Date: 2020-10-07

From: Crystal Gunn, HR Manager

Subject  ITFD Collective Bargaining Agreement

Report  HR2020-06

Recommendation

That the Council of the Township of Georgian Bluffs pass By-Law 2020-098 to authorize a Collective Bargaining Agreement with the UFCW Local 175 and 633 for the Inter Township Fire Department Firefighters.

Background

The Inter-Township Fire Department (ITFD) firefighters are represented by the United Food and Commercial Workers (UFCW) Union Local 175 and 633. The existing Collective Bargaining Agreement (CBA) expired on June 30, 2020.

The ITFD Board of Management appointed a negotiating committee comprised of representatives from Georgian Bluffs and the Municipality of Meaford.

Negotiations took place during July and August and both parties have agreed to terms on the new CBA. The agreement has been ratified by the Volunteer Firefighters.

The final step is for each municipality to pass a by-law adopting the CBA. The full agreement is attached to By-law 2020-098 as Schedule 1.

Analysis

The new collective agreement will be a 3 year agreement. The following items are highlights of the CBA:

- Annual wage increase of 2%;
- Replacing the existing “Auxiliary Firefighter” program with a “Recruit” program 6 months;
- Firefighters on leaves of absences, will be required to complete ITFD fitness testing prior to returning.
• Amended language regarding vacation pay for those Firefighters who have been employed with ITFD for five years or more, to bring the agreement into compliance with the Employment Standards Act, 2000.

• Letter of Understanding #1 was amended to guarantee Firefighters in the Sydenham quadrant that they would be transferred to another quadrant, if the ITFD no longer provided services to that area.

The new collective agreement will be in place from July 1, 2020 to June 30, 2023. Any wage adjustments will be retroactive to July 1, 2020.

Financial Impact

The changes in the CBA will have an effect on the annual budget for the ITFD, mainly Firefighter compensation costs as Firefighters will receive an annual wage increase of 2%. Exact financial impact is difficult to determine as wages are based on fire calls. Based on 2019 fire calls, the impact is estimated to be $3000.

Strategic Priorities

5.5 Manage Fire and Police Services effectively.

The Township is committed to providing a high standard of protective services according to a sound business plan, and supporting community based initiatives in all protective services.

b) Continue to negotiate agreements for Fire Services with neighbouring municipalities, including mutual aid in the short and long term in order to ensure protective services meet the needs of the Township while ensuring fiscal and regulatory responsibility.

Conclusion

Respectfully Submitted: Reviewed by:
Crystal Gunn, HR Manager Kassandra Rocca, Interim CAO