

COLLECTIVE AGREEMENT

Between

THE CITY OF GRANDE PRAIRIE

And

**THE GRANDE PRAIRIE FIREFIGHTERS' ASSOCIATION
LOCAL 2770 OF THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS**

JANUARY 01, 2007 to DECEMBER 31, 2009

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THIS AGREEMENT entered into this _____ day of _____, A.D. _____

BETWEEN:

THE CITY OF GRANDE PRAIRIE
(Hereinafter referred to as "the City")

OF THE FIRST PART

- And -

THE GRANDE PRAIRIE FIREFIGHTERS' ASSOCIATION
LOCAL 2770 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(Hereinafter referred to as "the Association")

OF THE SECOND PART

PREAMBLE:

- a) The purpose of this agreement is to maintain a harmonious and co-operative relationship between the employer and the employee members of the Firefighters' Association.
- b) To provide an amiable method of settling any difference or grievance which may arise between the employer and the employees.
- c) To promote the mutual interest of the employer and the employee.

The City and Association recognizes the advantages of continued consultations on any and all matters whether covered by the Agreement or not, in order to provide for good relationships between the employer and employee, and to this end the parties mutually agree to meet at such time and place as they shall agree upon for the purpose of discussing and resolving any matters within the confines of the Agreement, and which come within the scope of the collective bargaining between the employer and employee.

Nothing contained in the Agreement shall be construed as to limit the rights of the parties to negotiate, consider, debate and discuss in good faith any matter which comes within the terms and scope of this Agreement at any time during the term hereof so as to put into effect any provision beneficial to the parties.

It is agreed that Memoranda of Agreements such as Training Programs and Letters of Understanding shall form part of this Agreement.

1. DURATION AND TERMINATION

1.01.01 This Collective Agreement shall be effective from and after the 1st day of January, A.D. 2004, and continue in full force and effect up to and including December 31, A.D. 2006. The Collective Agreement shall continue thereafter from year to year, unless sixty (60) calendar days written notice to commence collective bargaining for amendments is given by either party.

The notice required hereunder shall be validly and sufficiently served at the office of the City and at the local office of the Association at least sixty (60) calendar days prior to the expiry date of this Agreement.

1.01.02 If no agreement is reached at the expiration of this Agreement, and notice to commence collective bargaining has been served, this Agreement shall remain in effect until an agreement is reached under the provisions of the Labour Relations Code and further to continue thereafter until discontinued in writing by either party.

2. DEFINITIONS and INTERPRETATION:

2.01.01 Employee - The terms "employee," "firefighter" and "Emergency Services Dispatcher" as used for the purpose of this Agreement shall have the meaning assigned to them under the provisions of the Code and all amendments thereto and regulations made thereunder, excluding therefrom all those recognized as executive and/or management personnel, the Fire Chief and the Deputy Fire Chiefs, of the City.

2.01.02 Advancement – The term "advancement" shall be defined as an Employee's progression within a rank structure (class or level)

2.01.03 Promotion – The term "promotion" shall be defined as an employee's progression from one rank structure to another rank structure.

2.01.04 Qualified – The term "qualified" shall be defined as possessing a recognized degree; a recognized certificate, a recognized professional standing or an accepted Department equivalency.

2.01.05 The Code – The term "the Code" where used herein, except where stated to be otherwise, means "The Labour Relations Code and all amendments thereto and regulations made thereunder".

2.01.06 Shift – The daily hours of work assigned to a position as set out in this Agreement.

2.01.07 Shift Schedule – Shift schedule when used in this Agreement, shall mean a scheduled period of work or duty as outlined in Article 5.

2.01.08 Senior – Senior when referring to job title, shall mean an employee who has worked a minimum of nine (9) consecutive years or for a part-time dispatcher who has worked the equivalent time in hours.

2.01.09 Probation – The initial twelve (12) month period of employment used in the assessment of a new employee.

2.01.10 In Interpreting this Agreement:

- a) The masculine shall include the feminine and vice-versa.
- b) The singular shall include the plural and vice-versa.
- c) The term "employee" and/or "firefighter" shall include those employees in an Acting position.

3. MANAGERIAL RIGHTS AND RESPONSIBILITIES

3.01 Management Rights

The Association recognizes and acknowledges that the management and direction of the working force are fixed exclusively in the City and, without restricting the generality of the foregoing, the Association acknowledges that except to the extent to which these rights have been specifically abrogated by the terms of this Agreement it is the exclusive function of the City to:

- a. Make, enforce, and alter from time to time rules and regulations, provided that such rules and regulations are not inconsistent with this Agreement and further provided that consultation shall take place prior to implementation of any significant changes.
- b. Determine the nature and type of services to be provided by the City, the methods and techniques of work, the number of members to be employed, and to determine and exercise all other functions and prerogatives which shall remain solely with the City.
- c. Except as provided for within the Collective Agreement and the Career Development Agreement; the Management of the City of Grande Prairie Fire Department and the direction and qualifications for promotion of the employees are vested exclusively in the City, provided, however, that this will not be used for the purpose of discrimination against any employee.
- d. Without restricting the generality of this section such rights shall be deemed to include the right of the City to select its employees and to discipline them or discharge them for proper cause.

Management reserves all rights not specifically restricted by the provisions of this Agreement.

During the initial probation period, the Fire Chief may terminate employment, if the employee has not shown sufficient progress or satisfactory performance when evaluated in accordance with Departmental Policies and Procedures.

3.02 Bulletin Board

The City shall make available a bulletin board for the purpose of posting the notices of all Association meetings to be held, Association sponsored social and recreational activities, results of all elections and such other notices as may be prescribed by law or by agreement between the parties.

3.05 No Discrimination – No Harassment

The City and the Association agree that the workplace will remain free from all forms of harassment and discrimination on account of employee connection with the Association or on account of their race, religion, colour, sex, creed, marital status, age, sexual orientation, ancestry or place of origin.

Both the City and the Association agree to ensure compliance with the Human Rights, Citizenship and Multiculturalism Act of Alberta.

3.06 Policies and Routine Orders

Any Policy or "Routine Order" regarding any portion of this Agreement will, prior to its implementation, be discussed at a Joint Labour Relations Committee Meeting.

3.07 Professional Fees and Registrations:

The City shall pay all professional fees and registrations that are requested and/or required by the City as a condition of employment under Job Descriptions, Job Qualifications and Level of Service. It is understood that Union related fees and registrations are excluded from this article.

4. ASSOCIATION RIGHTS AND RESPONSIBILITIES

4.01 Recognition

4.01.01 The City recognizes the Association as the only bargaining agent representing all employees as defined in this Agreement.

4.01.02 The employer recognizes the Firefighters' Association as the sole bargaining agency for all employees specified in this Agreement. No employee under this Agreement shall be asked to make a written or verbal agreement with the employer varying the hours of work, wages or conditions of work specified in the Agreement, except by mutual agreement between employer and the Association.

The employer agrees not to bargain collectively with any other Labour organization affecting employees covered by this Agreement during the life of it.

4.02 Association Dues

4.02.01 All employees shall adhere to the Rand Plan whereby they shall pay Association dues whether or not they are a member of the Association, and dues shall be deducted from the salary cheques of each member on the second month following the first month's employment with the City; dues to be deducted monthly from thereon. The employer shall remit both the moneys and list of names to the Treasurer of the Association within a period of seven (7) calendar days immediately following the date on which the deductions were made.

- 4.02.02 The City shall require all new employees, at the time of hiring, to execute an assignment of wages for Association dues and any other levies as may from time to time be communicated by the Association, or its members, to the City, the forms to be supplied by the Association, and will forward one copy to the Association within fifteen (15) calendar days of execution.
- 4.02.03 This assignment in the case of employees already members of the Association shall be effective immediately, and for those employees not previously members of the Association, it shall become effective thirty (30) calendar days from the date of execution.
- 4.02.04 The City shall remit the dues deducted pursuant to such assignment (until and unless said assignment is revoked in writing by the employee) to the Association named therein not less than once each month with a written statement of names of employees for whom the deductions were made and the amount of each deduction.

4.03 Grievance Procedure

4.03.01 The parties to this Agreement, agree that it is of the utmost importance to adjust complaints and grievances as quickly as possible as follows:

- a) All grievances must be brought to the attention of the Deputy Fire Chief (or designate), within two (2) weeks of the Association being made aware of the incident prompting the grievance. No grievance will be considered unless brought forward in writing during this two (2) week period;
- b) Where the Deputy Fire Chief (or designate) is unable to adjust the grievance to the satisfaction of the employee within ten (10) working days (exclusive of Saturdays, Sundays, and Holidays); the complainant shall have the right to appeal the decision of the Deputy Fire Chief to the Protective Services Director within one (1) week;
- c) Where the Protective Services Director is unable to adjust the grievance to the satisfaction of the employee within five (5) working days (exclusive of Saturdays, Sundays, and Holidays) of receiving the grievance in writing, either party upon written notice to the other party, shall have the right to appeal the decision of the Protective Services Director to the City Manager within one (1) week;
- d) Where the City Manager is unable to adjust the grievance to the satisfaction of the employee within five (5) working days (exclusive of Saturdays, Sundays, and Holidays) of receiving the grievance in writing, either party upon written notice to the other party, shall have the right to appeal the decision of the City Manager to a Grievance Arbitration Board as provided in the Labour Relations Code;
- e) Where the mediation is unable to resolve the matter in writing to the satisfaction of both parties, either party upon written notice to the other party, shall have the right to appeal the decision of the City Manager to a Grievance Arbitration Board as provided in the Labour Relations Code;
- f) The timelines stated in (b), (c) and (d) above; may be extended upon mutual agreement of the parties. This shall apply to promotion and discipline grievances, provided that the action prompting the grievance is held in abeyance until the above grievance process is completed.

- g) When a dispute involving a question of general application or interpretation occurs, or when the Association has a grievance, Step (a) of this Article may be bypassed;
- h) During the course of the Grievance Procedure, an employee will be entitled to be accompanied by a representative of their choice.

4.03.02 If any difference concerning the interpretation, application, operation or any alleged violation of this Agreement or any question as to whether any difference is arbitrable arises between the parties or persons bound by the Collective Agreement, such parties or persons shall meet and endeavour to resolve the difference.

4.03.03 If the parties are unable to resolve the difference referred to in Section 4.03.02, either of the parties may notify the other party in writing of its desire to submit the difference to arbitration, and the notice shall contain a statement of the difference and the name of the first party's appointee to a grievance arbitration board. The recipient of the notice shall, within five (5) days (exclusive of Saturdays and Sundays and other holidays) inform the other party of the name of its appointee to the grievance arbitration board. The two appointees so selected shall within five (5) days (exclusive of Saturdays and Sundays and other holidays) of the appointment of the second of them, appoint a third person who shall be the Chairman.

4.03.04 If the recipient of the notice fails to appoint an arbitrator within the time limited under Section 4.03.03, the appointment shall be made by the Minister of Labour upon the request of either party. If the two appointees fail to agree upon a Chairman within the time limit, appointment shall be made by the Minister of Labour upon the request of either party.

4.03.05 The grievance arbitration board shall hear and determine the difference and shall issue an award in writing and the decision is final and binding upon the parties and upon any employee affected by it. The decision of a majority is the award of the grievance arbitration board, but if there is no majority the decision of the Chairman governs and it shall be deemed to be the award of the Board.

4.03.06 The grievance arbitration board may quash or confirm any action taken by either party and may vary any action taken by either party respecting personal discipline.

4.03.07 The grievance arbitration board by its decision shall not alter, amend or change the terms of the Collective Agreement.

4.03.08 Expenses of boards or arbitration and conciliation commissions (where applicable) shall be paid out of the general revenue fund of the Province of Alberta in accordance with the Code.

4.04 No Strikes

In view of the orderly procedures established by this Agreement for the settling of disputes and the handling of grievances, the Association agrees that during the term of this Agreement there shall be no strikes, any cessation of work or refusing under a common understanding of a number of employees to work or carry out duties for the City for the purpose of compelling the City or to aid other persons in compelling another municipality to accept terms or conditions of employment or service in accordance with the provisions of the Code in this regard.

5. HOURS OF WORK

5.01 General

- 5.01.01 The parties to this Agreement agree that the City has the right to operate the Fire Department or any part thereof, on a continued 24-hour basis, seven days a week.
- 5.01.02 A shift schedule shall be posted and any change in the current shift schedule will be discussed by the Chief with Association representatives.

5.02 Daystaff Hours

- 5.02.01 The regular hours of work for the Emergency Services Dispatch Supervisors shall average forty-two (42) hours per seven (7) day cycle; consisting of four (4) twelve (12) hour dayshifts (4 days on with 4 days off). The dayshift shall commence at 07:00 hours and shall end at 19:00 hours.
- 5.02.02 The hours of work for all other Daystaff Employees shall average eighty (80) hours per fourteen (14) day cycle; which shall conform to one of the following:
- (a) Established set work hours based on a forty (40) hours per seven (7) day cycle which shall be worked...
 - i) Monday to Friday @ 08:00 to 17:00 (one hour lunch) or
 - ii) Monday to Friday @ 08:00 to 16:30 (1/2 hour lunch)
 - (b) The employee shall have the option of the following compressed work week over a one month period; provided that such does not interfere with the orderly operations of the Fire Department.
 - Week One – Five (5) days X nine (9) hours
 - Week Two – Three (3) days X nine (9) hours and
 - Week 3&4 – Five (5) days X eight (8) hours
 - (c) A further variation of hours and/or days may occur, provided that such is mutually agreed to by both parties of this Agreement.

5.03 Platoon Hours

- 5.03.01 The regular hours of work for all Firefighters on the platoon system will be in accordance with Schedule “B” – Platoon Shift Schedule.
- 5.03.02 For firefighters operating within the Platoon system there shall be two shifts for any twenty-four (24) hour period, namely:
- (a) the day shift being 08:00 to 18:00 and
 - (b) the night shift being 18:00 to 08:00

- 5.03.03 The regular hours of work for all Emergency Services Dispatchers on the Platoon System will be in accordance with Schedule “C” – Dispatch Shift Schedule.
- 5.03.04 The regular hours of work for all Full-time Emergency Services Dispatchers on the platoon system shall average forty-two (42) hours per seven day cycle, consisting of two (2) twelve (12) hour day shifts and two (2) twelve (12) hour night shifts.
- 5.03.05 For Full-time Emergency Services Dispatchers operating within the platoon system there shall be two (2) shifts for any twenty four (24) period, namely:
- (a) the day shift being 07:00 to 19:00
 - (b) the night shift being 19:00 to 07:00
- 5.03.06 The twelve (12) hour shift is for Emergency Services Dispatchers only.

5.04 Exchange of Shifts

- 5.04.01 The City agrees that the members of the Association shall be allowed to exchange shifts or part thereof, provided that such exchange in no way jeopardizes the operation of the Department. Exchange of full shifts must be authorized by the Employee’s immediate supervisor prior to the commencement of the shift, except in cases of extenuating circumstances.
- 5.04.02 Emergency Services Dispatchers, including Dispatcher Supervisors, shall be allowed to be replaced by other personnel provided they are qualified as replacements for that position.

6 OVERTIME

6.01 General

Except for where it is otherwise stated; any employee(s) working in excess of his/her regular hours of work shall be paid at two (2) times the regular rate of pay for a minimum of two hours, with any part of an hour to be paid as one (1) full hour. All overtime shall be authorized by the Fire Chief, Deputy Fire Chief, or the Captain on-duty.

6.02 Call-Back and Emergency Incidents

When employees are called (paged or phoned) back to work either prior to or after completion of their regular shift and such is done for the purpose of having employees carry out duties directly arising from an emergency incident including standby such shall be referred to as Call-Back. Call-Back time shall be calculated from when an employee is first notified (paged or phoned) and such time shall end when the member is released and/or dismissed by the Officer-in-Charge. Call-Back to be paid out at two (2) times the regular rate of pay for a minimum of two (2) hours except as stated immediately below:

- a) Where an employee reports for call-back more than thirty (30) minutes after he is notified; the employee will not receive any call-back pay unless the employee is required to work or be on standby for the incident, in which case the Call-Back time shall start from the time that the employee reported to the Fire Station.

- b) When an employee is called in to work within the one (1) hour immediately prior to the start of their regular shift or works past the end of the employees regular shift as a direct result of the emergency incident; the employee shall be paid at two (2) times the regular rate of pay for a minimum of one (1) hour, with any portion of the hour to be paid as one (1) full hour.

Whenever employees are on Call-Back or are required to work past the end of their regular shift as a result of an emergency incident; it is understood that the employee shall be released by the Officer-in-Charge as soon as the emergency incident has concluded. It is recognised that the employees will only be assigned duties associated with the call-in. This does not preclude the employee from being assigned other duties within the station relating to emergency response and the employee may not be released from the Call-Back until all vehicles and equipment are back in service

After an employee has been released as stated above and the employee is called back due to another emergency incident within the same eligible overtime period for which the member is being paid, such shall be construed as a continuation from the previous overtime incident and not as two separate overtime incidents.

6.03 Voluntary Unscheduled Overtime

When employees are paged or phoned to work for a full or partial shift due to the absence of regularly scheduled employees (i.e. a combination of vacation and sick leave) and such has been done in order to maintain minimum manning levels; the employee shall be remunerated at two (2) times the regular rate of pay for a minimum of two (2) hours. It is understood that the employee shall carry out all regular duties and assignments.

6.04 Voluntary Scheduled Overtime

Off-duty employees who voluntarily work in excess of their regular hours of work for the purpose of conducting Fire Department non-emergency related work; shall be paid overtime. The overtime shall be paid at one and one-half times (1.5Xs) their regular hourly rate of pay or by mutual agreement the employee shall have the option of time off-in-lieu of overtime in accordance with Clause 6.06. It is agreed that the employee's opportunity to work voluntary overtime shall not be decided or discriminated against based on the employee's option of overtime pay versus time off-in-lieu of overtime.

It is agreed that this Article shall apply to the following... voluntary off-duty attendance to City/FD meetings; voluntary attendance to conduct outside training instruction, fire inspections, fire investigations, public education and other non-emergency job related work.

Exceptions:

- a) Off-duty attendance to voluntary meetings outside of Grande Prairie that are job-related shall be remunerated based on one or more of the following options upon mutual agreement between the Employee and Employer:
- i) Paid out at one and one-half times (1.5Xs) their regular hourly rate of pay;
 - ii) A Leave of Absence without loss of pay,
 - iii) Reimbursed Expenses (full or partial).

- b) Off-duty attendance to voluntary external meetings that are not directly job-related (i.e. personal in nature) are not eligible for overtime pay and shall be clearly indicated as such on any posting.
- c) Joint Labour/Management meetings (Joint Labour Relations, OH&S, etc.) shall be remunerated during joint sessions only.
- d) The double-time rate will continue to be paid for Officer Meetings.
- e) Joint Negotiation meetings are exempt from overtime pay.

6.05 Voluntary Overtime for Training

Off-duty employees who attend voluntary training sessions, courses, seminars and/or conferences that are job-related during their regular off-duty hours shall do so based on mutual agreement between the Employee and the Employer on one or more of the following options and the individual circumstances involved:

- a) the employee shall be remunerated at their regular hourly rate of pay (straight time) for their hours of attendance or
- b) the employee shall receive time off-in-lieu of overtime in accordance with Article 6.06. or
- c) the employee may take an educational leave of absence in accordance with Section 3.03 of the Career Development Agreement
- d) The Employee may request Reimbursement for Expenses (full or partial).

Subsequent to the above, all training and educational courses/sessions shall be posted and identified in advance as being either voluntary or mandatory in nature. The posting shall also state one of the above attendance options or a combination thereof (example: time-in-lieu only; straight time only; employee option of time-in-lieu; etc.)

Exceptions - Off-duty attendance to outside training and educational courses that are not directly job-related (i.e. personal in nature) are not eligible for overtime pay and shall be clearly indicated as such on any posting.

6.06 Time Off-In-Lieu

When an employee voluntarily works scheduled overtime as outlined in Article 6.04; the employee shall have the option of taking time off in-lieu of overtime dependant upon prior agreement with the Employer. Under the provisions of 6.05; it is recognised that the Employer may offer voluntary training courses, etc. on a time off-in-lieu basis only.

Effective the date that this Agreement is signed; time in-lieu accrued in accordance with 6.04 shall be accumulated and be taken off at one and a half time (1.5x) the hours worked. Time in-lieu accrued in accordance with 6.05 shall be accumulated and be taken off on an hour by hour basis. The maximum accumulation for all Employees shall be forty-eight (48) hours. The maximum accumulation can only be exceeded with the approval of the Fire Chief or his appointed designate and it is understood that the time off in-lieu is subject to approval based on the current Fire Department policy governing other leaves of absences (manning levels, etc.).

When overtime hours are identified and banked by the Employees as time off-in-lieu, every reasonable effort will be taken by the Employee to utilize these hours as time off-in-lieu of overtime. On or about October 01st of each year there shall be an annual review carried out with each Employee. The Employee and the Employer and/or Supervisor shall meet and agree to a plan to eliminate all time off-in-lieu hours within a twelve (12) month period. If by January 1st there is no resolve; the Employer shall assign time to be taken off or pay out the value of the bank.

A pay out of the lieu bank shall be at one and one-half times (1.5X's) the Employee's regular hourly rate. Any hours that are accumulated after October 1st shall be applied to the following calendar year.

It is understood that the scheduling of time off-in-lieu shall not adversely affect regular scheduled vacation entitlement of any Employee(s).

7. REMUNERATION

7.01 Wages

7.01.01 During the term of this Agreement, the City and the Association agree that all payments of salaries shall be made in accordance with the salary rates set forth in Schedule "A" hereto, which is hereby made a part of this Agreement.

7.01.02 The City shall provide for Pay Days every second Friday, and each employee shall be furnished with an itemized statement of earnings and monthly deductions.

On each pay day, the employees shall be paid regular salary, overtime, acting pay, shift differential and statutory holiday pay earned in the preceding pay period.

7.02 Acting Pay

7.02.01 **General** – Equal pay for equal rank will be paid when employees are in Acting positions, with such to be paid on an hourly basis for a minimum of one (1) hour

While in an Acting position, the Employee will be paid overtime at the Acting rate of pay for any authorized overtime.

In the case of a voluntary shift change or part thereof as may be approved under the Fire Department's policies, rules or regulations, the First Class Firefighter shall not be entitled to Acting Officer rank pay.

7.02.02 Firefighter Officer-Qualified - Whenever a Lieutenant is absent from his duties (due to vacation, sickness, retirement, the Lieutenant is filling an Acting position, etc.) a Firefighter Officer-Qualified shall fill his position as the Acting Lieutenant

When Lieutenants and Platoon Captain are absent, a Platoon Captain or Lieutenant will be called in to assume the duties of Platoon Captain.

In addition to the Acting Lieutenant position stated above; the Firefighter Officer-Qualified shall also be recognised as an Acting Lieutenant when in charge of a crew during call-ins.

For a Firefighter Officer-Qualified to be eligible for and receive Acting Lieutenant pay; he must be designated to the Acting Fire Officer position by one of the following: a Fire Officer, a Senior Officer, or the Fire Ground Commander.

7.02.03 **Lieutenant** - Whenever a Platoon Captain is relieved of his duties, a Lieutenant shall fill his position as the Acting Platoon Captain.

7.02.04 **Acting Senior Officer position** - In the absence from duty of both the Fire Chief and Deputy Chief(s), the Platoon Captain on-duty shall be asked to take the emergency incident and personnel decision responsibilities as Acting Senior Officer during his on-duty time. This will be passed on from on-duty Platoon Captain to on-duty Platoon Captain.

When the Platoon Captain is also absent, a Lieutenant in the Acting Platoon Captain position shall then become the Acting Senior Officer.

7.03 **Shift Differential**

In addition to the established wages and rates of pay, an eighty cent (\$0.80) per hour premium shall be paid to each Employee for each hour worked between 18:00 hours and 08:00 hours.

Effective January 1, 2008

In addition to the established wages and rates of pay, a ninety cent (\$0.90) per hour premium shall be paid to each Employee for each hour worked between 18:00 hours and 08:00 hours.

Effective January 1, 2009

In addition to the established wages and rates of pay, a one dollar (\$1.00) per hour premium shall be paid to each Employee for each hour worked between 18:00 hours and 08:00 hours.

7.04 **Service Pay**

As of January 1, 2007, all employees shall be entitled to receive service pay according to the following formula:

After ten (10) years of service an employee shall receive one percent (1%) of their annual salary each year. At the commencement of each ten (10) year period thereafter, up to thirty (30) years, the yearly amount shall increase by one percent (1%) of the employees' annual salary at that time. The annual amount of the service pay shall be divided by the number of pay periods during the year and then paid regularly on each pay date. Subject to Pension Plan regulations this pay shall be included in the calculation of a member's pensionable salary.

<u>Years</u>	<u>Service Pay</u>
10 – 19	+1%
20 – 29	+2%
30+	+3%

8. LEAVE OF ABSENCE

8.01 Annual Vacation Leave

8.01.01 For the purpose of calculating eligibility for vacation entitlement such eligibility shall be based on continuous employment in an established position with the City of Grande Prairie.

8.01.02 Vacation entitlement shall be calculated as follows:

- a) Employees occupying established positions on a full time basis shall be entitled to annual vacation leave accrual in accordance with the following schedule:

# of Years on the Employee's Anniversary Date	# of Working Hours Annual Vacation Accrual for Employees Working Average of:	
	42 Hours/Week	40 Hours/Week
1-6 yrs	156hrs	128 hrs
7-14 yrs	204 hrs	168 hrs
15-24 yrs	264 hrs	216 hrs
25+ years	312 hrs	256 hrs

- b) For the purpose of this clause "Anniversary Date" means the effective date of appointment to an established position.
- c) Vacation accrual occurs bi-weekly at a percentage rate, which provides for the above annual accrual.

8.01.03 Vacations for employees shall be taken at such time as mutually agreed upon between the City and the Association when quantity of the work force and protection to the public shall not be impaired.

The City has the right to make changes to an approved vacation schedule to maintain the effective operation of the Fire Department in the event of a State of Local Emergency. Upon submission of receipts, the City will reimburse expenses incurred by the employee as a result of the change in vacation schedule. Every attempt will be made to reschedule the employee's vacation at a time of the employee's choice.

8.01.04 The Association will establish the vacation schedule annually by April 1st and the Fire Chief (or designate) will approve the vacation schedule by May 1st in accordance with the following:

- (a) One (1) four (4) shift block (employees averaging 42 hours per week) or one (1) five (5) day week (employees averaging 40 hours per week) may be taken in single shifts or days in any one (1) year period commencing May 1st.
- (b) All additional entitlement taken within any one (1) year period commencing May 1st shall be taken in four (4) shift blocks or one (1) week blocks with the further option of splitting this entitlement into single shifts or days provided that such is mutually agreed to as per 8.01.03.

(c) Vacation hours may be accumulated to a maximum of 400 hours for all employees. Employees shall not continue to accumulate any further vacation entitlement exceeding the maximum amount noting the following exceptions:

- i) as otherwise stated within the Collective Agreement
- ii) unless there is written approval by the Fire Chief due to special circumstances.

8.01.05 Due to termination of employment or an illness which would affect a member's ability to take his vacation time as entitled, such shall be paid out based on the vacation hours accrued times the employee's regular hourly rate.

8.01.06 For the purpose of this Article, an employee's vacation shall be deemed to commence on the first shift the employee would have reported back to work at the completion of his regular days off.

A vacation leave of absence will be granted without loss of regular pay.

8.01.07 Where an employee qualifies for sick leave or bereavement leave during their period of vacation, there shall be no deduction from vacation credits for such absence, when supported by a doctor's certificate. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date by mutual consent of both parties.

8.02 Application for Citizenship

Where an employee, pursuant to an application for Canadian citizenship, is required to appear before a Citizenship Court when the employee is regularly employed during the time he is required to appear, he shall be allowed up to a maximum of three (3) hours for any one appearance without any deduction from his salary whatsoever, provided such employee first notified the City of his requirement to appear in Court at least twenty-four (24) hours in advance of his Court appearance.

8.03 Bereavement Leave

8.03.01 In the case of death in the immediate family of an employee, the employee will be granted upon request, an appropriate leave of absence at the time of death.

8.03.02 The employee shall be compensated at the employee's regular rate of pay for the hours lost from the employee's regular schedule for a maximum of three (3) shifts.

Up to a maximum of two (2) additional shifts may be granted where travel time involved is in excess of 450 km, or where special circumstances warrant consideration.

8.03.03 "Immediate family" shall be deemed to mean: current spouse, parents, step-parents, grandparents, parents of current spouse, grandparents of current spouse, children, children of current spouse, daughter-in-law, son-in-law, brother, sister, brother-in-law, sister-in-law, grandchildren and individual(s) of which the employee is the legal guardian.

Spouse shall be deemed to include a common-law spouse.

8.04 Court Attendance

8.04.01 It is agreed that, when an employee is subpoenaed to appear for Jury duty or as a witness in an action related to his assigned duties, he shall not suffer any loss of pay while so serving; but shall pay to the City any compensation received for such attendance.

8.04.02 If an employee is required to attend court due to any action related to his assigned duties and the required attendance occurs on a scheduled shift off, the actual hours spent in court will be paid at the regular hourly rate, provided the employee at the time of the incident was acting within the scope of his assigned duties with the City and the incident was not as a result of gross negligence. Any compensation received for such attendance shall be paid to the City.

An employee shall not be entitled to receive pay from the City where summoned by a Party to any action or proceeding to give evidence on behalf of such Party against the City.

8.05 Leave Without Pay

8.05.01 An employee will be allowed a leave of absence without pay for personal reasons if:

- (a) He/she requests it in writing to the City, and
- (b) The leave is for good and sufficient cause and does not interfere with the orderly operations of the Fire Department.

8.05.02 If such leave of absence is granted the employee shall not lose any seniority, and if such leave is in excess of one month the employee will be required to pay both the employer and the employee share of all benefits such as medical and group insurance, pension and Association dues.

When an employee overstays his leave of absence without permission of the City, he shall be deemed to have automatically terminated his service with the City.

8.05.03 Employees who have been elected or appointed by the Association to attend Association conferences or conventions of firefighters shall be granted leave of absence without pay for this purpose. The City reserves the right to limit the number of employees attending such conferences or conventions.

8.06 Statutory Holidays

8.06.01 All shift members, shall receive twelve (12) hours pay at their regular hourly pay in addition to their regular salaries for each of the following statutory holidays:

New Year's Day	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Remembrance Day
Good Friday	Heritage Day	Christmas Eve (12:00 to 24:00)
Easter Monday	Labour Day	Christmas Day
		Boxing Day

And any other day declared by either the Federal, Provincial, or Municipal Government to be observed as a holiday.

All shift members who work on a statutory holiday will be paid at the rate of one-half their regularly hourly rate for the hours worked on the statutory holiday.

Members assigned to day work shall not normally be required to work on the statutory holiday and shall receive the time off with no reduction in their regular salary. If the member assigned to day work is required to work on the statutory holiday, the member will be paid time and one-half (1½) for all hours worked on the statutory holiday and shall receive a regular work day off in lieu or a regular day's pay (8 hours). The day in lieu shall be established by the City and shall be the day prior or subsequent to the holiday(s).

8.07 Paternity and Maternity Leave

Parental leave shall be granted by the Employer as per the Employment Standards Code except where superseded elsewhere in this Article.

The total length of maternity leave and/or parental, adoption leave shall not exceed a duration of twelve (12) months. This leave will be without pay.

The mother may be granted after the 52-week maternity/parental/adoption leave a further leave of absence without pay of up to one (1) year with the Fire Chief's permission.

An Employee returning from parental leave shall be reinstated, in his or her former position, at the current rate of pay and without loss of seniority.

On request, an Employee shall be granted one (1) day and may be granted up to an additional two (2) day leave of absence with pay to take custody of an adopted child or to attend the birth of his or her child.

At the discretion of the Fire Chief or designate, unusual circumstances may warrant additional time be granted as outlined in the following sequence: lieu time; vacation; leave of absence.

During the period of maternity or parental leave, the Employer shall continue the Employee's benefits listed under Article 9.02, 9.04 and 9.07 provided the Employee pays her/his share.

A pregnant employee may be absent from the workplace for a valid health-related reason. The onus is on the Employee to establish legitimacy of the health-related absence.

9. HEALTH AND WELFARE

9.01 General

Prior to any City initiated changes to Medical and Life Insurance benefits, the City will discuss such contemplated changes with Association representatives.

Further to the above, the City and the Association agree that "discussion" will take place through the Joint Labour Relations Committee and that the Association may consider having someone participate in the Benefits Advisory Team. The City confirms that the Benefits Advisory Team is established whose role is to:

- a) become knowledgeable regarding available options
- b) consider available options and their premium/benefit impacts; and
- c) provide communication to and from employees and/or employee groups.

Membership for the Benefits Advisory Team is open to all employees who are interested in being involved and committed to developing win-win solutions. All recommendations developed by the Team will be forwarded to the City Manager.

9.02 **Health Care Plans**

The Employer shall cost-share employee premiums as follows:

Alberta Health Care:	75% Single Coverage 50% Family Coverage
Extended Health:	100 %
Dental:	100%

9.03 **Sick Leave**

9.03.01 For the purposes of Clause 9.03, sickness is defined as any condition that renders an employee physically and/or mentally unfit for work.

Leave with pay for sickness shall be accrued, in the second and subsequent month of employment on the basis of one and one-half (1 ½) working shifts a month, and accumulated to a maximum of one hundred and twenty (120) working shifts.

For the purposes of accumulation, a shift shall be the average hours of work in a consecutive shift sequence. For the purpose of leave deductions, sick leave shall be deducted based on actual hours of scheduled time the Employee is absent. When a change in shift occurs, accumulation will be adjusted to equate to the new shift hours.

9.03.02 Any lost time due to illness, except those hours paid by the Workers' Compensation Board or utilized under the Long Term Disability benefits, shall be deducted from the employee's accumulated sick leave and shall be done without loss of regular pay, seniority or benefits.

9.03.03 All employees must notify the City of sickness as soon as possible and the City may in its discretion require the employee to present a medical certificate for any sickness. Abuse of sick leave may result in instant dismissal or suspension.

When a medical certificate is required by the City and a fee is charged for that certificate, the City will reimburse the employee the cost to obtain the certificate.

9.03.04 Sick leave entitlement continues to accumulate at one and one-half (1 1/2) shifts per month for as long as the employee must be absent due to sickness and is receiving sick leave entitlement.

9.03.05 In case of illness of a spouse or dependent, an Employee shall be entitled, after notifying his Supervisor, to use an annual maximum of eighty-four (84) hours for shift workers and fifty-six (56) hours for day staff, to care and make arrangements for the member of the family who is ill.

Dependent is defined as a member of the employee's family who is dependent on the employee for support.

9.04 Long-Term Disability

- 9.04.01 The City agrees to provide long term disability insurance to the employees, as a condition of employment, in accordance with the prevailing policy of the City.
- 9.04.02 The City agrees to provide a Long Term Disability Plan. The premiums shall be 100% employee paid. Provided, however, that should any employee be refused coverage for medical reasons he shall not be liable to dismissal or suspension. A certificate shall be furnished to the employee by the City.
- 9.04.03 When an employee is eligible for benefits under the Long Term Disability Insurance Plan, payments made by the City under sick leave shall cease upon the date of the first payment and for as long as the employee is receiving such benefit.
- 9.04.04 It is understood that the employee shall have the option of utilizing all or part of his accumulated sick leave prior to receiving benefits under the Long Term Disability Insurance Plan. The provisions as specified under sick leave shall then continue to apply.
- 9.04.05 While receiving L.T.D. benefits; the employee shall retain Alberta Health Care benefits, Extended Medical Coverage, and Life Insurance Benefits. The City shall therefore continue to pay their portion of the cost to maintain such benefits.
- 9.04.06 While on L.T.D., the employee shall retain his seniority in accordance with Part 11 of this Agreement.

9.05 Worker's Compensation

- 9.05.01 In recognition of the nature of the job, while an employee is being compensated by W.C.B. for a work-related injury or illness, the City agrees to remunerate the employee for any loss of regular salary for the duration that the W.C.B. benefit is being paid.
- 9.05.02 While receiving W.C.B. benefits; the employee shall retain Alberta Health Care benefits, Extended Medical Coverage, and Life Insurance Benefits. The City shall therefore continue to pay their portion of the cost to maintain such benefits.
- 9.05.03 While on W.C.B., the employee shall retain his seniority in accordance with Part 11 of this Agreement.

9.06 Medical Examination

- 9.06.01 **General** - All medical examinations shall be limited to the written purpose for which it has been requested. Due to confidentiality of medical records and information; only the following information shall be released to the employer:

- a) The employee is fit to return to work without any restrictions

- b) The employee is fit to return to work under restricted hours; including a statement of what those hours should be, the length of the restrictions in hours and a specific date for return to full and active duty.
- c) The employee is not fit to return to work and state the estimated date for return to work.

It is mutually agreed that any adjustment in work hours shall be worked out between the employee, the employer and a Medical Doctor.

It is further agreed that the provisions stated below does not preclude the fact the an employee has the right to the grievance process during all aspects of the medical examination process with the exception of the decision of a Medical Board as specified in Article 9.06.04.

9.06.02 **Medical Exam Requested by the Employer** – If the employer suspects that an employee is unable to perform his/her full duties for medical reasons, the City reserves the right to require an employee to submit to a performance related medical examination, provided that a minimum of seven (7) days written notice is given to the employee. The medical examination shall be conducted by the employee’s Medical Doctor and shall be done at the expense of the employer.

Following the medical examination by the employee’s Doctor, the employee shall provide a letter to the Fire Chief in accordance with Article 9.06.01. If the employee’s Doctor states that the employee is not medically ready to return to work, the employee shall not return to work and shall be granted an approved leave of absence (personal sick leave, LTD or WCB). The employee shall remain off work until the employee’s Doctor gives his/her approval.

If the employee’s Doctor states that the employee is fit to work and the Fire Chief accepts the Doctor’s letter, the employee shall then return to work in accordance with the statements in the Doctor’s letter. If the Fire Chief disagrees with the employee’s Doctor’s letter, the Fire Chief shall have the right to request the employee to submit to a medical examination by a City appointed Doctor in accordance with Article 9.06.04.

9.06.03 **Employee Return to Work from Extended Sick Leave, LTD and WCB** – As soon as an Employee suspects or has been informed by his/her Doctor that they will be off work for a period greater than one (1) month, the Employee shall obtain a written Doctor’s note stating a tentative date to return to work. At this time the Employee shall then provide to the Fire Chief or Designate a written copy of the Doctor’s note as well as an appointment date (for the Fire Chief or Designate) with his/her Doctor.

The Fire Chief or Designate shall then have the option to meet with the Employee’s Medical Doctor, to ensure that the Doctor has sufficient job related information so as to make an informed decision as to whether or not the Employee should return to work and under what condition(s). The Fire Chief or Designate shall endeavour to meet with the Employee’s Medical Doctor prior to the Employee’s tentative date to return to work. If the Fire Chief or Designate is unable to meet with the Employee’s Doctor during this period, the Employee shall suffer no loss of pay or benefits and shall be given a paid leave of absence. If the above mentioned appointment is not required by the Fire Chief or Designate a letter will be provided to the Employee stating such. It is the Employee’s responsibility to cancel the appointment if not required.

When the Employee is ready to return to work, the Employee shall provide the Fire Chief or Designate with a letter from the Employee’s Medical Doctor in accordance with Article

9.06.01. The Fire Chief or Designate can reject the Doctor's letter if it does not conform to the requirements of Article 9.06.01 and the Employee shall not return to work and shall continue on Personal Sick Leave, LTD, or WCB until such time that Article 9.06.01 is met. If the Fire Chief or Designate accepts the Doctor's letter, the Employee shall return to work in accordance with the statements in the Doctor's letter.

9.06.04 **Obtaining a Second Medical Opinion** - If the Fire Chief disagrees with the employee's Doctor's letter, the Fire Chief shall have the right to request the employee to submit to a medical examination by a City appointed Doctor in accordance with Article 9.06.01. The Employer shall then have the option to meet with the City's Medical Doctor, to ensure that the Doctor has sufficient job related information so as to make an informed decision as to whether the employee should return to work and under what condition(s). The City appointed Doctor may also consult with the employee's Doctor in order to obtain all pertinent medical information.

The employee shall not return to work and shall continue on either LTD or WCB; or if the employee is utilising personal sick leave, the Employee shall then be given a paid leave of absence without reducing their sick leave entitlement pending the decision of the City Doctor.

Following the medical examination by the City appointed Doctor, the City Doctor shall provide a letter to the Fire Chief and the Employee in accordance with Article 9.06.01:

- a) If the City Doctor concurs with the Employee's Doctor that the Employee can return to work, such shall be binding upon all parties. The Employee shall return to work in accordance with the Doctor's statements.
- b) If the City Doctor states that the Employee is not medically ready to return to work, the Employee shall not return to work and shall continue on either personal sick leave, LTD or WCB. The Employee shall remain off work until the City Doctor gives his/her approval.

9.06.05 **Establishment and Duties of a Medical Board** - When a medical examination indicates that the employee may be medically unfit to continue in his/her position of employment, the employee shall have the option of submitting to an examination by a Medical Board.

The Medical Board shall consist of one Medical Doctor appointed by the City; one Medical Doctor appointed by the Association; and one Medical Doctor jointly selected by the other two Doctors. The Medical Board shall be established within one (1) month of written notice to the employee. Where either party to this Agreement fails to provide an appointee with thirty (30) days of written notice to the employee, the Medical Doctor selected by the other party shall select a Chairman and the two medical Doctors shall serve as the Medical Board.

All costs of the Medical Review Board, including any medical examinations, tests or procedures, shall be paid 50% by the City and 50% by the Association.

The Medical Board shall hear evidence and may request further tests or examinations of the employee. The Medical Board shall issue a decision in writing as to whether or not the employee is medically fit to continue his employment. Decisions of the Medical Board shall be accepted as final and conclusive by the City and the employee and shall not be subject to the grievance procedure of this Contract.

Where the Board rules that for medical reasons the employee should not continue in his employment, it is hereby agreed that the City shall endeavour where possible and practical to secure employment within the Fire Department, or some other Department of the City, for the employee and arrange for a transfer if necessary.

It is further agreed that while an Employee is on a recognized and approved leave of absence; an Employee's employment with the Fire Department can not be terminated by the City for medical reasons, pending the final majority ruling of the Medical Board.

9.07 Group Life Insurance

9.07.01 The City agrees to provide group life insurance as a condition of employment, in accordance with the prevailing policy of the City.

9.07.02 The Employee agrees to assume one hundred per cent (100%) of the premiums being paid for the plan. Provided, however, that should any employee be refused coverage for medical reasons he shall not be liable to dismissal or suspension. A certificate shall be furnished to the employee by the City.

9.07.03 In addition to the group life insurance (as stated in 9.07.01); if an employee dies while in the performance of or as a result of the performance of his/her duties; the widowed spouse shall be paid the full pay which such member would have been paid under this and subsequent Agreements if he had not been killed. Such payment shall continue until such time that the deceased employee would have been entitled to full and compulsory pension retirement had he/she not died.

It is understood that any "Worker's Compensation Pension or Payout", be paid or assigned to the City upon the member's death.

If such employee is survived by dependent children and his widow dies; the City shall pay the member's full salary which would have been paid under this and subsequent Agreements had he not been killed, for the benefit of such dependent children.

If such employee is survived by dependent children and his widow remarries or enters into a common-law relationship; the City shall pay 65% of the member's salary which would have been paid under this and subsequent Agreements had he not been killed, for the benefit of such dependent children.

The benefits for dependent children shall be equally divided between the dependent children and paid into a separate child benefit trust fund. Such payment shall be paid until such time as the recipient dependent child ceases to be in full time attendance at an accredited educational institute, or attains the age of twenty-three (23) years, whichever first occurs. The dependent child benefit shall be paid directly to the dependent child upon reaching the age of twenty (20) years.

9.08 Group Pension Plan

9.08.01 The City agrees to provide all full time employees, as a condition of employment, with a pension plan under the Public Service Pension Act of Alberta known as the Local Authorities Pension Plan.

9.08.02 The City and the employee shall contribute to the pension plan in accordance with the provisions of said Act and regulations made thereunder from time to time. Employee contributions are made by payroll deduction.

9.09 Supplemental Pension Plan

The City and the Employees enrolled in the Plan shall contribute to the Supplemental Pension Plan in accordance with the provision of the Plan text.

10. ADVANCEMENT, PROMOTION, PROFESSIONAL DEVELOPMENT, JOB CLASSIFICATIONS and SPECIAL ASSIGNMENTS

The provisions and conditions for employee advancement, promotions, professional development, job classifications and special assignments shall be carried out in conformance with the terms specified in the Career Development Agreement.

11. SENIORITY

11.01 General

11.01.01 It is agreed that upon the request of the Association a list will be supplied by the City setting out the name, position, and starting date with the City of each regular employee. The City will advise the Association from time to time of changes to the said list.

11.01.02 It shall be the City's responsibility to maintain an address file of employees, and it shall be the employee's responsibility to keep the City informed in writing of any change of address.

11.02 New Employees

New Employees shall be considered as probationary employees until the completion of twelve (12) months of employment within any period of twelve consecutive months, and will have no seniority rights during that period.

After the completion of such twelve (12) months service an employee's seniority shall date back to the date on which such service began and he shall be regarded as a regular employee.

11.03 Layoffs and Recalls

11.03.01 In the event of a layoff, employees shall be laid off in the reverse order of their seniority. When there is an increase in the work force after a layoff, employees shall be recalled in the order of their seniority with no new Employees hired until those employees laid off have been given an opportunity of recall.

11.03.02 It is agreed between the parties that seniority during layoffs shall be retained on the following basis:

(a) Employees with less than one (1) year's service will retain their seniority for a period of six (6) months,

(b) Employees with one (1) or more years service shall retain their seniority for one (1) year.

11.04 Leave of Absences

While on Long Term Disability, Workers' Compensation or any other approved leave of absence, an employee's seniority shall be retained for a two (2) year period. After such time (the two years) the leave of absence shall not be calculated as part of the employee's total accumulated seniority.

12. JOINT LABOUR RELATIONS COMMITTEE

12.01.01 The parties agree that there shall be a Joint Labour Relations Committee established for purposes of facilitating discussions concerning matters of mutual concern.

The Committee shall consist of a minimum of two (2) representatives from each party of this Agreement, but at no time shall such representation from either party exceed three (3).

12.01.02 The Committee shall meet upon the request of either party, but shall not meet more often than once every month, unless some urgent matter shall arise. At least five (5) calendar days prior to any meetings of the Committee, each party shall deliver to the other party a notice of the matters to be discussed at the said meeting.

13. OCCUPATIONAL HEALTH AND SAFETY

13.01 Accident Prevention

13.01.01 The City and the employees will co-operate to assure safe working methods and conditions and devise plans for furtherance of safety measures in keeping with all rules and regulations laid down from time to time by Alberta Occupational Health & Safety and by the Workers' Compensation Board of Alberta.

13.01.02 Employees are expected to report any accidents and unsafe conditions to the City as soon as possible.

13.02 Joint O.H. & S. Committee

13.02.01 The parties agree that there shall be a Joint Occupational Health and Safety Committee established for the purpose of discussing and resolving matters concerning health and safety.

13.02.02 The Occupation Health & Safety Committee shall consist of two (2) representatives from the Association and two (2) representatives from the City and shall not meet more often than once every month, unless some urgent matter shall arise.

14. UNIFORMS

14.01 The City agrees that if any employee is required to wear any kind of station wear or clothing as a condition of his/her continued employment, such station wear or clothing shall be furnished, altered to fit and maintained by the City, free of charge, at the standard of the City. It is understood that the City shall provide washing facilities for the station wear/clothing items, which are not to be dry-cleaned.

14.02 Fire suppression personnel shall be issued the following station wear: (* Indicates Fire Resistant Clothing)

- Four (4) Shirts*
- Four (4) Pants*
- One (1) Winter Gloves
- One (1) Leather Belt
- One (1) Three Season Jacket
- One (1) Vest
- One (1) Sweater
- Four (4) Socks (pairs)
- Six (6) T-shirts (Employee's choice of long-sleeve or short-sleeve)
- One (1) Toque
- One (1) Coverall
- One (1) Baseball Cap
- One (1) Gear Bag

All fire suppression personnel shall be issued appropriate station wear clothing prior to commencing fire suppression duties, with the remaining articles of clothing issued as soon as they are available.

In order to ensure that all clothing meets the standard set by the Employer, the Employer shall ensure that replacement clothing is either available in stock or through a specified supplier. In the event that an employee can not wear the standard issue of clothing for just reasons, such shall be individually issued.

14.03 All suppression, day staff , and any other employee who is required to wear steel toe boots shall be allowed \$325.00 (including GST) to spend on CSA-approved station boots that meet the GPFD dept policy. An increase may be approved at the discretion of a Fire Chief or Deputy Fire Chief.

14.04 Daystaff (excluding Emergency Services Dispatchers) shall be issued all items identified in Article 14.02 and additional Station Wear items:

- Two (2) Shirts
- Two (2) Pants
- \$100.00 Shoe Allowance – An increase may be approved at the discretion of a Fire Chief or Deputy Fire Chief.

14.05 Emergency Services Dispatchers shall be issued the following:

- Four (4) Shirts
- Four (4) Pants
- One (1) Sweater
- One (1) Three Season Jacket
- One (1) Vest
- One (1) Baseball Cap
- One (1) Toque
- Four (4) Socks (pairs)
- One (1) Leather Belt

- Six (6) T-shirts (Employee's choice of long-sleeve or short-sleeve)
- \$100.00 Shoe Allowance – An increase may be approved at the discretion of a Fire Chief or Deputy Fire Chief.

14.06 If an item of station wear or article of issued apparel supplied by the Employer is damaged or destroyed on the job or by natural wear, the article shall be replaced by the Employer, providing that the Employee produces said article. This replacement shall come from the station wear held in stores or when the article is not held in stores, the replacement article shall be issued within ninety (90) days.

Any Employee who through neglect, abuse, or negligence, destroys or loses any of the clothing issued to him/her, shall pay for same or replace them with articles meeting the City's standard for the articles at the time of issue.

14.07 The employee's supervisor shall decide on replacement of station wear parts as a first step. Where the employee is not satisfied with a decision, he/she may appeal such to Fire Department Administration.

A Clothing Committee shall have the power to make decisions and supply further issues of clothing as required. In the event that the Committee can not agree on any issue, the matter can be referred to the Grievance Procedure in accordance with Section 4.03 of the Collective Agreement.

14.08 The City agrees to provide all personnel with a dress uniform consisting of the following items:

- One (1) Tunic
- One (1) All Season Coat
- Two (2) Pairs of Dress Pants with choice of material weight (female members have the option to select one pair of pants and one skirt)
- One (1) Belt
- Two (2) Blue Dress Shirts (white shirts for officers)
- Two (2) Ties
- One (1) Uniform Cap
- One (1) Pair of Winter Dress Gloves
- One (1) Pair of Dress Shoes

15. TECHNOLOGICAL CHANGE

An employee classified as a permanent employee shall be considered displaced by technological change when the employee's services shall no longer be required as a result of a change in plant or equipment or a change in process or method of operating diminishing the total number of employees required to operate the department in which the employee 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 employees may take advantage of all available re-training and other internal employment opportunities commensurate with their abilities and qualifications.

An Employee who is rendered redundant or displaced from his job as a result of Technological Change, shall have the opportunity to fill any vacancy for which he is qualified. The employee shall continue to receive the wage rate in place at the time of the transfer until such time as the lower rate reaches the employee's rate in place at the time of transfer.

In the event it is not possible to re-assign the Employee to other viable employment with the Employer, then on severance resulting from Technological Change, the Employee will receive severance pay based on the greater of:

- a) Two (2) months' pay; or
- b) One (1) month's pay for each year of service with the Employer.

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.

16. REFRESHMENTS

The City shall make provisions for supplying refreshments to the members on duty at an incident and/or to those who have worked overtime for a period in excess of three (3) hours, or to members who are called back and required to standby for a period in excess of three (3) hours and which occurs over the normal meal time. Further refreshments shall be supplied at the discretion of the Officer in charge of the incident. The Officer in charge shall ensure the costs for such refreshments are within reasonable limits.

IN WITNESS WHEREOF the Parties hereto have hereunto set their hands and seals, on the day and year indicated below.

THE CITY OF GRANDE PRAIRIE

**The Grande Prairie Firefighters' Association
LOCAL 2770 OF THE I.A.F.F.**

Mayor

President

City Clerk

Secretary

Signing Date

Signing Date

SCHEDULE "A"- SALARIES
Effective January 1, 2007 (5.5% Increase)

Classification	% 1st Class FFT Rate	Annual Rate	Bi-Weekly	Hourly	Base Hours
Platoon Captain	136%	93,357	3581.02	42.63	84.00
Lieutenant	123%	84,433	3238.72	38.56	84.00
Logistics Officer Level 3	124%	85,120	3265.05	40.81	80.00
Logistics Officer Level 2	120%	82,374	3159.72	39.50	80.00
Logistics Officer Level 1	116%	79,628	3054.40	38.18	80.00
Training Officer Level 3	124%	85,120	3265.05	40.81	80.00
Training Officer Level 2	120%	82,374	3159.72	39.50	80.00
Training Officer Level 1	116%	79,628	3054.40	38.18	80.00
Chief Fire Prevention Officer	136%	93,357	3581.02	44.76	80.00
Fire Prevention Officer L 3	124%	85,120	3265.05	40.81	80.00
Fire Prevention Officer L 2	120%	82,374	3159.72	39.50	80.00
Fire Prevention Officer L 1	116%	79,628	3054.40	38.18	80.00
Fire Officer - Qualified	111%	76,196	2922.74	34.79	84.00
Senior Firefighter	106%	72,764	2791.09	33.23	84.00
Firefighter - 1st Class	100%	68,645	2633.10	31.35	84.00
Firefighter - 2nd Class	95%	65,213	2501.45	29.78	84.00
Firefighter - 3rd Class	85%	58,348	2238.14	26.64	84.00
Firefighter - Probation	75%	51,484	1974.83	23.51	84.00
Dispatcher Supervisor	123%	84,433	3238.72	38.56	84.00
Sr. Emergency Services Dispatcher	106%	72,764	2791.09	33.23	84.00
Emergency Services Disp. 1st Class	100%	68,645	2633.10	31.35	84.00
Emergency Services Disp. 2nd Class	92%	63,153	2422.45	28.84	84.00
Emergency Services Disp. 3rd Class	85%	58,348	2238.14	26.64	84.00
Dispatcher - Probation	75%	51,484	1974.83	23.51	84.00

Fire Administration Approval:
IAFF Local 2770 Approval:

SCHEDULE "A" – SALARIES
Effective January 1, 2008 (5.25% Increase)

Classification	% 1st Class FFT Rate	Annual Rate	Bi-Weekly	Hourly	Base Hours
Platoon Captain	136%	98,259	3769.03	44.87	84.00
Lieutenant	123%	88,866	3408.76	40.58	84.00
Logistics Officer Level 3	124%	89,589	3436.47	42.96	80.00
Logistics Officer Level 2	120%	86,699	3325.62	41.57	80.00
Logistics Officer Level 1	116%	83,809	3214.76	40.18	80.00
Training Officer Level 3	124%	89,589	3436.47	42.96	80.00
Training Officer Level 2	120%	86,699	3325.62	41.57	80.00
Training Officer Level 1	116%	83,809	3214.76	40.18	80.00
Chief Fire Prevention Officer	136%	98,259	3769.03	47.11	80.00
Fire Prevention Officer L 3	124%	89,589	3436.47	42.96	80.00
Fire Prevention Officer L 2	120%	86,699	3325.62	41.57	80.00
Fire Prevention Officer L 1	116%	83,809	3214.76	40.18	80.00
Fire Officer - Qualified	111%	80,196	3076.19	36.62	84.00
Senior Firefighter	106%	76,584	2937.63	34.97	84.00
Firefighter - 1st Class	100%	72,249	2771.35	32.99	84.00
Firefighter - 2nd Class	95%	68,637	2632.78	31.34	84.00
Firefighter - 3rd Class	85%	61,412	2355.64	28.04	84.00
Firefighter - Probation	75%	54,187	2078.51	24.74	84.00
Dispatcher Supervisor	123%	88,866	3408.76	40.58	84.00
Sr. Emergency Services Dispatcher	106%	76,584	2937.63	34.97	84.00
Emergency Services Disp. 1st Class	100%	72,249	2771.35	32.99	84.00
Emergency Services Disp. 2nd Class	92%	66,469	2549.64	30.35	84.00
Emergency Services Disp. 3rd Class	85%	61,412	2355.64	28.04	84.00
Dispatcher - Probation	75%	54,187	2078.51	24.74	84.00

Fire Administration Approval:
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SCHEDULE "A" – SALARIES
Effective January 1, 2009 (5% Increase)

Classification	% 1st Class FFT Rate	Annual Rate	Bi-Weekly	Hourly	Base Hours
Platoon Captain	136%	103,172	3957.51	47.11	84.00
Lieutenant	123%	93,310	3579.22	42.61	84.00
Logistics Officer Level 3	124%	94,069	3608.32	45.10	80.00
Logistics Officer Level 2	120%	91,034	3491.92	43.65	80.00
Logistics Officer Level 1	116%	88,000	3375.52	42.19	80.00
Training Officer Level 3	124%	94,069	3608.32	45.10	80.00
Training Officer Level 2	120%	91,034	3491.92	43.65	80.00
Training Officer Level 1	116%	88,000	3375.52	42.19	80.00
Chief Fire Prevention Officer	136%	103,172	3957.51	49.47	80.00
Fire Prevention Officer L 3	124%	94,069	3608.32	45.10	80.00
Fire Prevention Officer L 2	120%	91,034	3491.92	43.65	80.00
Fire Prevention Officer L 1	116%	88,000	3375.52	42.19	80.00
Fire Officer - Qualified	111%	84,207	3230.03	38.45	84.00
Senior Firefighter	106%	80,414	3084.53	36.72	84.00
Firefighter - 1st Class	100%	75,862	2909.93	34.64	84.00
Firefighter - 2nd Class	95%	72,069	2764.44	32.91	84.00
Firefighter - 3rd Class	85%	64,483	2473.44	29.45	84.00
Firefighter - Probation	75%	56,897	2182.45	25.98	84.00
Dispatcher Supervisor	123%	93,310	3579.22	42.61	84.00
Sr. Emergency Services Dispatcher	106%	80,414	3084.53	36.72	84.00
Emergency Services Disp. 1st Class	100%	75,862	2909.93	34.64	84.00
Emergency Services Disp. 2nd Class	92%	69,793	2677.14	31.87	84.00
Emergency Services Disp. 3rd Class	85%	64,483	2473.44	29.45	84.00
Dispatcher - Probation	75%	56,897	2182.45	25.98	84.00

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SCHEDULE “B” – PLATOON SHIFT SCHEDULE

Four (4) Platoons
Two (2) Shifts

Ten (10) Hour Days
Fourteen (14) Hour Nights

Schedule Rotates Every Eight (8) Weeks

SHIFT	SUN	MON	TUE	WED	THU	FRI	SAT
08:00 – 18:00	A	A	B	B	C	C	D
18:00 – 08:00	D	D	A	A	B	B	C
08:00 – 18:00	D	A	A	B	B	C	C
18:00 – 08:00	C	D	D	A	A	B	B
08:00 – 18:00	D	D	A	A	B	B	C
18:00 – 08:00	C	C	D	D	A	A	B
08:00 – 18:00	C	D	D	A	A	B	B
18:00 – 08:00	B	C	C	D	D	A	A
08:00 – 18:00	C	C	D	D	A	A	B
18:00 – 08:00	B	B	C	C	D	D	A
08:00 – 18:00	B	C	C	D	D	A	A
18:00 – 08:00	A	B	B	C	C	D	D
08:00 – 18:00	B	B	C	C	D	D	A
18:00 – 08:00	A	A	B	B	C	C	D
08:00 – 18:00	A	B	B	C	C	D	D
18:00 – 08:00	D	A	A	B	B	C	C

SCHEDULE “C” – DISPATCH SHIFT SCHEDULE

Alpha Days	Alpha Days	Bravo Days	Bravo Days	Charlie Days	Charlie Days	Delta Days	Delta Days
D-1	D-1	D-2	D-2	D-3	D-3	D-4	D-4
D-6	DS-2	DS-1	D-5	D-5	DS-1	DS-2	D-6
DS-2			DS-1	DS-1			DS-2
Delta Nights	Delta Nights	Alpha Nights	Alpha Nights	Bravo Nights	Bravo Nights	Charlie Nights	Charlie Nights
D-4	D-4	D-1	D-1	D-2	D-2	D-3	D-3
Casual	D-6	D-6	Casual	Casual	D-5	D-5	Casual

D = Full-Time Emergency Services Dispatcher on the Platoon System
DS = Emergency Services Dispatch Supervisor