

2022 Contract Negotiations (2021 – 2023) - International Association of Fire Fighters (IAFF), Local No. 80

ISSUE

The purpose of this report is to provide information in respect of collective bargaining with the International Association of Fire Fighters (IAFF), Local No. 80 and seek approval of a three (3) year agreement, expiring December 31, 2023.

The City and IAFF 80 reached a tentative Memorandum of Agreement ratified by the Union on April 18, 2023.

RECOMMENDATION

- 1) That the proposed changes set out in the Revision to the Collective Agreement (Appendix 1) with respect to the 2017 – 2020 Collective Agreement with the International Association of Fire Fighters, Local No. 80 be approved; and
- 2) That His Worship the Mayor and the City Clerk be authorized to execute the revised contract under the Corporate Seal.

BACKGROUND

Collective Bargaining began on February 1, 2022 and on January 20, 2023, the IAFF Local 80 requested the Minister of Labour to appointment a provincial conciliator. The parties met with the conciliator on March 14, 2023. The parties continued to have ongoing discussions and were able to reach a Tentative Agreement on April 14, 2023.

DISCUSSION/ANALYSIS

The term of the Agreement is three (3) years, for the period January 1, 2021 to December 31, 2023. The Union ratified the terms of the Memorandum of Agreement on April 18, 2023.

Key terms of the new Collective Agreement include:

- General Economic Increases as follows:
 - January 1, 2021 1.40%
 - July 1, 2021 1.00%
 - January 1, 2022 1.00%
 - July 1, 2022 0.50%
 - January 1, 2023 1.25%
 - July 1, 2023 1.00%

Standby Pay Fire Investigator

The parties have agreed to improve the standby pay entitlement from (\$10) dollars a day to fifty (\$50) dollars per day, effective August 1, 2023.

Memorandum of Agreement – Fire Operation Day Shift

The parties have agreed to implement additional staffing on a Fire Operation Day Shift to support increased training, reduce overtime, and support additional initiatives.

Memorandum of Agreement – 24-hour Shift Pilot

The parties have agreed to three (3) year pilot for a twenty-four (24) hour shift model commencing April 1, 2024.

This pilot will commence on April 1, 2024 and be in place until March 31, 2027 (“the Pilot Period”) and applies to Captains, Lieutenants and Firefighters.

The introduction of a 24-hour shift schedule is a major operational shift for Saskatoon Fire. To assist the parties with a successful implementation, the parties agree during the pilot period the pilot shall not:

- Have a negative financial impact on the City;
- Have negative consequences to the Fire Fighters’ health and safety, quality of life;
- Have negative consequences (financial or timeliness) to the Fire Fighters’ training and/or other duties; and
- Lower the level of service delivered (including response time, staffing levels, etc.) to the public.

The memorandum also includes a commitment by the parties to meet quarterly during the pilot period to resolve any issues and to meet six months prior to the end of each year of the pilot to determine if the pilot period has proven to be viable based on a set of agree upon performance benchmarks which include Attendance/Sick Time, Overtime, Training, Staff Availability, Service Levels, and Health & Safety.

Community Risk Reduction Reorganization

The parties agreed to a memorandum to support the reorganization of Community Risk Reduction including a phased in introduction of a two-work group alternating model. This model will operate with a four (4) on four (4) off shift schedule to provide coverage 365 days per year.

FINANCIAL IMPLICATIONS

The recommendation falls within the fiscal mandate approved by City Council for the renewal of its collective agreement with City of Saskatoon Unions and Associations.

OTHER IMPLICATIONS

There are no public and/or stakeholder involvement, policy, environmental, privacy, or CPTED implications or considerations.

NEXT STEPS

Implementation will occur following approval by City Council.

APPENDIX

1. The International Association of Fire Fighters, Local No. 80, Revisions to the Collective Agreement.

Report Approval

Written by: Ashlee Kaszas, Director of Advisory & Client Services

Reviewed by: Marno McInnes, Chief Human Resource Officer

Approved by: Jeff Jorgenson, City Manager

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