Claim

(a) Where an employee is on a claim recognized by the Workers' Compensation Board while the employee was on Employer business, the employee shall be entitled to leave, at their regular rate of pay, up to a maximum of 182 calendar days for any one claim. Where an employee elects to claim leave with pay under this Clause, the compensation payable by the Workers' Compensation Board shall be remitted to the Employer.

(b) For the purposes of this Clause, "regular rate of pay" will be the employee's pre-injury "normal net take-home pay".

- (c) Employees who are engaged in demonstrations, displays or public relations sanctioned by the Employer and are in uniform, shall be covered for Workers' Compensation claims.

24.05 Death in Service

- (a) When an employee dies, the period for which salary shall be paid during the month in which death occurs shall be deemed to be the full month.
- (b) Payment shall be made to the spouse or the estate for vacation leave accrued by the deceased employee to date of death.
- (c) Where an employee dies while in the employ of the Employer, the following amounts shall be paid to the dependent or dependants, to be determined as recorded by the Employer:

One month salary for each year of continuous service up to a maximum of six months salary.

- (d) Coverage for medical and dental benefits for dependants will continue up to and including the last day of the month following the month in which the employee dies.

24.06 Registered Supplemental Retirement Plan and Health and Benefit Plan

These Plans are established and maintained in recognition of the limitations of retirement savings plans, as an alternative to accumulated sick time. They are intended to assist employees to retire prior to normal retirement age.

- (a) The Employer shall pay 2.75% of regular salary of employees covered by this Agreement to the Trustees of the Registered Supplemental Retirement Plan.

- (b) If an employee is absent from work by reason of illness or accident the Employer shall contribute the same percentage of the amount the employee would have earned if available for normal duty.
- (c) The Employer shall pay contributions for pay periods ending in a calendar month by the 20th day of the following month.
- (d) The Union will establish and maintain the Registered Supplemental Retirement Trust and Health and Benefit Trust by Trust Agreements between the Union and Trustees appointed by the Union who shall oversee and administer all trust funds.
- (e) The Union on behalf of itself and its members, will indemnify and save harmless the Employer, the Province of British Columbia, its Ministers, employees, servants, agents and officers, including the Superannuation Commissioner as defined under the *Pension (Public Service) Act* of British Columbia, from and against all claims, demands, losses, damages, costs, actions, suits, debts, accounts, fines, penalties, expenses and other proceedings made against or incurred, suffered or sustained by any of them at any time or times (whether before or after the expiration or sooner termination of this Collective Agreement) where the same or any of them are based upon or arise out of or from:
 - (i) the creation, operation, or termination of the Canadian Union of Public Employees Local 873:
 - (1) Registered Supplemental Retirement Plan;
 - or
 - (2) Health and Benefit Plan;
 - (ii) the termination of the Canadian Union of Public Employees Local 873's Mandatory Retirement

Savings Plan; or

- (iii) anything done or omitted to be done in relation to the above mentioned plans, including any failure to comply with applicable federal or provincial legislation, by the Union or any Trustee of the above mentioned plans;

except that this indemnity will not release the Employer from its obligations to make the contributions required under this Article.

24.07 Employee Assistance Program

An Employee Assistance program shall be provided. The Employer funded program will be monitored by the Rehabilitation Committee established pursuant to Clause 24.09.

24.08 Ill Health Retirement

An employee who is superannuated or retired on account of ill health at, or after the age of 55 years or after 30 years' continuous service shall be granted full vacation leave even though they have not completed a full working year.

24.09 Rehabilitation Committee

- (a) The Employer and the Union agree to a Rehabilitation Committee **compromising of four persons, two appointed by the Union and two appointed by the Employer.**
- (b) **Committee members appointed by the Union will be granted time off without loss of basic pay for the purpose of attending meetings of the Committee and performing Committee approved business.**
- (c) **The Committee is limited to reviewing alternate employment opportunities for employees deemed totally disabled or partially disabled by the**

Employer and therefore unable to perform their normal duties.

- (d) **The Committee may make non-binding recommendations to the Employer and Union as to possible alternate employment opportunities for employees.**

24.10 Benefit Plans Effective Date

Enrolment in all benefit plans will be effective from the first day of the month immediately following the completion of the qualifying period, if any. This shall apply to:

- Short Term Disability Income Insurance
- Long Term Disability Insurance
- Dental Plan
- Medical Services Plan
- Extended Health Benefits Plan
- Group Life Plan
- Accidental Death and Dismemberment Insurance

24.11 Employer Liability

The Liability of the Employer in the provision of benefits under this Article is limited to the terms and conditions outlined in the appropriate contracts entered into with various carriers **at the date of signing of this Agreement** as well as any agreed to or negotiated changes; **provided however, that employees on benefits as of the date of signing of the 12th Collective Agreement shall continue to be eligible for benefits according to the terms and conditions of the insurance contracts at the time the benefit entitlement arose.**

25. TECHNOLOGICAL AND OTHER CHANGES

25.01 Technological Change

- (a) **In this Agreement “technological change” means**

any change in:

- (i) the introduction of equipment, material or process different in nature, type or quantity from that previously utilized;**
 - (ii) the location at which the work, undertaking or business operates in the work, undertaking or business carried on by the Employer including any change in function performed and including the removal of any part of the work undertaking or business.**
- (b) A joint committee comprised of four members, two appointed by the Employer and two by the Union shall be established to discuss matters of concern respecting technological change as defined in (a) above.
- (c) Employees who are assigned by the Employer to work with the new technology defined in Clause 25.01(a) shall receive a period of training and familiarization. Employees involved in training under this Article shall have their salaries maintained for the period of training. Where the employee cannot meet job requirements upon completion of the training and familiarization period, the employee shall be offered the opportunity to be retrained for another position with the Employer or the severance pay provisions of Article 14.
- (d) Should an employee opt to be retrained for another position with the Employer and be unable to meet the job requirements, they will be entitled to the severance pay provisions of Article 14.

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) Female Dispatchers may take as an option one skirt in lieu of one pair of trousers.
- (c) All employees shall be responsible for the normal upkeep of their uniform as per Clause 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 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 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 Provincial Joint Labour-Management Committee.

(f) Such other items of uniform that may be required shall be mutually agreed to by the Provincial Joint Labour-Management Committee.

(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 Provincial Joint Labour-Management Committee.

(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 \$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.

26.02 Uniform Maintenance

- (a) All damage to clothing and equipment incurred in the course of duty shall be assumed and made good by the Employer where an employee can produce satisfactory evidence as to the manner of damage.
- (b) All employees shall be responsible for the normal upkeep and cleanliness of their uniforms, but in the event that the uniform becomes abnormally soiled during the normal course of duty, the employee shall be reimbursed for cleaning expenses by the Employer upon presentation of receipts. The Employer shall also be responsible for the cost of cleaning uniforms in the amount of \$18 per month and is to be paid monthly. Such cleaning allowances shall be paid during periods of uninterrupted service only.

***26.03 Personal Appearance**

Uniformed personnel must be clean and neat in appearance while on duty.

27. MINIMUM STATION EQUIPMENT

27.01 Minimum Equipment

- (a) The Employer agrees that current standards for ambulance stations maintained by the B.C. Buildings Corporation will be made available at each station. Changes and modifications made from time to time in future to such standards will be made available to the Union for their information. It is understood that the Employer will endeavour to replace or update the current stations whenever possible and appropriate.
- (b) Where crew quarters are staffed on a daily and continuous basis in whole or in part by full-time personnel, the Employer shall provide for such crew quarters and dispatch quarters the items listed below:
 - (i) a bulletin board;
 - (ii) necessary cleaning agents for toilet and personal washing facilities;
 - (iii) in the case of crew quarters staffed on a 24 hour per day basis, beds and the necessary linen, bedside tables, and a laundry service for the linen;
 - (iv) such other alternative or additional furnishings in relation to the available space as may be mutually agreed to;
 - (v) In the event BCBC does not supply the following items of furniture, then the Employer will provide:
 - 1. refrigeration facilities;
 - 2. lockers;
 - 3. kitchen chairs and a table;
 - 4. cooking facilities.

(c) Coverall Issue

- (i) The Employer agrees to supply an individual coverall issue to employees.
- (ii) It shall be the responsibility of the employees to maintain, clean, and repair such coveralls.
- (iii) Replacement of coveralls will be made upon surrender of the worn coveralls and proof that replacement is a result of normal wear.

28. GENERAL CONDITIONS

28.01 Compliance with Administrative Regulations

- (a) All members of the service are required to conform to any regulations agreed to by the Union and issued by the Employer.
- (b) Existing regulations shall be attached to and become part of the Emergency Health Services Commission Policy and Procedure Manual and new regulations introduced during the term of the Agreement, if agreed to, will be attached as a supplement to the aforesaid regulations and will become a part of the Policy and Procedure Manual.

28.02 Actions of Patients

When employees transport patients in their own or Employer vehicles in the course of their duties, such employees shall not be held responsible for acts committed by such patients.

28.03 Civil Actions

Where the Provincial Joint Labour-Management Committee considers that there has not been flagrant or wilful negligence on the part of an employee:

- (a) The Employer agrees not to seek indemnity against an

employee whose actions resulted in judgement against the Employer.

- (b) The Employer agrees to pay any judgement against an employee arising out of the performance of the employee's duties.
- (c) The Employer also agrees to pay any legal costs incurred in the proceedings in Clause (b) above.

28.04 Criminal Actions

Where an employee is charged with an offence resulting directly from the proper performance of their duties and is subsequently found not guilty, the employee shall be reimbursed for reasonable legal fees.

28.05 Personal Articles

- (a) Upon submission of reasonable proof, the Employer will repair or indemnify with respect to damage to the chattels of an employee while on duty caused through the normal and proper performance of duties; provided that such personal property be articles of use or wear of a type suitable for use or wear while on duty.
- (b) The Employer will reimburse the employee to a maximum of \$100 for items of jewellery lost or damaged as outlined in Clause 28.05(a).

28.06 No Cessation of Work

- (a) No employee shall strike during the term of this Collective Agreement and no person shall declare or authorize a strike of those employees during that term. A strike is defined as per Section 1 of the *Labour Relations Code of B.C.*
- (b) The Employer shall not, during the term of this

Collective Agreement, lock out an employee bound by this Collective Agreement.

28.07 Long Distance Calls

Unless a physician specifies that a Paramedic is not required, then all long distance calls will include Paramedics, excepting in those circumstances where Paramedics are not available.

28.08 Copies of Agreement

The Employer and the Union will share equally in the cost of printing the Agreement and shall provide the Union with sufficient copies for circulation among its members.

28.09 Union Insignia

- (a) The recognized insignia of the Union shall include the designation "CUPE". This designation shall, at the employee's option, be placed on stenography typed by a member of the Union. This designation shall be placed below the signatory initials on typewritten correspondence.
- (b) The Union agrees to furnish to the Employer one Union label, for each station, of mutually acceptable size and format. Placement of such label will be by mutual agreement.

29. OCCUPATIONAL HEALTH & SAFETY

29.01 Statutory Compliance

The Union and the Employer agree that regulations made pursuant to the *Workers Compensation Act*, or any other statute of the Province of British Columbia pertaining to the working environment, shall be fully complied with.

29.02 Provincial Joint Occupational Health & Safety Committee

- (a) There shall be established a Joint Committee composed of two representatives of the Employer and two representatives of the Union. The Committee's responsibility will be as outlined in the *Workers Compensation Act* and Occupational Health and Safety Regulation as well as to review reports and matters referred by **District** Occupational Health and Safety Committees. The Provincial Committee may make recommendations to the Joint Labour Management Committee regarding Occupational Health and Safety matters.
- (b) Employees who are representatives of the Committee shall not suffer any loss of basic pay for the time spent attending a Committee meeting.
- (c) **Committee meetings as directed by the Employer shall be scheduled during normal working hours whenever practicable. Time spent by designated Committee members attending meetings held on their days of rest or outside their regularly scheduled hours of work shall not be considered time worked, but such Committee members shall receive pay at straight time rates for time spent on Committee business.**

29.03 District Occupational Health & Safety Committees

- (a) **The District Occupational Health and Safety Committee membership will be comprised of not less than two Union representatives and two Employer representatives. The Provincial Occupational Health and Safety Committee will review the size of each individual district committee biannually.**

- (b) The Employer will function in accordance with the *Workers Compensation Act* and Occupational Health & Safety Regulation, and will participate in developing a program to reduce risk of occupational injury and illness.**
- (c) Employees who are representatives of the Committee shall not suffer any loss of basic pay for the time spent attending a Committee meeting and conducting other committee business.**
- (d) Committee meetings as directed by the Employer shall be scheduled during normal working hours whenever practicable. Time spent by designated Committee members attending meetings held on their days of rest or outside their regularly scheduled hours of work shall not be considered time worked, but such Committee members shall receive pay at straight time rates for time spent on Committee business.**
- (e) Other Committee business as directed by the Employer and in accordance with (c) above shall be scheduled during normal working hours whenever practicable. When no other Union designated Committee member or Union designated employee is available, time spent by employees attending to this Committee business on their days of rest or outside their regularly scheduled hours of work shall not be considered time worked but such employees shall receive pay at straight time rates for time spent on Committee business.**
- (f) Designated committee members who are required to attend committee meetings outside of their geographic location shall be entitled to compensation pursuant to Clauses 22.09 and 22.10.**

29.04 Safety and Health - Joint Labour-Management Committee

The Union and the Employer agree that those matters raised for discussion under this Clause that fall properly within the terms of reference outlined in Clause 8.05(f) shall be dealt with by the Provincial Joint Labour-Management Committee.

29.05 Reports

The Provincial Joint Labour-Management Committee shall have full access to Accident Investigation Reports as required by the **Occupational** Health and Safety Regulations of the Workers' Compensation Board of B.C.

29.06 Information

The Provincial Joint Labour-Management Committee shall make available to all stations the safety and health problems encountered and the solutions to those problems in order that other stations can correct such problems.

30. PRESENT CONDITIONS AND BENEFITS

30.01 Continuation of Acquired Rights

Save as herein contained, all reasonable privileges and concessions enjoyed by either party prior to the signing of this Agreement shall continue in full force and effect and shall not be affected by this Agreement.

31. GENERAL

***31.01 Plural Terms May Apply**

Wherever the singular is used in this Agreement, the same shall be deemed to include the plural wherever the context so requires.

31.02 Human Rights Act

The parties hereto subscribe to the principles of the *Human*

31.03 Harassment

- *(a) The Union and the Employer recognize the right of employees to work in an environment free from harassment. The Employer shall take such actions as are necessary respecting an employee engaging in harassment.

- (b) "Workplace Harassment" is defined as one or a series of incidents involving unwelcome comments or actions which may concern a person's race, colour, ancestry, place of origin, religion, marital status, physical or mental disability, age, sex, or sexual orientation or similar personal characteristic:**
 - (i) when such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offence or humiliation to any person or group;**
 - (ii) when submission to such conduct is made either implicitly or explicitly a condition of employment;**
 - (iii) when such conduct has the purpose or the effect of interfering with a person's work performance, or creating an intimidating, hostile or offensive work environment.**

- (c) Workplace harassment does not include actions occasioned through the exercise, in good faith, of the Employer's managerial and supervisory rights and responsibilities.**

- (d) "Sexual Harassment" is defined as one or a series of incidents involving unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature:**

- (i) when such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offence or humiliation to another person or group;**
 - (ii) when submission to such conduct is made either implicitly or explicitly a condition of employment;**
 - (iii) when such conduct has the purpose or the effect of interfering with a person's work performance or creating an intimidating hostile or offensive work environment.**
- (e) Types of behaviour which constitutes sexual harassment include, but are not limited to:**
- (i) jokes of a sexual nature that are clearly embarrassing or offensive, especially when such jokes are told or carried out after the joker has been advised that they are embarrassing or offensive;**
 - (ii) leering;**
 - (iii) the display of offensive material of a sexual nature;**
 - (iv) sexually degrading words used to describe a person;**
 - (v) derogatory or degrading remarks directed towards members of one sex or one sexual orientation;**
 - (vi) sexually suggestive or obscene comments or gestures;**
 - (vii) unwelcome sexual flirtations, advances, or propositions;**

- (viii) unwelcome inquiries or comments about a person's sex life;**
 - (ix) persistent unwanted contact or attention after the end of a consensual relationship;**
 - (x) requests for sexual favours;**
 - (xi) unwanted touching;**
 - (xii) verbal abuse or threats; and**
 - (xiii) sexual assault**
- (f) Complaint Procedure**

- (i) This Clause does not preclude an employee from filing a complaint under Section 13 of the *B.C. Human Rights Code*, however, an employee shall not be entitled to duplication of process. An employee making a complaint of harassment must choose to direct a complaint to either the B.C. Council of Human Rights or to the process specified in Clause 31.03. In either event, a complaint of harassment, if included as an element of a grievance shall not be pursued through the process identified in Clause 31.03.**
- (ii) The employee may submit a written complaint to the Executive Director and President of the Union, providing full particulars of the allegation, including the name(s) of the individual(s) involved, the pertinent date(s), and the wrongdoing which is alleged to have occurred.**
- (iii) Upon receipt of a written complaint, and subject to (ii) above, the Executive Director and President of the Union will request**

John McConchie, or a mutually agreed alternate, to conduct an investigation.

- (iv) A complaint filed under this Clause will be dealt with in a confidential manner.**
- (v) An employee who files a written complaint which would be seen by a reasonable person to be frivolous, vindictive or vexatious may be subject to disciplinary action. Disciplinary action taken may be grieved pursuant to Article 9--Grievance Procedure.**
- (vi) The Investigator will have the same powers as an arbitrator. The Union and Employer will share equally in the payment of fees and expenses of the Investigator.**
- (vii) The Investigator will be requested to complete their investigation within thirty (30) days, and will provide a copy of the investigation to the Employer, Union and complainant.**
- (viii) The Investigator has no authority to amend the Collective Agreement, nor to make recommendations with respect to systemic issues. The recommendations of the Investigator will be for the purpose of resolving the complaint between the complainant and respondent(s), only. Such recommendations will be implemented by the Employer and will constitute a final resolution of the complaint, binding on all parties.**

31.04 Future Legislation

In the event that any future legislation renders null and void or materially alters any provision of this Agreement, the remaining provisions shall remain in effect for the term

of the Agreement, and the parties hereto shall negotiate a mutually agreeable provision to be substituted for the provision so rendered null and void or materially altered.

32. TERM OF AGREEMENT

32.01 Term of Agreement

This Agreement shall be for a term of **60** months with effect from the 1st day of April **2000**, to the 31st day of March **2005**, both dates inclusive and shall remain in full force and effect from year to year thereafter unless either party, within four months immediately preceding the expiry date of this Agreement or before the 31st day of December in any subsequent year, gives to the other party written notice of desire to terminate or amend such Agreement and furnishes particulars of any changes or amendments desired to the other party on or before the 31st day of December in the year in which notice is given hereunder.

32.02 Negotiations Beyond Term of Agreement

If negotiations extend beyond the termination date of this Agreement, both parties shall adhere fully to the provisions of this Agreement during the period of bona fide collective bargaining.

32.03 Sec. 50(2) and (3) of LRC Not Applicable

It is agreed that Section 50(2) and (3) of the *Labour Relations Code* of British Columbia is not applicable to this Collective Agreement.

32.04 Effective Date of Agreement

The provisions of this Agreement, except as otherwise specified, shall come into force and effect on the date of signing.

33. THE TERMS AND CONDITIONS OF EMPLOYMENT FOR PART-TIME EMPLOYEES WILL BE IN

ACCORDANCE WITH SCHEDULE F

IN WITNESS THEREOF the Union has caused these presents to be signed by its authorized officers on its behalf and the Employer has caused these presents to be signed by its officers and in the presence of:

FOR THE UNION:

John Strohmaier
President

Robin Jones
National Representative

FOR THE EMPLOYER:

Paul Gotto
Acting Executive Director

Fred Platteel
Assistant Executive Director

Kelly Murphy
Superintendent

Tony Arimare
Director, Labour Relations
and Human Resources

Sandra Noel
Manager, Employee Services
and Labour Relations

Greg Wood
Director, Negotiation Services
PSERC

DATED THIS __ day of _____ **2001**, A.D., at Victoria
in the Province of British Columbia

SCHEDULE A

A1. WAGES AND SHIFTS

A1.01 Shifts

(a) Employer Aim

The aim of the Employer is to maintain the current number of two platoon ambulance crews in the Province, and that additional two platoon 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 ambulance calls.

(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 part-time 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) Possible Shift Patterns

(i) **Alpha** - the two platoon shift pattern.

(ii) **Delta** - five seven hour shifts per seven day block; each shift to end on or before **2000** hours.

(iii) **Echo** - four scheduled 10 hour shifts each seven day block.

- (iv) **Bravo, Bravo/Charlie** - four 11 hour day shifts followed by four days off; or two 11 hour day shifts, followed by two 11 hour afternoon shifts, followed by four days off; each shift to conclude on or before **0200** hours.
- (v) **Alpha - two 12 hour day shifts followed by two 12 hour night shifts, followed by four days off.**

(e) 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) Day shifts only of five seven hour shifts per week.
- (ii) A 10 day cycle of four 12½ hour shifts followed by six days off.
- (iii) An eight day cycle of four 10 hour shifts followed by four days off.
- (iv) A 14 day cycle of three 10 hour shifts followed by four days off and then four 10 hour shifts followed by three days off.

(f) 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.

(g) **Irregularly Scheduled Employees**

- (i) Notwithstanding (d) and (e) above, employees designated as "full-time irregularly scheduled" shall not have an established shift pattern.

- (ii) The Employer will maximize the number of irregularly scheduled employees in each post based on the historic need for shift coverage. Where irregularly scheduled employees are required to be scheduled, predictable work (e.g. annual vacations, training) will be assigned to all irregularly scheduled employees on an equitable basis.**
- (iii) The balance of the irregularly scheduled employees 100% availability will be scheduled with unpredictable vacancies.**
- (iv) Irregularly scheduled employees will be scheduled and paid in accordance with the established 56 and 70 day cycles.**
- (v) Employees are to be kept on a platoon, if possible. Where an employee is assigned to another platoon, such employees will be provided at least 48 hours notice.**
- (vi) Unpredictable work will be assigned in order of service seniority with as much advance notice as is possible.**
- (vii) Irregularly scheduled employees in multi-station posts will be scheduled by platoon where feasible. To ensure 100% utilization, employees not assigned work will report to a predetermined location consistent with their platoon. Employees will then be assigned work.**
- (h) Hourly Rate Adjustment**

 - (i) Employees working the Alpha shift pattern will receive an hourly rate adjustment for all hours as follows:**

April 1, 2001 – 40 hour work week rate (Echo)

**April 1, 2002 – 38.5 hour work week rate
(Bravo)**

October 1, 2003 – 37.5 hour work week rate

March 31, 2005 – 36 hour work week rate

- (ii) Employees working the Echo shift pattern will receive an hourly rate adjustment for all hours as follows:**

**April 1, 2002 – 38.5 hour work week rate
(Bravo)**

October 1, 2003 – 37.5 hour work week rate

March 31, 2005 – 36 hour work week rate

- (iii) Employees working the Bravo shift pattern will receive an hourly rate adjustment for all hours as follows:**

October 1, 2003 – 37.5 hour work week rate

March 31, 2005 – 36 hour work week rate

- (iv) Hourly rate adjustments shall be in accordance with those rates recorded in Schedule B.**

A1.02 Wages

The salary of an employee shall be determined by adding the value of the applicable bi-weekly rates established in Schedule A1.02(b)-(f), Schedule A1.02(g)--*Supervisory Pay* and Schedule A1.02(h)--*Service Pay*.

- (a) Effective April 1, 2000, a 1% lump sum payment will be paid to employees, based on the employee's April 1, 2000 - March 31, 2001 earnings excluding allowances (e.g. Supervisory pay and instructor's allowance).**

(b) Effective April 1, 2000 (2% general wage increase)

	0 base	1 year	2 year	3 year
Paramedic 3	\$2030.04	\$2140.72	\$2238.12	\$2269.08
Paramedic 2	\$1538.65	\$1646.49	\$1754.33	\$1873.67
Paramedic 1	\$1493.46	\$1601.31	\$1709.14	\$1828.48
EMA1	\$1401.72	\$1509.56	\$1617.39	\$1736.73
EMA/FA	\$1040.44	\$1149.31	\$1257.14	\$1376.48
Dispatcher	\$1538.65	\$1826.23	\$1934.06	\$2053.40

(c) Effective April 1, 2001 (2.5% general wage increase)

	0 base	1 year	2 year	3 year
Paramedic 3	\$2080.79	\$2194.23	\$2294.07	\$2325.81
Paramedic 2	\$1577.12	\$1687.66	\$1798.19	\$1920.51
Paramedic 1	\$1530.80	\$1641.34	\$1751.87	\$1874.20
EMA1	\$1436.76	\$1547.30	\$1657.83	\$1780.15
EMA/FA	\$1066.45	\$1178.04	\$1288.57	\$1410.89
Dispatcher	\$1577.12	\$1871.88	\$1982.41	\$2104.74

(d) Effective April 1, 2002 (2.5% general wage increase)

	0 base	1 year	2 year	3 year
Paramedic 3	\$2132.81	\$2249.09	\$2351.42	\$2383.95
Paramedic 2	\$1616.54	\$1729.85	\$1843.14	\$1968.52
Paramedic 1	\$1569.07	\$1682.38	\$1795.67	\$1921.05
EMA1	\$1472.68	\$1585.98	\$1699.28	\$1824.66
EMA/FA	\$1093.11	\$1207.49	\$1320.78	\$1446.16
Dispatcher	\$1616.54	\$1918.68	\$2031.98	\$2157.36

(e) Effective 12:01 am April 1, 2003, an adjustment equal to 1% of the wage rate for each 1% increase in the Consumer Price Index for the twelve month period preceding the date of the adjustment (i.e.

February 2002 to February 2003) shall be added to and form part of the wage rates on the salary grids in Schedule A of the 12th Collective Agreement between the parties. The adjustment shall be pro-rated for increases in the Consumer Price Index of less than 1%.

Should the Consumer Price Index in its present form and on the same basis as the Consumer Price Index Base become unavailable, the Parties shall negotiate an alternative formula. If agreement is not reached, the Parties shall request Statistics Canada to provide the appropriate conversion or adjustment which shall be applicable as of the appropriate adjustment date.

In the event Statistics Canada does not issue the Consumer Price Index on or before the applicable adjustment date, any adjustment required will be made during the first pay period after publication of the Consumer Price Index, retroactive to the applicable adjustment date. No adjustment shall be made because of any revision which may later be made in the published Consumer Price Index. If the Consumer Price Index falls below the Consumer Price Index Base, there shall be no adjustment.

***“Consumer Price Index”* – the Consumer Price Index – British Columbia – all items (1992 = 100).**

***“Consumer Price Index Base”* – the Consumer Price Index for the month previous to the relevant calculated period.**

- (f) Effective 12:01 am April 1, 2004, an adjustment equal to 1% of the wage rate for each 1% increase in the Consumer Price Index for the twelve month period preceding the date of the adjustment (i.e. February 2003 to February 2004) shall be added to and form part of the wage rates on the salary grids in Schedule A of the 12th Collective Agreement**

between the parties. The adjustment shall be pro-rated for increases in the Consumer Price Index of less than 1%.

Should the Consumer Price Index in its present form and on the same basis as the Consumer Price Index Base become unavailable, the Parties shall negotiate an alternative formula. If agreement is not reached, the Parties shall request Statistics Canada to provide the appropriate conversion or adjustment which shall be applicable as of the appropriate adjustment date.

In the event Statistics Canada does not issue the Consumer Price Index on or before the applicable adjustment date, any adjustment required will be made during the first pay period after publication of the Consumer Price Index, retroactive to the applicable adjustment date. No adjustment shall be made because of any revision which may later be made in the published Consumer Price Index. If the Consumer Price Index falls below the Consumer Price Index Base, there shall be no adjustment.

“Consumer Price Index” – the Consumer Price Index – British Columbia – all items (1992 = 100).

“Consumer Price Index Base” – the Consumer Price Index for the month previous to the relevant calculated period.

(g) Supervisory Pay

Effective April 1, 2000 (2% increase):

	Bi-weekly
Dispatcher 3	\$35.95
Charge Dispatcher	\$235.13
Unit Chief	\$235.13

District Supervisor	\$293.78
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Effective April 1, 2001 (2.5% increase):

	Bi-weekly
Dispatcher 3	\$36.84
Charge Dispatcher	\$241.01
Unit Chief	\$241.01
District Supervisor	\$301.12

Effective April 1, 2002 (2.5% increase):

	Bi-weekly
Dispatcher 3	\$37.77
Charge Dispatcher	\$247.03
Unit Chief	\$247.03
District Supervisor	\$308.65

(h) Service Pay

Effective April 1, 2000 (2% increase):

Years Completed	Bi-weekly
10	\$17.96
15	\$35.95
20	\$53.92
25	\$71.90

Effective April 1, 2001 (2.5% increase):

Years Completed	Bi-weekly
10	\$18.41
15	\$36.84
20	\$55.27

25	\$73.70
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Effective April 1, 2002 (2.5% increase):

Years Completed	Bi-weekly
10	\$18.87
15	\$37.76
20	\$56.65
25	\$75.54

- (i) **Regional Quality Improvement Coordinators**
Incumbents in these positions will be paid at the relevant base pay pursuant to A1.02 for the position plus \$230.52/bi-weekly (effective April 1, 2000 - \$235.13; effective April 1, 2001 - \$241.01; effective April 1, 2002 - \$247.04).
- (j) **Classification Changes**
Employees moving from one classification to another (except for Dispatch) will receive the rate of pay (increment level) which is closest to and higher than the wage rate they were receiving.
- (k) **On-Car to Dispatch**
Employees who transfer from crew to dispatch shall maintain a maximum of the Paramedic 2 salary until the level of dispatch salary equals or exceeds their crew salary.

A2. DISPATCHERS

A2.01 Classification

There will be four classes of Dispatcher:

- (a) **Probationary**
 - (i) New employees subject to probation as set out in this Agreement.

- (ii) **Upon completion of training, Dispatchers** will be subject to a six month probationary period during which time they may be reclassified to crew status if adjudged unsatisfactory.

- (b) Dispatcher
Probationary Dispatchers who complete their probation satisfactorily will be classified as Dispatcher.

- (c) Dispatcher 3
In those centres that employ more than one Employer Dispatcher on any shift, the most senior Dispatcher on the shift will be classified as a Dispatcher 3 for the duration of the shift, excepting where a Charge Dispatcher is on duty in that Dispatch Centre.

- (d) Charge Dispatcher
For each dispatch position at a centre that is staffed on a 24 hour basis by Employer Dispatchers there shall be one Dispatcher designated as a Charge Dispatcher and where more than one dispatch position is staffed on a 24 hour basis, it is agreed that Charge Dispatchers will not work the same positions in the shift cycles. Region 2 shall not have less than five Charge Dispatchers.

A3. SUBSISTENCE ALLOWANCES

A3.01 Subsistence Allowances

It is agreed that crew members required to leave their post responding area for a period in excess of five hours and up to eight hours shall be paid an allowance of \$8.60, and crew members required to leave their normal post area for a period in excess of eight hours and up to 12 hours shall be paid an allowance of \$14.45 and for a period in excess of 12 hours in any one calendar day, each crew member shall be paid a sum total of \$28.40, 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.

A3.02 Meal Allowances

Employees attending courses at the request of the Employer whose normal work station and residence is outside a 32 km radius of the address where the course is being held, shall be paid mileage in accordance with Clause 22.09, and meals in accordance with Clause 22.10, unless meals are provided, in which case the allowance will be reduced by the amounts outlined in Clause 22.10 for the meals provided. Employees within a 32 km radius of the address where the course is being held, will be provided with a lunch or the appropriate meal allowance at the Employer's discretion.

A4. SUPERVISORY AUTHORITY

A4.01

Employees in supervisory positions shall have the authority to give verbal warnings, written warnings, and one shift suspensions to employees.

SCHEDULE B - HOURLY RATE ADJUSTMENTS

Pursuant to Schedule A1.01(h)(iv), the adjusted hourly rate for employees working the Alpha, Echo and Bravo shift patterns are as follows:

SCHEDULE C - PENSIONS

It is agreed by the parties that the partial integration and standardization of the several diverse pension programs previously in effect will occur as follows:

- (a) Persons covered by this Agreement and employed after January 1, 1976 will automatically be enrolled in the *Pension (Public Service) Act*.
- (b) Present employees employed by the Employer prior to January 1, 1976 may elect to:
 - (i) be enrolled in the *Pension (Public Service) Act*; or
 - (ii) may enroll in the Ambulance Employees' Union Pension Trust Plan, and such options, once exercised, shall be irrevocable and their enrolment in any other registered or unregistered pension or retirement trust plans will be terminated, excepting only that those several individuals who were enrolled in the Ambulance Employees' Union Pension Trust Plan prior to March 31, 1966, and who, by the previous conditions of that Trust were entitled to a matching employer contribution of 10%, may continue to be eligible for a 10% matching contribution by the Employer which they may elect to have disbursed by enrolling in the *Pension (Public Service) Act* and the Employer will make matching contributions to this plan, with the remaining balance of the Employer's 10% contribution being paid to the Ambulance Employees' Union Pension Trust Plan or, alternatively, such person may elect to assign their total deduction to the Ambulance Employees' Union Pension Trust with the Employer paying its total matching contribution to the Trust, and it is agreed that these options will also be irrevocable once exercised.

SCHEDULE D - RANKING

Unit Chief and Equivalent

- (a) Where possible shall have three years plus one day service.
- (b) Must be a Paramedic 1 or better.
- (c) When available, must take course of studies in leadership, administration, Employer rules and regulations and employee relations, and pass exams on same.
- (d) If the candidate chosen does not meet the above, they will receive the remuneration as laid out in the Collective Agreement and will be considered acting until they qualify in the above.

Terms of Reference

- (a) Training Officer
Training Officer authority will extend to the training staff and persons involved in training or evaluation.
- (b) Dispatch Officer
Dispatch Officer authority will extend to those persons within the Dispatch Centre.
- (c) Crew Officer
Crew Officer authority would extend to crew members except where dispatch is classed as one of the areas of responsibility, such as where a one-position dispatch in more than one-station operation. Thus the Dispatch Officer would be under the Regional Officer of that area.
- (d) New Station
In the event that a new station is opened and by the agreement as defined in Clause 13.01(g), the new employee may receive the remuneration for the Officer's position as defined in the Collective Agreement while in

an acting capacity but will not be confirmed in the position until meeting the qualifications outlined above.

SCHEDULE E - REGIONAL QUALITY IMPROVEMENT COORDINATORS

E1.00 PREAMBLE

The following terms and conditions will apply to regional quality improvement coordinators. Except as otherwise stated below, the terms of the Collective Agreement shall apply.

E2.00 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 paid rest breaks of 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 30 minutes nor more than 60 minutes.**
- (c) Employees shall not be required to work statutory holidays which are scheduled work days and Clause 18.01(c) will apply.**

E3.00 SELECTION PROCESS

Positions will be filled utilizing the process described in Clause 13.03(b).

SCHEDULE F - PART-TIME EMPLOYEES

F1.00 APPLICABLE COLLECTIVE AGREEMENT PROVISIONS

The following articles and clauses of the Collective Agreement shall apply to part-time employees:

- (a) Date of Signing of Collective Agreement
- (b) Clause 1.01(a) (b) Terminology
- (c) Article 2 Management Rights
- (d) Article 3 Employees' Rights (except Clause 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 Clauses 11.07, 11.08 and 11.09)
- (m) Clause 13.01(b) (c) Postings
- (n) Clause 13.03 Selection Process for **Supervisory Positions**
- (o) Clause 13.04 Selection Process for Full-Time Dispatcher
- (p) Clause 13.08 Grievances
- (q) Clause 18.01(a) Statutory Holidays
- (r) Clause 22.05 Instructors
- (s) Clause 22.08 Subsistence Allowance
- (t) Clause 22.09 Vehicle Allowance
- (u) Clause 22.10 Meal Allowances
- (v) **Clause 23.01 Minimum Qualification**

	Requirements
(w) Clause 23.07	Continuing Medical Education
(x) Clause 23.09(a)	EMA/FA Qualifications
(y) Clause 24.03(d)	Group Insurance
(z) Clause 24.04(b)	Workers' Compensation Board Claim
(aa) Clause 24.07	Employee Assistance Program
(bb) Clause 24.09	Rehabilitation Committee
(cc) Article 25	Technological and Other Changes
(dd) Clause 26.01(f)	Uniforms/JLMC
(ee) Clause 26.01(g)	Footwear
(ff) Clause 26.03	Personal Appearance
(gg) Article 28	General Conditions (except Clause 28.07)
(hh) Article 29.01, 29.02(a) 29.03(a) (b) (f), 29.04, 29.05, 29.06	Occupational Health and Safety General
(ii) Article 31	General
(jj) Article 32	Term of Agreement
(kk) Article 33	Part-Time Employees
(ll) Schedule 'A' 1.02 (a) (e) (f) Wages	
(mm) Schedule 'A' 3.01	Subsistence Allowances
(nn) Schedule 'A' 4.01	Supervisory Authority
(oo) Memorandum of Understanding #13	

F2.00 LEAVE PROVISIONS

F2.01 Scheduling

Part-time employees are not entitled to paid leave other than as provided in Schedule F2.02 and F10.01.

F2.02 Death in Immediate Family

Should there be a death in a part-time employee's immediate family, while they are filling a regular shift, they will receive

leave with pay at their regular rate for the remainder of such shift.

F2.03 Leave of Absence

Employees may be granted up to three months leave of absence without pay at the discretion of the Employer.

F2.04 Pay for Collective Bargaining

Up to three employees who are representatives of the Union on the Negotiating Committee may claim pay for missed regularly scheduled shifts.

A part-time representative not making a wage claim for missed regularly scheduled shifts may claim for the time of the meetings at their regular rate of pay.

F2.05 Pay for Witnesses

Employees who are called to appear as witnesses and who testify before an Arbitration or Grievance Board, may claim pay for missed regularly scheduled shifts.

F2.06 Joint Labour-Management Committee

Where a part-time employee is one of the representatives designated by the Union in accordance with Clauses 8.04 and 8.06, the employee may claim for loss of wages incurred as a result of missing regularly scheduled shifts while attending meetings of the Committee.

F3.00 QUALIFICATIONS, TRAINING AND STAFFING

F3.01 Part-Time Hiring and Availability

(a) Employees hired subsequent to the date of signing of the 12th Collective Agreement shall be subject to the following:

(i) Pursuant to Schedule F3.08, employees shall make themselves available for a minimum of

eight shifts, in their primary operator, each calendar month.

(ii) Where an employee does not meet the availability requirements in (i) above, in any month, the employee's date of hire will be moved forward one calendar month.

(b) Employees hired prior to the date of signing of the 12th Collective Agreement shall not have their date of hire adjusted pursuant to (a) above.

(c) The Employer shall maintain two lists, one each for (a) and (b) above.

F3.02 Training - Paramedic and Dispatch

(a) Appropriate Paramedic training will be provided to part-time employees in specific training areas who meet the requisite requirements of the *Health Emergency Act* and/or Regulations. Employees will be offered such training on the basis of the earliest date of hire with the Employer.

(b) Part-time employees shall be selected for dispatch training in accordance with Clause 13.04.

(c) Employees who are unsuccessful in, or withdraw from all or a portion of a training program leading to a Paramedic or dispatch certification may not reapply for three years. Employees will return to their former post without loss of position on the short-notice rotation list.

(d) Where required, employees will be provided the opportunity to renew their license.

F3.03 Postings

(a) All full-time Paramedic or EMA-FA vacancies except

those outlined in Clause 13.01(i) shall be posted in all stations for a minimum of 14 days before any such vacancies are filled or any promotions effected. It is understood that any written submissions made in consequence of such posting and within the period of such posting shall be considered by the Employer.

The list of applicants for such postings or promotions shall be forwarded to **all stations** and the Union within 10 calendar days after the closing of the advertisement. The Employer will endeavour to notify all **stations** and the Union of the successful applicant within 30 days if possible after the closing date of the advertisement.

- (b) An employee applying for a position must be physically able to perform the duties on reporting to the position by the specified date.

F3.04 Staffing

- *(a) Subject to Clause 13.01(g) should the Employer post a full-time vacancy(s) pursuant to Schedule F3.03 in which there are no applications or insufficient applications from qualified full-time employees, the part-time employee(s) who have applied and are qualified and who have the earliest date of hire with the Employer will be appointed to the position.
- (b) **In the event there are no qualified or insufficient qualified applicants for a full-time vacancy(s) and where no or insufficient appointment(s) are made pursuant to Clause 13.01(d) or Schedule F3.04(a), the part-time 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 F3.02, and who have a satisfactory work record.**

F3.05 Pay and Paramedic Training Expenses

- (a) Part-time employees will be paid their regular hourly rate for the time the employee is scheduled to be precepted, attending in-hospital training, or being examined during Paramedic certification.**
- (b) Part-time employees will be paid their regular hourly rate while attending scheduled training sessions related to relicensing courses.**
- (c) Part-time employees attending such Paramedic certification and relicensing courses referred to in (a) and (b) above, shall be entitled to meal and mileage allowances in accordance with Clauses 22.09 and 22.10. Where the employee's normal work station and residence is outside a (100) kilometre radius of the address where the course is being held, such employee will be entitled to accommodation in accordance with Provincial Government Regulations.**
- (d) Employees in supervisory positions who have not completed the appropriate supervisory course will be provided such training course at their regular hourly rate for all hours attending such a course.**
- (e) Part-time employees will be paid their regular hourly rate while attending sessions related to dispatch certification.**

F3.06 Examinations

Deleted date of signing of 12th Collective Agreement.

F3.07 Training Programs Committee

Deleted date of signing of 12th Collective Agreement.

F3.08 Work Allocation - Spareboard and On-Call Shift Coverage

(a) Full-time and part-time employees shall submit their availability for shift coverage by an established date each calendar month.

(b) Upon receipt of the part-time employee shift availability, the unit chief will first distribute to qualified employees the spareboard work fairly and equitably based on availability for shift coverage submitted by the part-time employees using the following formula:

Add the total number of available shifts submitted by all part-time employees and divide by the total number of shifts to be covered for the scheduling period. Divide each employee's availability by this number to obtain the total number of shifts for which each employee should be scheduled.

(c) After all the spareboard shifts have been assigned to the part-time employees, each part-time employee's availability submission is adjusted by eliminating:

- (i) the part-time employee's availability for the assigned spareboard shift(s);
- (ii) the part-time employee's availability for the shift immediately prior to the scheduled spareboard shift(s)

(d) Upon receipt of the full-time employee shift availability and pursuant to (c) above, the unit chief will distribute the on-call shift coverage assignments fairly and equitably (equal ratio of on-call shift coverage per unit) based on availability for shift coverage submitted by qualified full-time and qualified part-time employees utilizing the following formula:

Add the total number of available shifts submitted by all full-time and part-time employees and divide by the total number of shifts to be covered for the scheduling period. Divide each employee's availability by this number to obtain the total number of shifts for which each employee should be scheduled.

- (e) Any remaining on-call shift coverage will be scheduled in order of seniority; one shift per employee until the schedule is filled based on employee availability.**
- (f) There will be no carry-over of shift entitlement by availability to the next scheduling cycle.**

F3.09 Work Allocation - Short Notice Bookoff

Where a shift becomes vacant after the established availability date it will be scheduled in the following manner:

- (a) When the shift schedule for the post is complete, it is the responsibility of employees to ensure their availability for short notice bookoffs is current and accurate.**
- (b) Short notice spareboard bookoff shifts will be offered through rotation to available and qualified senior part-time employees as such shifts become available.**
- (c) Short notice on-call shift coverage bookoff will be offered through rotation to the available and qualified senior employee as such shifts become available.**
- (d) (i) Where telephone communication is used to schedule short notice bookoff shifts, two**

attempts, at least five minutes apart, will be made to contact the part-time employee.

(ii) Where a pager is used, a single attempt will be made and the part-time employee must respond to the Employer within five minutes of the page. If the employee does not return the call within five (5) minutes, the Employer will proceed as if they were unable to make contact with employee.

(e) The first employee to accept the offer of an available shift shall be assigned the vacant shift.

F3.10 No-Notice Bookoff

(a) Where a part-time employee is providing on-call shift coverage and a spareboard shift becomes available, the senior part-time employee will be offered the spareboard shift.

(b) The next available senior employee identified pursuant to Schedule F3.09(c), will be offered the available on-call shift.

F3.11 Work Allocation by Employee Category

(a) The available spareboard shifts will be assigned in the following order:

(i) available part-time employees in the post;

(ii) full-time employees in the post;

(iii) part-time employees, in and out of the post.

(b) The available on-call shift coverage vacancies will be assigned in the following order:

(i) available full-time employees assigned to the Primary Operator for the purposes of on-call

shift coverage and part-time employees assigned to the Primary Operator;

- (ii) full-time and part-time employees in the post;**
- (iii) full-time and part-time employees out of the post.**

F3.12 Staffing Levels

Each operator will employ the minimum number of employees to cover the maximum amount of work.

F3.13 Glossary of Terms

- (a) 'Date of hire' for part-time employees, establishes the means of accruing part-time service seniority.**
- (b) 'Primary operator' for full-time employees means that operator to which the employee is attached for on-call shift coverage purposes; for part-time employees means that operator to which the employee is attached.**
- (c) 'On-call shift coverage' means where an employee has been scheduled and carries a pager for a scheduled period of time.**
- (d) 'Unit' means a specified car covered by call-out car.**
- (e) 'Spareboard shift' - in full-time stations where an employee works a vacant scheduled shift.**
- (f) 'Shift' - means on-call shifts (2 shifts per 24 hours) and spareboard shifts.**

F4.00 RESIGNATION, EMPLOYMENT OBLIGATION AND PROBATION

F4.01 Deemed Resignation

Subject to Schedule F2.03, part-time employees who do not

make themselves available for work for **three** consecutive months shall be deemed to have resigned from employment.

F4.02 Part-Time Employee Movements

- (a) Part-time employees are normally attached to one operator. Should they wish to move to another operator they must apply and be accepted. The successful applicant will be the applicant with the earliest date **of hire** who possesses the required qualifications.
- (b) The parties recognize that the Employer may be required to employ staff with less than the minimum qualifications. The Employer will only hire those employees with less than the minimum qualifications when no other qualified applicants exist. In these circumstances, employees will be restricted to that Operator until they have achieved the minimum standard.
- (c)
 - (i) Part-time employees who are successful applicants with another operator, must be physically able to perform the duties on the specified reporting date.**
 - (ii) In the event a part-time employee is unable to meet the requirements of (i) above, the Employer will accept the next qualified applicant(s).**
 - (iii) Employees unable to report, and subject to (i) above, will be entitled to the first subsequent part-time appointment with that operator.**
 - (iv) Employees hired after the date of signing of the 12th Collective Agreement must be able to meet the operator's availability requirements when making application with another operator.**

F4.03 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 F8.01 and may consist of orientation on or off car.
- (b) There is no obligation on the Employer to offer work to a part time employee until the part-time employee has been employed for a period of three months from the date of issuance of their employee number.

F4.04 Probationary Employment

- (a) All 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 six months.
- (b) The Executive Director 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 months.

The employee shall be notified by the Executive Director 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 Clause 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.

F5.00 EMPLOYMENT

F5.01 Part-Time Unit Chief

Where the Employer has or institutes a service with part-time staff only, there shall be at least one part-time unit chief per station.

F6.00 HOURS OF WORK

F6.01 Callout

When a part-time employee responds to a callout, the basis of payment for such response shall be as follows:

- (a) If the call lasts four hours or less, the employee shall be paid a minimum of four hours at their regular rate of pay.
- (b) If the call runs longer than four hours and is eight hours or less, the employee shall be paid for those hours actually worked, at their regular rate of pay.

F6.02 Necessary Rest Period

A part-time employee, while filling a regular shift, shall receive a minimum of eight clear hours between overtime abutting such regular shift and the start of any subsequent regular shift.

F6.03 Employee Stranding Arising from a Regular Shift

While under the direction and control of the Employer, a part-time employee stranded and unable to return to their normal post shall be compensated at their hourly rate or overtime, as appropriate, for those hours under such direction and control.

F6.04 Employee Stranding Arising from a Call-Out

While under the direction and control of the Employer, an employee stranded and unable to return to their normal post shall continue to receive pay for the call-out. Such pay will

continue only for those hours when the employee is under the direction and control of the Employer.

F6.05 Employee Stranding Expenses

When an employee is stranded and unable to return to their normal post, the Employer shall be responsible only for the usual allowances for meals and accommodations during this period.

F7.00 OVERTIME

F7.01 Overtime

Part-time employees who are required to work in excess of 84 hours [factored at the two platoon shift pattern as per Schedule A1.01(d)(i) in a bi-weekly pay period shall be paid overtime at one and a half times their regular wage.

F7.02 Overtime Resulting from Callout

If the callout runs longer than eight hours, then the employee shall receive payment at overtime rates as follows:

- (a) one and one-half times their hourly rate of pay for the first three hours;
- (b) two times their hourly rate of pay for all hours thereafter.

F7.03 Overtime Resulting from Filling a Regularly Scheduled Vacancy

Part-time employees who work overtime immediately following or immediately preceding a regularly scheduled shift shall be paid overtime as follows:

- (a) one and one-half times their hourly rate of pay for the first three hours;
- (b) two times their hourly rate of pay for all hours thereafter.

F8.00 WAGES

F8.01 Salary Schedule

- (a) (i) **The regular rate of pay for part-time Paramedics shall be determined by adding the value of the applicable hourly rates established in Schedule F8.01(b)-(d), Schedule F8.01(e)--*Service Pay* and Schedule F8.01(h)--*Unit Chief - Part-Time Allowance*.**
- (ii) **The regular rate of pay for part-time Dispatchers shall be determined by adding the value of the applicable hourly rates established in Schedule F8.01(f) and F8.01(e)--*Service Pay*, and where applicable Schedule F8.01(g)--*Dispatch 3*.**
- (b) **Effective April 1, 2000 (2% general wage increase), the regular hourly rate for a part-time Paramedic shall be:**

Classification	<u>Recruit</u>	<u>5 years</u>
EMA FA	\$12.50	\$16.47
EMA 1	\$16.70	\$20.70
Paramedic 1	\$17.52	\$21.51
Paramedic 2	\$18.34	\$22.32
Paramedic 3	\$22.31	\$27.01

- (c) **Effective April 1, 2001 (2.5% general wage increase), the regular hourly rate for a part-time Paramedic shall be:**

Classification	<u>Recruit</u>	<u>5 years</u>
EMA FA	\$12.81	\$16.88
EMA 1	\$17.11	\$21.21
Paramedic 1	\$17.96	\$22.05
Paramedic 2	\$18.80	\$22.88

Paramedic 3 \$22.87 \$27.69

(d) Effective April 1, 2002 (2.5% general wage increase), the regular hourly rate for a part-time Paramedic shall be:

Classification	<u>Recruit</u>	<u>5 years</u>
EMA FA	\$13.13	\$17.31
EMA 1	\$17.54	\$21.74
Paramedic 1	\$18.41	\$22.60
Paramedic 2	\$19.27	\$23.45
Paramedic 3	\$23.44	\$28.38

(e) Service Pay (per hour)

Effective April 1, 2000 (2% increase):

- completed 10 years **21¢**
- Or – completed 15 years **41¢**
- Or – completed 20 years **65¢**
- Or – completed 25 years **86¢**

Effective April 1, 2001 (2.5% increase):

- completed 10 years **22¢**
- Or – completed 15 years **42¢**
- Or – completed 20 years **67¢**
- Or – completed 25 years **88¢**

Effective April 1, 2002 (2.5% increase):

- completed 10 years **22¢**
- Or – completed 15 years **43¢**
- Or – completed 20 years **69¢**
- Or – completed 25 years **90¢**

(f) Dispatch

(i) **Effective April 1, 2000, while working as a Dispatcher, a part-time employee will be paid the following hourly rates:**

IFA - Recruit	\$14.64
IFA - 5 years	\$18.62
EMA 1 - Recruit	\$18.84
EMA 1 - 5 years	\$22.84
EMA 2 - Recruit	\$20.48
EMA 2 - 5 years	\$24.46

(ii) **Effective August 22, 2000, while working as a Dispatcher, a part-time employee will be paid the following hourly rates:**

Recruit	\$18.32
1 year	\$21.74
2 years	\$23.02
3 years	\$24.45

(iii) **Effective April 1, 2001, while working as a Dispatcher, a part-time employee will be paid the following hourly rates:**

Recruit	\$18.78
1 year	\$22.28
2 years	\$23.60
3 years	\$25.05

(iv) Effective April 1, 2002, while working as a Dispatcher, a part-time employee will be paid the following hourly rates:

Recruit	\$19.25
1 year	\$22.84
2 years	\$24.19
3 years	\$25.68

Employees who transfer from crew to dispatch shall maintain a maximum of the Paramedic 2 salary until the level of dispatch salary equals or exceeds their crew salary.

(g) Dispatch 3

While working as a Dispatcher 3 a part-time employee will receive a differential over and above their regular hourly rate **as follows:**

April 1, 2000	41¢
April 1, 2001	42¢
April 1, 2002	43¢

(h) Unit Chief - Part-Time Allowance

A part-time employee designated as a part-time unit chief will earn the following monthly allowance. A part-time employee designated to act as unit chief for less than one month will earn a pro-rated portion of the monthly allowance.

Effective April 1, 2000 (2% increase):

Annual Call Volume	Monthly Allowance
0 – 99	\$185.72
100 – 199	\$276.05
200 – 299	\$366.37
300 – 399	\$460.09
400 +	\$511.20

Effective April 1, 2001 (2.5% increase):

Annual Call Volume	Monthly Allowance
0 – 99	\$190.37
100 – 199	\$282.95
200 – 299	\$375.53
300 – 399	\$471.59
400 +	\$523.98

Effective April 1, 2002 (2.5% increase):

Annual Call Volume	Monthly Allowance
0 – 99	\$195.12
100 – 199	\$290.03
200 – 299	\$384.92
300 – 399	\$483.38
400 +	\$537.08

- (j) Hourly Rate for Working a Regular Scheduled Shift
Part-time employees working a regular scheduled shift shall receive the shift hourly rate for all hours worked on such shift.
- (k) Classification Changes
Employees moving from one classification to another will receive the rate of pay (increment level) which is closest to and higher than the wage rate they were receiving.

F8.02 Factoring

Effective November 30, 1997, the hourly rate of pay for employees working overtime pursuant to Schedule F7.01, F7.02 and F7.03 shall be based on the hourly rate of pay resulting from the shift pattern established by Schedule A1.01(d)(ii).

F8.03 On-Call Shift Coverage Pay

- (a) Effective August 1, 2001, part-time employees scheduled to be on-call shall receive \$1.00 per hour (April 1, 2002 - \$1.50 per hour; April 1, 2003 - \$2.00 per hour) for each scheduled hour on-call.**
- (b) In the event an employee is called out pursuant to F6.01 while on-call pursuant to (a) above, on-call shift coverage pay is not payable for the shift.**
- (c) On-call shift coverage pay is not considered 'earnings' as described in F16.01(a) nor considered 'work' pursuant to Schedule F7.01.**

F9.00 PART-TIME DISPATCHERS CLASSIFICATION

There will be three classes of part-time Dispatcher:

- (a) Probationary
 - (i) New employees subject to probation as set out in this Agreement.
 - (ii) **Upon completion of training, Dispatchers** will be subject to a six month probationary period during which time they may be reclassified to crew status if adjudged unsatisfactory.
- (b) Part-Time Dispatcher

Probationary part-time Dispatchers who complete their probation satisfactorily will be classified as part-time Dispatcher.

(c) Part-Time Dispatcher 3

In those centres that employ more than one Employer Dispatcher on any shift, the most senior part-time Dispatcher on the shift will be classified as a part-time Dispatcher 3 for the duration of the shift, excepting where a full-time Dispatcher or Charge Dispatcher is on duty in that dispatch centre.

(d) In respect of (c) above, the senior employee will be that employee with the earliest date of hire.

F10.00 COURT TIME

F10.01 Pay While Attending Court

A part-time employee who, because of actions arising from their employment with the Employer, is required to appear in court in their official capacity as an ambulance attendant, is entitled to the following:

- (a) pay for the actual time spent in court plus reasonable travelling time providing the part-time employee is not required to be at work for another employer over the duration of the court appearance. The employee shall be compensated at their regular hourly rate of pay for a minimum of four hours; or
- (b) reimbursement for wages lost as a result of the part-time employee being absent from other employment. An employer statement of wage loss and a Court certified summons is required.

A part-time employee receiving pay pursuant to (a) and (b) above shall remit to the Employer all monies paid to them by the court, except travelling and meal allowances not reimbursed by the Employer.

F11.00 RENEWAL REIMBURSEMENTS

F11.01 O.F.A. Certificate Renewal

When an OFA certificate renewal is required by the Employer such course may be paid for by the Employer.

F11.02 Class 4 Driver's Licence Medical Examination

Upon application, the Employer will reimburse part-time employees for the cost of the medical examination associated with renewing a Class 4 licence.

F11.03 C.P.R. Instructors Course

Upon successful completion of a certified CPR Instructor's course, the Employer may reimburse the employee for the entry fee where such course is conducted by an agency approved by the Employer and upon production of at least one class list.

F12.00 EMPLOYMENT QUALIFICATIONS AND REQUIREMENTS

All part-time employees covered by this Agreement shall be required to receive immunization and booster series against poliomyelitis, tetanus, diphtheria and may also be required to receive a chest x-ray or skin test at least annually.

F13.00 UNIFORMS

F13.01 Part-Time Uniform Issue

- *(a) The Employer shall ensure that all part-time employees who have been employed pursuant to Schedule F4.03 will receive a part-time uniform issue as follows:

1 pair trousers
2 shirts
1 tie

2 pair light weight socks
1 belt
1 pair issue boots
1 service cap

- (b) New part-time employees will be issued a personal patrol jacket. On completion of one year's service, the employee will be issued one multi-layered jacket system upon surrender of patrol jacket.**
- (c) Part-time employees achieving 1000 hours paid time in one year in accordance with F16.01(b) will be issued, on request, an additional shirt and pair of trousers.**
- (d) All part-time 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.**
- (e) Upon request, the superintendent may issue additional uniform items. Such issuance will not be unreasonably withheld.**

F13.02 Uniform Maintenance

- (a) All employees shall be responsible for the normal upkeep of their uniform as per Schedule F13.02(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).
- (b) All employees shall be responsible for the normal upkeep and cleanliness of their uniforms, but in the event that the uniform becomes abnormally soiled during the normal course of duty, the employee shall be reimbursed for cleaning expenses by the Employer upon presentation of receipts.

- (c) Female Dispatchers may take as an option one skirt in lieu of one pair of trousers.
- (d) All items of uniform shall remain the property of the Employer. Employees shall wear the uniform provided by the Employer while on duty.

F14.00 ALLOWANCES

F14.01 Pay for Acting Capacity

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

F14.02 Transportation for Duty

Part-time employees who are required to report to locations other than their normal post shall be entitled to transportation from their location at the time of receiving the call to the site where their services are required. If using their own vehicle in the course of responding to or returning from the call, mileage allowance shall be paid in accordance with Clause 22.09.

F15.00 PART-TIME EMPLOYEE LISTS

On a monthly basis, commencing with the signing of the Agreement, the Employer shall provide the Union with a listing of all new part-time employee hires.

F16.00 BENEFITS

F16.01 Benefits

- (a) Part-time employees shall receive 17% over and above earnings in lieu of all benefits including vacation.
- (b) **Effective April 1, 2002, part-time employees will be**

covered by the benefits outlined in F16.01(b)(i) after either:

achieving 1000 or more paid hours in the previous year (expires March 31, 2004); OR

having achieved six years service as a part-time employee and worked 96 shifts of spareboard or on-call coverage in the previous accrual period (one year)

- (i) **The benefits are the same benefits as provided to full-time employees as follows:**
 - 1. Life Insurance
 - 2. Accidental Death and Dismemberment
 - 3. Dental
 - 4. Extended Health
 - 5. MSP
- (ii) **Part-time employees entitled to the foregoing will not receive the payment outlined in F16.01(a), but shall receive 6% in lieu of vacation.**
- (iii) **This benefit plan is mandatory for part-time employees who qualify pursuant to F16.01(b).**
- (c) **Part-time employees who have not qualified for benefits pursuant to F16.01(b) above shall be covered by \$20,000 occupational accidental death and dismemberment insurance.**
- (d) **Part-time employees who qualify for benefits pursuant to Schedule F16.01(b) above, and who are on WCB and fail to qualify for benefits in a subsequent year, may purchase the benefit package month by month. Upon return to work, the employee will automatically qualify for benefits for the following year.**

F17.00 SHIFT PATTERNS

The shift patterns as described in Schedule A 1.01(d)(e) and (f) will apply to part-time employees when they are scheduled into vacant shifts.

F18.00 PROVINCIAL AND DISTRICT JOINT OCCUPATIONAL HEALTH & SAFETY COMMITTEE

F18.01

- (a) Where a part-time employee is a designated committee member, and where such employee is not otherwise in receipt of pay pursuant to Schedule F6.00 or F8.01(f), the employee shall be entitled to a minimum four hours pay at their regular rate of pay, while conducting Committee business.**
- (b) Pursuant to Schedule F3.01(a)(i), a part-time employee will be credited with one availability for each committee meeting attended.**

F19.00 SEASONAL AND TEMPORARY POSITIONS

F19.01 Employees hired for seasonal staffing purposes, or to cover a temporary staffing shortfall, shall be limited to that purpose. At the conclusion of the season, or where the staffing shortfall has ended, such employees will be laid off, except that these employees may thereafter use their date of hire for a period of six months to apply for part-time vacancies. Schedule F16.01 does not apply to such employees.

MEMORANDUM OF UNDERSTANDING #5
Re: Time Off In Lieu Of Overtime

The provisions of this memorandum shall remain in effect for the term of the **12th** Agreement for a further trial period of **five** years which may be extended by mutual agreement. These provisions may be terminated by either party following this continued trial period.

1. An employee may elect to bank overtime hours on the basis of one hour banked for each hour overtime worked to a maximum of hours equal to two blocks of the employee's normal shift pattern.
2. Time off may be taken in full shift increments, at a time mutually agreed by the employee and the Employer.
3. Time off which is added to the holiday entitlement may only be selected after all other employees within the unit have selected their normal holiday entitlements.
4. Banked hours may be accumulated by:
 - a) extended tour of duty (16.03)
 - b) completion of call (16.02)
 - c) extra shifts (16.04)(a)
5. Accumulated time off that is not scheduled by March 1st of each year will be paid out March 31st of that year at the applicable rate such overtime was earned.
6. Administrative procedures will be established by the Employer following discussions at Joint Labour-Management Committee.
7. Pay notification will include a balance-to-date of banked overtime hours.
8. Accumulated time off may be used to top up the short

term disability plan benefits at the employees discretion.

MEMORANDUM OF UNDERSTANDING #13
Re: Standards Committee

The Employer establish an ongoing Standards Committee consisting of six persons:

- 2 Medical Doctors;
- 4 **Paramedics** consisting of at least one **Paramedic 2** and one **Paramedic 3**, elected by and from the Regional Standards of Care Committees.

The Committee will review:

1. the current curriculum;
2. the standards of patient care delivery

and make recommendations to the Employer regarding the above.

The Committee will initially determine the terms of its members and determine necessary resources which may be required, including a professional educator. The Committee will report on a regular basis to the Executive Director and its activities will be reviewed on an ongoing basis at Joint Labour/Management Committee meetings.

The Committee shall meet at least once a year.

MEMORANDUM OF UNDERSTANDING #17
Re: The Special Tribunal on Workload and Staffing

The Employer and Union agree to establish a Tribunal to consider, review and monitor on an ongoing basis, matters related to workload, response times and work distribution.

The objective of the Tribunal is to assure workloads, work distribution and pre-hospital service to the public is at a safe and appropriate level. In this regard, the parties commit to objectively pursue the best interests of the patients, considering employee wellness, forward thinking labour relations and realistic economic parameters.

To ensure a stable environment for the term of the 12th Agreement, the following principles will apply for the term of the Agreement:

- 1. The minimum number of full-time positions will be set, effective the date of signing of the 12th Collective Agreement;**
- 2. Post workforce reduction will only occur through attrition;**
- 3. No full-time employee(s) will be transferred against their will to achieve post downsizing.**

Membership

The tribunal will be comprised of five members, two from each party and the Chair, Mr. Vince Ready.

The parties will share equally the costs incurred by the Chair. The Employer will grant time off with pay to Union appointees to attend meetings of the Committee and will, in addition, pay travel, meals and accommodation.

Mandate

The Tribunal will meet within 21 days of the date of signing of the 12th Collective Agreement to establish the Committee mandate. The Chair will facilitate the parties reaching agreement on mandate and may make recommendations to the parties in that respect.

The mandate will include assessing service demands while recognizing that many factors may affect resource requirements including but not limited to:

Unit hour utilization

Response times

Geo-Codes analysis

Dispatch policies

Types of service demand-transfer/pre-hospital

Station location within a post

Availability of full-function CAD

Special Tribunal Undertaking

Given the broad jurisdiction of the Tribunal, the availability of information is required. To that end the Employer agrees to make available to the Tribunal, statistical information, data, policies, etc. required by the Tribunal in its deliberations.

There are many factors, which must be considered when addressing workload and staffing issues. It is agreed that either party may introduce for Tribunal consideration, measurement methodologies and theories that may assist in Tribunal deliberations.

Reports of Tribunal

Recommendations or reports of the Tribunal will be submitted to the appropriate ministry of government. The parties may append alternative opinions where appropriate.

This memorandum will remain in effect during the term of the 12th Collective Agreement.

The following memoranda were deleted date of signing of the 12th Collective Agreement:

- **MEMORANDUM OF UNDERSTANDING #1
SUPPLEMENTAL UNEMPLOYMENT BENEFIT
PLAN - MATERNITY/PARENTAL LEAVE**
 - **MEMORANDUM OF UNDERSTANDING #2
Re: Patient Transfer Service**
 - **MEMORANDUM OF UNDERSTANDING #4
Re: Accreditation**
 - **MEMORANDUM OF UNDERSTANDING #9
Re: Casuals**
 - **MEMORANDUM OF UNDERSTANDING #11
Re: Continuing Medical Education (CME) as
Replacement for Existing Recertification Process**
 - **MEMORANDUM OF UNDERSTANDING #12
Re: Pre July 1, 1974 Employees**
 - **MEMORANDUM OF UNDERSTANDING #14
Re: Staffing & Work Distribution Committee**
 - **MEMORANDUM OF UNDERSTANDING #16
Re: Other Occupational Activity**
 - **LETTER OF INTENT - CRITICAL INCIDENT
STRESS**
-

The following memoranda expired March 31, 2001:

- **MEMORANDUM OF UNDERSTANDING #3
Expedited Arbitration**
- **MEMORANDUM OF UNDERSTANDING #6
Re: Allocation of Work**
- **MEMORANDUM OF UNDERSTANDING #7
Re: Dual Trained Employee**
- **MEMORANDUM OF UNDERSTANDING #8
Re: Posting of EMA III Vacancies**
- **MEMORANDUM OF UNDERSTANDING #10
Re: Irregularly Scheduled Employees**
- **MEMORANDUM OF UNDERSTANDING #15**
- **MEMORANDUM OF UNDERSTANDING #F1
Shift Patterns/Part-Time Employees**

**LETTER OF INTENT - RE: STANDARDS OF CARE
COMMITTEE**

The Employer supports the concept of Regional Standards of Care Committees.

It is recognized that a Standards of Care Committee can, through professional peer review, make recommendations to the medical coordinator in respect of such matters the Committee deems appropriate to the continued provision of high standards of pre-hospital care.

SCHEDULE B - HOURLY RATE ADJUSTMENTS

Pursuant to Schedule A1.01(h)(iv), the adjusted hourly rate for employees working the Alpha, Echo and Bravo shift patterns are as follows:

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
EMA/FA	base	12.386	13.005	13.512	14.863	1,040.44	27,144.07
EMA/FA	1	13.682	14.366	14.926	16.418	1,149.31	29,984.22
EMA/FA	2	14.966	15.714	16.326	17.959	1,257.14	32,797.53
EMA/FA	3	16.386	17.206	17.876	19.664	1,376.48	35,910.99
EMA/FA	10	16.600	17.430	18.109	19.920	1,394.44	36,379.60
EMA/FA	15	16.814	17.655	18.343	20.177	1,412.43	36,848.76
EMA/FA	20	17.028	17.880	18.576	20.434	1,430.40	37,317.63
EMA/FA	25	17.242	18.105	18.810	20.691	1,448.38	37,786.79
EMA I	base	16.687	17.521	18.204	20.024	1,401.72	36,569.34
EMA I	1	17.971	18.869	19.604	21.565	1,509.56	39,382.88
EMA I	2	19.254	20.217	21.005	23.105	1,617.39	42,196.19
EMA I	3	20.675	21.709	22.555	24.810	1,736.73	45,309.65
EMA I	10	20.889	21.933	22.788	25.067	1,754.70	45,778.26
EMA I	15	21.103	22.158	23.022	25.324	1,772.68	46,247.42
EMA I	20	21.317	22.383	23.255	25.580	1,790.65	46,716.29
EMA I	25	21.531	22.608	23.489	25.837	1,808.63	47,185.45

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
Paramedic 1	base	17.779	18.668	19.395	21.335	1,493.46	38,962.98
Paramedic 1	1	19.063	20.016	20.796	22.876	1,601.31	41,776.52
Paramedic 1	2	20.347	21.364	22.196	24.416	1,709.14	44,589.83
Paramedic 1	3	21.767	22.856	23.746	26.121	1,828.48	47,703.29
Paramedic 1	10	21.981	23.080	23.980	26.377	1,846.45	48,171.90
Paramedic 1	15	22.195	23.305	24.213	26.634	1,864.43	48,641.06
Paramedic 1	20	22.409	23.530	24.447	26.891	1,882.40	49,109.93
Paramedic 1	25	22.623	23.754	24.680	27.148	1,900.38	49,579.09
Paramedic 1 Unit Chief	base	20.578	21.607	22.449	24.694	1,728.59	45,097.29
Paramedic 1 Unit Chief	1	21.862	22.955	23.850	26.234	1,836.44	47,910.83
Paramedic 1 Unit Chief	2	23.146	24.303	25.250	27.775	1,944.27	50,724.14
Paramedic 1 Unit Chief	3	24.567	25.795	26.800	29.480	2,063.61	53,837.60
Paramedic 1 Unit Chief	10	24.780	26.019	27.033	29.736	2,081.58	54,306.21
Paramedic 1 Unit Chief	15	24.994	26.244	27.267	29.993	2,099.56	54,775.37
Paramedic 1 Unit Chief	20	25.208	26.469	27.500	30.250	2,117.53	55,244.24
Paramedic 1 Unit Chief	25	25.422	26.694	27.734	30.507	2,135.51	55,713.40

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
EMA II/P2	base	18.317	19.233	19.982	21.980	1,538.65	40,141.84
EMA II/P2	1	19.601	20.581	21.383	23.521	1,646.49	42,955.38
EMA II/P2	2	20.885	21.929	22.783	25.061	1,754.33	45,768.69
EMA II/P2	3	22.305	23.421	24.333	26.766	1,873.67	48,882.15
EMA II/P2	10	22.519	23.645	24.566	27.023	1,891.63	49,350.76
EMA II/P2	15	22.733	23.870	24.800	27.280	1,909.61	49,819.92
EMA II/P2	20	22.947	24.095	25.033	27.537	1,927.59	50,288.79
EMA II/P2	25	23.161	24.319	25.267	27.793	1,945.57	50,757.95
EMA II/P2 Unit Chief	base	21.116	22.172	23.036	25.339	1,773.78	46,276.15
EMA II/P2 Unit Chief	1	22.400	23.520	24.436	26.880	1,881.62	49,089.69
EMA II/P2 Unit Chief	2	23.684	24.868	25.837	28.420	1,989.46	51,903.00
EMA II/P2 Unit Chief	3	25.104	26.360	27.387	30.125	2,108.80	55,016.46
EMA II/P2 Unit Chief	10	25.318	26.584	27.620	30.382	2,126.76	55,485.07
EMA II/P2 Unit Chief	15	25.532	26.809	27.854	30.639	2,144.74	55,954.23
EMA II/P2 Unit Chief	20	25.746	27.034	28.087	30.896	2,162.72	56,423.10
EMA II/P2 Unit Chief	25	25.960	27.258	28.320	31.152	2,180.70	56,892.26

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
EMA II/P2 Dist Supervisor	base	25.803	27.093	28.148	30.963	2,167.45	56,546.58
EMA II/P2 Dist Supervisor	10	26.017	27.317	28.382	31.220	2,185.41	57,015.19
EMA II/P2 Dist Supervisor	15	26.231	27.542	28.615	31.477	2,203.39	57,484.35
EMA II/P2 Dist Supervisor	20	26.445	27.767	28.849	31.733	2,221.37	57,953.22
EMA II/P2 Dist Supervisor	25	26.659	27.991	29.082	31.990	2,239.35	58,422.38
ALS II and ITT (P3)	base	24.167	25.375	26.364	29.000	2,030.04	52,961.58
ALS II and ITT (P3)	10	24.381	25.600	26.597	29.257	2,048.00	53,430.19
ALS II and ITT (P3)	15	24.595	25.824	26.831	29.514	2,065.98	53,899.35
ALS II and ITT (P3)	20	24.809	26.049	27.064	29.770	2,083.95	54,368.22
ALS II and ITT (P3)	25	25.023	26.274	27.298	30.027	2,101.94	54,837.38
ALS II and ITT (P3)	1 yr	25.484	26.759	27.801	30.581	2,140.72	55,849.11
ALS II and ITT (P3)	10	25.698	26.983	28.035	30.838	2,158.68	56,317.72
ALS II and ITT (P3)	15	25.912	27.208	28.268	31.095	2,176.66	56,786.88
ALS II and ITT (P3)	20	26.126	27.433	28.501	31.351	2,194.63	57,255.75
ALS II and ITT (P3)	25	26.340	27.657	28.735	31.608	2,212.62	57,724.91

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
ALS II and ITT (P3)	2 yr	26.644	27.976	29.066	31.973	2,238.12	58,390.18
ALS II and ITT (P3)	10	26.858	28.201	29.299	32.229	2,256.08	58,858.79
ALS II and ITT (P3)	15	27.072	28.425	29.533	32.486	2,274.06	59,327.95
ALS II and ITT (P3)	20	27.286	28.650	29.766	32.743	2,292.03	59,796.82
ALS II and ITT (P3)	25	27.500	28.875	30.000	33.000	2,310.02	60,265.98
ALS II and ITT (P3)	3 yr	27.013	28.363	29.468	32.415	2,269.08	59,198.08
ALS II and ITT (P3)	10	27.226	28.588	29.702	32.672	2,287.04	59,666.69
ALS II and ITT (P3)	15	27.440	28.812	29.935	32.928	2,305.03	60,135.85
ALS II and ITT (P3)	20	27.654	29.037	30.169	33.185	2,323.00	60,604.72
ALS II and ITT (P3)	25	27.869	29.262	30.402	33.442	2,340.98	61,073.88
ALS II & ITT (P3) Unit Chief	base	26.966	28.314	29.417	32.359	2,265.17	59,095.89
ALS II & ITT (P3) Unit Chief	10	27.180	28.539	29.651	32.616	2,283.13	59,564.50
ALS II & ITT (P3) Unit Chief	15	27.394	28.763	29.884	32.873	2,301.11	60,033.66
ALS II & ITT (P3) Unit Chief	20	27.608	28.988	30.118	33.129	2,319.08	60,502.53
ALS II & ITT (P3) Unit Chief	25	27.822	29.213	30.351	33.386	2,337.07	60,971.69

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
ALS II & ITT (P3) Unit Chief	1 yr	28.284	29.698	30.855	33.940	2,375.85	61,983.42
ALS II & ITT (P3) Unit Chief	10	28.497	29.922	31.088	34.197	2,393.81	62,452.03
ALS II & ITT (P3) Unit Chief	15	28.711	30.147	31.322	34.454	2,411.79	62,921.19
ALS II & ITT (P3) Unit Chief	20	28.925	30.372	31.555	34.710	2,429.76	63,390.06
ALS II & ITT (P3) Unit Chief	25	29.140	30.596	31.789	34.967	2,447.75	63,859.22
ALS II & ITT (P3) Unit Chief	2 yr	29.443	30.915	32.120	35.332	2,473.25	64,524.49
ALS II & ITT (P3) Unit Chief	10	29.657	31.140	32.353	35.588	2,491.21	64,993.10
ALS II & ITT (P3) Unit Chief	15	29.871	31.364	32.587	35.845	2,509.19	65,462.26
ALS II & ITT (P3) Unit Chief	20	30.085	31.589	32.820	36.102	2,527.16	65,931.13
ALS II & ITT (P3) Unit Chief	25	30.299	31.814	33.054	36.359	2,545.15	66,400.29
ALS II & ITT (P3) Unit Chief	3 yr	29.812	31.302	32.522	35.774	2,504.21	65,332.39
ALS II & ITT (P3) Unit Chief	10	30.026	31.527	32.755	36.031	2,522.17	65,801.00
ALS II & ITT (P3) Unit Chief	15	30.240	31.752	32.989	36.287	2,540.16	66,270.16
ALS II & ITT (P3) Unit Chief	20	30.454	31.976	33.222	36.544	2,558.13	66,739.03
ALS II & ITT (P3) Unit Chief	25	30.668	32.201	33.456	36.801	2,576.11	67,208.19

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
ALS II & ITT (P3) Dist Supervisor	base	27.664	29.047	30.179	33.197	2,323.82	60,626.01
ALS II & ITT (P3) Dist Supervisor	10	27.878	29.272	30.412	33.453	2,341.78	61,094.62
ALS II & ITT (P3) Dist Supervisor	15	28.092	29.497	30.646	33.710	2,359.76	61,563.78
ALS II & ITT (P3) Dist Supervisor	20	28.306	29.721	30.879	33.967	2,377.73	62,032.65
ALS II & ITT (P3) Dist Supervisor	25	28.520	29.946	31.113	34.224	2,395.72	62,501.81
ALS II & ITT (P3) Dist Supervisor	1 yr	28.982	30.431	31.617	34.778	2,434.50	63,513.54
ALS II & ITT (P3) Dist Supervisor	10	29.196	30.655	31.850	35.035	2,452.46	63,982.15
ALS II & ITT (P3) Dist Supervisor	15	29.410	30.880	32.083	35.291	2,470.44	64,451.31
ALS II & ITT (P3) Dist Supervisor	20	29.624	31.105	32.317	35.548	2,488.41	64,920.18
ALS II & ITT (P3) Dist Supervisor	25	29.838	31.330	32.550	35.805	2,506.40	65,389.34
ALS II & ITT (P3) Dist Supervisor	2 yr	30.141	31.648	32.881	36.169	2,531.90	66,054.61
ALS II & ITT (P3) Dist Supervisor	10	30.355	31.873	33.115	36.426	2,549.86	66,523.22
ALS II & ITT (P3) Dist Supervisor	15	30.569	32.098	33.348	36.683	2,567.84	66,992.38
ALS II & ITT (P3) Dist Supervisor	20	30.783	32.322	33.582	36.940	2,585.81	67,461.25
ALS II & ITT (P3) Dist Supervisor	25	30.997	32.547	33.815	37.197	2,603.80	67,930.41

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
ALS II & ITT (P3) Dist Supervisor	3 yr	30.510	32.035	33.284	36.612	2,562.86	66,862.51
ALS II & ITT (P3) Dist Supervisor	10	30.724	32.260	33.517	36.868	2,580.82	67,331.12
ALS II & ITT (P3) Dist Supervisor	15	30.938	32.485	33.750	37.125	2,598.81	67,800.28
ALS II & ITT (P3) Dist Supervisor	20	31.152	32.709	33.984	37.382	2,616.78	68,269.15
ALS II & ITT (P3) Dist Supervisor	25	31.366	32.934	34.217	37.639	2,634.76	68,738.31
Dispatcher	base				21.980	1,538.65	40,141.84
Dispatcher	10				22.237	1,556.61	40,610.45
Dispatcher	15				22.494	1,574.60	41,079.61
Dispatcher	20				22.751	1,592.57	41,548.48
Dispatcher	25				23.008	1,610.55	42,017.64
Dispatcher	1 yr				26.089	1,826.23	47,644.46
Dispatcher	10				26.345	1,844.19	48,113.07
Dispatcher	15				26.602	1,862.17	48,582.23
Dispatcher	20				26.859	1,880.15	49,051.10
Dispatcher	25				27.116	1,898.13	49,520.26

Effective April 1, 2000 to March 31, 2001

						ALPHA, ECHO, BRAVO & DELTA	
Classification	Length of Service	ALPHA Hourly Rate	ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
Dispatcher	2 yr				27.629	1,934.06	50,457.77
Dispatcher	10				27.886	1,952.03	50,926.38
Dispatcher	15				28.143	1,970.01	51,395.54
Dispatcher	20				28.399	1,987.98	51,864.41
Dispatcher	25				28.656	2,005.96	52,333.57
Dispatcher	3 yr				29.334	2,053.40	53,571.23
Dispatcher	10				29.591	2,071.37	54,039.84
Dispatcher	15				29.847	2,089.35	54,509.00
Dispatcher	20				30.104	2,107.32	54,977.87
Dispatcher	25				30.361	2,125.30	55,447.03
Charge Dispatcher	Yr 3				32.693	2,288.53	59,705.54
Charge Dispatcher	10				32.949	2,306.50	60,174.15
Charge Dispatcher	15				33.206	2,324.48	60,643.31
Charge Dispatcher	20				33.463	2,342.45	61,112.18
Charge Dispatcher	25				33.720	2,360.43	61,581.34
Dispatcher III						35.95	937.77

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjustment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
EMA/FA	base	1,066.45	12.696	0.634	13.330	1,119.73	29,212.70
EMA/FA	1	1,178.04	14.024	0.701	14.725	1,236.91	32,269.84
EMA/FA	2	1,288.57	15.340	0.767	16.107	1,353.00	35,298.49
EMA/FA	3	1,410.89	16.796	0.840	17.636	1,481.44	38,649.29
EMA/FA	10	1,429.30	17.015	0.851	17.866	1,500.76	39,153.34
EMA/FA	15	1,447.74	17.235	0.861	18.096	1,520.08	39,657.38
EMA/FA	20	1,466.16	17.454	0.873	18.327	1,539.49	40,163.62
EMA/FA	25	1,484.59	17.673	0.884	18.557	1,558.81	40,667.67
EMA I	base	1,436.76	17.104	0.855	17.959	1,508.57	39,357.15
EMA I	1	1,547.30	18.420	0.921	19.341	1,624.66	42,385.80
EMA I	2	1,657.83	19.736	0.987	20.723	1,740.75	45,414.46
EMA I	3	1,780.15	21.192	1.060	22.252	1,869.19	48,765.26
EMA I	10	1,798.56	21.411	1.071	22.482	1,888.51	49,269.30
EMA I	15	1,817.00	21.631	1.081	22.712	1,907.83	49,773.35
EMA I	20	1,835.42	21.850	1.092	22.942	1,927.15	50,277.39
EMA I	25	1,853.85	22.069	1.104	23.173	1,946.55	50,783.63

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjustment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
Paramedic 1	base	1,530.80	18.224	0.911	19.135	1,607.36	41,934.35
Paramedic 1	1	1,641.34	19.540	0.976	20.516	1,723.36	44,960.81
Paramedic 1	2	1,751.87	20.855	1.043	21.898	1,839.45	47,989.47
Paramedic 1	3	1,874.20	22.312	1.115	23.427	1,967.89	51,340.27
Paramedic 1	10	1,892.61	22.531	1.126	23.657	1,987.21	51,844.32
Paramedic 1	15	1,911.04	22.750	1.138	23.888	2,006.61	52,350.55
Paramedic 1	20	1,929.46	22.970	1.148	24.118	2,025.93	52,854.60
Paramedic 1	25	1,947.89	23.189	1.159	24.348	2,045.25	53,358.64
Paramedic 1 Unit Chief	base	1,771.81	21.093	1.054	22.147	1,860.37	48,535.15
Paramedic 1 Unit Chief	1	1,882.35	22.409	1.120	23.529	1,976.46	51,563.80
Paramedic 1 Unit Chief	2	1,992.88	23.725	1.186	24.911	2,092.55	54,592.46
Paramedic 1 Unit Chief	3	2,115.20	25.181	1.259	26.440	2,220.98	57,943.26
Paramedic 1 Unit Chief	10	2,133.62	25.400	1.270	26.670	2,240.31	58,447.31
Paramedic 1 Unit Chief	15	2,152.05	25.619	1.281	26.900	2,259.63	58,951.35
Paramedic 1 Unit Chief	20	2,170.47	25.839	1.291	27.130	2,278.95	59,455.40
Paramedic 1 Unit Chief	25	2,188.90	26.058	1.303	27.361	2,298.35	59,961.63

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjustment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
EMA II/P2	base	1,577.12	18.775	0.939	19.714	1,655.99	43,203.23
EMA II/P2	1	1,687.66	20.091	1.004	21.095	1,772.00	46,229.69
EMA II/P2	2	1,798.19	21.407	1.070	22.477	1,888.09	49,258.35
EMA II/P2	3	1,920.51	22.863	1.143	24.006	2,016.53	52,609.15
EMA II/P2	10	1,938.92	23.082	1.154	24.236	2,035.85	53,113.19
EMA II/P2	15	1,957.35	23.302	1.165	24.467	2,055.25	53,619.43
EMA II/P2	20	1,975.78	23.521	1.176	24.697	2,074.57	54,123.48
EMA II/P2	25	1,994.21	23.740	1.187	24.927	2,093.89	54,627.52
EMA II/P2 Unit Chief	base	1,818.13	21.644	1.082	22.726	1,909.01	49,804.03
EMA II/P2 Unit Chief	1	1,928.67	22.960	1.148	24.108	2,025.09	52,832.68
EMA II/P2 Unit Chief	2	2,039.20	24.276	1.214	25.490	2,141.18	55,861.34
EMA II/P2 Unit Chief	3	2,161.52	25.732	1.287	27.019	2,269.62	59,212.14
EMA II/P2 Unit Chief	10	2,179.93	25.951	1.298	27.249	2,288.94	59,716.18
EMA II/P2 Unit Chief	15	2,198.36	26.171	1.308	27.479	2,308.26	60,220.23
EMA II/P2 Unit Chief	20	2,216.79	26.390	1.319	27.709	2,327.58	60,724.27
EMA II/P2 Unit Chief	25	2,235.22	26.609	1.331	27.940	2,346.99	61,230.51

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		EMA II/P2 Dist Super	base	2,221.64	26.448	1.322	27.770	2,332.71
EMA II/P2 Dist Super	10	2,240.05	26.667	1.333	28.000	2,352.03	61,362.00	
EMA II/P2 Dist Super	15	2,258.48	26.886	1.345	28.231	2,371.43	61,868.24	
EMA II/P2 Dist Super	20	2,276.90	27.106	1.355	28.461	2,390.75	62,372.28	
EMA II/P2 Dist Super	25	2,295.33	27.325	1.366	28.691	2,410.07	62,876.33	
ALS II and ITT (P3)	base	2,080.79	24.771	1.238	26.009	2,184.78	56,998.72	
ALS II and ITT (P3)	10	2,099.20	24.990	1.250	26.240	2,204.18	57,504.96	
ALS II and ITT (P3)	15	2,117.63	25.210	1.260	26.470	2,223.50	58,009.01	
ALS II and ITT (P3)	20	2,136.05	25.429	1.271	26.700	2,242.83	58,513.05	
ALS II and ITT (P3)	25	2,154.48	25.648	1.283	26.931	2,262.23	59,019.29	
ALS II and ITT (P3)	1 yr	2,194.23	26.122	1.306	27.428	2,303.98	60,108.46	
ALS II and ITT (P3)	10	2,212.64	26.341	1.317	27.658	2,323.30	60,612.51	
ALS II and ITT (P3)	15	2,231.08	26.560	1.328	27.888	2,342.62	61,116.55	
ALS II and ITT (P3)	20	2,249.50	26.779	1.339	28.118	2,361.94	61,620.60	
ALS II and ITT (P3)	25	2,267.93	26.999	1.350	28.349	2,381.34	62,126.83	

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
ALS II and ITT (P3)	2 yr	2,294.07	27.310	1.365	28.675	2,408.73	62,841.26
ALS II and ITT (P3)	10	2,312.48	27.529	1.377	28.906	2,428.13	63,347.50
ALS II and ITT (P3)	15	2,330.91	27.749	1.387	29.136	2,447.45	63,851.54
ALS II and ITT (P3)	20	2,349.33	27.968	1.398	29.366	2,466.77	64,355.59
ALS II and ITT (P3)	25	2,367.77	28.187	1.410	29.597	2,486.18	64,861.83
ALS II and ITT (P3)	3 yr	2,325.81	27.688	1.384	29.072	2,442.08	63,711.29
ALS II and ITT (P3)	10	2,344.22	27.907	1.395	29.302	2,461.40	64,215.33
ALS II and ITT (P3)	15	2,362.65	28.127	1.406	29.533	2,480.80	64,721.57
ALS II and ITT (P3)	20	2,381.07	28.346	1.417	29.763	2,500.12	65,225.62
ALS II and ITT (P3)	25	2,399.51	28.565	1.428	29.993	2,519.44	65,729.66
ALS II & ITT (P3) Unit Chief	base	2,321.80	27.640	1.382	29.022	2,437.88	63,601.71
ALS II & ITT (P3) Unit Chief	10	2,340.21	27.859	1.393	29.252	2,457.20	64,105.76
ALS II & ITT (P3) Unit Chief	15	2,358.64	28.079	1.404	29.483	2,476.60	64,612.00
ALS II & ITT (P3) Unit Chief	20	2,377.06	28.298	1.415	29.713	2,495.92	65,116.04
ALS II & ITT (P3) Unit Chief	25	2,395.49	28.517	1.426	29.943	2,515.24	65,620.09

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		ALS II & ITT (P3) Unit Chief	1 yr	2,435.24	28.991	1.449	30.440	2,556.99
ALS II & ITT (P3) Unit Chief	10	2,453.65	29.210	1.460	30.670	2,576.31	67,213.31	
ALS II & ITT (P3) Unit Chief	15	2,472.09	29.429	1.472	30.901	2,595.71	67,719.54	
ALS II & ITT (P3) Unit Chief	20	2,490.51	29.649	1.482	31.131	2,615.03	68,223.59	
ALS II & ITT (P3) Unit Chief	25	2,508.94	29.868	1.493	31.361	2,634.35	68,727.63	
ALS II & ITT (P3) Unit Chief	2 yr	2,535.08	30.179	1.509	31.688	2,661.82	69,444.25	
ALS II & ITT (P3) Unit Chief	10	2,553.49	30.398	1.520	31.918	2,681.14	69,948.30	
ALS II & ITT (P3) Unit Chief	15	2,571.92	30.618	1.531	32.149	2,700.55	70,454.53	
ALS II & ITT (P3) Unit Chief	20	2,590.34	30.837	1.542	32.379	2,719.87	70,958.58	
ALS II & ITT (P3) Unit Chief	25	2,608.77	31.056	1.553	32.609	2,739.19	71,462.62	
ALS II & ITT (P3) Unit Chief	3 yr	2,566.82	30.557	1.528	32.085	2,695.17	70,314.28	
ALS II & ITT (P3) Unit Chief	10	2,585.23	30.776	1.539	32.315	2,714.49	70,818.32	
ALS II & ITT (P3) Unit Chief	15	2,603.66	30.996	1.549	32.545	2,733.81	71,322.37	
ALS II & ITT (P3) Unit Chief	20	2,622.08	31.215	1.561	32.776	2,753.21	71,828.60	
ALS II & ITT (P3) Unit Chief	25	2,640.52	31.434	1.572	33.006	2,772.53	72,332.65	

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		ALS II & ITT (P3) Dist Super	base	2,381.91	28.356	1.417	29.773	2,500.96
ALS II & ITT (P3) Dist Super	10	2,400.32	28.575	1.429	30.004	2,520.36	65,753.77	
ALS II & ITT (P3) Dist Super	15	2,418.75	28.794	1.440	30.234	2,539.68	66,257.81	
ALS II & ITT (P3) Dist Super	20	2,437.18	29.014	1.450	30.464	2,559.00	66,761.86	
ALS II & ITT (P3) Dist Super	25	2,455.61	29.233	1.462	30.695	2,578.41	67,268.09	
ALS II & ITT (P3) Dist Super	1 yr	2,495.36	29.706	1.486	31.192	2,620.16	68,357.27	
ALS II & ITT (P3) Dist Super	10	2,513.77	29.925	1.497	31.422	2,639.48	68,861.31	
ALS II & ITT (P3) Dist Super	15	2,532.20	30.145	1.507	31.652	2,658.80	69,365.36	
ALS II & ITT (P3) Dist Super	20	2,550.62	30.364	1.518	31.882	2,678.12	69,869.40	
ALS II & ITT (P3) Dist Super	25	2,569.06	30.584	1.529	32.113	2,697.52	70,375.64	
ALS II & ITT (P3) Dist Super	2 yr	2,595.19	30.895	1.544	32.439	2,724.91	71,090.07	
ALS II & ITT (P3) Dist Super	10	2,613.60	31.114	1.556	32.670	2,744.31	71,596.31	
ALS II & ITT (P3) Dist Super	15	2,632.04	31.333	1.567	32.900	2,763.63	72,100.35	
ALS II & ITT (P3) Dist Super	20	2,650.46	31.553	1.577	33.130	2,782.95	72,604.40	
ALS II & ITT (P3) Dist Super	25	2,668.89	31.772	1.589	33.361	2,802.36	73,110.63	

Effective April 1, 2001 to March 31, 2002

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		ALS II & ITT (P3) Dist Super	3 yr	2,626.93	31.273	1.563	32.836	2,758.25
ALS II & ITT (P3) Dist Super	10	2,645.35	31.492	1.574	33.066	2,777.57	72,464.14	
ALS II & ITT (P3) Dist Super	15	2,663.78	31.711	1.586	33.297	2,796.98	72,970.38	
ALS II & ITT (P3) Dist Super	20	2,682.20	31.931	1.596	33.527	2,816.30	73,474.42	
ALS II & ITT (P3) Dist Super	25	2,700.63	32.150	1.607	33.757	2,835.62	73,978.47	
Dispatcher	base							
Dispatcher	10							
Dispatcher	15							
Dispatcher	20							
Dispatcher	25							
Dispatcher	1 yr							
Dispatcher	10							
Dispatcher	15							
Dispatcher	20							
Dispatcher	25							

Effective April 1, 2001 to March 31, 2002

		A L P H A					Adjusted	
Classification	Length of Service	Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
Dispatcher	2 yr							
Dispatcher	10							
Dispatcher	15							
Dispatcher	20							
Dispatcher	25							
Dispatcher	3 yr							
Dispatcher	10							
Dispatcher	15							
Dispatcher	20							
Dispatcher	25							
Charge Dispatcher	Yr 3							
Charge Dispatcher	10							
Charge Dispatcher	15							
Charge Dispatcher	20							
Charge Dispatcher	25							
Dispatcher III								

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
13.330	13.850	15.235	1,066.45	27,822.67
14.725	15.299	16.829	1,178.04	30,733.83
16.107	16.735	18.408	1,288.57	33,617.48
17.636	18.323	20.155	1,410.89	36,808.76
17.866	18.562	20.418	1,429.30	37,289.09
18.096	18.802	20.682	1,447.74	37,769.96
18.327	19.041	20.945	1,466.16	38,250.57
18.557	19.280	21.208	1,484.59	38,731.44
17.959	18.659	20.525	1,436.76	37,483.58
19.341	20.095	22.104	1,547.30	40,367.46
20.723	21.530	23.683	1,657.83	43,251.10
22.252	23.119	25.430	1,780.15	46,442.39
22.482	23.358	25.693	1,798.56	46,922.71
22.712	23.597	25.957	1,817.00	47,403.58
22.942	23.836	26.220	1,835.42	47,884.19
23.173	24.076	26.483	1,853.85	48,365.07

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
19.135	19.880	21.868	1,530.80	39,937.07
20.516	21.316	23.447	1,641.34	42,820.95
21.898	22.751	25.026	1,751.87	45,704.59
23.427	24.340	26.774	1,874.20	48,895.87
23.657	24.579	27.037	1,892.61	49,376.20
23.888	24.818	27.300	1,911.04	49,857.07
24.118	25.058	27.563	1,929.46	50,337.68
24.348	25.297	27.827	1,947.89	50,818.55
22.147	23.010	25.311	1,771.81	46,224.75
23.529	24.446	26.890	1,882.35	49,108.63
24.911	25.881	28.469	1,992.88	51,992.27
26.440	27.470	30.217	2,115.20	55,183.56
26.670	27.709	30.480	2,133.62	55,663.88
26.900	27.948	30.743	2,152.05	56,144.75
27.130	28.188	31.006	2,170.47	56,625.37
27.361	28.427	31.270	2,188.90	57,106.24

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
19.714	20.482	22.530	1,577.12	41,145.38
21.095	21.917	24.109	1,687.66	44,029.26
22.477	23.353	25.688	1,798.19	46,912.90
24.006	24.941	27.435	1,920.51	50,104.21
24.236	25.181	27.698	1,938.92	50,584.54
24.467	25.420	27.962	1,957.35	51,065.41
24.697	25.659	28.225	1,975.78	51,546.02
24.927	25.899	28.488	1,994.21	52,026.89
22.726	23.612	25.973	1,818.13	47,433.06
24.108	25.047	27.552	1,928.67	50,316.94
25.490	26.483	29.131	2,039.20	53,200.58
27.019	28.071	30.878	2,161.52	56,391.90
27.249	28.311	31.141	2,179.93	56,872.22
27.479	28.550	31.405	2,198.36	57,353.09
27.709	28.789	31.668	2,216.79	57,833.70
27.940	29.029	31.931	2,235.22	58,314.58

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
27.770	28.852	31.737	2,221.64	57,960.26
28.000	29.091	32.000	2,240.05	58,440.59
28.231	29.331	32.264	2,258.48	58,921.46
28.461	29.570	32.527	2,276.90	59,402.07
28.691	29.809	32.790	2,295.33	59,882.94
26.009	27.023	29.725	2,080.79	54,285.63
26.240	27.262	29.988	2,099.20	54,765.95
26.470	27.501	30.251	2,117.63	55,246.82
26.700	27.741	30.515	2,136.05	55,727.43
26.931	27.980	30.778	2,154.48	56,208.31
27.428	28.496	31.346	2,194.23	57,245.34
27.658	28.735	31.609	2,212.64	57,725.67
27.888	28.975	31.872	2,231.08	58,206.54
28.118	29.214	32.135	2,249.50	58,687.15
28.349	29.453	32.399	2,267.93	59,168.03

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
28.675	29.793	32.772	2,294.07	59,849.94
28.906	30.032	33.035	2,312.48	60,330.26
29.136	30.271	33.298	2,330.91	60,811.14
29.366	30.511	33.561	2,349.33	61,291.75
29.597	30.750	33.825	2,367.77	61,772.62
29.072	30.205	33.225	2,325.81	60,678.03
29.302	30.444	33.488	2,344.22	61,158.36
29.533	30.684	33.752	2,362.65	61,639.23
29.763	30.923	34.015	2,381.07	62,119.84
29.993	31.162	34.278	2,399.51	62,600.71
29.022	30.153	33.168	2,321.80	60,573.31
29.252	30.392	33.431	2,340.21	61,053.63
29.483	30.631	33.694	2,358.64	61,534.51
29.713	30.871	33.958	2,377.06	62,015.12
29.943	31.110	34.221	2,395.49	62,495.99

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
30.440	31.626	34.789	2,435.24	63,533.03
30.670	31.865	35.052	2,453.65	64,013.35
30.901	32.105	35.315	2,472.09	64,494.23
31.131	32.344	35.578	2,490.51	64,974.84
31.361	32.583	35.841	2,508.94	65,455.71
31.688	32.923	36.215	2,535.08	66,137.62
31.918	33.162	36.478	2,553.49	66,617.95
32.149	33.401	36.741	2,571.92	67,098.82
32.379	33.640	37.004	2,590.34	67,579.43
32.609	33.880	37.268	2,608.77	68,060.30
32.085	33.335	36.668	2,566.82	66,965.71
32.315	33.574	36.931	2,585.23	67,446.04
32.545	33.813	37.195	2,603.66	67,926.91
32.776	34.053	37.458	2,622.08	68,407.52
33.006	34.292	37.721	2,640.52	68,888.40

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
29.773	30.934	34.027	2,381.91	62,141.68
30.004	31.173	34.290	2,400.32	62,622.00
30.234	31.412	34.553	2,418.75	63,102.87
30.464	31.651	34.816	2,437.18	63,583.48
30.695	31.891	35.080	2,455.61	64,064.36
31.192	32.407	35.647	2,495.36	65,101.39
31.422	32.646	35.910	2,513.77	65,581.72
31.652	32.885	36.174	2,532.20	66,062.59
31.882	33.125	36.437	2,550.62	66,543.20
32.113	33.364	36.700	2,569.06	67,024.08
32.439	33.703	37.074	2,595.19	67,705.99
32.670	33.943	37.337	2,613.60	68,186.31
32.900	34.182	37.600	2,632.04	68,667.19
33.130	34.421	37.863	2,650.46	69,147.80
33.361	34.661	38.126	2,668.89	69,628.67

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
32.836	34.116	37.527	2,626.93	68,534.08
33.066	34.355	37.790	2,645.35	69,014.41
33.297	34.594	38.053	2,663.78	69,495.28
33.527	34.833	38.317	2,682.20	69,975.89
33.757	35.073	38.580	2,700.63	70,456.76
		22.530	1,577.12	41,145.38
		22.793	1,595.53	41,625.70
		23.056	1,613.96	42,106.58
		23.319	1,632.38	42,587.19
		23.583	1,650.81	43,068.06
		26.741	1,871.88	48,835.58
		27.004	1,890.30	49,315.91
		27.267	1,908.73	49,796.78
		27.530	1,927.15	50,277.39
		27.794	1,945.58	50,758.26

Effective April 1, 2001 to March 31, 2002

			ECHO, BRAVO & DELTA	
ECHO Hourly Rate	BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Salary	Annual Salary
		28.320	1,982.42	51,719.22
		28.583	2,000.83	52,199.55
		28.846	2,019.26	52,680.42
		29.109	2,037.68	53,161.03
		29.373	2,056.11	53,641.91
		30.067	2,104.74	54,910.51
		30.330	2,123.15	55,390.83
		30.594	2,141.58	55,871.71
		30.857	2,160.00	56,352.32
		31.120	2,178.44	56,833.19
		33.510	2,345.75	61,198.19
		33.773	2,364.16	61,678.52
		34.037	2,382.59	62,159.39
		34.300	2,401.01	62,640.00
		34.563	2,419.44	63,120.87
			36.84	961.22

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjustment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
EMA/FA	base	1,093.11	13.013	1.183	14.196	1,192.48	31,110.53
EMA/FA	1	1,207.49	14.375	1.307	15.682	1,317.30	34,367.10
EMA/FA	2	1,320.78	15.723	1.430	17.153	1,440.87	37,590.80
EMA/FA	3	1,446.16	17.216	1.565	18.781	1,577.62	41,158.56
EMA/FA	10	1,465.04	17.441	1.585	19.026	1,598.20	41,695.48
EMA/FA	15	1,483.93	17.666	1.606	19.272	1,618.87	42,234.59
EMA/FA	20	1,502.81	17.890	1.627	19.517	1,639.45	42,771.51
EMA/FA	25	1,521.70	18.115	1.647	19.762	1,660.03	43,308.42
EMA I	base	1,472.68	17.532	1.593	19.125	1,606.52	41,912.44
EMA I	1	1,585.98	18.881	1.716	20.597	1,730.17	45,138.33
EMA I	2	1,699.28	20.229	1.839	22.068	1,853.73	48,362.02
EMA I	3	1,824.66	21.722	1.975	23.697	1,990.57	51,931.98
EMA I	10	1,843.53	21.947	1.995	23.942	2,011.15	52,468.89
EMA I	15	1,862.42	22.171	2.016	24.187	2,031.73	53,005.81
EMA I	20	1,881.30	22.396	2.036	24.432	2,052.31	53,542.73
EMA I	25	1,900.20	22.621	2.057	24.678	2,072.98	54,081.84

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		Paramedic 1	base	1,569.07	18.679	1.698	20.377	1,711.69
Paramedic 1	1	1,682.38	20.028	1.821	21.849	1,835.34	47,882.08	
Paramedic 1	2	1,795.67	21.377	1.943	23.320	1,958.90	51,105.78	
Paramedic 1	3	1,921.05	22.869	2.079	24.948	2,095.66	54,673.54	
Paramedic 1	10	1,939.92	23.094	2.100	25.194	2,116.32	55,212.65	
Paramedic 1	15	1,958.82	23.319	2.120	25.439	2,136.90	55,749.57	
Paramedic 1	20	1,977.70	23.544	2.140	25.684	2,157.48	56,286.49	
Paramedic 1	25	1,996.59	23.769	2.160	25.929	2,178.06	56,823.40	
Paramedic 1 Unit Chief	base	1,816.11	21.620	1.966	23.586	1,981.25	51,688.72	
Paramedic 1 Unit Chief	1	1,929.41	22.969	2.088	25.057	2,104.81	54,912.42	
Paramedic 1 Unit Chief	2	2,042.70	24.318	2.210	26.528	2,228.38	58,136.11	
Paramedic 1 Unit Chief	3	2,168.08	25.810	2.347	28.157	2,365.21	61,706.07	
Paramedic 1 Unit Chief	10	2,186.96	26.035	2.367	28.402	2,385.79	62,242.98	
Paramedic 1 Unit Chief	15	2,205.85	26.260	2.387	28.647	2,406.37	62,779.90	
Paramedic 1 Unit Chief	20	2,224.73	26.485	2.407	28.892	2,426.96	63,316.82	
Paramedic 1 Unit Chief	25	2,243.62	26.710	2.428	29.138	2,447.62	63,855.93	

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
EMA II/P2	base	1,616.54	19.244	1.750	20.994	1,763.52	46,008.35
EMA II/P2	1	1,729.85	20.593	1.872	22.465	1,887.08	49,232.05
EMA II/P2	2	1,843.14	21.942	1.995	23.937	2,010.73	52,457.94
EMA II/P2	3	1,968.52	23.435	2.130	25.565	2,147.48	56,025.70
EMA II/P2	10	1,987.40	23.659	2.151	25.810	2,168.06	56,562.62
EMA II/P2	15	2,006.29	23.884	2.171	26.055	2,188.64	57,099.53
EMA II/P2	20	2,025.17	24.109	2.192	26.301	2,209.31	57,638.64
EMA II/P2	25	2,044.06	24.334	2.212	26.546	2,229.89	58,175.56
EMA II/ P2 Unit Chief	base	1,863.58	22.185	2.017	24.202	2,032.99	53,038.68
EMA II/ P2 Unit Chief	1	1,976.88	23.534	2.140	25.674	2,156.64	56,264.57
EMA II/ P2 Unit Chief	2	2,090.18	24.883	2.262	27.145	2,280.21	59,488.27
EMA II/ P2 Unit Chief	3	2,215.56	26.375	2.398	28.773	2,416.96	63,056.03
EMA II/ P2 Unit Chief	10	2,234.43	26.600	2.418	29.018	2,437.54	63,592.95
EMA II/ P2 Unit Chief	15	2,253.32	26.825	2.439	29.264	2,458.20	64,132.06
EMA II/ P2 Unit Chief	20	2,272.21	27.050	2.459	29.509	2,478.78	64,668.97
EMA II/ P2 Unit Chief	25	2,291.10	27.275	2.479	29.754	2,499.36	65,205.89

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		EMA II/P2 Dist. Super.	base	2,277.18	27.109	2.464	29.573	2,484.16
EMA II/P2 Dist. Super.	10	2,296.05	27.334	2.485	29.819	2,504.82	65,348.34	
EMA II/P2 Dist. Super.	15	2,314.94	27.559	2.505	30.064	2,525.40	65,885.26	
EMA II/P2 Dist. Super.	20	2,333.82	27.783	2.526	30.309	2,545.98	66,422.17	
EMA II/P2 Dist. Super.	25	2,352.72	28.008	2.546	30.554	2,566.56	66,959.09	
ALS II and ITT (P3)	base	2,132.81	25.390	2.309	27.699	2,326.74	60,702.36	
ALS II and ITT (P3)	10	2,151.68	25.615	2.329	27.944	2,347.32	61,239.28	
ALS II and ITT (P3)	15	2,170.57	25.840	2.349	28.189	2,367.90	61,776.19	
ALS II and ITT (P3)	20	2,189.45	26.065	2.369	28.434	2,388.48	62,313.11	
ALS II and ITT (P3)	25	2,208.35	26.290	2.390	28.680	2,409.15	62,852.22	
ALS II and ITT (P3)	1 yr	2,249.09	26.775	2.434	29.209	2,453.58	64,011.52	
ALS II and ITT (P3)	10	2,267.96	26.999	2.455	29.454	2,474.16	64,548.44	
ALS II and ITT (P3)	15	2,286.85	27.224	2.475	29.699	2,494.74	65,085.36	
ALS II and ITT (P3)	20	2,305.74	27.449	2.495	29.944	2,515.32	65,622.28	
ALS II and ITT (P3)	25	2,324.63	27.674	2.516	30.190	2,535.99	66,161.39	

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
ALS II and ITT (P3)	2 yr	2,351.42	27.993	2.545	30.538	2,565.22	66,924.03
ALS II and ITT (P3)	10	2,370.29	28.217	2.566	30.783	2,585.80	67,460.95
ALS II and ITT (P3)	15	2,389.19	28.442	2.586	31.028	2,606.38	67,997.86
ALS II and ITT (P3)	20	2,408.07	28.667	2.606	31.273	2,626.96	68,534.78
ALS II and ITT (P3)	25	2,426.96	28.892	2.627	31.519	2,647.63	69,073.89
ALS II and ITT (P3)	3 yr	2,383.95	28.380	2.580	30.960	2,600.67	67,848.84
ALS II and ITT (P3)	10	2,402.83	28.605	2.600	31.205	2,621.25	68,385.76
ALS II and ITT (P3)	15	2,421.72	28.830	2.621	31.451	2,641.91	68,924.87
ALS II and ITT (P3)	20	2,440.60	29.054	2.642	31.696	2,662.49	69,461.78
ALS II and ITT (P3)	25	2,459.49	29.279	2.662	31.941	2,683.07	69,998.70
ALS II & ITT (P3) Unit Chief	base	2,379.84	28.331	2.576	30.907	2,596.22	67,732.69
ALS II & ITT (P3) Unit Chief	10	2,398.71	28.556	2.596	31.152	2,616.80	68,269.61
ALS II & ITT (P3) Unit Chief	15	2,417.61	28.781	2.616	31.397	2,637.38	68,806.53
ALS II & ITT (P3) Unit Chief	20	2,436.49	29.005	2.637	31.642	2,657.96	69,343.44
ALS II & ITT (P3) Unit Chief	25	2,455.38	29.230	2.658	31.888	2,678.62	69,882.55

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		ALS II & ITT (P3) Unit Chief	1 yr	2,496.12	29.715	2.702	32.417	2,723.06
ALS II & ITT (P3) Unit Chief	10	2,515.00	29.940	2.722	32.662	2,743.64	71,578.77	
ALS II & ITT (P3) Unit Chief	15	2,533.89	30.165	2.742	32.907	2,764.22	72,115.69	
ALS II & ITT (P3) Unit Chief	20	2,552.77	30.390	2.763	33.153	2,784.88	72,654.80	
ALS II & ITT (P3) Unit Chief	25	2,571.66	30.615	2.783	33.398	2,805.46	73,191.72	
ALS II & ITT (P3) Unit Chief	2 yr	2,598.45	30.934	2.812	33.746	2,834.70	73,954.36	
ALS II & ITT (P3) Unit Chief	10	2,617.33	31.158	2.833	33.991	2,855.28	74,491.28	
ALS II & ITT (P3) Unit Chief	15	2,636.22	31.383	2.853	34.236	2,875.86	75,028.19	
ALS II & ITT (P3) Unit Chief	20	2,655.10	31.608	2.874	34.482	2,896.52	75,567.30	
ALS II & ITT (P3) Unit Chief	25	2,673.99	31.833	2.894	34.727	2,917.10	76,104.22	
ALS II & ITT (P3) Unit Chief	3 yr	2,630.99	31.321	2.847	34.168	2,870.14	74,879.17	
ALS II & ITT (P3) Unit Chief	10	2,649.86	31.546	2.867	34.413	2,890.72	75,416.09	
ALS II & ITT (P3) Unit Chief	15	2,668.75	31.771	2.888	34.659	2,911.39	75,955.20	
ALS II & ITT (P3) Unit Chief	20	2,687.64	31.995	2.909	34.904	2,931.97	76,492.12	
ALS II & ITT (P3) Unit Chief	25	2,706.53	32.220	2.929	35.149	2,952.55	77,029.03	

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A				Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual
		ALS II & ITT (P3) Dist Super	base	2,441.46	29.065	2.642	31.707
ALS II & ITT (P3) Dist Super	10	2,460.33	29.289	2.663	31.952	2,684.00	70,022.81
ALS II & ITT (P3) Dist Super	15	2,479.22	29.514	2.683	32.197	2,704.58	70,559.73
ALS II & ITT (P3) Dist Super	20	2,498.11	29.739	2.704	32.443	2,725.24	71,098.84
ALS II & ITT (P3) Dist Super	25	2,517.00	29.964	2.724	32.688	2,745.82	71,635.75
ALS II & ITT (P3) Dist Super	1 yr	2,557.74	30.449	2.768	33.217	2,790.26	72,795.06
ALS II & ITT (P3) Dist Super	10	2,576.61	30.674	2.788	33.462	2,810.84	73,331.97
ALS II & ITT (P3) Dist Super	15	2,595.51	30.899	2.809	33.708	2,831.50	73,871.08
ALS II & ITT (P3) Dist Super	20	2,614.39	31.123	2.830	33.953	2,852.08	74,408.00
ALS II & ITT (P3) Dist Super	25	2,633.28	31.348	2.850	34.198	2,872.66	74,944.92
ALS II & ITT (P3) Dist Super	2 yr	2,660.07	31.667	2.879	34.546	2,901.90	75,707.56
ALS II & ITT (P3) Dist Super	10	2,678.95	31.892	2.899	34.791	2,922.48	76,244.48
ALS II & ITT (P3) Dist Super	15	2,697.84	32.117	2.920	35.037	2,943.14	76,783.59
ALS II & ITT (P3) Dist Super	20	2,716.72	32.342	2.940	35.282	2,963.72	77,320.50
ALS II & ITT (P3) Dist Super	25	2,735.61	32.566	2.961	35.527	2,984.30	77,857.42

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					Adjusted	
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Bi-Weekly	Annual	
		ALS II & ITT (P3) Dist Super	3 yr	2,692.61	32.054	2.915	34.969	2,937.43
ALS II & ITT (P3) Dist Super	10	2,711.48	32.279	2.935	35.214	2,958.01	77,171.48	
ALS II & ITT (P3) Dist Super	15	2,730.37	32.504	2.955	35.459	2,978.59	77,708.40	
ALS II & ITT (P3) Dist Super	20	2,749.25	32.729	2.975	35.704	2,999.17	78,245.32	
ALS II & ITT (P3) Dist Super	25	2,768.15	32.954	2.996	35.950	3,019.83	78,784.43	
Dispatcher	base							
Dispatcher	10							
Dispatcher	15							
Dispatcher	20							
Dispatcher	25							
Dispatcher	1 yr							
Dispatcher	10							
Dispatcher	15							
Dispatcher	20							
Dispatcher	25							

Effective April 1, 2002 to March 31, 2003

Classification	Length of Service	A L P H A					
		Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust-ment	Adjusted Hourly Rate	Adjusted	
						Bi-Weekly	Annual
Dispatcher	2 yr						
Dispatcher	10						
Dispatcher	15						
Dispatcher	20						
Dispatcher	25						
Dispatcher	3 yr						
Dispatcher	10						
Dispatcher	15						
Dispatcher	20						
Dispatcher	25						
Charge Dispatcher	Yr 3						
Charge Dispatcher	10						
Charge Dispatcher	15						
Charge Dispatcher	20						
Charge Dispatcher	25						
Dispatcher III							

Effective April 1, 2002 to March 31, 2003

E C H O						BRAVO & DELTA			
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
1,093.11	13.664	0.532	14.196	1,135.69	29,629.08	14.196	15.616	1,093.11	28,518.23
1,207.49	15.093	0.589	15.682	1,254.57	32,730.57	15.682	17.250	1,207.49	31,502.18
1,320.78	16.510	0.643	17.153	1,372.26	35,800.76	17.153	18.868	1,320.78	34,457.91
1,446.16	18.077	0.704	18.781	1,502.50	39,198.63	18.781	20.659	1,446.16	37,728.97
1,465.04	18.313	0.713	19.026	1,522.10	39,709.98	19.026	20.929	1,465.04	38,221.32
1,483.93	18.549	0.723	19.272	1,541.78	40,223.42	19.272	21.199	1,483.93	38,714.22
1,502.81	18.785	0.732	19.517	1,561.38	40,734.77	19.517	21.468	1,502.81	39,206.84
1,521.70	19.021	0.741	19.762	1,580.98	41,246.12	19.762	21.738	1,521.70	39,699.74
1,472.68	18.408	0.717	19.125	1,530.02	39,916.61	19.125	21.038	1,472.68	38,420.67
1,585.98	19.824	0.773	20.597	1,647.78	42,988.88	20.597	22.657	1,585.98	41,376.63
1,699.28	21.241	0.827	22.068	1,765.46	46,059.07	22.068	24.275	1,699.28	44,332.39
1,824.66	22.808	0.889	23.697	1,895.78	49,459.02	23.697	26.066	1,824.66	47,603.45
1,843.53	23.044	0.898	23.942	1,915.38	49,970.37	23.942	26.336	1,843.53	48,095.80
1,862.42	23.280	0.907	24.187	1,934.98	50,481.72	24.187	26.606	1,862.42	48,588.70
1,881.30	23.516	0.916	24.432	1,954.58	50,993.07	24.432	26.875	1,881.30	49,081.31
1,900.20	23.752	0.926	24.678	1,974.26	51,506.51	24.678	27.145	1,900.20	49,574.21

Effective April 1, 2002 to March 31, 2003

E C H O				BRAVO & DELTA					
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
1,569.07	19.613	0.764	20.377	1,630.18	42,529.71	20.377	22.415	1,569.07	40,935.49
1,682.38	21.029	0.820	21.849	1,747.94	45,601.98	21.849	24.034	1,682.38	43,891.48
1,795.67	22.446	0.874	23.320	1,865.62	48,672.17	23.320	25.652	1,795.67	46,847.21
1,921.05	24.013	0.935	24.948	1,995.86	52,070.04	24.948	27.443	1,921.05	50,118.27
1,939.92	24.249	0.945	25.194	2,015.54	52,583.48	25.194	27.713	1,939.92	50,610.63
1,958.82	24.485	0.954	25.439	2,035.14	53,094.83	25.439	27.983	1,958.82	51,103.52
1,977.70	24.721	0.963	25.684	2,054.74	53,606.18	25.684	28.252	1,977.70	51,596.14
1,996.59	24.957	0.972	25.929	2,074.34	54,117.53	25.929	28.522	1,996.59	52,089.04
1,816.11	22.701	0.885	23.586	1,886.90	49,227.35	23.586	25.944	1,816.11	47,380.36
1,929.41	24.117	0.940	25.057	2,004.58	52,297.54	25.057	27.563	1,929.41	50,336.35
2,042.70	25.533	0.995	26.528	2,122.26	55,367.73	26.528	29.181	2,042.70	53,292.08
2,168.08	27.101	1.056	28.157	2,252.59	58,767.68	28.157	30.972	2,168.08	56,563.14
2,186.96	27.337	1.065	28.402	2,272.19	59,279.03	28.402	31.242	2,186.96	57,055.50
2,205.85	27.573	1.074	28.647	2,291.79	59,790.38	28.647	31.512	2,205.85	57,548.39
2,224.73	27.809	1.083	28.892	2,311.39	60,301.73	28.892	31.781	2,224.73	58,041.01
2,243.62	28.045	1.093	29.138	2,331.07	60,815.17	29.138	32.051	2,243.62	58,533.91

Effective April 1, 2002 to March 31, 2003

E C H O				BRAVO & DELTA					
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
1,616.54	20.207	0.787	20.994	1,679.54	43,817.48	20.994	23.093	1,616.54	42,174.02
1,729.85	21.623	0.842	22.465	1,797.22	46,887.66	22.465	24.712	1,729.85	45,129.98
1,843.14	23.039	0.898	23.937	1,914.98	49,959.94	23.937	26.330	1,843.14	48,085.73
1,968.52	24.606	0.959	25.565	2,045.22	53,357.81	25.565	28.121	1,968.52	51,356.82
1,987.40	24.842	0.968	25.810	2,064.82	53,869.16	25.810	28.391	1,987.39	51,849.17
2,006.29	25.078	0.977	26.055	2,084.42	54,380.51	26.055	28.661	2,006.29	52,342.07
2,025.17	25.314	0.987	26.301	2,104.10	54,893.94	26.301	28.931	2,025.17	52,834.69
2,044.06	25.550	0.996	26.546	2,123.70	55,405.29	26.546	29.200	2,044.06	53,327.59
1,863.58	23.294	0.908	24.202	1,936.18	50,513.03	24.202	26.622	1,863.58	48,618.89
1,976.88	24.711	0.963	25.674	2,053.94	53,585.31	25.674	28.241	1,976.88	51,574.85
2,090.18	26.127	1.018	27.145	2,171.62	56,655.49	27.145	29.859	2,090.18	54,530.60
2,215.56	27.694	1.079	28.773	2,301.87	60,053.36	28.773	31.650	2,215.56	57,801.69
2,234.43	27.930	1.088	29.018	2,321.47	60,564.71	29.018	31.920	2,234.43	58,294.04
2,253.32	28.166	1.098	29.264	2,341.15	61,078.15	29.264	32.190	2,253.32	58,786.94
2,272.21	28.402	1.107	29.509	2,360.75	61,589.50	29.509	32.460	2,272.21	59,279.56
2,291.10	28.638	1.116	29.754	2,380.35	62,100.85	29.754	32.730	2,291.10	59,772.46

Effective April 1, 2002 to March 31, 2003

E C H O				BRAVO & DELTA					
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
2,277.18	28.464	1.109	29.573	2,365.87	61,723.08	29.573	32.531	2,277.18	59,409.27
2,296.05	28.700	1.119	29.819	2,385.55	62,236.51	29.819	32.800	2,296.05	59,901.62
2,314.94	28.936	1.128	30.064	2,405.15	62,747.86	30.064	33.070	2,314.94	60,394.52
2,333.82	29.172	1.137	30.309	2,424.75	63,259.21	30.309	33.340	2,333.82	60,887.13
2,352.72	29.409	1.145	30.554	2,444.35	63,770.56	30.554	33.610	2,352.72	61,380.03
2,132.81	26.660	1.039	27.699	2,215.94	57,811.77	27.699	30.468	2,132.81	55,642.78
2,151.68	26.896	1.048	27.944	2,235.54	58,323.12	27.944	30.738	2,151.68	56,135.13
2,170.57	27.132	1.057	28.189	2,255.15	58,834.47	28.189	31.008	2,170.57	56,628.03
2,189.45	27.368	1.066	28.434	2,274.75	59,345.82	28.434	31.277	2,189.45	57,120.64
2,208.35	27.604	1.076	28.680	2,294.43	59,859.26	28.680	31.547	2,208.35	57,613.54
2,249.09	28.113	1.096	29.209	2,336.75	60,963.36	29.209	32.129	2,249.09	58,676.48
2,267.96	28.349	1.105	29.454	2,356.35	61,474.71	29.454	32.399	2,267.96	59,168.83
2,286.85	28.585	1.114	29.699	2,375.95	61,986.06	29.699	32.669	2,286.85	59,661.73
2,305.74	28.821	1.123	29.944	2,395.55	62,497.41	29.944	32.939	2,305.74	60,154.35
2,324.63	29.057	1.133	30.190	2,415.23	63,010.84	30.190	33.209	2,324.63	60,647.25

Effective April 1, 2002 to March 31, 2003

E C H O				BRAVO & DELTA					
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
2,351.42	29.392	1.146	30.538	2,443.07	63,737.17	30.538	33.591	2,351.42	61,346.20
2,370.29	29.628	1.155	30.783	2,462.67	64,248.52	30.783	33.861	2,370.29	61,838.55
2,389.19	29.864	1.164	31.028	2,482.27	64,759.87	31.028	34.131	2,389.19	62,331.45
2,408.07	30.100	1.173	31.273	2,501.87	65,271.22	31.273	34.400	2,408.07	62,824.06
2,426.96	30.337	1.182	31.519	2,521.55	65,784.66	31.519	34.670	2,426.96	63,316.96
2,383.95	29.799	1.161	30.960	2,476.83	64,617.94	30.960	34.056	2,383.95	62,194.98
2,402.83	30.035	1.170	31.205	2,496.43	65,129.29	31.205	34.326	2,402.83	62,687.33
2,421.72	30.271	1.180	31.451	2,516.11	65,642.73	31.451	34.595	2,421.72	63,180.23
2,440.60	30.507	1.189	31.696	2,535.71	66,154.08	31.696	34.865	2,440.60	63,672.84
2,459.49	30.743	1.198	31.941	2,555.31	66,665.43	31.941	35.135	2,459.49	64,165.74
2,379.84	29.748	1.159	30.907	2,472.59	64,507.32	30.907	33.997	2,379.84	62,087.65
2,398.71	29.983	1.169	31.152	2,492.19	65,018.67	31.152	34.267	2,398.71	62,580.00
2,417.61	30.220	1.177	31.397	2,511.79	65,530.02	31.397	34.537	2,417.61	63,072.90
2,436.49	30.456	1.186	31.642	2,531.39	66,041.37	31.642	34.806	2,436.49	63,565.51
2,455.38	30.692	1.196	31.888	2,551.07	66,554.81	31.888	35.076	2,455.38	64,058.41

Effective April 1, 2002 to March 31, 2003

E C H O					BRAVO & DELTA				
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
2,496.12	31.201	1.216	32.417	2,593.39	67,658.91	32.417	35.658	2,496.12	65,121.35
2,515.00	31.437	1.225	32.662	2,612.99	68,170.26	32.662	35.928	2,515.00	65,613.70
2,533.89	31.673	1.234	32.907	2,632.59	68,681.61	32.907	36.198	2,533.89	66,106.60
2,552.77	31.909	1.244	33.153	2,652.27	69,195.05	33.153	36.468	2,552.77	66,599.22
2,571.66	32.145	1.253	33.398	2,671.87	69,706.40	33.398	36.738	2,571.66	67,092.12
2,598.45	32.480	1.266	33.746	2,699.71	70,432.72	33.746	37.120	2,598.45	67,791.07
2,617.33	32.716	1.275	33.991	2,719.31	70,944.07	33.991	37.390	2,617.33	68,283.42
2,636.22	32.952	1.284	34.236	2,738.91	71,455.42	34.236	37.660	2,636.22	68,776.32
2,655.10	33.188	1.294	34.482	2,758.59	71,968.86	34.482	37.929	2,655.10	69,268.93
2,673.99	33.424	1.303	34.727	2,778.19	72,480.21	34.727	38.199	2,673.99	69,761.83
2,630.99	32.887	1.281	34.168	2,733.47	71,313.50	34.168	37.585	2,630.99	68,639.85
2,649.86	33.123	1.290	34.413	2,753.07	71,824.85	34.413	37.855	2,649.86	69,132.20
2,668.75	33.359	1.300	34.659	2,772.75	72,338.28	34.659	38.125	2,668.75	69,625.10
2,687.64	33.595	1.309	34.904	2,792.35	72,849.63	34.904	38.394	2,687.64	70,117.71
2,706.53	33.831	1.318	35.149	2,811.95	73,360.98	35.149	38.664	2,706.53	70,610.61

Effective April 1, 2002 to March 31, 2003

E C H O				BRAVO & DELTA					
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
2,441.46	30.518	1.189	31.707	2,536.59	66,177.04	31.707	34.877	2,441.46	63,695.22
2,460.33	30.754	1.198	31.952	2,556.19	66,688.39	31.952	35.147	2,460.33	64,187.58
2,479.22	30.990	1.207	32.197	2,575.79	67,199.74	32.197	35.417	2,479.22	64,680.47
2,498.11	31.226	1.217	32.443	2,595.47	67,713.18	32.443	35.687	2,498.11	65,173.09
2,517.00	31.462	1.226	32.688	2,615.07	68,224.53	32.688	35.957	2,517.00	65,665.99
2,557.74	31.971	1.246	33.217	2,657.39	69,328.62	33.217	36.539	2,557.74	66,728.93
2,576.61	32.207	1.255	33.462	2,676.99	69,839.97	33.462	36.808	2,576.61	67,221.28
2,595.51	32.443	1.265	33.708	2,696.67	70,353.41	33.708	37.078	2,595.51	67,714.18
2,614.39	32.679	1.274	33.953	2,716.27	70,864.76	33.953	37.348	2,614.39	68,206.79
2,633.28	32.916	1.282	34.198	2,735.87	71,376.11	34.198	37.618	2,633.28	68,699.69
2,660.07	33.250	1.296	34.546	2,763.71	72,102.44	34.546	38.001	2,660.07	69,398.64
2,678.95	33.486	1.305	34.791	2,783.31	72,613.79	34.791	38.270	2,678.95	69,891.00
2,697.84	33.723	1.314	35.037	2,802.99	73,127.22	35.037	38.540	2,697.84	70,383.90
2,716.72	33.959	1.323	35.282	2,822.59	73,638.57	35.282	38.810	2,716.72	70,876.51
2,735.61	34.195	1.332	35.527	2,842.19	74,149.92	35.527	39.080	2,735.61	71,369.41

Effective April 1, 2002 to March 31, 2003

E C H O				BRAVO & DELTA					
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
2,692.61	33.657	1.312	34.969	2,797.55	72,985.30	34.969	38.465	2,692.61	70,247.42
2,711.48	33.893	1.321	35.214	2,817.15	73,496.65	35.214	38.735	2,711.48	70,739.78
2,730.37	34.129	1.330	35.459	2,836.75	74,008.00	35.459	39.005	2,730.37	71,232.68
2,749.25	34.365	1.339	35.704	2,856.35	74,519.35	35.704	39.274	2,749.25	71,725.29
2,768.15	34.601	1.349	35.950	2,876.03	75,032.79	35.950	39.544	2,768.15	72,218.19
							23.093	1,616.54	42,174.02
							23.363	1,635.42	42,666.37
							23.633	1,654.31	43,159.27
							23.902	1,673.19	43,651.88
							24.172	1,692.08	44,144.78
							27.409	1,918.68	50,056.47
							27.679	1,937.55	50,548.82
							27.949	1,956.45	51,041.72
							28.219	1,975.33	51,534.33
							28.488	1,994.22	52,027.23

Effective April 1, 2002 to March 31, 2003

E C H O					BRAVO & DELTA				
Unadjusted Bi-Weekly	Hourly Rate	Rate Adjust - ment	Adjusted Hourly Rate	Adjusted		BRAVO Hourly Rate	DELTA Hourly Rate	Bi-Weekly Total	Annual Salary
				Bi-Weekly	Annual				
							29.028	2,031.98	53,012.20
							29.297	2,050.85	53,504.55
							29.567	2,069.74	53,997.45
							29.837	2,088.62	54,490.06
							30.107	2,107.52	54,982.96
							30.819	2,157.36	56,283.26
							31.089	2,176.23	56,775.61
							31.358	2,195.12	57,268.51
							31.628	2,214.00	57,761.12
							31.898	2,232.90	58,254.02
							34.348	2,404.39	62,728.13
							34.618	2,423.26	63,220.48
							34.887	2,442.16	63,713.38
							35.157	2,461.04	64,205.99
							35.427	2,479.93	64,698.89
								37.77	985.25