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AGREEMENT  
 BETWEEN  
 THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL #237  
 AND  
 THE CITY OF LETHBRIDGE

-----

INTERNATIONAL ASSOCIATION  
 OF FIRE FIGHTERS LOCAL 237

1986 - 1987

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**This** agreement made and entered into this 31st day of AUGUST, 1987.

BETWEEN

The Corporation of the City of Lethbridge  
"the party of this First Part" and  
hereinafter called the "Employer"

- and -

The International Association of Fire  
Fighters' Local #237, "the Party of the  
Second Part" hereinafter called the  
"Union".

## 1.00 DEFINITIONS

In this agreement: -

- (1) "Employer" means the City of Lethbridge.
- (2) "Employee" means a person employed by the City of Lethbridge and specified in Section 24.00 - Wages,
- (3) Acting Officer - the words "acting officer" when used in this agreement shall mean a member who is designated to serve temporarily in an officer's position for which he is qualified.
- (4) Calendar year - the words "calendar year" when used in this agreement shall mean a period of twelve (12) consecutive months commencing on January 1 and ending December 31.
- (5) Call Out - the words "call out" mean the summoning of a member during his off-duty hours for the purpose of carrying out the duties of the Fire Department.
- (6) Fire Fighters - "Fire Fighter" means the persons including officers and technicians employed by a municipality and assigned exclusively to fire protection or fire prevention duties (which may include the performance of ambulance or rescue services).
- (7) Interpretation - in this agreement unless the contrary intention appears, words in the singular shall include the plural, and words in the plural shall include the singular.
- (8) Regular Rate of Pay - the words "regular rate of pay" when used in this agreement shall mean the rate of pay assigned to a member specified for the rank of his position in Appendix "A" of this agreement.

## 2.00 TERM OF AGREEMENT

- 2.01 This agreement shall come into force on January 1, 1986 and shall remain in full force and effect to December 31, 1987 and remain in full force and effect to December 31, of any subsequent year, unless either Party gives notice in writing to the other Party not less than 30 days and not more than 90 days preceding the expiry of the term of the agreement.

The provisions of this article will be as provided under Section 73(3) and 73(4) of the Alberta Labour Relations Act.

## 3.00 FAILURE TO MAKE A NEW AGREEMENT

As per provisions under Article 117.2 of the Alberta Labour Relations Act.

## 4.00 GRIEVANCE PROCEDURE

- 4.01 Grievance shall mean any difference concerning the interpretation, application, operation, or any alleged violation of this agreement, or any other differences between the parties or persons bound by this collective agreement.
- 4.02 Not more than two (2) members of the Grievance Committee may attend meetings without loss of pay.
- 4.03 Every effort will be made to resolve any grievance situation prior to the filing of the formal grievance. Mutual discussions will be held between the Chief Officer and/or his Deputy Chief and the Grievance committee to provide an amicable solution agreeable to both parties. Members who intend to file grievance for any reason as to the current agreement will first make their intent known in writing to the Chief Officer and the Grievance Committee who will initiate talks to resolve the proposed grievance. The aftermentioned five (5) working days of limitation are waived for seven (7) days to facilitate the solution to any pending grievance.
- 4.04 Grievances ~~between~~ the Employer and an employee shall be in the presence of the Shop Steward or representative and shall be processed in the following manner:
- (a) Any grievance shall be submitted in writing to the Union Grievance Committee, with a copy to the City Manager, Community Services Manager, Fire Chief, and Personnel Director, within five (5) working days of the act or event giving rise to the grievance. The Grievance Committee shall, within seven (7) working days, make or deliver a decision with respect to the filed grievance.

- (b) If the grievance is not settled by Section 4.04 (a) above, the employee may, within two (2) working days after receiving the decision, submit his grievance to the Fire Chief with a copy to the Personnel Director, Community Services Manager and City Manager. The Fire Chief shall then submit his decision in writing within five (5) working days to the employee, with a copy to the Personnel Director, Community Services Manager, City Manager and the Union.
- (c) If the grievance is not settled by Section 4.04 (b) above, the employee may, within two (2) working days after receiving the decision, submit his grievance to the Community Services Manager with a copy to the Fire Chief, Personnel Director, and City Manager. The Community Services Manager shall then submit his decision in writing within five (5) working days to the employee, with a copy to the City Manager, Fire Chief, Personnel Director and the Union,
- (d) If the grievance is not settled by Section 4.04 (c) above, the employee may, within two (2) working days after receiving the decision, submit his grievance to the City Manager with a copy to the Fire Chief, Personnel Director, and Community Services Manager. The City Manager shall then submit his decision in writing within five (5) working days to the employee, with a copy to the Fire Chief, Personnel Director, Community Services Manager and the Union.
- (e) If the grievance is not settled by Section 4.04 (d) above, procedures must be taken within ten (10) working days to submit the grievance to a Board of Finalization to be established as follows:
  - (1) The Employer and the Union shall each appoint one (1) [or two (2), if interpretation of the agreement is involved] members to represent the respective parties at the Board hearing. The representatives so appointed shall appoint a Chairman, but failing to agree on a selection, they shall request the Minister of Labour for the Province of Alberta to select a Chairman.
  - (2) The Board's decision shall be final and binding on both parties and shall be handed down expediently as possible with a maximum of ten (10) days from the date of the final hearing by the Board.
  - (3) Grievances shall receive fair and just consideration.

- (4) Each party to the difference shall bear the expenses—of its respective nominee to the Grievance Board. The expenses, if any, of the Chairman of the Grievance Board, shall be borne by the parties to the dispute in equal shares.

#### 5.00 DISCRIMINATION

- 5.01 The City Manager, his representative or any officer of the department shall at no time show discrimination against any of the employees because of their connection with trade union organizations, or on account of creed, colour or nationality.
- 5.02 When an employee attends a meeting between the Employer and the Union dealing with Union business, the employee shall suffer no loss in pay.
- 5.03 A maximum of three (3) Employer's employees shall receive pay during Union negotiations, if such meetings are held during working hours. Said meetings to be called by the City Manager or his representative.

#### 6.00 PAY DAYS

- 6.01 Wages earned will be paid every second Thursday, provided that if such date be a legal holiday, the payment shall be made on the last working day prior to such legal holiday.
- 6.02 It is understood that employees may receive their current pay cheque before leaving on their annual vacation.
- 6.03 Should the City issue an employee with an incorrect paycheque, the City shall make the necessary progressive monetary repayment and/or take such internal administrative action as is necessary to correct such errors at its earliest reasonable occasion.

#### 7.00 CHECK-OFF

The Employer agrees to check-off of Union dues under the Rand Formula.

#### 8.00 OVERTIME

- 8.01 When a member of the Fire Department is called for duty at a time he/she is off shift, the member will be paid for such service at two (2) times his/her basic hourly rate for all hours worked. The time such member is to be paid will be calculated from the time he/she is notified by the Communication Control Dispatcher, and such time will end when member is dismissed by the Senior Officer in charge. If the Senior Officer considers it necessary for the person called out to clean up, an additional thirty (30) minutes will be added for such purpose. It is understood that any member called while off shift but used for standby duty, will not be allowed time for clean-up. Minimum pay to be allowed for any one (1) off shift call-out shall be two (2) hours pay at two (2) times his/her basic hourly rate.

- 8.02 When a member has been called in for any overtime duty and on their arrival for duty are informed that the overtime has been cancelled, that member or members shall not be required to remain on duty.
- 8.03 No employee shall be required to take time off in lieu of overtime except where otherwise specified.
- 8.04 The Chief Training Officer, Assistant Training Officer, Chief Fire Marshall, Fire Prevention Officers, Communication Control Supervisor and Motor Mechanics shall be allowed to take time off at overtime rates as specified in 8.01 upon mutual agreement between these personnel and the Fire Chief.
- 8.05 In the giving out of overtime, the Employer agrees to distribute such overtime as evenly as practical among members of the department.
- 8.06 Where an employee is served with a summons, subpoena, or other order requiring him/her to appear before any court, coroner's jury or other competent tribunal authorized by law to give evidence on any matter, occurrence or things as to which he/she has knowledge by reason of his/her employment in the department, he/she shall be entitled to receive his/her pay as outlined in paragraph 8.01.
- 8.07 An employee who is required to attend Court, Coroner's Inquest or other competent tribunal authorized by law to give evidence on any matter, occurrence or things as to which he has knowledge by reason of his employment with the City of Lethbridge, shall be entitled to receive his normal working days pay or such attendance fees as are awarded, whichever is the larger amount. Should he elect to receive the normal working days pay, the attendance fees must be paid to the employer with the exception of the employee's awarded expenses for travel, meals and lodging.

Where an employee is subpoenaed for jury duty, he shall be entitled to receive his normal days pay or such fees as are awarded, whichever is the larger amount. Should he elect to receive his normal working days pay, the attendance fees must be paid over to the employer with the exception of the employee's awarded expenses for travel, meals and lodging.

No employee shall be entitled to receive such pay where he is summoned to give evidence in any civil litigation to which the City is not a party, or where he is summoned to give evidence on behalf of any defendant in a criminal case, or when he is the person charged in any court.



8.08 When an employee has been contacted for a long distance ambulance trip, overtime will be paid from fifteen (15) minutes prior to the time the ambulance was scheduled to leave until such time as reports are completed, upon completion of the ambulance trip.

8.09 When members of the examination board are required to serve on their day off or off duty hours, the members will be paid for such service at **two** (2) times his/her basic hourly rate for all hours worked.

#### 9.00 STATUTORY HOLIDAYS

9.01 The following days shall be recognized as Statutory proclaimed and declared holidays for the purpose of this agreement:-

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

and all general holidays proclaimed by the City of Lethbridge, the Province of Alberta, or the Dominion of Canada.

9.02 Members of the Fire Department shall receive one and one-half (1-1/2) days pay in addition to the regular days pay for any Public Holiday whether Statutory, Proclaimed or Declared.

9.03 Members working on the Statutory Holiday will be paid the following additional pay :

10 hour shift an additional 5 hours pay  
8 hour shift an additional 4 hours pay  
6 hour shift an additional 3 hours pay

9.04 The Chief Training Officer, Assistant Training Officer, Chief Fire Marshall, Fire Prevention Officers, Motor Mechanics and Communication Control Supervisor are excluded from Section 9.02 and shall be granted the holiday with no deduction in salary, this is provided the member worked the working day immediately preceding or following the holiday, unless that working day is covered under the conditions of the Group Sickness and Accident clause.

9.05 If any Governmental Body, whose authority is binding in these matters proclaims a holiday named in this section, in which case the proclaimed holiday only shall be recognized.

#### 10.00 ANNUAL VACATION

10.01 All permanent members, while remaining in the continuous regular employment of the City, shall be entitled to annual vacation leave with pay at the regular rate provided that a member entering the service after the fifteenth of any month will be considered for vacation entitlement purposes to have entered the following month.

Month Entering Service

40 Hour Shift Members

January	10 days
February	10 days
March	10 days
April	9 days
<b>May</b>	8 days
June	7 days
July	6 days
August	5 days
September	4 days
October	3 days
November	2 days
December	1 day

42 Hour Shift Members

January	8 shifts
February	8 shifts
March	8 shifts
April	6 shifts
<b>May</b>	6 shifts
June	6 shifts
July	4 shifts
August	4 shifts
September	4 shifts
October	2 shifts
November	2 shifts
December	2 shifts

In the first calendar year of a member's service, the member shall receive no annual vacation.

In the second calendar year, members on the 40 hour shift schedule shall receive one day's vacation for each month worked the previous year up to a maximum of ten (10) days (see regular day scale).

In the second calendar year, members on the 42 hour shift schedule shall receive up to a maximum of 8 shifts vacation in the second calendar year (see 42 hour shift schedule).

In the third and each subsequent calendar year, the member shall receive three (3) weeks vacation.

In the tenth (10th) calendar year and each subsequent calendar year, the member ~~shall~~ receive four (4) weeks vacation.

In the eighteenth (18th) calendar year and each subsequent calendar year, the employee shall receive five (5) weeks vacation.

In the twenty-eighth (28th) calendar year and each subsequent calendar year, the employee shall receive ~~six~~ (6) weeks vacation.

- 10.02 Pay to carry on at regular rates during the vacation period.
- 10.03 Statutory or declared holidays are not included in the vacation period with respect to non-shift employees.
- 10.04 For annual vacation purposes, the vacation week shall be designated as four **(4)** consecutive shifts for those members on the ten (10) and fourteen (14) hour shift schedule. Vacation to be taken consecutive with the **long** period of days off.
- 10.05 If an employee is sick for three (3) days or more while on his/her earned vacation, the days sick shall not be considered a vacation but shall be considered **as sick** time if he/she produces a medical certificate.

11.00 WORKING HOURS

- 11.01 The hours of work for the Motor Mechanics shall be an average of eight (8) hours per day and an average of forty (40) hours per week.
- 11.02 The hours of work for the Fire Prevention Officers, Chief Fire Marshall, Chief Training Officer, Assistant Training Officer and Communication Control Supervisor shall be ten (10) hours per day, average of forty (40) hours per week.
- 11.03 The hours of work for all other members shall be on the basis of a four (4) platoon, two (2) shift system with the hours of work to average forty-two (42) hours a week and 8.4 hours per day as per agreed upon schedule. See Appendix "B".
- 11.04 In establishing daylight savings time, the pay of those members of the department ~~that~~ are working the shifts concerned will be averaged out as if it were a normal working period.
- 11.05 ~~The Fire Chief agrees to allow shift changes between members of the Department insofar as the operation of the Department will permit. The shift changes must be authorized by the Officer on duty and the Fire Chief or his designate. Time owed and time owing between members who have exchanged time shall be their sole responsibility and not that of the City's.~~
- 11.06 The Fire Chief agrees to allow at least ~~one~~ (1) ~~major change~~ off in each year.

12.00 SICKNESS AND ACCIDENT - PERMANENT EMPLOYEES

- (1) The Employer agrees to continue a Group Sickness and Accident Policy. This policy is not applicable to casual or temporary employees.
- (2) The Employer agrees to pay permanent employees covered under this agreement with three (3) months continuous service during absences caused by sickness or non-occupational accident coming within the terms of the Group Sickness and Accident Policy and the terms of the Workers' Compensation Act of Alberta wages as follows:
  - 12.01 ~~During absences caused by sickness or non-occupational accidents, one hundred (100) percent of the wages provided for in the affiliated Union's agreement in the first three (3) months, and eighty-five (85) percent during the next three (3) months, and for absences caused by occupational accidents, one hundred (100) percent of such wages under the conditions as follows:~~
    - (a) For employees any one absence up to and not exceeding 26 weeks in the case of sickness and non-occupational accident and up to but not exceeding 39 weeks in the case of occupational accidents.

- (b) Provided that for the period or periods compensation is payable either by the Group Sickness and Accident Policy or the Workers' Compensation Act of Alberta.
  - (c) Provided the employee produces a medical certificate signed by a fully qualified medical practitioner or a fully qualified chiropractor stating the employee was unable to work.
  - (d) Provided all compensation monies received are paid over to the Employer.
  - (e) Provided the employee notified his Supervisor or Head of the Department of the man on duty at least one (1) hour before but in any case not later than his regular time of starting work or any special time that he may have been called out of his inability to work.
- 12.02 Where the employer has reason to doubt the justification of the cause of absence, the employee, after written notification shall be required to submit a medical certificate for all absences in excess of one (1) working day. This requirement shall extend for a period of six (6) calendar months following the written notification.
- 12.03 A permanent employee shall provide a doctor's certificate for any sickness or non-occupational injury absence in excess of three (3) days. Failure to comply shall result in loss of pay for the days absent.
- 12.04 The Employer reserves the right, at any time, to require an employee to submit to a medical examination, provided it be at the expense of the Employer. Where the examination indicates the employee may be medically unfit to continue in his employment, the employee shall submit to an examination by a Medical Board (provided it be at the expense of the Employer) whose majority opinion shall be accepted as final and conclusive by the Employer and the employee. Where the Board rules that for medical reasons the employee should not continue in his employment, it is hereby provided that the Employer shall endeavor to secure other employment within the City for the employee and arrange for a transfer.

#### 12.00A EMPLOYEE BENEFITS

1. All permanent employees may be covered under the Alberta Health Care Insurance Plan, in accordance with the terms of the contract. The City shall contribute one hundred (100) percent of the total premium cost for employees so enrolled.
2. All permanent employees may be covered under the Alberta Blue Cross Plan (Associated Hospitals of Alberta) in accordance with the terms of the contract. The City shall contribute one hundred (100) percent of the total premium cost for employees so enrolled.

3. It is understood that should the City of Lethbridge contract with Alberta Health Care Insurance Plan and/or Alberta Blue Cross Plan (Associated Hospitals of Alberta) be terminated, the City of Lethbridge and Union will meet to negotiate the provisions of Article 12.00 A (1) and (2) or as the case may be, at not a lesser coverage than already provided.
4. The City agrees to carry a Group Life Insurance Plan, which provides coverage equal to double the employee's salary rounded to the next highest thousand, The City shall contribute 60% of the premium cost for employees enrolled in the plan.
5. All employees will be covered under a Dental Plan. The Employer shall contribute one hundred (100) percent of the total premium cost for employees so enrolled. The plan will cover one hundred (100) percent of the cost.

13.00 **PROMOTIONS, SENIORITY AND RE-ENGAGEMENTS**

- 13.01 Seniority in the department shall be recognized. In making promotions up to and including the Firefighter 1st Class in the Department, such promotions shall be made from the permanent staff in accordance with provisions of Paragraph 13.09.
- 13.02 Seniority in the non-firefighting positions will not apply as seniority in the firefighting positions. Members transferring to other branches will retain their respective position in their Former Division throughout the probationary period of one (1) year. During this period, requests in writing for transfer back to their former Division will be honored. Such transfer will be made without prejudice as vacancies permit in the respective Divisions.

After the probationary period expires, members wishing to transfer back to their respective Division will apply in writing. Such applications will be honored as vacancies permit. Such members will assume their former classification and for a period of one (1) year following the date of transfer will not be eligible for promotion. After the one year period expires, the member shall assume his proper seniority less the time spent in the former division. Seniority in a Division will be recognized for promotions within that Division.

- 13.03 Members shall not be transferred from shift to shift to fill a temporary vacancy. In cases where senior positions are required to be filled temporarily or where it is necessary to have a temporary assistant, firstly the senior officer, or secondly the senior member on the eligibility list on the Platoon concerned shall be used to fill the vacancy. In the event the member, in accordance with the above, is not available, firstly the next officer or secondly the next member available on the Eligibility List on the Platoon concerned will be used to fill the position.

The member so used shall be paid at the rate of pay for the actual time worked in the temporary position.

In the event of a temporary absence from the station of a shift and/or station captain, the senior officer and/or senior member on the eligibility list at the station concerned will be used in the higher position and shall be paid at the higher rate for the actual time worked.

13.04 The promotions above that of Firefighter 1st Class shall be made on the following basis: -

- (1) a. Written examination 60%  
b. Oral examination 20%  
c. Practical examination 10%  
d. Records 10%

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- (2) The records shown in Section 13.04 (1)d. are to be divulged to the Examination Board prior to the writing of the examinations.
- (3) Examinations shall be based on the training received in the Lethbridge Fire Department and general firefighting procedures (fire by-laws, Alberta Fire Code and standard operating procedures, union agreements, rules and regulations of the Lethbridge Fire Department and the Lethbridge Fire Department Training manual), and supervisory ability.
- (4) To qualify, a candidate must receive a passing mark of 70% of the combined examinations outlined in Section 13.04(1).
- (5) Applicants who have failed to pass shall, if they elect to do so, be allowed to write the 'supplemental examinations as shown in Section 13.04 (1) after the expiration of six' (6) months. If they should again fail, they must wait until the next eligibility examination outlined in Section 13.04 (6), is held.
- (6) For the promotion to the rank of Lieutenant an eligibility list consisting of sixteen (16) members shall be established. If the list falls below twelve (12) men, an examination shall be held in accordance with procedures established for examinations. In filling these vacancies up to a maximum of sixteen (16) members of the department will be allowed to write, based on their seniority and with at least eight (8) years service in the fire fighting division.
- (7) Successful candidates shall be placed on the eligibility list in order of seniority. This includes any candidate added to the list through supplementary examinations.
- (8) Promotions from the rank of Lieutenant to Captain will be made solely on seniority on the eligibility list and passing a satisfactory medical examination. No additional examination will be required.

- (9) Where a man desires to write the examination but is unable to do so because of illness, accident or for compassionate reasons, the exams may be postponed at the discretion of the Board of Promotion.
- (10) Any member who is next in line for promotion, but who for any cause declines or refuses in writing to accept such promotion, **shall** retain his seniority and shall be eligible for subsequent promotions.
- (11) Persons eligible to apply for the position of Chief Training Officer will be first those who have attained the rank of Assistant Training Officer, and if no applications are received, members holding the rank of Captain in the Fire Fighting Force shall be eligible to apply; and if no application from Captains ~~are~~ received, members holding the rank of Lieutenant in the Fire Fighting Force will be eligible to apply.

Applications for the position of Assistant Training Officer shall first be accepted from those who have attained the rank of Captain in the Fire Fighting Force; and if no applications from Captains are received, members holding the rank of Lieutenant in the Fire Fighting Force will be eligible to apply.

Personnel eligible to apply for the position of Chief Fire Marshall shall be those members who have attained the position of Fire Prevention Officer III. If no applications received from members of this rank, then position will be open to members holding the rank of Fire Prevention Officer II. Subsequently, if no applications received from members holding the rank of Fire Prevention Officer II, then applications will be accepted from any member in the rank of Fire Prevention Officer I.

The person selected for the position must have a suitable personality, ability and background **for** the position. When applications for the position are reviewed, it is agreed that two Executive members of Local #237 will be present during the review.

13.05 (1) The Board of Promotion shall consist of: -

Two (2) Employer's representatives  
The Fire Chief  
Two (2) Captains or Lieutenants appointed by the Union.

- (2) The duties of the Board of Promotion shall be to establish standard examination and examination procedures; to appoint supervisors for examinations; to determine and select successful candidates as a result of such examinations.

- (3) No member appointed to the Board of Promotion by either side shall have any direct family relationship to any candidate participating in the examinations.
- 13.06 (1) Examination papers shall be so handled as to ensure that the candidate's identification of each examination paper is not available until they have all been marked.
- (2) Examination papers shall be handled **so** as to ensure strict secrecy prior to writing, and Members of the Board shall keep the contents confidential.
- 13.07 Each candidate shall be notified of his/her results by letter immediately after the examination schedule is completed. The eligibility list shall be posted on the Department Notice Board fourteen (14) days ~~after~~ the examination schedule is completed. Any candidate may review his/her results with the Board. Candidates wishing to contest the Board's ruling must do so in the fourteen (14) days between completion of the schedule **and** the posting of the Eligibility List,
- 13.08 Any employee promoted to a higher rank shall act in that rank and be on probation for a period of one (1) year from the time **of** such promotion.
- 13.09 Firefighter 2nd Class, 3rd Class, **and 4th Class shall** write annual examinations set by the Chief or Deputy Chief, Training Officer or Assistant and two (2) Officers appointed by the Union, and shall pass such an examination before receiving promotion to the next higher group. In the event of failure to pass such an examination, a supplemental examination shall be set within thirty (30) days of the results of the first examination and failure of the supplemental examination shall mean non increment or promotion in that year but such failed candidate shall one year later be eligible to rewrite his/her promotional examination. In promotional examinations, a passing mark of 70% or better is required.
- 13.10 Vacancies for employment to the Mechanical Branch, Fire Prevention Division, and Communications Division shall first be posted in the Lethbridge Fire Department.
- 13.11 Fire Prevention Classifications & Designations
- Fire Prevention Officer III
- Captains markings less hat insignia
- Fire Prevention Officer II
- ~~Lieutenant markings, less hat insignia. Markings are awarded six (6) years after completion of the probationary period for Fire Prevention Officer I, and successfully passing a qualification exam. Exam to be governed by clause 13.04 of the Promotion clause in the current agreement.~~



Fire Prevention Officer I  
- Inspector markings

Promotion - from Fire Prevention Officer II to Fire Prevention Officer III as per eligibility provisions.

Fire Prevention position vacancies

- Preference will first be given to 1st Class Fire Fighters with five (5) years experience. If there are no applicants with five (5) years experience, the position will be available to Fire Fighters of the Lethbridge Fire Department,

When a non-Fire Fighter applicant is hired, the following schedule will apply.

1st 4-month probationary period 78% of 1st Class Firefighter rate  
next 8-month probationary period 86% of 1st Class Firefighter rate  
2nd year - 91% of 1st Class Fire Fighter rate  
3rd year - 96% of 1st Class Fire Fighter rate  
4th year - 100% of 1st Class Fire Fighter rate  
5th year - 105% of 1st Class Fire Fighter rate  
6th year - Fire Prevention Officer I rate

13.12 A member of the Department who has turned down or been passed over for promotion because of disability, and who returns to the service of the Department shall be eligible for the next promotion to the rank for which he is qualified by seniority.

13.13 Members applying and being granted non-union Fire Fighting positions on the Lethbridge Fire Department for a period of one year shall not lose seniority and will be allowed to return to their former position.

13.14 The Employer shall maintain a current divisional and department seniority list showing the date upon which employee commenced employment with the Fire Department. A copy of this list shall be forwarded to the Union.

#### 14.00 CHANGE OF WORK:

When a permanent employee is required to temporarily assume the duties of another employee absent on ordinary leave, such as sickness and holidays wherein such a position carried with it a lesser rate of pay, this employee's rate of pay will not be reduced providing the period does not exceed twenty-six (26) weeks.

#### 15.00 REDUCTION OF STAFF

In the case of a reduction in Fire Department staff, the employee having the least amount of seniority shall be the first laid off. Recall of permanent employees, who have been laid off, shall be on a seniority basis.

16.00 PERMANENT EMPLOYEES

- 16.01 A permanent employee is defined as an employee who has completed twelve (12) months continuous service with the employer and who has produced a medical certificate from a recognized medical practitioner, provided by the Employer, giving full details of the employee's condition and stating whether or not, in the opinion of the Doctor, such employee is medically fit for permanent employment and also that the employee is approved for permanency by the Personnel Director.

17.00 LEAVE OF ABSENCE

- 17.01 Leave of absence will be granted only insofar as the operation of the department will permit and the period of absence shall not exceed three (3) months.
- 17.02 The employee must give sufficient and reasonable notice in writing to the Head of the Department.
- 17.03 Such request, if authorized, shall be authorized by the Head of the Department and the Community Services Manager.
- 17.04 On the return from such leave, an employee shall be entitled to his or her former position.
- 17.05 Should an employee's application be refused, he shall have the right to an appeal to the City Manager and his/her decision shall be final.
- 17.06 Employees taking other employment while on leave of absence, unless authorized by the City Manager to do so, shall be considered to have terminated their service with the Employer.
- 17.07 Sufficient and reasonable notice must also be given for an extension of leave of absence which also must be authorized by the Head of the Department and the City Manager. If such authorization is not received and the employee has not returned to work at the expiration of his authorized leave, the employee shall be considered to have terminated his or her service with the Employer. The application for extension of leave must be in writing, but where this is not possible, it can be requested verbally but must be confirmed in writing within five (5) days.
- 17.08 When it is necessary for the Union to make application for leave of absence on Union business, it is required, if possible, that such application be in the hands of the City Manager not less than two (2) weeks prior to such leave of absence being required. It is required that such applications contain the names of Union members for which leave is required and if these names submitted are not agreeable to the Employer, the Union will be advised of the reason in writing by the City Manager within five (5) working days of receipt of the request and alternate names will be submitted.

17.09 When an employee has been granted leave of absence of any kind and for any period, except as provided for in Article 17.10, such employee shall be required to pay the usual levies of Sickness and Accident, Long-Term Disability, Group Life Insurance, Local Authorities Pension, Blue Cross, Alberta Health Care Insurance, and any other levies which are proper to be made on the basis of his average earnings over a period of six (6) months, immediately preceding the date of such leave of absence.

17.10 An employee shall be allowed up to four (4) working days annually, without pay, but without loss of seniority or benefits, due to an illness within the immediate family. Such an employee may elect to debit his/her vacation credits rather than take unpaid leave.

18.00 PREFERENCE OF EMPLOYMENT

18.01 Preference of employment shall be given to applicants with the required physical, mechanical and educational aptitude. This being the governing factor, all other conditions being equal.

18.02 No two (2) members of the same immediate family being wife, husband, son, daughter, brother, or sister shall work in the same department.

18.03 Preference will be given to persons twenty-one (21) years of age or older.

18.04 The Employer agrees not to hire any person for full or part-time employment if said person is employed full time at any other firm, place of business, or owns his/her own business.

19.00 MANAGEMENT RIGHTS

The Union recognizes that it is the function of the City to exercise the regular and customary function of management and to direct the working forces of the City, subject to the terms of this agreement. The question of whether one of these rights is limited by this agreement may be decided through the grievance procedure.

20.00 COMPASSIONATE LEAVE

All employees covered by this agreement shall be entitled to compassionate leave up to a maximum of three (3) days with pay at the rate being paid on the working day prior to going on leave on the death of an immediate relative as follows: son, daughter, wife, husband, mother, father, sister, brother, mother-in-law, father-in-law, grandfather, grandmother, legal guardians. If the employee requires travelling time exceeding the maximum of three (3) days compassionate leave, the employee may apply to the Community Services Manager for travelling time up to a maximum of two (2) days.

22.00 SOLICITING

- 22.01 The City Manager, Community Services Manager, Fire Chief, Captains or Lieutenants will not use their position to solicit donations from employees for any purpose whatsoever, nor shall employees solicit for donations during normal working hours.
- 22.02 No employee or group of employees shall, in the name of the Employer or any department of the Employer, solicit in any manner whatsoever monies or donations on behalf of any person, firm, association or corporation.

23.00 RECOGNITION

- 23.01 The Employer recognizes the Union as the sole bargaining agent for all employees specified in ~~this~~ agreement.
- 23.02 The Employer agrees not to bargain collectively with any other labour organization affecting employees specified in this agreement during the life of this agreement.
- 23.03 No employee shall be asked to make a written or verbal agreement with the Employer covering hours of work, wages or conditions during the term of this agreement, except if specifically provided for in this agreement.

24.00 WAGES

- 24.01 See Appendix "A".
- 24.02 Service pay shall be paid bi-weekly to all members of the Fire Department covered by this agreement as follows: -
  - After eight (8) years continuous service an extra 1% of the bi-weekly wage.
  - After thirteen (13) years continuous service an extra 1.5% of the bi-weekly wage.
  - After eighteen (18) years continuous service an extra 2% of the bi-weekly wage.
  - After twenty-three (23) years continuous service an extra 2.5% of the bi-weekly wage.
  - After twenty-eight (28) years continuous service an extra 3% of the bi-weekly wage.
- 24.03 When a Fire Fighter is successful in obtaining a Communication Control Dispatcher position, he will assume the position at the equivalent wage percentage he held as a Fire Fighter, to a maximum of the 100% pay rate.

26.00 SHIFT DIFFERENTIAL

Employees working between 18:00 hours and 08:00 hours shall receive a 25¢ per hour shift differential.

Payment of shift differential is subject to the following conditions:

- (1) A shift differential shall be paid only for the employee's shift actually worked.
- (2) A shift differential shall not be paid for any hours of work which are paid on an overtime basis.

27.00 CLOTHING

- 27.01 The material for uniform clothing, books or equipment, shall be of first grade quality. The sample material for uniform clothing, boots or equipment shall be submitted to the union clothing committee for their inspection prior to awarding the tender.

Fire Fighting Force

Every year: 4 shirts (choice of 4 long or 4 short sleeves)  
1 pair boots or Wellingtons, half soles and heels  
3 ties

Every 2 years: 1 pair overalls or additional if required.

Every 3 years: 1 uniform coat  
1 uniform peak cap  
2 pairs summer trousers  
2 pairs winter trousers (heavy serge)

As required: 1 raincoat with zip lining  
1 parka

Chief Training Officer, Assistant Training Officer, Chief Fire Marshall and Fire Prevention Officers:

Every year: 1 uniform coat  
2 pair trousers  
4 shirts  
3 ties  
1 pair boots or oxfords

Every 2 years: 1 uniform peak cap

Every 3 years: 1 raincoat with zip in lining  
1 pair overalls

As required: 1 **parka**

Alarm Operators:

To be issued same uniform as Firefighting Force, except they will have choice of either boots or oxfords-and will not be issued overalls.

Mechanical Staff:

Every year 4 shirts  
2 pair trousers  
1 pair boots or oxfords  
3 ties  
2 **pair** coveralls or 3 **smocks**

Every 3 years: 1 uniform coat  
1 uniform peak cap

**As** required 1 raincoat with zip lining  
1 parka

Probationary Firefighters:

No items of uniform clothing shall be issued to probationary employees until after completion of their four (4) months probationary period.

On completion of the probationary period, each member of **the** firefighting staff shall be issued with the following: -

2 tunics  
3 shirts  
2 pairs summer trousers  
3 ties  
2 pair waterproof boots  
2 pair winter trousers (heavy serge)  
1 parka  
1 raincoat with zip lining  
1 uniform peak cap

27.02 In addition to the above, the following items of clothing and equipment shall be issued when in the opinion of the Fire Chief they are necessary: -

Turnout Pants	Winter Cap	Mitts
Turnout Coat	Helmet	Rubber Gloves
Rubber Boots		

- 27.03 Civilian suit cleaning cost will be borne by the City, provided, if in the opinion of the Fire Chief, the suits were soiled during firefighting operations. The Fire Chief will then issue a requisition on the Stores Department for approval by the City Manager. During the course of their duty, uniform cleaning costs of personnel assigned to ambulance service will be borne by the City when the employee's uniform is soiled by a patient,
- 27.04 That all turn out clothing, equipment, badges, and manuals issued to the member shall remain the property of the employer and when an employee leaves the service, he shall return the same to the Fire Chief. When a member leaves the service, all personal clothing issued in the previous six (6) months prior shall be returned in a serviceable condition.
- 27.05 Any item of clothing requiring alteration, repairs, or replacement shall be done at the expense of the Fire Department after review by the Fire Chief. There shall be no change in the issue of protective clothing except if mutually agreed by both parties.
- 27.06 If a member is not measured for a uniform by the date specified in the posted notice, the Chief will write the members who were not measured, giving them one week to get measured up, failing this, the Union will write the members who were not measured, giving one week to get measured up. If the member still fails to get measured up, he/she forfeits all uniform clothing for that year. (Exception will be! an employee who is off on sick leave and/or annual vacation).

28.00 SUPPLEMENTATION OF COMPENSATION

If an employee is killed or totally disabled as a direct result of the performance of his/her duties in the preservation of life and property in active! Fire Fighting including ambulance, mechanics, investigations and inspections work, the following shall apply :

- 28.01 If an employee is killed, his/her spouse shall be paid the full pay which such employee would have been paid under this and subsequent agreements had he/she not been killed, such payment to continue until such time as the spouse remarries, enters into a common-law relationship in excess of two (2) years duration, or until the date that the deceased employee would have been entitled to full and compulsory pension retirement had he/she not been killed, whichever date shall first occur, provided:
- (a) That any Workers' Compensation Pension or Canada Pension or Local Authorities or other pension, or annuity not personally contracted for by the deceased and/or his/her spouse or family or any Criminal Injuries Compensation Award that is paid or awarded by reason of the employee's death shall, upon being paid or awarded, be paid or assigned to the City by the spouse, and

- (b) that at that date the employee would have been compulsory retired had he/she not been killed, his/her spouse, providing he/she has not re-married or entered into a common-law relationship, shall receive an amount equal to the Local Authorities Pension which he/she would have been entitled to had the employee died subsequent to his/her retirement,

28.02 Notwithstanding the foregoing provisions, a cash settlement in lieu may be mutually agreed upon by the spouse and the City.

28.03 If an employee is totally disabled and can no longer be employed, he/she shall be paid his/her full pay under the terms of this and subsequent agreements as if his/her employment had not been terminated until such time as the member would be entitled to full and compulsory retirement, provided:

- (a) That any Workers' Compensation Pension or Canada Pension or other pension or annuity or City Pension or City Sickness and Accident Plan payments or City Salary Continuance Plan payments not personally contracted for by the member or his/her family or any Criminal Injuries Compensation Award shall be paid, assigned or delivered to the City by the employee.

- (b) That if the employee recovers, is gainfully employed and receives remuneration therefrom which is less than he/she would be entitled to receive under this agreement, such amount together with any monies derived from (a) above shall be paid, assigned or delivered to the City by the employee.

- (c) That if the employee recovers, is gainfully employed and received remuneration therefrom which is in excess of what he/she would be entitled to be paid under this and subsequent agreements, the responsibility of the City under this clause shall cease and determine.

28.04 The amount of "full pay" referred to in sub-clause 28.01 and 28.03 above shall be determined by the parties to this agreement and, in making that determination, the gross pay of the employee involved shall be reduced by the normal deductions for Canada Pension Plan, Income Tax, and any other Government required deductions, according to the employee's exemptions, or in the case of the deceased employee, according to his/her spouse's exemptions, and such other deductions as may be required.

## 29.00 RETIREMENT

Upon reaching the age of sixty-five (65) the employee shall be required to retire from the department.



30.00 CONDITIONS OF EMPLOYMENT

Every employee covered by this agreement shall have a telephone in his/her residence as a condition of employment. Any firefighter living outside the City limits, as per Council resolution, shall satisfy the employer that he/she has a telephone and has taken every reasonable precaution to ensure that he/she will be able to attend his/her shifts regularly and to respond to emergencies if available.

31.00 WORKING CONDITIONS

The Employer agrees that prior to changing any existing, or introducing any new policy, practice or procedure, with respect to conditions of work, the employer will first discuss the same with the Fire Fighters' Association.

32.00 PENSIONS

The City agrees to continue to provide the benefits of the Local Authorities Pension Act, as covered in the Local Authorities Pension Act.

33.00 SAFETY

The City and the Union shall observe all reasonable safety precautions. The City shall provide all safety devices or appliances that may be reasonably required for the protection of employees.

34.00 TECHNOLOGICAL CHANGE

An employee classified as a permanent employee shall be considered displaced by technological change when his services shall no longer be required as a result of a change in plant or equipment or a change in a process or method of operation diminishing the total number of employees required to operate the department in which he is employed.

The City agrees that wherever possible, no employee shall lose employment because of technological change and therefore agrees that a reasonable period should be provided in order that they may take advantage of all available re-training and other internal employment opportunities commensurate with their abilities and qualifications.

The City recognizes that advance notice of any change is desirable and beneficial for all concerned and therefore agrees to provide as much advance notice as possible.

36.00 TRAINING

- 36.01 All employees attending courses or examinations required by the department on their day or days off or during off-duty hours, will be paid for the time spent attending the course at their regular hourly rate. Overtime rates will not apply.
- 36.02 All employees attending optional courses approved by the Fire Chief on their days off, or during off-duty hours, instead of receiving pay, shall receive a day off at a later date, when relief staff is not required.
- 36.03 Employees attending meetings called by the Employer (e.g. Officer and Dispatcher meetings), but not Joint Union/Management Meetings, (except where otherwise provided for in the collective agreement) shall receive pay at straight time for the time spent attending such meetings.

37.00 CLEANING ALLOWANCE

A cleaning allowance in the amount of \$130.00 will be paid each calendar year during the first pay period after July 1st.

38.00 PARENTAL LEAVE

Both the Union and the City recognize the provisions and authority of the Maternity Benefits section of the Employment Standards Act of Alberta.

- 38.01 Length of Parental Leave  
Parental leave shall be made available to female employees who are pregnant. The total leave, to be taken at the employee's discretion, shall not exceed 40 weeks and shall include the period before and after the estimated date of delivery.
- An adoptive parent shall be eligible for 26 weeks leave of absence upon receipt of his/her child.
- 38.02 Shortening of Leave  
An employee, with the agreement of her Employer, may shorten the duration of the period set out in Clause 38.01 by providing her Employer with a medical certificate indicating that resumption of work will not endanger her health.
- 38.03 Notice to Employer
- (1) The pregnant employee shall give her Employer three (3) weeks notice in writing of the day upon which she intends to commence parental leave, together with a medical certificate certifying that she ~~is~~ pregnant and giving the estimated date of delivery.
  - (2) The prospective adopting parent shall, if possible, give his/her Employer two (2) weeks notice in writing of the day upon which he/she intends to commence leave, together with a letter from Alberta Social Services and Community Health indicating the estimated date of receipt of the child.

38.04 No Prior Notice Provision

An employee who ~~fails to~~ comply with Clause 38.03 shall be entitled to parental leave if, within two (2) weeks after she ceases work, a medical certificate is provided, indicating she is not able to work by reason of her pregnancy and giving the estimated or actual date of delivery. In the case of adoption, a letter from Social Services and Community Health confirming receipt of the child will be required.

38.05 Resuming Employment

An employee who wishes to resume her employment shall give her Department Head four (4) weeks notice in writing of the day on which she intends to resume employment.

The Employer shall:

- (a) reinstate her in the position she occupied at the time her parental leave commenced, or
- (b) provide her with alternative work of a comparable nature, at not less than the same wages and other benefits that had accrued to the employee to the date that the employee commenced parental leave.

The City ~~of~~ Lethbridge is not required to allow an employee to whom parental leave has been granted to resume her employment until after the expiration of four (4) weeks from the day on which the employee notified the Employer of her intention to resume employment.

38.06 Interference with Performance of Duties

Where the pregnancy of an employee interferes with the performance of the employee's duties, the City of Lethbridge may, by notice in writing to the employee, require the employee to commence parentall leave under Clause 38.01 but not to exceed the twelve (12) weeks immediately preceding the estimated date of delivery.

38.07 No Termination or Lay-Off

The Employer ~~shall not terminate~~ the employment of or lay off an employee who :

by reason ~~only~~ that the employee is pregnant or that parental leave has been taken.

38.08 Benefits & Entitlement

Parental Leave ~~shall~~ be without pay, sickness benefits or vacation entitlement. The employee on such leave will not lose seniority but will have no claim on promotions affected during her absence.

38.09 Benefits While On Parental Leave

Employees on Parental Leave may elect to continue Alberta Health Care, Alberta Blue Cross and group dental coverage for the duration of their leave provided that they undertake to pay 50% of all cost of these benefits.

Such employees may also elect to continue to contribute to the Local Authorities Pension Plan, If such an election is made, the City of Lethbridge will also continue to make the required employer contributions during the period of absence.

38.10 Job Security

(1) ~~Where~~ the Employer has suspended or discontinued operations in part or in full during the period of an employee's parental leave, and they have not been resumed at the expiration of leave, the Employer shall, ~~upon~~ resumption of operations:

(a) reinstate the employee in her/his former position at not less than the same wages and other benefits accrued to the date parental leave commenced, or

(b) provide the employee with alternative work.

(2) The requirement for the Employer to reinstate or provide alternative work extends for a period of twelve (12) months from the date of expiration of the employee's parental leave,

39.00 PATERNITY LEAVE

Upon request, a father **shall** be given one (1) day's leave of absence with pay, with the option of attending the delivery or adoption of the child, or attending the release from hospital of his spouse who has given birth. It is understood that this provision will only apply on a member's regularly scheduled work day.

42.00 UNION MEETINGS

At no time during duty hours shall Union meetings be held unless authorized by the Fire Chief or the City Manager.

45.00 DISMISSALS AND DISCIPLINARY ACTION

45.01 When any disciplinary action has been given to any employee covered by this agreement and is put on the employee's personal file, the secretary of the Union shall be sent a copy of **said** action.

45.02 It is understood that when any disciplinary penalty has been given to any employees covered by this agreement, the employee concerned is not required to answer to the charges without a Union representative present, if the said employee **so** desires. If a formal grievance is presented, the rules as outlined in the grievance procedure applies.

45.03 No employee shall be discharged without just cause.

46.00 RELIEF

46.01 Relief of Chief Training Officer

In the absence of the Chief Training Officer, the Assistant Training Officer will relieve the Chief Training Officer on absences, except scheduled days ~~off~~.

In the absence of both the Chief Training Officer and the Assistant Training Officer, the Senior Captain on duty will relieve the Chief Training Officer on absences, except scheduled days off.

46.02 Relief of Chief Fire Marshall and Mechanic II.

For scheduled absences, by the Chief Fire Marshall, or Mechanic II, other than regular days off, the senior person relieving will receive the higher classification pay.

46.03 When a member relieves for more than 50% of his working days, the member is paid at the greater rate for annual vacation , statutory holidays and sick days to be calculated at year end by the Employer.

47.00 LEGAL EXPENSES

47.01 The City shall appoint legal counsel either directly or through its insurers to defend any criminal or civil action taken against or in respect to a ~~member~~ of the Association arising out of such member's actions while engaged in his/her duties as a Fire Department Representative and shall indemnify and save harmless such members from any monetary award relating thereto. The provisions of this section shall not apply where, in the opinion of the City, the action of such member constitutes a gross disregard or neglect ~~of~~ his/her duties as a Fire Department Representative.

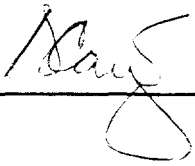
47.02 Any member of the Association becoming aware of any claim or action being ~~taken~~ against him/her with respect to such member's duties as a Fire Department Representative shall immediately notify the Fire Chief and the City Solicitor with respect to same.

48.00 INCORRECT PAY (CHEQUE)

48.01 Should the City issue an employee with an incorrect paycheque, the City shall make the necessary progressive monetary repayment and/or take such internal administrative action as it necessary to correct such errors at its earliest reasonable occasion.

CITY OF LETHBRIDGE

THE INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS LOCAL #237

  
\_\_\_\_\_  
MAYOR

  
\_\_\_\_\_  
PRESIDENT

  
\_\_\_\_\_  
CITY CLERK

  
\_\_\_\_\_  
SECRETARY

APPENDIX "A"

WAGES: Biweekly and hourly rates

	PERCENTAGE OF 1ST CLASS FIRE FIGHTER	JANUARY 1, 1986 BI-WEEKLY AND HOURLY	JUNE 1, 1986 BI-WEEKLY AND HOURLY
Chief Training Officer	142%	1,828 (22.85)	1,856 (23.20)
Assistant Training Officer	132%	1,699 (21.24)	1,725 (21.56)
Chief Fire Marshall	142%	1,828 (22.85)	1,856 (23.20)
Fire Prevention Officer III	122%	1,570 (19.63)	1,595 (19.94)
Fire Prevention Officer II	111%	1,429 (17.86)	1,451 (18.14)
Fire Prevention Officer I	108%	1,390 (17.38)	1,412 (17.65)
Fire Prevention Officer Probationer (1st 6 months)	105%	1,351 (16.89)	1,372 (17.15)
Mechanic II	122%	1,570 (19.63)	1,595 (19.94)
Mechanic I	100%	1,287 (16.09)	1,307 (16.34)
Shift Captain - Headquarters	128%	1,647 (19.61)	1,673 (19.92)
Captain	122%	1,570 (18.69)	1,595 (18.99)
Lieutenant	111%	1,429 (17.01)	1,451 (17.27)
Senior Fire Fighter (after 10 years of service)	102%	1,313 (15.63)	1,333 (15.87)
Firefighter 1st Class	100%	1,287 (15.32)	1,307 (15.56)

	PERCENTAGE OF 1ST CLASS FIRE FIGHTER	JANUARY 1 1986 BI-WEEKLY AND HOURLY	JUNE 1 1986 BI-WEEKLY AND HOURLY
Firefighter 2nd Class	96%	1,236 (14.71)	1,255 (14.94)
Firefighter 3rd Class	91%	1,171 (13.94)	1,189 (14.15)
Firefighter Probationer (next 8 months)	86%	1,107 (13.18)	1,124 (13.38)
Firefighter Probationer (first 4 months)	78%	1,004 (11.95)	1,019 (12.13)
Communication Control Supervisor	105%	1,351 (16.89)	1,372 (17.15)
Communication Control Dispatcher :			
1st Class (4th year)	100%	1,287 (15.32)	1,307 (15.56)
2nd Class (3rd year)	96%	1,236 (14.71)	1,255 (14.94)
3rd Class (2nd year)	91%	1,171 (13.94)	1,189 (14.15)
Probationer (next 8 months)	86%	1,107 (13.18)	1,124 (13.38)
Probationer (first 4 months)	78%	1,004 (11.95)	1,019 (12.13)



APPENDIX "A"

WAGES: Bi-weekly and hourly rates

	PERCENTAGE OF 1ST CLASS FIRE FIGHTER	JANUARY 1, 1987 BI-WEEKLY AND HOURLY	JUNE 1, 1987 BI-WEEKLY AND HOURLY
Chief Training Officer	142%	1,893 (23.66)	1,921 (24.01)
Assistant Training Officer	132%	1,760 (22.00)	1,786 (22.33)
Chief Fire Marshall	142%	1,893 (23.66)	1,921 (24.01)
Fire Prevention Officer III	122%	1,626 (20.33)	1,651 (20.64)
Fire Prevention Officer II	111%	1,480 (18.50)	1,502 (18.78)
Fire Prevention Officer I	108%	1,440 (18.00)	1,461 (18.26)
Fire Prevention Officer Probationer (1st 6 months)	105%	1,400 (17.50)	1,421 (17.76)
Mechanic II	122%	1,626 (20.33)	1,651 (20.64)
Mechanic I	100%	1,333 (16.66)	1,353 (16.91)
Shift Captain - Headquarters	128%	1,706 (20.31)	1,732 (20.62)
Captain	122%	1,626 (19.36)	1,651 (19.65)
Lieutenant	111%	1,480 (17.62)	1,502 (17.88)
Senior Fire Fighter (after 10 years of service)	102%	1,360 (16.19)	1,380 (16.43)
Firefighter 1st Class	100%	1,333 (15.87)	1,353 (16.11)

	PERCENTAGE OF 1ST CLASS FIRE FIGHTER	JANUARY 1 1987 BI-WEEKLY AND HOURLY	JUNE 1 1987 BI-WEEKLY AND HOURLY
Firefighter 2nd Class	96%	1,280 (15.24)	1,299 (15.46)
Firefighter 3rd Class	91%	1,213 (14.44)	1,231 (14.65)
Firefighter Probationer (next 8 months)	86%	1,146 (13.64)	1,164 (13.86)
Firefighter Probationer (first 4 months)	78%	1,040 (12.38)	1,055 (12.56)
Communication Control Supervisor	105%	1,400 (17.50)	1,421 (17.76)
Communication Control Dispatcher :			
1st Class (4th year)	100%	1,333 (15.87)	1,353 (16.11)
2nd Class (3rd year)	96%	1,280 (15.24)	1,299 (15.46)
3rd Class (2nd year)	91%	1,213 (14.44)	1,231 (14.65)
Probationer (next 8 months)	86%	1,146 (13.64)	1,164 (13.86)
Probationer (first 4 months)	78%	1,040 (12.38)	1,055 (12.56)

APPENDIX "B"

LETHBRIDGE FIRE DEPARTMENT 42 HOUR WEEK WORK SCHEDULE, 4 PLATOONS - 2 SHIFTS,  
10 AND 14 HOUR WORK PERIODS

2 days - 2 nights - 2 days off

2 days - 2 nights - 6 days off

SCHEDULE ROTATES EVERY 16 WEEKS

Shift	SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.
8 AM - 6 PM				C	B	B	D
6 PM - 8 AM				A	C	C	B
8 AM - 6 PM	D	C	C	A	A	D	D
6 PM - 8 AM	B	D	D	C	C	A	A
8 AM - 6 PM	B	D	A	A	C	C	B
6 PM - 8 AM	D	D	B	B	A	A	C
8 AM - 6 PM	B	D	D	C	C	A	A
6 PM - 8 AM	C	B	B	D	D	C	C
8 AM - 6 PM	D	D	B	B	A	A	C
6 PM - 8 AM	A	A	D	D	B	B	A
8 AM - 6 PM	C	B	B	D	D	C	C
6 PM - 8 AM	A	C	C	B	B	D	D
8 AM - 6 PM	A	A	D	D	B	B	A
6 PM - 8 AM	C	C	A	A	D	D	B
8 AM - 6 PM	A	C	C	B	B	D	D
6 PM - 8 AM	B	A	A	C	C	B	B
8 AM - 6 PM	C	C	A	A	D	D	B
6 PM - 8 AM	D	D	C	C	A	A	D
8 AM - 6 PM	B	A	A	C	C	B	B
6 PM - 8 AM	D	B	B	A	A	C	C
8 AM - 6 PM	D	D	C	C	A	A	D
6 PM - 8 AM	B	B	D	D	C	C	A
8 AM - 6 PM	D	■	B	A	A	C	C

LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF LETHBRIDGE  
AND

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL #237

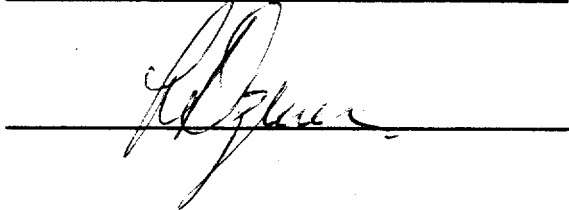
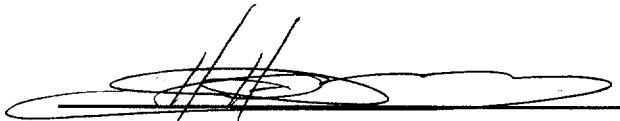
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It is agreed that representatives from both parties ~~will~~ try to jointly develop language under article 47.01 of the collective agreement to cover violations of provincial statutes.

Signed at Lethbridge, Alberta this 4 day of September, 1987.

CITY OF LETHBRIDGE

THE INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS LOCAL #237



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LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF LETHBRIDGE  
AND

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL #237




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It is the City of Lethbridge's intent to implement an Employee Recovery Program mutually agreed to by both parties by December 31, 1987.

Signed at Lethbridge, Alberta this 4 day of September, 1987.

CITY OF LETHBRIDGE

THE INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS LOCAL #237

  
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LETTER OF AGREEMENT

BETWEEN

THE CITY OF LETHBRIDGE

AND


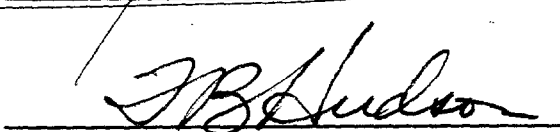
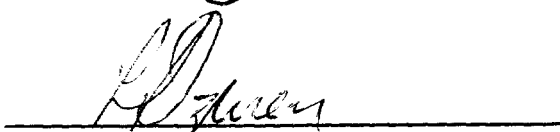
THE INTERNATIONAL UNION OF FIRE FIGHTERS LOCAL #237

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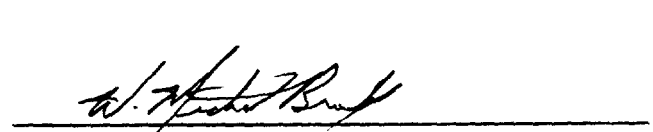
It is agreed between the parties that ~~for~~ the term ~~of~~ this agreement, i.e. January 1, 1986 - December 31, 1987, the Employer agrees to maintain the minimum manning of twenty-three (23) on staff and, twenty-six (26) per platoon.

Signed at Lethbridge, Alberta this 4 day of September, 1987.

CITY OF LETHBRIDGE

  
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INTERNATIONAL UNION OF FIRE  
FIGHTERS LOCAL #237

  
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