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HEABC and Ambulance Paramedics & Ambulance Dispatchers ratify three-year agreement

HEABC members and the Ambulance Paramedics & Ambulance Dispatchers Bargaining Association (APADBA) have ratified a three-year collective agreement consistent with the Government of BC's Sustainable Services Negotiating Mandate, including general wage increases of 2.0 per cent in each year.

The agreement provides for a major transformation of the ambulance service model with new, permanent paramedic jobs in smaller communities and other changes that support service delivery improvements. In addition, through the establishment of several joint committees, the parties have taken a collaborative approach to tackling issues such as critical incident stress management and substance abuse, and fostering a safe work environment free from discrimination, harassment and bullying.

"Both parties should be proud of the achievements in this agreement, which creates permanent jobs and supports improved services in smaller communities," said HEABC President & CEO Michael McMillan. "It also represents a major step forward for the ambulance subsector, finalizing the transition into the health sector and providing a clear collective agreement for employees."

The collective agreement is the first with APADBA as a stand-alone bargaining unit. For the past two rounds of collective bargaining, CUPE 873 members were part of the Facilities Bargaining Association (FBA). Prior to this, ambulance paramedics and dispatchers were direct employees of government and not part of health sector bargaining.

About APADBA

The Ambulance Paramedics Ambulance Dispatchers Bargaining Association (APADBA) represents approximately 4,500 paramedics and ambulance dispatchers who are employees of BC Emergency Health Services (BCEHS), which is part of Provincial Health Services Authority (PHSA). Primary Care Paramedics are the largest occupation group within APADBA, making up approximately 71 per cent of the bargaining association. CUPE Local 873 represents 100 per cent of members in this bargaining association.

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