



Staff Report

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Report To:	General Government Committee		
Date of Meeting:	October 15, 2019	Report Number:	COD-021-19
Submitted By:	Marie Marano, Director of Corporate Services		
Reviewed By:	Andrew C. Allison, CAO	By-law Number:	
File Number:		Resolution#:	
Report Subject:	Fire Mediation Award for Collective Agreement 2018-2022		

Recommendation:

1. That Report COD-021-19 be received for information.

Report Overview

The Clarington Fire Fighters' Association Local 3139 Collective Agreement was subject to a Mediation/Interest Arbitration process for the term 2018 to 2022. The award is presented to Council for information.

1. Negotiations for the 2018 to 2022 Collective Agreement

- 1.1. The 2017 Collective Agreement with the Clarington Fire Fighters' Association Local 3139 expired on December 31, 2017. Negotiations began in September 2018 to enter into a renewal agreement. Meetings continued from September 2018 until May 31, 2019.
- 1.2. The Municipality's revised final offer was not accepted by the Association. The Association provided formal notice on June 10, 2019 that it had filed for mediation, the first step in the interest arbitration process. Two mediation sessions were held by the Ministry appointed Arbitrator Jasbir Parmar; July 23 and September 24, 2019.
- 1.3. Council was updated on the status of the negotiations on April 15, 2019 at the General Government meeting, through a confidential email on June 11, 2019 after notice was received from the Association of their intention to proceed to Mediation/Interest Arbitration, and after the conclusion of the mediation on September 24, 2019.

2. Award Details and Key Changes to the Collective Agreement

Mediation

- 2.1. The key outstanding items referred to mediation and awarded are as follows:
 - a) **Health Spending Account (HSA):** Members retiring after January 1, 2019 will be eligible for a HSA for medical or dental expenses up to \$2,750 per year for ten years, from age 65 to 75.
 - b) **Accidental Death and Dismemberment, Death Due to Illness Insurance:** The existing Accidental Death and Dismemberment (AD&D) insurance benefit, will be supplemented with an insurance covering two times the employee's annual salary for a line of duty death due to occupational disease as determined by the WSIB. This would be paid in addition to what WSIB provides for in presumptive illness claims, and in addition to life insurance under the normal benefit program.

- c) **DZ Licence Medical Reimbursement:** Reimbursement will be made up to \$100 for age based medical reports required by the Ministry of Transportation of Ontario (MTO) to maintain a DZ licence.
- d) **Purchased Vacation:** The existing clause permitting employees to purchase additional vacation days is reduced from ten days to five days per year.
- e) **Probationary Step at 60% for 5th Class:** The introduction of a new Probationary step to the probationary levels for categories on the wage grid at 60% of a First Class fire fighter wage. This will allow the Municipality to save approximately \$40,000 over four years on the wages for new hires, while they start on the grid at the lower percentage, and then move through the grid based on time, until they reach the First Class wage level at 100%. The existing Probationary step for 4th Class is 70%.
- f) **All items agreed to during negotiations form part of the overall award:** The mediation award directs inclusion of the following items agreed to prior to mediation:
 - i) **Hours of Work:** The Fire Prevention Officer position will work a five day work week, similar to the existing schedule for the Chief Fire Prevention Officer, rather than the four day, 10 hour work week applicable to the Prevention Division. This is considered to provide a better service level, having senior Prevention Officers available during the week.
 - ii) **Leave for Association Business:** Minor change to allow the twenty-four days available for Association business to be utilized among the four designated members, versus the existing clause that split the twenty-four days equally among the four designated members.
 - iii) **Family Emergency Leave:** An employee will be allowed two Family Emergency Days per year to be deducted from sick leave credits.
 - iv) **Health Benefits:**
 - Dispensing Fee Cap:** \$15 dispensing fee cap for prescription drugs
 - Annual Deductible:** Introduction of \$15 for single and \$30 single +1/family coverage, deductibles effective 2020.
 - Paramedical services:** Increased from \$450 to \$500, and \$550 in 2022 per person per year for services including chiropractor, speech pathologist, osteopath, podiatrist, chiropodist, and naturopath.
 - Massage Therapy:** Covered to \$750 (from \$400) for registered massage therapy services.

Psychological Services: Up to \$2,000 and \$2,500 in 2021. This is considered as a positive move to support the recognition of Post-Traumatic Stress Disorder (PTSD) situations for first responders.

Vision: \$550, up from \$500, and \$600 in 2022, every two years.

Dental: Major services increase from \$1,250 up to \$1,500 per year, maintaining the 80% reimbursement.

Long Term Disability (LTD): Coverage up to \$7,000 per month, up from \$6,000.

v) Wages – based on First Class Rate:

January 1, 2018	1.9%	\$ 98,169
January 1, 2019	1.0%	\$ 99,151
July 1, 2019	1.2%	\$100,327
January 1, 2020	1.0%	\$101,330
July 1, 2020	1.0%	\$102,333
January 1, 2021	1.0%	\$103,356
July 1, 2021	0.9%	\$104,278
January 1, 2022	1.0%	\$105,321
July 1, 2022	0.9%	\$106,259

Captain % of First Class	118% January 1, 2020
Platoon Chief (PC)	128% July 1, 2019; 130% January 1, 2021
Chief Training / Prevention	130% January 1, 2022

vi) Term: January 1, 2018 to December 31, 2022.

vii) Other changes to the Collective Agreement noted in the attached Award reflect changes to grid progression rates that are primarily housekeeping, or are operational changes that improve overall efficiency.

3. Financial Impact

3.1. The cost of the amendments to the Fire Fighters' Association Collective Agreement benefits and wages, as provided for in the mediation five year award is estimated as follows annually:

Wages: Average annual increase	\$185,500
AD&D Supplemental Insurance	\$ 14,800
Standard Benefit Changes: Average based on current rates	\$ 50,200
Health Spending Account: In 2024 with first retiree/per year	\$ 2,750

Annual Savings from Deductible and Dispensing Fee cap: \$2,600 estimated.

Estimated savings with 5th Class for new hires: Beginning in 2020 with approximately three new hires due to retirements, estimated savings could be from \$20,000 to \$30,000 in total based on date of hire.

- 3.2. The Director of Finance has allocated appropriate amounts to the appropriate budget years for the retroactivity adjustments related to the Fire Fighters' Collective Agreement.
- 3.3. 3.3 Cost of the arbitration hearing for the Arbitrator was \$13,559, which is split evenly between the parties at \$6,779 each.

4. Concurrence

This report has been reviewed by the Director of Finance for the implications of the financial elements in the award.

5. Conclusion

It is respectfully recommended that this report be received for information, and the awarded changes to the Fire Fighters' Association Collective Agreement, be implemented at the effective dates identified.

Staff Contact: Marie Marano, Director of Corporate Services/ HR, extension 2202

Attachments:

Attachment 1 - Interest Arbitration (Mediation) Award by Jasbir Parmar 2018-2022

Interested Parties:

There are no interested parties to be notified of Council's decision, as the Association was represented at the Hearing and is party to the award.