

**The International Association of Fire Fighters, Local No. 80**  
**Revisions to the Collective Agreement**  
**May 31, 2023**

Negotiations between the City and IAFF Local 80 started on February 1, 2022 and a Memorandum of Agreement was reached on April 14, 2023. The contract is for a term of three (3) years from January 1, 2021 to December 31, 2023.

**1. WAGES**

The following wage adjustments will be applied:

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%

**2. TERM**

The term of the agreement is for three (3) years. The term is for the period January 1, 2021 to December 31, 2023.

**3. COLLECTIVE AGREEMENT CHANGES**

**Article 10. Public Holiday**

Employees who work in the Operations and Communications Division (i.e. Firefighting and Dispatch) receive pay in lieu of public holidays based on their daily rate at the time the public holiday occurred. The public holiday payment is made to employees in December of each year.

This provision has been changed to make these payments semi-monthly and included with their regular pay.

The National Day for Truth and Reconciliation public holiday has been added to the collective agreement.

**Article 17. Staff Development and Promotion**

The parties negotiated several changes that updated the language to reflect current qualification and examination standards, and training requirements. The selection and

promotion language for Fire Prevention and Investigation has been updated to remove training requirements that are no longer a relevant job qualification.

New language has been added for the promotion to the rank of Risk Reduction Officer and will be based on qualifications, technical competency in the area desired, interview and demonstrated ability. When qualifications between two or more employees are deemed equal by the Fire Chief the promotion will be based on general seniority.

Entry into the Staff Development and Safety Division has been updated and no longer requires an employee to achieve the classification of a First Class Firefighter.

#### **Article 29. Workers Compensation**

The parties have agreed to remove the fifteen (15) month cap on absences covered by Workers Compensation. Employees, who are injured in the performance of their duties during working hours, the City shall pay to such employee, for all periods of absence resulting from the injury an amount which, combined with Workers' Compensation Board payments, shall ensure to such employee the maintenance of their regular basic wage rate, less normal deductions.

In addition, commencing on or after January 1, 2021, employees on WCB will be eligible for negotiated general economic wage increases for the period of time the employee is in receipt of a full-time Workers' Compensation Board lost time entitlements.

#### **Article 23. Grievances**

Currently, disciplinary action, including suspension or dismissal, affecting a member of the bargaining unit must be reported to the Union by the Fire Chief and the disciplinary action must take place within fourteen days of Management aware of the incident.

This provision has been modified to provide management with 21 days to take disciplinary action.

In addition, new language has been added to permit the parties the ability to mutually agree to extend the time limits set out in the agreement.

#### **Article 42. Standby Pay Fire Investigator**

The parties have agreed to improve the entitlement for employees of the Fire Prevention and Investigation Division assigned to investigations involved in the rotational on-call duty from the current ten (\$10) dollars a day to fifty (\$50) dollars per day, effective July 31, 2023.

#### **Article 44. Replacement and Acting Staff**

This provision has been clarified and confirms that the Fire Chief can bring replacement firefighters into work in order to keep an apparatus in commission that may be out for reasons of sickness, training or vacation or to maintain the Department's day to day operations and emergency response capabilities. The replacement staff who are brought in are paid at time and one half of their regular rate of pay.

The parties have confirmed and agreed that any practices that are inconsistent with the application of the above provision will cease and the entitlement on a go forward basis will be compensated at time and one half of their regular rate of pay.

## **Memorandum of Agreement – Day Shift**

The parties have agreed to a memorandum of agreement on the terms and conditions for the implementation of a day shift including the shift schedule, work week, and vacation entitlements.

## **Memorandum of Agreement – 24 hour Shift Pilot**

The parties have agreed to a memorandum of agreement on the terms and conditions for a pilot of a twenty-four (24) hour shift.

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 Memorandum confirms the parties agreement that 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;
- 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.

Finally, the memorandum of agreement also contains an agreement to suspend several collective agreement provisions and introduce replacement provisions during the term of the pilot that enables management to operationalize the pilot properly and includes changes to the hours of work, sick leave, public holidays, compassionate leave and vacation.

## **Memorandum of Agreement – Community Risk Reduction**

The parties have agreed to a memorandum of agreement on the terms and conditions for the Community Risk Reduction re-organization. This memorandum introduces a rotational four (4) on four (4) off shift schedule to provide coverage 365 days per year for the employees employed as Risk Reduction Officers, Fire Inspectors and Fire Bylaw Enforcement. This schedule will be implemented for current staff wanting to switch to this rotation and for new employees hired. Full implementation of this rotation will be phased in.

This memorandum of agreement also includes a commitment by Saskatoon Fire to create a Risk Reduction Officer classification and a Fire Service Instructor (Risk Reduction).

Finally, this memorandum also confirms that the Deputy Fire Marshall position is abolished, and the current incumbent will revert to the position of Fire Inspector.

### **Memorandum of Agreement – Fire Marshall**

The parties have agreed to a memorandum of agreement for the exclusion of the Fire Marshall position.

### **4. HOUSEKEEPING CHANGES**

Various housekeeping changes have been made to ensure the collective agreement is current with department's structure such as updating the positions that are outside the scope of the bargaining unit and changes to departmental titles.

In addition, other housekeeping changes include updating the parenting leave language to comply with *The Saskatchewan Employment Act*, updating the superannuation and retirement provisions to reflect proper titles, and gender neutral titling throughout the collective agreement.