



Toronto Paramedic Services

LONG TERM BACKFILL EOI #2-2024

LTB EOI #1 2024-06-26



The following long term backfill opportunities are available:

*****Information was accurate at time of posting. They are subject to change at any time. You are strongly recommended to select all opportunities to increase your chance at securing an LTB EOI. Furthermore, ACP consolidation and other divisional training requirements might delay or disrupt an LTB EOI at any given point*****

AVAILABLE TO ACP ONLY DUE TO PCP CURRENTLY IN THE VACANCY // ACP CAN DISPLACE ANY PCP									
SCHEDULE	STN	COLOR	CREW	ROTATION	Lev	PARAMEDIC 1	Lev	PARAMEDIC 2	
9R1	1	Blue	3/3	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R3	15	Blue	3/3	D7/C6/N19 TFSSM		ACP LTB EOI	3	Kyle Romany	
9R2	18	Green	ALS	D7/C6/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R2	18	yellow	ALS	D7/C6/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R2	18	Red	ALS	D7/C6/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R2	18	Blue	ALS	D7/C6/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R2	18	Purple	ALS	D7/C6/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R2	18	Orange	ALS	D7/C6/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R3	21	Blue	3/2	D6/C7/N18 TFSS	3	Cameron		ACP LTB EOI	
9R3	21	Red	3/2	D6/C7/N18 TFSS		ACP LTB EOI		N/A (See ACP/PCP Section)	
9R2	23	Green	3/2	D7/C6/N19 MTSS	3	Raymond		ACP LTB EOI	
9R2	23	Red	3/2	D7/C6/N19 MTSS		N/A (See ACP/PCP Section)		ACP LTB EOI	
9R2	23	Yellow	3/2	D7/C6/N19 MTSS		N/A (See ACP/PCP Section)		ACP LTB EOI	
9R2	29	Blue	3/3	D6/C9/N18 MTSS		ACP LTB EOI		N/A (See ACP/PCP Section)	
9R1	33	Orange	3/3	D7/C6/N19 TFSS		N/A (See ACP/PCP Section)		ACP LTB EOI	
9R1	33	Green	ALS	D7/C6/N19		ACP LTB EOI		ACP LTB EOI	
9R1	33	Red	ALS	D7/C6/N19		ACP LTB EOI		ACP LTB EOI	
9R1	33	Blue	ALS	D7/C6/N19	3	Chris		ACP LTB EOI	
9R1	33	Orange	ALS	D7/C6/N19		ACP LTB EOI		ACP LTB EOI	
9R2	37	Blue	3/3	D7/C14/N19 MTSS		ACP LTB EOI	3	Hilary	
9R2	37	Purple	3/3	D7/C14/N19 MTSS		ACP LTB EOI	3	Kathleen	
9R3	40	Green	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		N/A (See ACP/PCP Section)	
9R1	40	yellow	3/3	D7/C14/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R1	40	Red	3/3	D7/C14/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R1	40	Orange	3/3	D7/C14/N19 TFSS		ACP LTB EOI		ACP LTB EOI	
9R3	40	yellow	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R3	40	Green	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R3	40	Red	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R3	40	Blue	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R3	40	Purple	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R3	40	Orange	3/2	D6/C11/N18 TFSSM		ACP LTB EOI		ACP LTB EOI	
9R2	45	yellow	3/2	D6/C7/N18 MTSS		N/A (See ACP/PCP Section)		ACP LTB EOI	
9R2	45	yellow	3/2	D6/C7/N18 MTSS		ACP LTB EOI		ACP LTB EOI	
9R2	45	Red	3/2	D6/C7/N18 MTSS	3	David		ACP LTB EOI	
9R2	45	Blue	3/2	D6/C7/N18 MTSS		ACP LTB EOI		ACP LTB EOI	
9R1	46	blue	3/2	D6/C7/N18 TFSS	3	Charles		ACP LTB EOI	
9R1	46	green	3/2	D6/C7/N18 TFSS		ACP LTB EOI		ACP LTB EOI	
9R1	46	Purple	3/2	D6/C7/N18 TFSS	3	Michael		ACP LTB EOI	
9R1	46	red	3/2	D6/C7/N18 TFSS		ACP LTB EOI		ACP LTB EOI	
9R1	46	yellow	3/2	D6/C7/N18 TFSS		ACP LTB EOI		ACP LTB EOI	
9R3	57	Red	3/3	D6/C6/N6 TFSSM	3	John		ACP LTB EOI	
9R3	57	yellow	3/3	D6/C6/N6 TFSSM		ACP LTB EOI		ACP LTB EOI	

AVAILABLE TO ACP OR PCP // CURRENTLY NOT OCCUPIED // PREFERENCE WILL BE ACP

SCHEDUL	STN	COLOR	CREW	ROTATION	LV	PARAMEDIC 1	LV	PARAMEDIC 2
9R2	12	Yellow	3/2	D7/C14/N19 MTSS	3	Kimberly		ACP / PCP LTB EOI
9R2	12	Red	3/2	D7/C14/N19 MTSS	3	Bernard		ACP / PCP LTB EOI
9R3	21	Red	3/2	D6/C7/N18 TFSS		N/A (See ACP Section)		ACP / PCP LTB EOI
9R2	23	Red	3/2	D7/C6/N19 MTSS		ACP / PCP LTB EOI		N/A (See ACP Section)
9R2	23	Yellow	3/2	D7/C6/N19 MTSS		ACP / PCP LTB EOI		N/A (See ACP Section)
9R1	25	Yellow	3/2	D7/C14/N19 TFSS	2	Rod		ACP / PCP LTB EOI
9R2	29	Blue	3/3	D6/C9/N18 MTSS		N/A (See ACP Section)		ACP / PCP LTB EOI
9R2	29	Red	3/3	D6/C9/N18 MTSS	3	Scarlett		ACP / PCP LTB EOI
9R2	29	Orange	3/3	D6/C9/N18 MTSS		ACP / PCP LTB EOI		ACP / PCP LTB EOI
9R1	33	Orange	3/3	D7/C6/N19 TFSS		ACP / PCP LTB EOI		N/A (See ACP Section)
9R1	33	Purple	3/3	D7/C6/N19 TFSS	3	Kevin		ACP / PCP LTB EOI
9R3	40	Green	3/2	D6/C11/N18 TFSS		N/A (See ACP Section)		ACP / PCP LTB EOI
9R1	40	Purple	3/3	D7/C14/N19 TFSS		ACP / PCP LTB EOI		ACP / PCP LTB EOI
9R2	45	Yellow	3/2	D6/C7/N18 MTSS		ACP / PCP LTB EOI		N/A (See ACP Section)
9R1	46	Orange	3/2	D6/C7/N18 TFSS		ACP / PCP LTB EOI		ACP / PCP LTB EOI

AVAILABLE TO PCP ONLY // CURRENTLY NOT OCCUPIED

SCHEDUL	STN	COLOR	CREW	ROTATION	LV	PARAMEDIC 1	LV	PARAMEDIC 2
9R1	1 (01)	Purple	1/1	D6/C11/N18 TFSS		PCP LTB EOI	1	Melanie
9R4	1 (01)	Yellow	1/1	D6/C14/N18 MTSM		PCP LTB EOI	1	Sabrina
9R4	1 (01)	Red	1/1	D6/C14/N18 MTSM		PCP LTB EOI	1	Sydney
9R4	1 (01)	Blue	1/1	D6/C14/N18 MTSM		PCP LTB EOI	1	Alessandra
9R2	1 (53)	Red	1/1	D7/C9/N19 MTSS		PCP LTB EOI	1	Sultan
9R3	1 (58)	Blue	1/1	D7/C9/N19 TFSS		PCP LTB EOI	1	Sean
9R3	1 (58)	Purple	1/1	D7/C9/N19 TFSS	1	Shahram		PCP LTB EOI
9R5	11	Purple	1/1	D7/C14/N19 MTTFSS	1	Abdihalim		PCP LTB EOI
9R3	14	Blue	1/1	D7/C6/N7 TFSS		PCP LTB EOI	1	Jonathan
9R1	18	Blue	1/1	D6/C14/N18 TFSS	1	Soulaira		PCP LTB EOI
9R1	21	Yellow	1/1	D7/C11/N19 TFSS	1	Michael		PCP LTB EOI
9R5	22	Blue	1/1	D7/C11/N19 MTTFSS	1	Jordan		PCP LTB EOI
9R5	22	Green	1/1	D7/C11/N19 MTTFSS		PCP LTB EOI	1	Joshua
9R5	22	Orange	1/1	D6/C14/N18 MTTFSS	1	Cory		PCP LTB EOI
9R5	22	Purple	1/1	D6/C14/N18 MTTFSS		PCP LTB EOI	1	Kelly
9R5	22	Yellow	1/1	D6/C14/N18 MTTFSS		PCP LTB EOI	1	Meekal Elmi
9R3	24	Blue	1/1	D7/C6/N7 TFSS	1	Anthony		PCP LTB EOI
9R3	N24	Green	1/1	D19/C18/N19 TFSS		PCP LTB EOI	1	Rachel
9R5	25	Orange	1/1	D6/C14/N18 MTTFSS		PCP LTB EOI	1	Liam
9R5	25	Yellow	1/1	D7/C11/N19 MTTFSS	1	Angelo		PCP LTB EOI
9R3	28	Blue	1/1	D6/C9/N18 TFSS		PCP LTB EOI	1	Carolyn
9R3	28	Orange	1/1	D6/C9/N18 TFSS		PCP LTB EOI	1	Calin
9R3	30	Blue	1/1	D6/C6/N6TFSS		PCP LTB EOI		Abid
9R3	30	Orange	1/1	D6/C6/N6TFSS		PCP LTB EOI	1	Malcom
9R3	30	Red	1/1	D7/C7/N7 TFSS		PCP LTB EOI	1	Hasan
9R3	30	Orange	1/1	D7/C7/N7 TFSS		PCP LTB EOI	1	Justin
9R2	32	Blue	1/1	D6/C9/N18 MTSS	1	Victoria		PCP LTB EOI
9R2	32	Orange	1/1	D6/C9/N18 MTSS		PCP LTB EOI		PCP LTB EOI
9R3	36	Green	1/1	D6/C6/N18 TFSS	1	Mohammad		PCP LTB EOI
9R3	36	Orange	1/1	D6/C6/N18 TFSS		PCP LTB EOI		PCP LTB EOI
9R1	38	Orange	1/1	D7/C9/N19 TFSS	1	Christopher		PCP LTB EOI
9R5	38	Red	1/1	D6/C14/N18 MTTFSS	1	Petra		PCP LTB EOI
9R5	38	Orange	1/1	D6/C14/N18 MTTFSS		PCP LTB EOI	1	Taylor
9R5	39	Orange	1/1	D7/C9/N19 MTTFSS		PCP LTB EOI	1	Christopher
9R2	40	Orange	1/1	D6/C11/N18 MTSS	1	Nick		PCP LTB EOI
9R3	40	Orange	1/1	D7/C14/N19 TFSS	1	Taylor		PCP LTB EOI
9R2	41	Purple	1/1	D7/C11/N19 MTSS		PCP LTB EOI	1	Masdon
9R2	41	Red	1/1	D7/C11/N19 MTSS	1	Boaz		PCP LTB EOI
9R1	43	Red	1/1	D6/C14/N18 TFSS		PCP LTB EOI	1	Ana Pereira
9R5	47	orange	1/1	D7/C9/N19 MTTFSS		PCP LTB EOI	1	Caitlyn

*****Note – The Paramedic listed as a partner above does not necessarily reflect station ownership, but rather the Paramedic that is currently working in that spot. The names listed above are subject to change after this posting, and could mean that the partner listed may no longer be there as of the effective date.**

Please read the following carefully.

This new submission process to filling long term temporary vacancies has been designed to provide a greater opportunity and increased transparency when selecting and awarding vacancies that are identified as greater than 6 weeks. This replaces the manual process previously completed by schedulers wherein swing staff would be notified by email or outbound message of available vacancies. The District Scheduler may still award short-term spots to staff through manual communication.

Please note that ALL swing paramedics are eligible to apply for long-term temp spots. The vacancy will be awarded to the paramedic with highest seniority, according to the established process outlined in this document.

1. This bid is for TEMPORARY LONG-TERM BACKFILL (LTB) only and will not change or impact your BASE schedule ownership. Regardless of where or how long the LTB placement is or has been, **at no time will this become your base schedule or station ownership.** You will always retain your base schedule ownership unless you successfully win a new base schedule during a Station/Swing bid.
 1. If a paramedic wins a swing base swing schedule (not at a station) they can elect to remain in their current LTB placement.
2. SWING staff are eligible to submit for TEMPORARY LONG-TERM BACKFILL (LTB) opportunities. If you own a station, you are not eligible for these temporary opportunities. Any paramedic who owns a station and wishes to pursue a long-term temp opportunity must first rescind their current station ownership, in writing, to PS-SchedulingMgmt@toronto.ca. The date of the rescind notification email must be before the posted closing date and time listed below in point 3.
3. All long-term temp expressions of interest (EOI) submissions must be received on the TPS Scheduling Portal no later than **23:59:59 hours on Monday July 15, 2024.**
4. It is each employee's sole responsibility for timely arrival of their EOI in the Scheduling Portal.
5. **Postings for all LTB EOIs become effective cycle change on July 24, 2024.**
6. Long-term backfill opportunities are identified by the district scheduler when a position is anticipated to be vacant for 6 weeks or longer.

Under no circumstances will any information about the individual who is not in the workplace be provided. It is also not possible to identify the exact length of the temporary vacancy.

7. If your BASE schedule is Swing but are currently in another LTB EOI, you can still submit for any of the above listed LTB opportunities. If you are successfully awarded a new temporary LTB, your current one will end, and if still available be offered on the next LTB EOI.

8. When filling vacancies that are designated as Level 3 or Level 2, preference will be given to paramedics of those levels first, ranked by seniority, as outlined in #10. If no level 2 or level 3 paramedics express interest, the LTB opportunity will be awarded to the highest seniority level 1 paramedic who had submitted for that vacancy as outlined in #10.

9. If the paramedic wishes to revert to swing at any point (give up their temp spot), or if the long-term temp vacancy is no longer available, the paramedic will be returned to their BASE schedule assignment including schedule rotation and colour, as well as shift start times.
 1. There is no 'bumping' or displacing others that are currently in a LTB when your LTB is ended, regardless of the circumstances
 - i. Example, both you and your partner are both in a LTB role on the same unit. You are in seat 1 and your partner is in seat 2. You have more seniority and were awarded the LTB before your partner.
 - A. When the employee who owns seat 1 returns to work, you will be removed from the LTB, you cannot 'bump' or displace your partner in seat 2, even if the other person volunteers to vacate seat 2.

10. The LTB will be awarded as per the current established practice and awarded in the following order of consideration as outlined below.
 1. Same Schedule (Example, Schedule 9 or Schedule 1 or Schedule SF) AND Same color, AND same side of the City (east/west), by seniority,
 2. Same Schedule (Example, Schedule 9 or Schedule 1 or Schedule SF) AND ALL colors, AND same side of the City (east/west), by seniority,
 3. Same Schedule (Example, Schedule 9 or Schedule 1 or Schedule SF) AND ALL colors, AND OTHER side of the City (east/west), by seniority.
 4. Available to any Schedule, any color, any side of the city

11. East / West is defined as follows:

East / West designation is based on your current 'owned' schedule. East includes swing staff in D2 or D4. West includes swing staff in D1 or D3. For example, if you own District 1 Swing Blue on R3, you are considered "West Blue".

 1. If there is a LTB opportunity at 32 Station on Yellow shift schedule 9, it will be awarded in the following order:
 - a. WEST swing staff on Yellow shift schedule 9, in seniority order,
 - b. WEST Swing staff on ANY color on schedule 9, in seniority order,
 - c. EAST Swing staff on ANY color on schedule 9, in seniority order.
 - d. Any swing staff on ANY color, ANY schedule in seniority order.

12. A paramedic in a LTB vacancy can be removed and returned to their BASE schedule if any of the following conditions are met.

- a. The individual that owns the station returns to the workplace,
- b. The individual that was previously in that same LTB vacancy prior to you returns to the workplace,
- c. If the LTB station is a different level of certification than your current level of certification, and an individual with the same level of certification requests that LTB,
 - i. Example: PCP currently in LTB at ACP station, any ACP can request the LTB placement and they will displace the PCP.
- d. The individual that owns the station vacates that station (retired etc) and that station is awarded to a different individual via station bid, or
- e. If the LTB was awarded in error, or outside of the terms and conditions outlined in this document.
- f. The paramedic in the LTB vacancy no longer wishes to be in the long-term-temporary vacancy. The paramedic will be returned to their base swing schedule until such time they secure another LTB.

Long term vacancies as outlined in the Letter of Agreement – SWING SHIFT, in the L416 collective agreement are those where an employee is absent for more than six consecutive weeks. That agreement, in part, states

**LETTER OF AGREEMENT
SWING SHIFT**

Swing staff are those junior Paramedics who have not as yet been permanently assigned to a station. The following provisions apply to their working conditions:

1. The City shall assign senior swing staff to all identified long-term vacancies created by LTD, illness, WSIB, level changes, etc. These assignments will be based on corporate seniority. Long-term shift vacancies shall be those where an employee is absent for more than six (6) consecutive weeks.
2. TPS assigns each of the swing staff to a specific rotation and geographic areas cycle. For clarity, the geographic areas will be defined as, East and West with Yonge Street being the dividing line.

13. There is no cooling off period for LTB EOI, all submissions are final.

Paramedics who were awarded an LTB will have their scheduled updated for the effective date as outlined above. In order to rescind a bid, it is the paramedics responsibility to contact Scheduling by e-mail (PS-Scheduling@toronto.ca). For electronic notifications, the time stamp on the receiving document shall be considered the notification time. Voice messages are not acceptable. Failure to respond as outlined above constitutes acceptance of the results of the LTB EOI.

14. Special Note: Paramedics who are awarded a long-term temporary vacancy are expected to rebook their vacation based on availability (If the result of the LTB EOI causes a change in the paramedic's district, colour code, or schedule).

15. If a Paramedic has an accommodation and submits an LTB EOI, regardless of the type, the submission will be examined on a 'one-by-one' case to ensure the accommodation does not prevent the fulfilment of the LTB.
16. Submissions must indicate your order of preference (Number one being the paramedics' first choice and so on). The paramedic may select as many vacancies as are available. If the LTB EOI is a double opening/vacancy, you must place an EOI on both seats. You are only considered for the seat you placed the LTB EOI.
17. All LTB EOI submissions will ONLY be accepted through the TPS bidding portal at:
<https://www.temseducation.com/scheduling>
Electronic LTB submissions sent anywhere else will not constitute an acceptable LTB EOI submission.
18. **If unable to access the new TPS Bidding System Portal** please contact Scheduling Management for assistance via email at PS-SchedulingMgmt@toronto.ca