

A G R E E M E N T

between

THE CORPORATION OF THE CITY OF ST. CATHARINES

-and-

ST. CATHARINES PROFESSIONAL FIRE FIGHTERS' ASSOCIATION

January 1st, 2005 to December 31st, 2008

07047 (11)

INDEX TO COLLECTIVE AGREEMENT
ST. CATHARINES PROFESSIONAL FIRE FIGHTERS

ARTICLE	SUBJECT	PAGE
1	PURPOSE OF AGREEMENT	1
2	EMPLOYEES COVERED	1
3	RECOGNITION	2
4	DISCRIMINATION	3
5	REPRESENTATION	3
6	COMPLAINT AND GRIEVANCE PROCEDURE	4
7	DISCHARGE AND DISCIPLINE	6
8	SENIORITY	7
9	HOURS OF WORK	9
10	SALARIES	9
11	SICK LEAVE	11
12	WELFARE PLAN	13
13	VACATIONS AND PAID HOLIDAYS	16
14	STATUTORY HOLIDAYS	17
15	GENERAL	18
16	TECHNOLOGICAL CHANGE	19
17	CONTRACTING OUT	20
18	LEAVE OF ABSENCE	20
19	COMPASSIONATE LEAVE	21
20	COURT DUTY	21

21	PROMOTIONS	22
22	ALARM OPERATIONS	22
23	NEW CLASSIFICATIONS	23
24	LEGAL SERVICES	23
25	APPLICATION OF AGREEMENT	24
26	DURATION	24
SCHEDULE "A"	WAGES	1
SCHEDULE "B"	WAGES – ALARM OPERATORS	2
SCHEDULE "C"	SCHEDULE OF RECOGNITION PAY	3
SCHEDULE "D"	HOURS OF WORK – ALARM OPERATORS	4
SCHEDULE "E"	CLOTHING ISSUE / POINT SYSTEM	5 – 6
LIST "A"	MAXIMUM CLOTHING ISSUE	7
BUDGET ALLOCATION TOTAL		8
APPENDIX "A"	VACATION & STATUTORY HOLIDAY SCHEDULE – FIRE SUPPRESSION DIVISION	
LETTER OF AGREEMENT	SICK AND INJURY POLICY	
LETTER OF AGREEMENT	OVERTIME EQUALIZATION PROGRAM	
LETTER OF AGREEMENT	FIRE SUPPRESSION VACATION/HOLIDAY SCHEDULING	
LETTER OF AGREEMENT	ALARM OPERATORS WORK SCHEDULE	
LETTER OF AGREEMENT	DIRECT DEPOSIT	
LETTER OF AGREEMENT	ACTING MANAGER'S POSITION	
LETTER OF AGREEMENT	REGARDING THE RANK OF INSTRUCTOR	

THIS AGREEMENT made this 11th day of January, 2010 authorized by By-law No: 2010-20 of the City of St. Catharines.

BY AND BETWEEN:

THE CORPORATION OF THE CITY OF ST. CATHARINES

hereinafter called the "Corporation"

OF THE FIRST PART

- and -

ST. CATHARINES PROFESSIONAL FIRE FIGHTERS' ASSOCIATION

hereinafter called the "Association"

OF THE SECOND PART

WITNESSETH:

That the parties hereto in consideration of the mutual covenants and agreements hereinafter contained do hereby agree as follows:

ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 - The parties hereto have agreed to enter into these presents for the purpose of maintaining harmonious relations between the Corporation and the Association; to establish and maintain rates of pay, hours, and working conditions, and to provide an amicable method of settling grievances. Use of the masculine gender in this Agreement shall be considered to also include the feminine.

ARTICLE 2 - EMPLOYEES COVERED

2.01 - For the purposes of this Agreement, the words "Fire Fighters" shall mean all full-time regular employees of the Corporation's Fire Services, with the exception of the Chief, the Assistant Chiefs, the Secretary to the Chief and the Clerk Typist in the office of the Chief.

2.02 - Each new employee shall be a Probationer for the first twelve (12) months of his employment, and while a Probationer, may not grieve regarding discharge, provided that at the request of the Association, the discharge will be discussed at a meeting of the parties.

The period of probation shall be extended by the length of absence for sick leave, and accidents occurring while on duty and accidents while employed other than for the Corporation, if in excess of one tour of duty and discipline.

ARTICLE 3 – RECOGNITION

3.01 - The Corporation recognizes the Association as the sole collective bargaining agency of all the said Fire Fighters in the employ of the Corporation as defined in Article 2 for the purpose of collective bargaining in respect to wages, hours, clothing, and all other working conditions.

3.02 - All employees of the Corporation's Fire Department who are now members of the St. Catharines Professional Fire Fighters' Association, shall remain members of the said St. Catharines Professional Fire Fighters' Association in good standing as a condition of continued employment, and all new employees of the said Fire Department shall become members of the St. Catharines Professional Fire Fighters' Association, Local 485, within thirty (30) days of hire and shall continue their membership in good standing in the St. Catharines Professional Fire Fighters' Association as a condition of continued employment.

3.03 - The Association acknowledges that it is the exclusive right of the Corporation to:

- (a) maintain order, discipline, and efficiency, and to establish and enforce rules and regulations necessary therefore, and generally to govern the conduct of the employees;
- (b) hire, discharge, promote, demote, layoff, establish new classification, suspend or otherwise discipline employees, subject to the right of the employee affected to enter a grievance as hereinafter provided for in this Agreement.

3.04 - The Association further recognizes that it is the right of the Corporation to operate and manage the Fire Department in all respects in accordance with its commitments and responsibilities, and, without restricting the generality of the foregoing, the organization of the Department, the equipment to be used, the methods to be employed, the services to be rendered, and the number of persons to be employed are exclusively the responsibility of the Corporation.

3.05 - The Association also recognizes the right of the Corporation to delegate any of its functions, rights, duties, or powers, whether referred to in this Agreement or otherwise, to the Fire Chief, or to such other persons or committees as the Corporation in its sole discretion may deem advisable, subject to the terms of The Fire Protection and Prevention Act.

3.06 - All Fire Fighters shall be governed by the Rules and Regulations of the Department as established and published by the Corporation from time to time, with prior notice to, and discussion with, the Association; and where such Rules and Regulations are in conflict with the provisions of this Agreement, the provisions of this Agreement shall apply.

ARTICLE 4 - DISCRIMINATION

4.01 - Subject to the terms of this agreement, no intimidation, discrimination, restraint, or coercion shall be exercised or practised by the Corporation with respect to any employee.

4.02 - Conversely, there shall be no intimidation, discrimination, restraint or coercion exercised or practised upon the employees by the Association or by any of its representatives or members.

ARTICLE 5 - REPRESENTATION

5.01 - The Corporation will recognize and negotiate with a Bargaining Committee consisting of not more than five (5) members of the Association, which shall not include Probationers, as provided in the Fire Protection and Prevention Act and as appointed by the Association. The Corporation shall be kept informed by the Association, from time to time of the personnel of the Committee.

5.02 - The Corporation will recognize and meet with a Grievance Committee consisting of not more than three (3) members of the Association, which shall not include Probationers. The Association shall notify the Corporation of the members of, and changes in, the Grievance Committee, and the Grievance Committee may be represented at any stage of the grievance procedure by one or more of its members authorized by the Committee to act on its behalf. At any stage of the grievance procedure, the Committee may be accompanied by the grievor or grievors, at the option of the grievor or grievors, save in the case of a grievance under Section 6.08; at Stages 2 and 3, it may be accompanied by a representative of the Ontario Professional Fire Fighters Association or of the International Association, acting in an advisory capacity only; and at arbitration it may also be represented by Counsel.

5.03 (a) - The Corporation will meet and discuss with the bargaining committee upon reasonable notice matters of concern to either party, as specified in written notice, with the intention of attempting to resolve the matters in the interests of the Fire Department. Notification to the Corporation shall be given to the Fire Chief; and notification to the Association shall be given to the Secretary of the Association. The party receiving the notification to meet shall respond in writing within fourteen (14) days of the meeting.

5.03 (b) - If as a result of the meeting noted above, either party concludes that the matter involves the interpretation, application or administration of the Collective Agreement, and if that matter is not resolved it will be referred to Stage 2 of the grievance procedure.

5.04 - "Committeeman" refers to members of the Grievance Committee or the shift representatives as determined by the Association. The Association will advise the Corporation in writing of the names of the shift representatives.

ARTICLE 6 - COMPLAINT AND GRIEVANCE PROCEDURE

6.01 - Complaints shall be directed to the Platoon Chief or equivalent rank officer, in writing, stating only one complaint per submission. If no violation of the Agreement is involved, the complaint may be dealt with under Section 5.03.

The employee shall take up the complaint within eight (8) days of the event on which the complaint is based. The officer concerned shall, if requested by the employee, arrange for the presence of a Committeeman. The officer will give his decision orally, in the presence of the Committeeman if desired, within four (4) days, excluding days off, of the lodging of the complaint. An answer will be given in writing to the employee upon his request.

6.02 - Grievances may be investigated and negotiated during working hours, but shall be suspended immediately upon an alarm. It is understood that a Committeeman will not leave his work without obtaining permission from the officer in charge, and the time so used shall not be unreasonable.

6.03 - No employee or group of employees shall lodge a grievance or be permitted to communicate a grievance to any public information media, save as expressly provided herein.

6.04 - For purposes of this Agreement, a grievance shall be defined as any difference arising from the interpretation, application, administration, or alleged violation of any of the provisions of this Agreement, and the question as to whether a difference is properly a grievance may itself be carried through the grievance procedure as part of the grievance and be determined by arbitration. Such determination shall be made by the Arbitrator before proceeding with the matter on its merits, and should the Arbitrator decide the matter does not involve the interpretation, application, administration, or violation of the Agreement, the Arbitrator shall not proceed further and the decision shall stand.

6.05 - Stage 1 - An employee having a grievance shall, within four (4) days of the answer under Section 6.01 submit his signed grievance, including a copy of the complaint and any responses, in writing to the Fire Chief.

The grievance shall specify the facts and list the number of the Article and Section of the Agreement it claims to be violated or relied upon and the remedy sought, and the answer shall specify the facts and the reasons upon which the decision is based. Within four (4) days of his receipt of the grievance, the Fire Chief shall discuss the matter with the employee, accompanied by a member of the Grievance Committee, if desired by the employee, and he shall render his decision in writing within four (4) days of the meeting. The Fire Chief may, at his discretion, have a representative of the Human resources Division attend at this meeting.

6.06 - Stage 2 - If not then settled, the Grievance Committee may, within four (4) days, submit the grievance, in writing, to the Chief Administrative Officer who together with the Fire Chief and the Director of Corporate Support Services, or such of them as he may deem advisable, shall meet the Grievance Committee to discuss the grievance within eight (8) days of receipt of the written grievance. The decision of the Chief Administrative Officer shall be given in writing within five (5) days of the meeting.

6.07 (a) - Stage 3 - If the decision of the Chief Administrative Officer is unsatisfactory to the Association, the Association may, within seven (7) days of the decision, request arbitration as provided in The Fire Protection and Prevention Act. The Arbitrator shall not have jurisdiction to alter or change any of the provisions of this Agreement, or to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement.

6.07 (b) - Before the grievance proceeds to arbitration, the Chief Administrative Officer shall submit the written grievance to the General Committee of City Council, for its information. Similarly, the Association shall submit the grievance to a general membership meeting of the Association.

6.08 - In the event that a grievance is of such a nature that it is a question of general application, or in the event that the Corporation has a grievance against the Association, it shall be taken up by the Association or the Corporation, as the case may be, starting at Stage 2. At each stage of the procedure, each party shall notify the other of the persons it plans to have in attendance.

6.09 - At any stage of the procedure, including arbitration, either party shall have the privilege of supplementing the written grievance by oral statement, and either party may have the assistance of the employee concerned and any necessary witnesses, and all reasonable arrangements shall be made to permit the conferring parties to have access to the department to view disputed operations and confer with the necessary witnesses. Both parties shall give reasonable prior notice to the other of who will be in attendance and their status at any stage of the grievance procedure.

6.10 - The parties agree that, for the purposes of this collective agreement, the words of the expedited arbitration provisions of the Labour Relations Act, 1995 as amended (Section 49), will be deemed to have been incorporated into this collective agreement. Accordingly and notwithstanding any other provisions of this article (the grievance/arbitration provisions); either party may refer a grievance to expedited arbitration in accordance with the provisions of Section 49. The parties further agree that neither party will raise any jurisdictional or other objection to the application of Section 49 to a grievance under this collective agreement as it pertains to the right to an expedited arbitration. Either party is entitled, however, to raise any objection, with the arbitrator with respect to whether the provisions of Section 49 have been properly utilized in respect of any specific grievance (e.g.: objections with respect to time limits etc.). Such an appointment by the Minister of Labour or his or her designate will be deemed to be a joint appointment in accordance with Section 53 (3) of the Fire Protection and Prevention Act.

6.11 - If any grievance is not submitted or advanced to the next stage of the grievance procedure within the time limits provided, it shall be deemed to be abandoned. The time limits may be extended by mutual agreement.

6.12 - In this Article 6, the time limits shall exclude Saturdays, Sundays, and statutory and declared holidays.

ARTICLE 7 - DISCHARGE AND DISCIPLINE

7.01 - In the case of discharge, a copy of the notice required under The Fire Protection and Prevention Act shall be given to the Association, and the employee discharged shall seek redress in accordance with the Act before being entitled to the provisions of Section 7.02 of this Agreement.

7.02 - A claim by an employee that he has been unjustly discharged or disciplined shall be recognized as a grievance. A grievance under this Section must be submitted in writing to the Director of Corporate Support Services within seven (7) days of the date of discharge or discipline, and shall be dealt with at Stage 2 in the event of discipline, or at Stage 3 in the event of discharge, and the balance of the grievance procedure.

Such special grievance may be settled by confirming the action of the Corporation, or by reinstating the employee with full compensation for the time lost, or by any other arrangement which is just and equitable in the opinion of the conferring parties or by the Arbitrator.

7.03 - An employee who is alleged to have failed to perform his duty or to have committed an offence against the Rules and Regulations or the standards of the Department shall have the allegation stated to him in full by his superior officer. The employee against whom the allegation is made may have present a member of the Grievance Committee if he so desires and he shall be informed of that right; and further he shall have full opportunity to answer the allegations made against him.

- (a) Whenever the Chief or any other Management Personnel calls a Member to a meeting involving disciplinary action or potential disciplinary action, the Member is entitled to have the right of representation from the Association.
- (b) It is understood that the holding of the meeting is not a bar to the Member who is the subject of the discussion being relieved of duty prior to the disciplinary discussion.
- (c) Copies of any correspondence to the Member arising from any such meeting shall be forwarded to the Association.

7.04 - After twenty-four (24) months, any letter of warning for inadequate performance, tardiness or non-attendance shall not be used against any employee if there has been no recurrence in that period.

7.05 - After twenty-four (24) months, employees may request that any letter of warning for inadequate performance, tardiness, non-attendance, or other disciplinary matter be removed from their personnel file, provided that there has been no recurrence of that or a similar incident in the intervening period. If the Corporation removes the letter of warning from the employee's file, such letter will not be used against the employee. The Corporation's decision shall be neither arbitrary nor discriminatory. The Association will be notified of any decision to remove letters of warning.

7.06 - The Corporation shall notify the Association, in writing, of all discharge and discipline cases as soon as possible but within two (2) working days for cases of discharge and four (4) working days for cases of discipline.

ARTICLE 8 - SENIORITY

8.01 - For the purpose of layoff, discharge and promotion as outlined in this article, seniority shall be defined as the length of continuous service of an employee in the Fire Department of the City of St. Catharines.

8.02 - The Corporation shall prepare and post copies of the seniority lists once a year on February 1st.

8.03 - Seniority rights shall cease and employment shall terminate for the following reasons:

- (a) If an employee resigns or retires;
- (b) If an employee is laid off and fails to return to work within five (5) working days after being notified by registered mail to his last known address on the Corporation records to report for work, and does not give a satisfactory reason;
- (c) When the leave of absence granted under Section 18.04 expires;
- (d) If the employee is discharged for cause and discharge is not reversed through the provisions of the Complaint and Grievance procedure;
- (e) If the employee has completed less than three (3) years of service and is laid off for eighteen (18) consecutive months without recall;
- (f) If the employee has completed three (3) or more years of service and is laid off for thirty-six (36) consecutive months without recall.

8.04 (a) - The Corporation acknowledges that it is in the interests of all concerned to have vacancies filled at the earliest practical date. For its part, the Association acknowledges that the critical nature of the service requires the utmost care in selecting candidates to fill vacancies. On this understanding, the Corporation agrees that if it appears that the filling of a vacancy will be delayed more than sixty (60) days from the creation of the vacancy, the Fire Chief will advise the Bargaining Committee of the reasons for the delay.

8.04 (b) - Promotions shall normally be made from within the Department, by selection by the Fire Chief from among the candidates selected under the policy and procedures set down in the Rules and Regulations of the Department. When candidates are relatively equal based on all factors set down in the promotional policy, seniority shall govern.

8.04 (c) - All promotions, other than those outlined in Article 8.04(d), shall be subject to a probationary period of not more than twelve (12) months during which the promotion may be reversed at the discretion of the Fire Chief, provided that this discretion shall not be exercised in an arbitrary or discriminatory manner. The period of probation shall be extended by the length of absence for sick leave, discipline, and/or compensable injury which occurred while on duty with the Corporation or other employer if in excess of four (4) consecutive tours of duty, excluding vacation and paid holiday.

8.04 (d) - All promotions, from probationer to First Class Fire Fighter, shall be subject to a probationary period of not more than twelve (12) months. The promotion may be reversed at the discretion of the Fire Chief, provided that this discretion shall not be exercised in an arbitrary or discriminatory manner. The period of probation shall be extended by the length of absence for sick leave, discipline, and/or compensable injury which occurred while on duty for the Corporation or other employer if in excess of four (4) consecutive tours of duty, excluding vacation and paid holidays.

- (i) If the probationary period is extended by three (3) months or less, as per Article 8.04 (d), the employee will be allowed to write his exams on the completion of his full twelve (12) months of service and, if successful, will have full retroactivity on his salary and on his anniversary date. If he is unsuccessful in his exams, he will be allowed a second chance to write three (3) months later. Should the individual be successful there will be no retroactivity on pay and his anniversary date will be adjusted to the date on which he successfully completed his exam. Should the individual be unsuccessful, he will have to wait until the next anniversary of his promotion in order to write again.
- (ii) If the probationary period is extended by more than three (3) months, as per Article 8.04(d), the employee will be allowed to write his exams on completion of his full twelve (12) months of service and if successful, will not have retroactivity on his pay and his anniversary date will be adjusted to the date on which he successfully completed his exam. Should the individual be unsuccessful, he will be allowed a second chance to write three (3) months later. If he is successful, there will be no retroactivity on pay and his anniversary date will be adjusted to the date on which he successfully completed the exam. Should the individual be unsuccessful, he will have to wait until the next anniversary of his promotion to write again.

8.04 (e) - In the event of a reduction in the work force, the employee in the classification to be reduced who has the least seniority with the Fire Department shall be laid off. If he has previously performed satisfactorily the duties of another classification, he shall be given the opportunity of displacing the junior employee in that classification, provided that he can perform satisfactorily the current duties of that classification.

The most senior employee able to perform the available job shall be the first recalled, and the following in a like manner.

ARTICLE 9 - HOURS OF WORK

9.01 - The hours that Fire Fighters shall be required to work shall not exceed forty-two (42) hours per week on the average, and shall be performed in accordance with the following repeating schedule with prior notice to the Association:

- (a) For fire suppression personnel assigned to platoons, a day shift of ten (10) hours per day for four (4) consecutive days followed by four (4) consecutive days off duty, followed by a night shift of fourteen (14) hours per night for four (4) consecutive nights followed by four (4) consecutive nights off duty.
- (b) For non fire suppression personnel according to such schedules as may be established by the Fire Chief in accordance with the requirements of the service and the schedules shall not be arbitrary nor discriminatory.

9.02 - It is understood that nothing in the above schedule of hours of work will prevent an officer of the rank of Platoon Chief and equivalent and above from granting the request of any two men to exchange shifts on days off.

ARTICLE 10 - SALARIES

10.01 - During the term of this Agreement, the scale of salaries paid to the Fire Fighters shall be in accordance with Schedule "A" which is attached to and forms part of this Agreement. Such salaries will be paid every two (2) weeks on Thursday except when such day is a holiday, and then on the next preceding business day and the scale of salaries shall be effective on the dates indicated.

The differentials in the rate over that of a First Class Fire Fighter shall be:

Platoon Chief	27%
Fire Prevention Officer	25%
Training and Communications Officer	25%
Senior Captain	18%
Senior Inspector	16%
Captain	15%
Inspector	8%
Instructor	15%

10.02 - A Fire Fighter who has qualified to be in charge of a pumper crew, and who is authorized to, and who does act in charge in the absence of a Captain, shall be paid the rate of pay of a Captain for all time in which he so acts, provided that he acts in excess of three (3) hours.

10.03 - Employees remaining on duty past their regular shift relief time in excess of one-half ($\frac{1}{2}$) hour shall be paid at the rate of one and one-half ($1\frac{1}{2}$) times the regular hourly rate of pay for each hour or part thereof, and the first half ($\frac{1}{2}$) hour will then be calculated in the time.

10.04 - An officer designated by the Fire Chief or his duly authorized delegate to act as Platoon Chief or as Captain shall be paid at the rate for the rank in which he so acts for all hours in which he so acts, provided that he acts in excess of three (3) hours; and there shall be a Platoon Chief and a Captain, or an officer designated as such, for each shift.

10.05 - Employees who are off duty who are called in to supplement personnel on the fire-ground will be paid a minimum of three (3) hours at the rate of one and one-half ($\frac{1}{2}$) times the employee's regular hourly rate, and at his regular hourly rate for all hours in excess of three (3); but no premium shall be paid for recalls for a fire which becomes a General Alarm.

10.06 - A Fire Fighter who, at the request of the Corporation, on his scheduled day off works, shall be paid at the rate of one and one half times his regular hourly rate for all hours or part thereof so worked or such higher rate as may be applicable.

10.07 - An officer designated by the Fire Chief or his duly authorized delegate to act as the Fire Prevention Officer shall be paid at the rate of the Fire Prevention Officer for each eight (8) hour day in which he so acts.

10.08 - An Alarm Operator working the shifts as described in Schedule "C" who, at the request of the Corporation, on his scheduled day off is called in to work, shall be paid at the rate of one and one-half ($1\frac{1}{2}$) times his regular hourly rate for all hours worked, or part thereof so worked. Alarm Operator (Relief) is governed by language set out in Schedule "C".

10.09 - A Fire Fighter who has qualified as a first aid, CPR, defibrillator, or driving instructor shall be paid the rate of Instructor for all hours or part hours he instructs.

10.10 – Recognition Pay

Recognition pay is calculated on the base rate of a 1st Class Fire Fighter rate for all ranks and shall be initiated January 1, of the year the member attains 8, 17 and 23 years of service.

Recognition pay for Fire Fighters (which includes all ranks within the Association) at 1st Class Fire Fighter rate, as indicated below:

- 3% after 8 years of service is attained and until 17 years of service is attained.
- 6% after 17 years of service is attained and until 23 years of service is attained.
- 9% after 23 years of service is attained and thereafter.

The 1st Class Fire Fighter dollar value will be added to the salary for all other ranks within the Association as applicable in Schedules "A" and "B" of this agreement.

The recognition pay shall form part of the base salary and shall be paid bi-weekly. It shall be included as salary in calculating overtime, vacation, pension contributions, sick leave pay etc. Fire Fighters who have completed eight (8), seventeen (17) or twenty-three (23) years of service with the St. Catharines Fire Services shall receive the recognition pay, as identified above.

It is understood that payments made pursuant to this article will commence on January 1st of the year the member completes his year of service.

ARTICLE 11 - SICK LEAVE

11.01 - All employees off duty as a result of an accident or an occupational illness incurred in the performance of their duties shall be provided with hospitalization and medical care in accordance with the Workplace Safety & Insurance Act, and full salary during such period off duty for the first eight (8) tours of duty.

After the first eight (8) tours of duty, employees shall receive full salary but one-quarter (1/4) day will be deducted from their accumulated sick leave until the sick bank is depleted for each day they are off on compensation benefits.

11.02 - Each Fire Fighter shall be credited with one and one-half (1 ½) days of sick leave credit, cumulative to a maximum of three hundred and sixty (360) days, for each month of unbroken service.

For purposes of this Article, service shall be considered broken, and no credit given, if the employee fails to work all of his scheduled working days in the month, unless his absence is caused by:

- (a) accident occurring while on duty with the Corporation;
- (b) illness for which he is entitled to paid sick leave; however, if he is entitled to less than ten (10) days paid sick leave, and he exhausts this entitlement, no credit shall be given for that month;
- (c) authorized leave of absence not in excess of ten (10) working days within the month;
- (d) paid vacation or paid holidays, as provided for in the Agreement.

Accumulated credits shall be cancelled upon termination of employment.

11.03 - A Fire Fighter who has completed six (6) consecutive calendar months of employment, or who has accumulated six (6) days credit, whichever occurs later, and who gives proof satisfactory to the Corporation of disabling illness or non-compensable

accident, shall be paid his standard daily wages for each day of absence so caused to the extent of his accumulated credits, and his accumulated credits shall be reduced by the number of days, or part days, for which he is so paid.

The benefits of this Section shall not be available to an employee for time lost as a result of employment with another employer.

11.04 - There shall be paid to

- (a) an employee who retires under the provisions of any pension or compulsory retirement by-law of the City, or
- (b) the beneficiary, as designated in the group life insurance provided under Section 12.03, of any employee who dies while in the service of the Corporation, or
- (c) an employee on termination of employment, who has at the date of termination five (5) or more years of service with the Corporation,

a sick leave gratuity amounting to one-half (½) of the sick leave standing to his credit at the rate of the employee's standard daily wage at the time of retirement, or death, or termination, as applicable, subject to a maximum of six (6) months' earnings.

11.05 - For purposes of this Article

- (a) "non-compensable accident" shall be deemed to mean
 - (1) an accident suffered on the job for which compensation in lieu of wages is not received from The Workplace Safety and Insurance Board, including disallowance because of the Board's requirements for a minimum period of disability; and
 - (2) an accident suffered other than while at work; and
- (b) the "standard daily wage" shall be the bi-weekly salary rate in accordance with Schedule "A" and Schedule "B", divided by seven (7) in the case of shift personnel and Alarm Operators, and by ten (10) in the case of maintenance and inspection personnel.

11.06 (a) - An employee who is absent on sick leave when his scheduled vacation arrives shall be entitled to substitute vacation for sick leave. This may be done at the discretion of the employee and it is not reversible.

11.06 (b) - If an employee is unable to use his vacation due to sick leave, he shall transfer his unused vacation days to his sick bank prior to the end of the year.

11.07 - An employee incapacitated by illness or injury while on vacation shall, on the production of evidence satisfactory to the Corporation, have his lost vacation time reinstated and the time charged against his sick leave credits.

Should the schedule of vacations not permit such reinstatement by the end of the calendar year, he shall substitute vacation for sick leave as in Section 11.06 (b).

11.08 - An employee absent on Workers' Compensation when his scheduled vacation arrives and who is unable to re-schedule his vacation in the vacation year because of the operational requirements of the Fire Department, shall have the option of either taking his vacation in pay, or transferring his vacation entitlements into his sick leave bank.

11.09 - Whenever the Corporation requires an employee to produce a medical certificate, the Corporation will reimburse, to a maximum of \$50.00, for such a certificate, provided a receipt from the physician accompanies such certificate.

ARTICLE 12 - WELFARE PLAN

12.01 - The Corporation will contribute one hundred per cent (100%) of the cost of the Employer Health Tax and one hundred per cent (100%) of the cost of the Green Shield supplementary coverage for semi-private hospital accommodation, if desired by the employee, for each Fire Fighter and his dependents as defined by the plans.

12.02 - The employee is responsible for promptly informing the Corporation of any change in the employee's eligibility or that of his dependents for coverage under the insurance plans, and any excess premiums paid on behalf of the employee shall be recoverable from the employee in the event of his neglect to so inform the Corporation.

A Fire Fighter covered by the welfare plan is subject to co-ordination of benefit payments where an employee or spouse has coverage under more than one benefit plan. The Fire Fighter agrees to disclose any benefit coverage by which he or his spouse is covered that duplicates the coverage of this plan.

12.03 - The Corporation will provide by contract with an insurer licensed under the Insurance Act, compulsory group life insurance for the Fire Fighters, except Probationers, in an amount two (2) times the basic annual salary, to the nearest \$500.00, with accidental death and dismemberment rider, and the Corporation will contribute one hundred per cent (100%) of the amount of the premiums for the insurance on the life of each Fire Fighter. Coverage shall normally be adjusted effective on the first day of the month following a permanent increase in salary, but adjustments arising from the terms of a new or revised agreement shall be made effective as soon as possible after the signing of the Terms of Settlement.

12.04 - The Corporation will provide a prescription drug plan under the Green Shield Plan (Drug Formulary 3 which excludes over the counter products and drugs and provides automatic generic substitution of drugs where there is no difference in therapeutic value or unless "no substitution" is specified by the employee's physician) with a deductible of \$10.00 single / \$20.00 family and a dispensing fee cap of \$8.00 per prescription. The Corporation shall contribute 100% of the amount of the premiums. This plan shall be obligatory for new employees. The \$10 single / \$20 family deductible will be effective January 1, 2002.

12.05 (a) - By-law No. 5785, relating to supplemental retirement allowances, as amended to date, shall not be further amended as affecting the members of the bargaining unit without the agreement of the Association.

The parties agree that By-law No. 5785 shall be amended to provide that, for Fire Fighters, the allowance to be paid at age sixty (60) and up to and including the month in which the retiree's sixty-fifth (65th) birthday occurs, shall be calculated at the rate of one and three quarters per cent (1 3/4%) of the average salary stated in the said By-law.

12.05 (b) - The Corporation shall enter into an agreement with the Ontario Municipal Employees Retirement Board for the provision of a Type II Supplement, based on the sixty (60) consecutive months ending December 31st, 1979.

12.05 (c) - The Corporation shall enter into an Agreement with the Ontario Municipal Employees' Retirement Board for the provision of a Type I Supplement.

12.06 - An employee shall, on proceeding on normal retirement or retirement under the OMERS 85 Factor, be provided without charge, with a paid-up life insurance policy in the amount of six thousand dollars (\$6,000.00). Retirees continuing insurance under the provisions of earlier Agreements may continue to do so.

12.07 - In consideration of the special situation with respect to health insurance benefits created by retirement at age sixty (60) or retirement under any unreduced OMERS Pension Plan, the Corporation agrees to pay, until the age of sixty-five (65), the premium cost negotiated from time to time with the Association:

- (a) Green Shield Supplementary coverage for semi-private hospital accommodation;
- (b) Prescription Drug Plan;
- (c) Green Shield Dental Plan;
- (d) Green Shield Vision Benefit - \$200 every 24 months for prescription eye glasses or medically necessary contact lenses. The Green Shield Vision Benefit will be provided to all current retirees until age 65.

These undertakings shall be subject to the Corporation's authority under the laws of the Province of Ontario to make such an agreement.

12.08 (a) (i) - The Corporation shall provide the Fire Fighters, and their eligible dependents, with dental care insurance under Green Shield Dental Plan, or, with the consent of the Association, its equivalent, based on the one (1) year lag for the Ontario Dental Association schedule of fees, with preventive oral recall examinations and preventive recall services occurring once every six (6) months for children under eighteen(18) years of age and nine (9) months for all others, and the premium costs shall be paid by the Corporation.

12.08 (a) (ii) - The Corporation will provide the Fire Fighters and their eligible dependents with Green Shield Dental coverage for complete and/or partial dentures and adjustments, cost shared 50/50 with the City's maximum lifetime contribution being \$2,000.00 per eligible person, meaning a maximum claim of \$4,000.00 per insured, and

orthodontic services, crowning, capping and bridgework, as provided by Green Shield, 50/50 co-insured to a maximum of \$2,000.00 lifetime per eligible person, meaning a maximum claim of \$4,000.00 per insured.

12.08 (b) - Probationers and their eligible dependents shall be provided with dental care insurance under the Green Shield Dental Plan following three (3) months' service, and the premium costs shall be paid by the Corporation.

12.09 - The Corporation shall provide each Fire Fighter and his eligible dependents with the Green Shield extended health benefits as follows with 100% of the premiums paid by the Corporation:

- Vision Care - \$300 every 24 months for prescription eye glasses or medically necessary contact lenses.
- Physiotherapist (services of a licensed physiotherapist) - \$15.00 per visit from the first visit up to a maximum of \$200 per year.
- Massage Therapist (services of a licensed massage therapist) - \$15.00 per visit from the first visit up to a maximum of \$500 per year.
- Chiropractor - \$15.00 per visit from the first visit up to a maximum of \$200 per year.

12.10 - The Corporation may at any time substitute another carrier for any of the benefits in Article 12, provided that the benefits conferred thereby are not in total decreased, and there is no increase in the premium cost to an employee. Such substitution will not occur in less than sixty (60) days' notice to the Association, during which time the parties shall meet to discuss the proposed changes.

12.11 - In consideration of benefits granted under this Agreement, the Association relinquishes the right of the employees to their share of the reduction in premium for Unemployment Insurance.

12.12 - The benefits as listed in Articles 12.01, 12.04, 12.08(a) and 12.09 will be covered for spouse and dependent children, as defined by the carrier, for a period of eighteen (18) months after the death of an employee, or until the end of the month in which the deceased employee would have reached the age of 65, or the surviving spouse reaches the age of 65, whichever occurs first.

12.13 - Should a full-time Fire Fighter be killed in the line of duty, or die through injuries received in the line of duty, as recognized by the Workplace Safety and Insurance Board, his widow will receive a supplementary income in addition to any widows income due to her under the pension plan, Canada Pension Plan and Workers' Compensation of up to 90% of his salary at the date of death. Such supplementary income will be paid to the widow until such date that the Fire Fighter would have reached his normal retirement date, or until she re-marries, whichever first occurs (where there is no spouse, payment of such supplementary income for dependent children will continue until the day they reach twenty-one (21) years of age).

12.14 - Changes to benefit coverage will take effect the first day of the next month following any changes in contracts or personal coverage.

12.15 – Any member who is off duty on Long Term Disability (LTD) will maintain his full benefit coverage with the Corporation until the age of 60. The Association is to advise the Corporation when a member commences, or leaves, the Long Term Disability plan.

ARTICLE 13 - VACATIONS AND PAID HOLIDAYS

13.01 (a) –

- (1) Years of service for vacation purposes shall be calculated as of December 31st of the calendar year.
- (2) For vacation purposes, "Division Policy" refers to the method of selecting vacations in that division as agreed to by a majority of that division's members, subject to the approval of the Fire Chief.

13.01 (b) –

- (1) for Fire Fighters whose hours of work are scheduled under Section 9.01(a), a week of vacation shall comprise four (4) consecutive shifts of either day or night duty; and
- (2) for all other Fire Fighters, a week of vacation shall comprise seven (7) consecutive calendar days, commencing on Sunday.
- (3) For Alarm Room Operators whose hours of work are under Schedule "C", a week of vacation shall comprise four (4) consecutive shifts of either day or night duty.

13.02 - All Fire Fighters with one (1) year's service but less than four (4) years' service shall be entitled to two (2) weeks' vacation annually.

13.03 - All Fire Fighters with four (4) years' service but less than ten (10) years' service shall be entitled to three (3) weeks' vacation annually.

13.04 - All Fire Fighters with ten (10) years' service but less than eighteen (18) years' service shall be entitled to four (4) weeks' vacation annually.

13.05 - All Fire Fighters with eighteen (18) years' service but less than twenty-five (25) years' service shall be entitled to five (5) weeks' vacation annually.

13.06 - All Fire Fighters with twenty-five (25) years' service, and over shall be entitled to six (6) weeks' vacation annually.

13.07 - The schedule of vacations and statutory holidays shall be prepared and posted by November 15th of each year for the following calendar year.

13.08 - A Fire Fighter who leaves the service of the Corporation:

- (a) before July 1st, shall receive one-half (1/2) of his vacation entitlement for the year, or pay in lieu thereof;
- (b) on or after July 1st, shall receive his entire vacation entitlement for the year, or pay in lieu thereof;
- (c) as a result of retirement with an unreduced OMERS pension, shall receive his entire vacation entitlement for the year, or pay in lieu thereof;

save that an employee who gives less than two (2) weeks' notice of resignation shall forfeit the benefits of Section 13.08.

ARTICLE 14 - STATUTORY HOLIDAYS

14.01 (a) - In lieu of statutory holidays, each Fire Fighter whose hours of work are scheduled under the provisions of Section 9.01 (a) and Section 22.01 shall receive thirteen (13) working days off during each year, subject to the requirements of the operations of the Department. Employees incapacitated by illness or injury while off on a scheduled lieu day will not have their sick bank charged.

14.01 (b) - An employee who leaves the Corporation prior to the actual statutory holiday as outlined in Article 14.02 shall forfeit entitlement to these days. An employee who leaves after the actual statutory holiday as outlined in Article 14.02 and who had not used a lieu day in its stead shall be paid for this day.

14.02 - All other Fire Fighters shall receive the following days as paid holidays unless scheduled to work, in which event they shall receive a day off in lieu, as approved by the Fire Chief.

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

A floater holiday shall also be provided in the latter half of the year.

14.03 - In the year in which Heritage Day or equivalent holiday is first observed officially, it shall be included as a paid holiday, and the number of days in lieu, under Section 14.01 shall become thirteen (13).

ARTICLE 15 - GENERAL

15.01 - The issuance of clothing shall be as set out in Schedule "E" which is attached to and forms part of this Agreement.

It is understood that tenders for uniforms will be called within 30 days of ratification of the annual operating budget by Council each year provided that this Section 15.01 is not the subject of negotiations for the year. If Section 15.01 is the subject of negotiations, tenders shall be called by the agreed date for the clothing entitlement specified in the Collective Agreement for the preceding year.

The Content of Schedule "E" will be periodically amended through discussions and agreement between the Corporation and the Association.

15.02 - All Fire Fighters will be supplied with protective clothing for fire fighting duty, consisting of one (1) helmet, protective coat, protective bunker pants that are compatible with coat, fire fighting boots that are compatible with bunker pants and protective gloves. All of the above mentioned equipment must meet or exceed appropriate standards. All equipment will be replaced on an "as needed" basis.

15.03 - The Corporation will make an annual payment of up to one hundred dollars (\$100.00) to each member of the Fire Prevention Branch who is required by law to wear CSA-approved safety footwear, and to the Training and Communications Officer, Instructor, Communications Technician and The Public Fire Safety Technician and, who wears such footwear and submits the appropriate sales slip.

15.04 - The Corporation will deduct from each payroll the amount of dues to the Association as advised from time to time by the Secretary of the Association, provided that the Association will provide a properly signed authorization card for each such deduction. No partial deduction or deductions for monies in arrears will be made, and any deductions made in error by the Corporation will be refunded by the Association. All sums deducted will be remitted by cheque to the Treasurer of the Association before the end of the month.

The Corporation will use its best endeavours to comply with the provisions of this Article, but it is relieved by the Association of any and all responsibility and/or liability for deducting or failure to deduct monies owed to the Association if directed by the courts to do otherwise.

15.05 - The Corporation shall pay for hours spent in attendance at a course of instruction required of the employee.

15.06 – The Corporation agrees to provide a printed copy of the Association's Agreement to each employee.

15.07 - Should the Corporation merge, amalgamate, or combine any of its operations or functions with, or transfer them to, another municipality, the Corporation will endeavour to arrange, where practical, for the retention of seniority rights, salary and wage levels for each employee of the Corporation who thus becomes an employee of such other municipality.

15.08 - In the interest of the public, and in order to ensure the welfare of each Fire Fighter, and to ensure that his health will not be endangered by the strenuous efforts that result from fighting fires, each Fire Fighter agrees to have a complete physical examination, as defined and covered by The Ministry of Health (Ontario), completed by the physician of his choice.

The employee will have this examination at least every eighteen (18) months and will advise the Corporation, in writing, that he has done so. The Corporation will not be responsible for any costs incurred for the examination.

15.09 - Leave for reasons of pregnancy shall be provided in accordance with the terms of the Employment Standards Act.

ARTICLE 16 - TECHNOLOGICAL CHANGE

16.01 (a) - At least ninety (90) days prior to the introduction or implementation of substantial technological change, or substantial changes in mechanization affecting the employment status of Fire Fighters, the Corporation shall, by written notice, furnish the Association with the full information of the planned change or changes.

Such prior notice shall contain relevant information respecting the nature and degree of change the date or dates on which the Corporation plans to effect the change; the location or locations involved.

16.01 (b) - Within fifteen (15) days after the foregoing notice has been given, the Corporation shall make disclosure to the Association of the effects of the change or changes on any Fire Fighter then in the Corporation's employ.

16.01 (c) - Following the said disclosure, representatives of the parties shall meet forthwith for the purpose of negotiating with a view to resolving any issue which may concern the employment status of any Fire Fighter then in the Corporation's employ.

16.01 (d) - If, within fifteen (15) days after disclosure by the Corporation to the Association of the effects of the change or changes on any Fire Fighter, agreement has not been reached on the issue of the employment status of any Fire Fighter affected, (other than a probationary Fire Fighter) either party may submit that outstanding issue to a board of arbitration which shall be constituted in the manner provided for by Section 53 of The Fire Protection & Prevention Act, S.O. 1997 c.4, as amended. The time limits provided in Section 53 shall apply. The Board of Arbitration shall have full remedial powers to deal with any unresolved issue concerning the employment status of any affected Fire Fighter other than a probationary Fire Fighter.

16.01 (e) - No change shall be made in the employment status of any affected Fire Fighter then in the Corporation's employ (other than a probationary Fire Fighter) consequent upon introduction or implementation of substantial technological change or substantial changes in mechanization, until either the parties have reached agreement through negotiations, or the Board of Arbitration constituted hereunder has issued its award.

ARTICLE 17 - CONTRACTING OUT

17.01 - Except to the extent and to the degree agreed upon by the parties and except in the case of an emergency, no work customarily performed by an employee covered by this Agreement shall be performed by another employee of the City who is not covered by this Agreement or by a person who is not an employee of the City.

17.02 - Without restricting its right to determine the methods by which municipal services are to be provided, the planned cessation of operations, or local government re-organization resulting from a decision of the Corporation makes it necessary to displace employees with more than one (1) year's seniority, no such employee shall be laid off or have his employment terminated, unless he has had notice of termination of a minimum of six (6) months. Should termination occur under this Section, a severance allowance shall be paid in an amount which shall equal two (2) weeks' salary for each completed year of service to a maximum of twenty-six (26) weeks. Payment shall not be made more than once for the same years of service.

ARTICLE 18 - LEAVE OF ABSENCE

18.01 - The President and one (1) member of the Association shall be granted leave of absence without pay as may be necessary for the proper performance of the duties of their office insofar as the regular operations of the service of the Fire Department will permit, at the discretion of the Fire Chief.

18.02 - The Bargaining Committee members shall suffer no loss of earnings for the time required to meet with the Corporation for negotiations.

18.03 - The Grievance Committee members shall suffer no loss of earnings for the time required to investigate grievances and meet with the Corporation on the processing of grievances.

18.04 - A Fire Fighter who is absent from duty because of non-occupational accident or sickness and who provides satisfactory evidence of disability shall be granted leave of absence for the duration of his paid sick leave entitlement or one (1) year, whichever is the greater, and his pay shall be in accordance with the provisions of Article 11.02.

18.05 - A Fire Fighter who has been absent from duty under the Workplace Safety & Insurance Act shall be granted leave of absence for the duration of such disability or until he has been granted an award for permanent disability by the Board, and his pay shall be in accordance with the provisions of Section 11.01.

A Fire Fighter on temporary disability in excess of one (1) year, who is pronounced fit for duty by a competent medical authority acceptable to the Corporation, may return to duty if his length of service at the commencement of his leave was greater than that of the junior Fire Fighter at the time of the proposed return, provided he gives thirty (30) days' prior notice.

18.06 - A member of the Economic Policy Committee shall suffer no loss of earnings to attend meetings in his role as Committeeman. It is understood that a Committeeman will not leave his work without the permission of the officer in charge and the time so used shall not be unreasonable.

18.07 - A Fire Fighter who has been absent from duty due to a compensable accident which occurred while working for another employer, other than the Corporation, shall not be entitled to Green Shield, including hospital, drugs, dental, and vacation entitlement shall be pro-rated.

In addition, lieu day entitlement will be limited to those days accumulated while on duty. Employees will have the option of reimbursing the Corporation for the continued coverage of any or all of the above benefits with the exception of vacation entitlement.

ARTICLE 19 - COMPASSIONATE LEAVE

19.01 - A Fire Fighter shall be granted paid leave of absence of

- (a) (i) up to four (4) consecutive days on the death of a spouse or son or daughter dependent child or common-law spouse, to include the date of the funeral; and
- (ii) up to three (3) consecutive days on the death of other immediate relatives, which shall mean his father, mother, sister, brother, father-in-law, mother-in-law, son-in-law and daughter-in-law, grandchild, such days must include the day of the funeral and may extend to the day following the funeral;
- (b) and one (1) day to attend the funeral of a brother-in-law, sister-in-law, or a grandparent of employee or spouse.
- (c) In recognition of the fact that circumstances which call for bereavement leave are based on individual circumstances, upon an employee's request, the Chief, on consultation with the Director of Corporate Support Services, may grant additional paid bereavement leave.

The parent/child relationship shall include one which is adoptive.

ARTICLE 20 - COURT DUTY

20.01 (a) - A Fire Fighter subpoenaed to appear as a witness in court shall absent himself only to such extent as is necessary to perform such duty.

In accordance with this understanding, he shall be paid for such absence at his standard rate of pay, provided that he pays over to the Corporation his witness fees, excluding any meal or mileage allowances.

20.01 (b) - A Fire Fighter required to appear in court during his off-duty hours as a result of his employment as a Fire Fighter shall be paid for the time so spent, with a minimum of three (3) hours, provided that he pays over to the Corporation his witness fees, excluding any meal or mileage allowances.

ARTICLE 21 - PROMOTIONS

21.01 - Promotion from Probationer to First Class Fire Fighter shall be based on skill, knowledge and ability as determined by the Corporation.

21.02 - In determining a Fire Fighter's seniority for promotion purposes, it shall be calculated from the date of entry or re-entry into the Department, except on re-entry after accident when employed by the Corporation or illness, when it shall be from the date of original entry.

21.03 (a) - Promotions within the Department above the rank of First Class Fire Fighter shall be in accordance with the Promotional Policy of the Department dated September 28, 2000 as agreed to by the parties and amended from time to time by mutual agreement.

21.03 (b) - Employees who have been appointed pursuant to the provisions of the promotional policy of the Department, shall have be subject to a probationary period of twelve (12) months and who fail within this period to meet the requirements of the position they were appointed to, shall return to their former position.

21.03 (c) - Employees who have been appointed pursuant to the provisions of the promotional policy of the Department, shall have a six (6) month period to decide to return to their previously held position unless the position has been filled in the interim, then the next vacant position.

21.04 - Employees covered by this Collective Agreement shall not be seconded into different positions without the agreement of the employee and the Association. The Association must have just cause to deny any employee's right to accept the secondment.

ARTICLE 22 - ALARM OPERATIONS

22.01 - It is mutually understood and agreed by the parties hereto that the work of dispatching shall be carried out by Alarm Operators who shall be:

- (a) required to work a forty-two (42) hour week on the average in accordance with the schedule shown as Schedule "D" which is attached to and forms part of this Agreement;

- (b) paid an annual salary, at the same times and in the same manner as Fire Fighters, at a rate in accordance with Schedule "B" and "C" which is attached to and forms part of this Agreement;

and the provisions of this Agreement shall apply to such Alarm Operators save and except the provisions of Article 9, Article 10.01, Article 10.03, 10.07 and Article 15.02.

ARTICLE 23 - NEW CLASSIFICATIONS

23.01 - If the Corporation establishes a new position or classification during the course of this Agreement, the Corporation shall set the classification, the pay rate, the uniform issue, the hours of work and all other working conditions and notify the Association of the particulars within ten (10) days.

The Association may request a meeting to negotiate and discuss these particulars, which meeting shall be held within ten (10) working days or such other mutually convenient time. If, following such meeting or other meetings as may be agreed upon between the parties, the issues are not resolved, the matter or matters in dispute may be submitted to final and binding arbitration.

For the purposes of this Section, each party shall appoint a nominee to the Board of Arbitration, and the nominees shall attempt to agree on the selection of a Chairman. The provisions of Section 53 of the Fire Protection and Prevention Act shall apply, with necessary modifications.

The Board of Arbitration shall have the authority to hold a final and binding determination on all outstanding issues retroactive to the date of the creation of the new position or classification.

ARTICLE 24 - LEGAL SERVICES

24.01 - Any Fire Fighter charged with an offence under any Statute may have his reasonable solicitor's fees reimbursed, upon written application to the City Administrator, when the incident which results in any such criminal or quasi-criminal charge against the employee arising during the performance of the employee's duties as a Fire Fighter for the Fire Department as an employee of the Corporation of the City of St. Catharines and when the employee, during the course of the incident in question has been acting in the reasonable and proper performance of his duties, and in accordance with the general operation, policies and procedures of his Department and The Corporation of the City of St. Catharines and following any explicit instructions of his superiors. The City of St. Catharines reserves the right to require the employee to have the legal fees charged for such employee's defence, taxed, and the Corporation may nominate legal counsel, for the purpose of effecting such taxation. Notification of payment will be made to the employee.

ARTICLE 25 - APPLICATION OF AGREEMENT

25.01 - The provisions of the wage schedule shall be effective from January 1, 2005 but in no event shall any new or changed provision apply to persons who left the employ of the Corporation within the first sixty (60) days after the expiry of the last Agreement unless the ratification of the new Agreement occurs within the first sixty (60) days after the expiry of the last Agreement; and unless such person left in the course of normal (and including retirement under OMERS 85 factor) or disability retirement or death; and all other provisions which are different from the Agreement which expired December 31, 2008, shall operate from the date of signing of this Agreement, or as soon thereafter as can be arranged.

ARTICLE 26 - DURATION

26.01 - This Agreement shall be deemed to have come into force and take effect as from the first (1st) day of January, 2005; and this Agreement shall remain in force and effect until the thirty-first (31st) day of December, 2008, and from year to year thereafter unless within a period of not greater than ninety (90) days and not less than sixty (60) days before the expiry date, either party gives sixty (60) days written notice for the termination of the Agreement.

26.02 - In the event of either party desiring or proposing any change or alteration in the Agreement, but not desiring to terminate the Agreement, such party may give to the other party not more than forty-five (45) days and not less than thirty (30) days written notice before the expiry date and both parties shall within sixty (60) days thereafter negotiate in good faith in respect to the matters which it is proposed to change or alter and the remaining provisions shall automatically renew themselves as aforesaid.

IN WITNESS WHEREOF The Corporation has hereunto caused its Corporate seal to be affixed under the hands of its duly authorized officers, and the Association has caused this instrument to be executed by their proper officers hereunto duly authorized, the day and year first above written.

SIGNED, SEALED AND DELIVERED

THE CORPORATION OF THE CITY OF
ST. CATHARINES

In the presence of:

Mayor

City Clerk

St. CATHARINES PROFESSIONAL
FIRE FIGHTERS" ASSOCIATION

President

Secretary

SCHEDULE "A"

	3.50% Annual		3.50% Annual		2.50% Annual		0.50% Annual		3.55% Annual		0.55% Annual	
Classification	1/1/2005	Bi-Weekly	1/1/2006	Bi-weekly	1/1/2007	Bi-weekly	1/7/2007	Bi-weekly	1/1/2008	Bi-weekly	1/7/2008	Bi-weekly
Platoon Chief	\$85,039.58	\$3,270.75	\$88,015.97	\$3,385.23	\$90,216.37	\$3,469.86	\$90,667.45	\$3,487.21	\$95,388.32	\$3,668.78	\$95,912.96	\$3,688.96
Captain (Senior)	\$80,277.36	\$3,087.59	\$83,087.07	\$3,195.66	\$85,164.25	\$3,275.55	\$85,590.07	\$3,291.93	\$88,628.52	\$3,408.79	\$89,115.97	\$3,427.54
Captain (Junior)	\$77,556.10	\$2,982.93	\$80,270.56	\$3,087.33	\$82,277.33	\$3,164.51	\$82,688.71	\$3,180.34	\$86,375.25	\$3,322.13	\$86,850.32	\$3,340.40
Fire Fighters:												
1st Class	\$68,031.67	\$2,616.60	\$70,412.78	\$2,708.18	\$72,173.10	\$2,775.89	\$72,533.96	\$2,789.77	\$75,108.92	\$2,888.80	\$75,522.02	\$2,904.69
2nd Class	\$61,228.50	\$2,354.94	\$63,371.50	\$2,437.37	\$64,955.78	\$2,498.30	\$65,280.56	\$2,510.79	\$67,598.02	\$2,599.92	\$67,969.81	\$2,614.22
3rd Class	\$54,425.33	\$2,093.28	\$56,330.22	\$2,166.55	\$57,738.47	\$2,220.71	\$58,027.16	\$2,231.81	\$60,087.13	\$2,311.04	\$60,417.61	\$2,323.75
4th Class	\$48,982.80	\$1,883.95	\$50,697.20	\$1,949.89	\$51,964.63	\$1,998.64	\$52,224.45	\$2,008.63	\$54,078.42	\$2,079.94	\$54,375.85	\$2,091.38
Probationer	\$44,220.58	\$1,700.79	\$45,768.30	\$1,760.32	\$46,912.51	\$1,804.33	\$47,147.07	\$1,813.35	\$48,820.79	\$1,877.72	\$49,089.31	\$1,888.05
Fire Prevention Officer	\$85,039.58	\$3,270.75	\$88,015.97	\$3,385.23	\$90,216.37	\$3,469.86	\$90,667.45	\$3,487.21	\$93,886.15	\$3,611.01	\$94,402.52	\$3,630.87
PFST - 1st Class	\$68,031.67	\$2,616.60	\$70,412.78	\$2,708.18	\$72,173.10	\$2,775.89	\$72,533.96	\$2,789.77	\$75,108.92	\$2,888.80	\$75,522.02	\$2,904.69
PFST - 2nd Class	\$61,228.50	\$2,354.94	\$63,371.50	\$2,437.37	\$64,955.78	\$2,498.30	\$65,280.56	\$2,510.79	\$67,598.02	\$2,599.92	\$67,969.81	\$2,614.22
PFST - 3rd Class	\$54,425.33	\$2,093.28	\$56,330.22	\$2,166.55	\$57,738.47	\$2,220.71	\$58,027.16	\$2,231.81	\$60,087.13	\$2,311.04	\$60,417.61	\$2,323.75
PFST - 4th Class	\$48,982.80	\$1,883.95	\$50,697.20	\$1,949.89	\$51,964.63	\$1,998.64	\$52,224.45	\$2,008.63	\$54,078.42	\$2,079.94	\$54,375.85	\$2,091.38
PFST – Probationer	\$44,220.58	\$1,700.79	\$45,768.30	\$1,760.32	\$46,912.51	\$1,804.33	\$47,147.07	\$1,813.35	\$48,820.79	\$1,877.72	\$49,089.31	\$1,888.05
Training Officer	\$85,039.58	\$3,270.75	\$88,015.97	\$3,385.23	\$90,216.37	\$3,469.86	\$90,667.45	\$3,487.21	\$93,886.15	\$3,611.01	\$94,402.52	\$3,630.87
Communications Co-ordinator	\$69,800.49	\$2,684.63	\$72,243.51	\$2,778.60	\$74,049.60	\$2,848.06	\$74,419.85	\$2,862.30	\$77,061.75	\$2,963.91	\$77,485.59	\$2,980.22
Senior Inspector	\$80,277.36	\$3,087.59	\$83,087.07	\$3,195.66	\$85,164.25	\$3,275.55	\$85,590.07	\$3,291.93	\$88,628.52	\$3,408.79	\$89,115.97	\$3,427.54
Inspector	\$73,474.20	\$2,825.93	\$76,045.80	\$2,924.84	\$77,946.95	\$2,997.96	\$78,336.68	\$3,012.95	\$81,117.63	\$3,119.91	\$81,563.78	\$3,137.07
Instructor	\$77,556.10	\$2,982.93	\$80,270.56	\$3,087.33	\$82,277.33	\$3,164.51	\$82,688.71	\$3,180.34	\$86,375.26	\$3,322.13	\$86,850.32	\$3,340.40

*Communications technician to receive \$300.00 per annum in addition to his rate as a Fire Fighter

*The Public Fire Safety Technician will start at the probationer rate and progress to the First Class Fire Fighter rate. After two year's at the First Class Fire Fighter Rate, he may write for the Inspector's rate as per letter dated December 2, 1998, from James P. Brady of Human Resources

SCHEDULE "B"

WAGES – ALARM OPERATORS

	3.50% Annual Effective		3.50% Annual Effective		2.50% Annual Effective		0.50% Annual Effective		3.55% Annual Effective		0.55% Annual Effective	
Classification	1/1/2005	Bi-Weekly	1/1/2006	Bi-weekly	1/1/2007	Bi-weekly	1/7/2007	Bi-weekly	1/1/2008	Bi-weekly	1/7/2008	Bi-weekly
Alarm Operators:												
4th Year (10+ years of service)	\$61,228.50	\$2,354.94	\$63,371.50	\$2,437.37	\$64,955.78	\$2,498.30	\$65,280.56	\$2,510.79	\$67,598.02	\$2,599.92	\$67,969.81	\$2,614.22
4th Year	\$57,915.88	\$2,227.53	\$59,942.93	\$2,305.50	\$61,441.51	\$2,363.13	\$61,748.71	\$2,374.95	\$63,940.79	\$2,459.26	\$64,292.47	\$2,472.79
3rd Year	\$53,117.86	\$2,042.99	\$54,976.98	\$2,114.50	\$56,351.41	\$2,167.36	\$56,633.16	\$2,178.20	\$58,643.64	\$2,255.52	\$58,966.18	\$2,267.93
2nd Year	\$49,420.30	\$1,900.78	\$51,150.01	\$1,967.31	\$52,428.76	\$2,016.49	\$52,690.90	\$2,026.57	\$54,561.43	\$2,098.52	\$54,861.52	\$2,110.06
Probationer	\$45,720.15	\$1,758.47	\$47,320.36	\$1,820.01	\$48,503.37	\$1,865.51	\$48,745.88	\$1,874.84	\$50,476.36	\$1,941.40	\$50,753.98	\$1,952.08

* Alarm Room Operator (with ten or more years of experience) 90% of First Class Fire Fighter Rate

SCHEDULE "C"

	In addition to base pay per Sch A 1/1/2006	Bi-weekly	In addition to base pay per Sch A 1/1/2007	Bi-weekly	In addition to base pay per Sch A 1/7/2007	Bi-weekly	In addition to base pay per Sch A 1/1/2008	Bi-weekly	In addition to base pay per Sch A 1/7/2008	Bi-weekly
Classification										
8 years of service	\$704.13	\$27.08	\$1,443.46	\$55.52	\$1,450.68	\$55.80	\$2,253.27	\$86.66	\$2,265.66	\$87.14
17 years of service	\$1,408.26	\$54.16	\$2,886.92	\$111.04	\$2,901.36	\$111.59	\$4,506.54	\$173.33	\$4,531.32	\$174.28
23 years of service	\$2,112.38	\$81.25	\$4,330.39	\$166.55	\$4,352.04	\$167.39	\$6,759.80	\$259.99	\$6,796.98	\$261.42

* Recognition pay for all classifications in the bargaining unit applicable to a base salary of a First Class Fire fighter after 8, 17 and 23 years of service.

Effective January 1, 2006 1%, 2%, 3%

Effective January 1, 2007 2%, 4%, 6%

Effective January 1, 2008 3%, 6%, 9%

SCHEDULE "D"

HOURS OF WORK

ALARM OPERATORS

- C.1 The hours that Alarm Operators shall be required to work shall not exceed forty-two (42) hours per week on the average, and shall be performed in accordance with the following repeating Schedule, unless otherwise scheduled by the Fire Chief for training purposes, with prior notice to the Association:

A day shift of twelve (12) hours per day for four (4) consecutive days followed by four (4) consecutive days off duty, followed by a night shift of twelve (12) hours per night for four (4) consecutive nights followed by four (4) consecutive nights off duty. Alarm Operators (Relief) shall be used as replacement for Alarms Operators absent for vacation, statutory holidays, sickness or any other reason. Alarm Operators (Relief) may have their shift changed at any time. In the event that an Alarm Operator (Relief) is required to change shifts after their regularly scheduled shift begins, he will be paid either for all hours worked prior to notification of shift change at a rate of time and one half (1 ½) his regular hourly rate, or for a minimum of two (2) hours at time and one half (1 ½) his regular rate, whichever is greater.

- C.2 Should circumstances cause a change in the level of manning of the Alarm Room, the routine set out above shall be altered accordingly.
- C.3 The work schedule shall be posted November 15th for the following calendar year.
- C.4 If a permanent vacancy arises for an Alarm Operator, the most Senior Alarm Operator (Relief) will have the right to assume this position if he/she so chooses.

SCHEDULE "E"

CLOTHING ISSUE/POINT SYSTEM

The following is a draft of clothing issue/points system proposal to replace the existing Schedule "D". Issue of clothing and is provided for discussion purposes only.

1. One (1) point is equal to \$1.00.
2. Points/dollars will not exceed the estimated cost of clothing averaged over the previous 4 years period starting in 1997.
3. A list of clothing, maximum clothing issue and points required is as per list "A".
4. The cost of clothing and the Points required to obtain (list "A") will be established every year.
5. The 1 year Total Base Points (list "B") will be adjusted every 4 years beginning in 1997.
6. The 4 year period was selected from the existing Schedule "D" Issue of Clothing.
7. List "B" represents total expenditure per rank over a 4 year period and includes \$31.00/31 points for "clothing as required".

The 1 year total base points are the allocated number of points available per positions per year for a 4-year period.

8. Four (4) year dollar average will include all taxes/alterations/ shoulder flashes/braid/city name printing.
9. Points per item are based on cost of item plus PST.
10. Fire Fighters may carry maximum of 20% of base points if not used into the next year but not beyond.
11. The Corporation and the Association recognize the need for, and agree to, an ongoing review and rationalization of the clothing issue.
12. Nothing contained herein shall prevent the Fire Chief from making exceptions to the foregoing, at his sole discretion, for clothing failure in services.
13. In the year of an employee's retirement, he shall not receive a uniform issue; nor shall he be expected to return to the Corporation any of the uniform clothing in his possession as set out in the Collective Agreement.

14. An inspection of uniform clothing will be conducted by designated officers as determined by the Fire Chief to determine the condition and mandatory allotment and such inspection will not be conducted in a discriminatory or arbitrary manner.
15. The unused portion of the budgeted clothing amount will be carried forward but will not exceed 10% of the total budget allocation. The total base points are adjusted every four years and a decision will be made then as to any carry over amounts that are unused.
 - (a) New employees will be issued the following subject to the Corporation's ordering process.
 1. 1 Tunic
 2. 2 Pairs Uniform Trousers
 3. 3 Pairs Lightweight Trousers
 4. Shirts (minimum 2 uniform dress - 1 white)
 5. 1 Uniform Cap
 6. 1 Car Coat
 7. 1 Lightweight Jacket
 8. Four (4) T-Shirts
 9. 1 Sweatshirt

The employee will not receive any points for the 1st year but may request to purchase additional items.

- (b) The employee will receive the normal point issue commencing on the 2nd year of employment.

LIST "A"

MAXIMUM CLOTHING ISSUE

Item	Maximum Amount per Year	Estimated Cost including P.S.T.	Points Required to Obtain
Tunic	1 every 2 years	\$151.20	152
Uniform Trousers	4 pairs per 1 year	\$43.20/pair	44/pair
Lightweight trousers	4 pairs per 1 year	\$28.08/pair	29/pair
Shirts	5 per 1 year	\$12.96 each	13
T-shirts	4 per 1 year	\$15.12/each	16
Sweat shirts	2 per 1 year	\$28.08/each	29
Uniform Caps: Fire Fighters Jr. Officers Snr. Officers	1 every 4 years	\$24.84 \$31.31 \$47.52	25 32 48
Uniform Tie		\$2.70	3
Car Coats	1 per 10 years	\$81.00	82
All Season Coat	1 every 10 years	\$151.20	152
Military Sweater	1 every 5 years	\$70.20	71
Ball Caps	1 per 1 year	\$11.88	12
Lightweight Jacket	1 per 5 years	\$38.88	39

LIST "B"

BUDGET ALLOCATION TOTAL

Position	# of points	Point Total	4 Year Total including P.S.T.	Point Total	Total Dollar Amount for the year
Platoon Chief	4	283	\$1,132.00	286	\$1,144.00
Training and Communications Officer	1	283	\$1,132.00	286	\$286.00
Fire Prevention Officer	1	283	\$1,132.00	286	\$286.00
Captain 116% 118% (2003)	4	234	\$936.00	238	\$238.00
Senior Inspector	1	234	\$936.00	238	\$238.00
Instructor	1	234	\$936.00	238	\$238.00
Planning Officer	1	234	\$936.00	238	\$238.00
Inspectors	3			238	\$714.00
Public Fire Safety Technicians	2			238	\$476.00
Captain 112% 114% (2004)	25	234	\$936.00	238	\$5,950.00
Fire Fighters	132	226	\$904.00	227	\$29,964.00
Alarm Operators	10	226	\$904.00	227	\$2,270.00
Communications Technicians	1	226	\$904.00	227	\$227.00
			\$41,504.00		\$42,983.00