

Collective Agreement

Between

Corporation of the Town of Collingwood

- and -

Collingwood Professional Fire Fighters' Association
Local 938, I.A.F.F.

January 1, 2024 to December 31, 2026

Table of Contents

Article	Page
Article 1 – Scope	1
Article 2 – Recognition	1
Article 3 – Technological Change	3
Article 4 – Discipline and Devotion to Duty	4
Article 5 – Legal Costs	4
Article 6 – Hours of Work	5
Article 7 – Promotion, Seniority and Layoff	5
Article 8 – Experience Pay and Service Bars	7
Article 9 – Salaries	8
Article 10 – Statutory Holidays	9
Article 11 – Vacation	10
Article 12 – Leave of Absence	11
Article 13 – Bereavement Leave	12
Article 14 – Sick Leave	12
Article 15 – Sickness and Accident	18
Article 16 – Benefits	19
Article 17 – Life Insurance	21
Article 18 – Pensions	21
Article 19 – Uniforms and Equipment	21
Article 20 – Allowances	22
Article 21 – Grievance and Complaint Procedure	22
Article 22 – Strikes and Lockouts	23
Article 23 – Arbitration	23
Article 24 – Duration	23
Appendix "A" – Salaries	25
Appendix "B" – Uniforms and Equipment	26
Appendix "C" – Shift Schedule	27
Letter of Understanding: Calls for Service	28
Letter of Understanding: Second Station	29
Letter of Understanding: Twenty-four (24) hour shift trial protocol	30

This Agreement made this **29th** day of **October, 2024**

between:

The Corporation of the Town of Collingwood

(hereinafter called the "Corporation")

of the First Part

- and -

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

(hereinafter called the "Association")

of the Second Part

Whereas the parties hereto have agreed to enter into these presents for the purpose of more effectively defining duties, privileges, working conditions and remuneration respecting employment of the said Association Members.

Now Therefore This Agreement Witnesseth:

Article 1 – Scope

1.01 The provisions of this Agreement shall apply to all full-time Fire Fighters of the Collingwood Fire Department.

1.02 Each new Fire Fighter shall be deemed to be a Probationer for a period of twelve (12) consecutive months and the provisions of this Agreement shall apply to Probationers except where specifically provided therein.

1.03 For the purposes of this agreement, the following definitions will apply:

"Fire Fighters" refers to all members including Prevention, Suppression and Training;

"Prevention" refers to Fire Prevention Officer and Fire Prevention Inspector;

"Suppression" refers to Probationary up to Captain ranks; and,

"Training" refers to Training Officer.

Article 2 – Recognition

2.01 The Corporation recognizes the Association's Committee, duly elected, as the exclusive bargaining agent for the purpose of negotiating agreements respecting privileges, remuneration, pensions and working conditions for all full-time Fire Fighters, and this Agreement shall be regarded as being applicable to all such Fire Fighters other than the Chief and the Deputy Chief of the Fire Department.

2.02 All Fire Fighters of the Collingwood Fire Department shall maintain membership in good standing in the Ontario Professional Fire Fighters' Association and all new Fire Fighters, as a condition of their continued employment, shall become

members of the Association within thirty (30) days of the date of their employment.

2.03 The Corporation shall not discriminate against Association Members for lawful Association activities, upholding their principles of serving on a Committee of the Association or on any organization affiliated therewith.

2.04 With respect to filling of temporary vacancies within the Collingwood Fire Department, the parties agree as follows:

If a vacancy occurs which the Corporation intends to fill and if the position may only be filled on a temporary basis due to timelines associated with a resignation, or because of the results of an employee's absence due to Long Term Disability, Occupational Injury as adjudicated by WSIB, promotion subject to probationary period, Maternity and/or Parental Leave, Emergency Leave or approved Leaves of Absence it will be filled by the most qualified candidate. The temporary employee will be eligible for Life Insurance as per Article 17.01 upon hire and for Health and Dental Benefits as per Articles 16.01, 16.02, 16.04, 16.06 following six (6) months of employment, paid by the Employer. Temporary employees will receive four percent (4%) of their wages for vacation, paid bi-weekly.

2.05 Upon the written request of each Fire Fighter, the Corporation agrees to deduct Association contributions from each Fire Fighter's salary each pay date and remit the amount deducted to the Treasurer of the Association. The written request shall be in a form agreed upon by the Corporation and the Association.

2.06 The Corporation agrees that the representatives of its Management Staff will meet with the representatives of the Association from time to time during the term of the Collective Agreement to discuss problems arising with the administration of the Collective Agreement and to discuss any other problems which may further assist in improvement in Management-Association relations. No off-duty personnel will be paid for attendance at these meetings.

2.07 All layoffs in the Collingwood Fire Department will occur in the Volunteer Brigade, before a layoff occurs in the full-time Fire Fighters' ranks. All laid off, full-time Fire Fighters will be rehired before rehiring of any Volunteer Fire Fighters.

2.08 All full-time Fire Fighters will be given the first opportunity on any overtime duty that may be required.

2.09 The job descriptions of the full-time Fire Fighters shall be those mutually agreed upon by the Corporation and the Association.

2.10 (a) In consideration of the safety and well-being of Fire Fighters in the performance of their duties, the Corporation shall schedule on duty at all times, a minimum of six (6) Suppression Fire Fighters, one of which must be a Captain or an Acting Captain, for each of the four (4) platoons.

In the event of absences due to illness, annual vacation, lieu days, statutory holidays, training or special leave, or in the event of a vacancy resulting from the disqualification, death, permanent incapacity or resignation of a Fire Fighter, a minimum of four (4) Suppression Fire Fighters, one of which must be a Captain or an Acting Captain shall work on a platoon.

(b) In the event of absence resulting from disqualification, death, permanent incapacity or resignation of a Suppression Fire Fighter, those permanent vacancies shall be filled within sixty (60) days of such vacancy.

2.11 The Fire Prevention Officer, Fire Captain and Fire Training Officer shall wear the same rank insignia.

2.12 Work customarily performed by members of the bargaining unit shall neither be contracted out nor assigned to an employee of the Corporation not covered by the Collective Agreement to the extent that it causes the layoff of a member of the bargaining unit.

2.13 Prevention staff shall be assigned or respond for fire prevention duties as required by the Fire Chief/Deputy Chief and/or department procedures or standing orders.

Article 3 – Technological Change

3.01 The Association agrees that the Corporation has the right to study or introduce new or improved methods or facilities. Not less than ninety (90) days prior to the introduction or implementation of substantial technological change affecting Fire Fighters, the Corporation shall, by written notice, furnish the Association with all information in its possession of the planned change or changes. Such notice shall contain the information known to the Corporation respecting:

(a) the nature and the degree of change;

(b) the date or dates on which the Corporation plans to effect the change; and,

(c) the location or locations involved.

As soon as reasonably practicable after the foregoing notice has been given, the Corporation will make disclosure to the Association of the Corporation's knowledge as to the effects of the change or changes on each classification of Fire Fighter. Such disclosure will contain all relevant data in the possession of the Corporation and shall be supplemented by any additional information reasonably requested by the Association, which is in the possession of the Corporation.

Following the said disclosure, representatives of the parties will meet for the purpose of engaging in discussions with a view to resolving any issue which may concern the employment status of any Fire Fighter. Without mutual agreement,

no Fire Fighters covered by the Agreement, save and except probationary Fire Fighters, shall suffer loss of employment as a result of the exercise by the Corporation of its right to introduce or implement substantial technological change, provided the said Fire Fighter was in the employ of the Corporation at the time the aforementioned notice was given by the Corporation.

The words “technological change” in this Article means:

(a) the introduction by the Corporation of equipment or material of a different nature or kind than that previously utilized; and,

(b) a change in the manner in which the Corporation carried on its work and undertaking that is directly related to the introduction of that equipment or material.

Article 4 – Discipline and Devotion to Duty

4.01 All Fire Fighters shall promptly and cheerfully conform to and obey all by-laws and regulations in force from time to time which are applicable to such Fire Fighters, subject only to limitations expressed in this Agreement or any extension or renewal thereof.

4.02 The Town has the authority to hire, suspend, discharge, layoff, transfer or demote Fire Fighters, subject only to limitations expressed in this Agreement as to arbitration and otherwise.

4.03 No Fire Fighters (probationers excepted) shall be discharged or suspended unless for just cause until they have been given a fair hearing, but Fire Fighters may be discharged without notice for just cause, such as, without restricting the generality of the foregoing:

(a) Bringing intoxicants into or consuming intoxicants on Fire Department property or elsewhere when on duty.

(b) Misappropriation or destruction of or wilful damage to Fire Department property.

(c) Gross carelessness or neglect of duty.

(d) Insubordination.

(e) Disorderly conduct.

Article 5 – Legal Costs

5.01 The Corporation agrees to indemnify the Fire Fighters and save them harmless from all suits for damages, costs, charges, expenses or proceedings where they suffer an allegation as a result of anything they did or failed to do in the performance of their duties excluding always, proven negligence on behalf of the said Fire Fighters.

Article 6 – Hours of Work

6.01 The Suppression Fire Fighters shall be required to work a schedule consisting of ten (10) hours on day duty or fourteen (14) hours on night duty. The maximum number of hours on duty is not to exceed an average of forty-two (42) hours per week. A copy of this schedule is listed in “Appendix “C”.

6.02 Any two (2) Fire Fighters who are of equal rank or are qualified to perform the duties of the other, may, with the prior permission of the Officer in charge of the platoon to which they are assigned, or in their absence, the Deputy Chief or Chief, exchange their day or night duty.

6.03 Prevention and Training shall work ten (10) hours per day, four (4) days per week, forty (40) hours per week. The Fire Prevention Officer shall have the option to work eight (8) hours per day, five (5) days per week, to be reviewed on an annual basis. A copy of these schedules is listed in Appendix “C”.

6.04 On all transfers or change of shifts, the Chief or Deputy Chief shall give the Fire Fighter a minimum of forty-eight (48) hours’ notice of such transfer or change of platoon. If the notice of change is confirmed prior to 1800 hours, it shall be considered as the first day of notice. If additional hours or days off work occur because of said transfer or platoon change, such additional time shall be credited to the Fire Fighter and taken as time off.

Article 7 – Promotion, Seniority and Layoff

7.01 A Probationary Fire Fighter, who completes twelve (12) months satisfactory service, shall become eligible for promotion to a Fourth-Class Fire Fighter.

7.02 A Fourth-Class Fire Fighter shall become eligible for promotion to a Third-Class Fire Fighter on completion of twelve (12) months satisfactory service as a Fourth-Class Fire Fighter.

7.03 A Third-Class Fire Fighter shall become eligible for promotion to a Second-Class Fire Fighter on completion of twelve (12) months satisfactory service as a Third-Class Fire Fighter.

7.04 A Second-Class Fire Fighter shall become eligible for promotion to a First-Class Fire Fighter on completion of twelve (12) months satisfactory service as a Second-Class Fire Fighter.

7.05 In determining a Fire Fighter's seniority for promotion purposes, it will be calculated from the date of entry or re-entry into the Department, except on re-entry after an accident or illness and His Majesty's service when it will be from the date of original entry.

7.06 A Seniority List will be prepared and approved by the Fire Chief/Deputy Fire Chief and the Executive Committee of the Association by January 31 of each year. A copy of the Seniority List is to be filed with the Association.

7.07 In the event of layoff, the last Fire Fighter hired shall be the first laid off, and the last Fire Fighter laid off shall be the first rehired.

7.08 Promotions in the Department will be based on skill, knowledge, ability, but when these factors are relatively equal, preference will be given to the Fire Fighter with the greatest seniority. To be eligible for promotion, the candidate must be actively at work.

To be eligible for promotion to Captain, you must hold the rank of Acting Captain, and you also must have eight (8) years of continuous service in suppression/training in the Collingwood Fire Department.

7.09 Members of the Association shall be given the first opportunity for any positional openings within the bargaining unit subject to limitations set forth in Article 7.08. For positions outside of the bargaining unit, the Corporation's policy regarding recruitment and selection (e.g., Policy A-03 Recruitment and Selection) will be followed. Vacancies will be posted first to fulltime bargaining unit members 7 days in advance of posting externally.

7.10 Any rank held within Suppression, Training, or Prevention shall apply to that division only.

7.11 Without limiting the effect of Article 7.08 with respect to promotions from Probationer to First Class Fire Fighter, promotion beyond the rank of First Class shall be at the sole and exclusive discretion of the Fire Chief and their decision, once made, will be deemed to be correct and shall not be subject to the grievance and arbitration process contained herein.

7.12 When the position of Captain, Acting Captain, Fire Training Officer, Fire Prevention Officer or Fire Prevention Inspector becomes vacant due to death, promotion, retirement or resignation, the position shall be filled within forty-five (45) days for internal promotions, or ninety (90) days for external recruitment, according to the procedure as outlined in Article 7.11.

7.13 Progression through the wage scale for Prevention Inspector shall be automatic if the position is to be filled with a person from another division to the top rate of the FPI wage scale. An external hire for the position of Prevention Inspector shall be the FPI Probationary Rate for the first year. After one year the rate would be the top of the FPI wage scale. (Refer to Appendix A)

Progression through the wage scale for Fire Prevention Officer/Training Officer shall be automatic if the position is to be filled with a person from another division to the top rate of FPO/Training Officer wage scale. An external hire for the position of Fire Prevention Officer/Training Officer shall be based on the probationary wage rate for the first year. After one year the rate would be the top rate of the FPO/Training Officer wage scale. (Refer to Appendix A)

7.14 If a posted vacancy in the Prevention/ Training Division is filled by an employee from another division, the employee shall have the right to return to their former division after one (1) year for any reason when a vacancy is available and intention has been given in writing to the Fire Chief. The Fire Fighter would return to their previous rank, or as a First-Class Fire Fighter whichever is lower. Unless the member previously held the rank of Captain in which case, the member can return to that position if there is a vacancy.

7.15 If a posted vacancy of Prevention/ Training Division is filled by an external person through application and competition, that employee shall have the right to transfer after two (2) years to Fire Suppression provided there is a vacancy and they meet the Eligibility Criteria for the position at time of transferring.

All applicants meeting the Eligibility Criteria will be required to successfully complete the recruitment process. An employee approved for transfer would enter as a probationary firefighter in the Fire Suppression Division. Seniority shall be transferrable for service-related benefits only.

Article 8 – Experience Pay and Service Bars

8.01 Each member shall receive experience pay, in accordance with the following:

Percentage	Years of Service
3	8
6	17
9	23

To be eligible for experience pay, an employee must meet the following criteria:

(a) have attained the rank of First-Class Fire Fighter or above; and,

(b) have attained the required years of service.

8.02 Experience pay will qualify as pensionable earnings (CPP and OMERS) and be included in calculating overtime, recalls, statutory holiday pay, maternity or parental leave entitlements, court time and WSIB benefits.

All Fire Fighters joining the Town of Collingwood Fire Department will be eligible for experience pay only for service with the Town of Collingwood Fire Department (excluding volunteer service) unless awarded upon hiring by the Fire Chief and upon advising the Association. Amounts paid under this Article will be added to the member's base end rate salary and will form part of the Full Time Fire Fighter's regular annual salary for the purpose of determining the hourly rate where the payment of an hourly rate is applicable under the Collective Agreement.

Experience pay will commence on the anniversary date that the Fire Fighter attains the requisite service for each level of the experience pay grid.

Experience pay will be based on the First-Class Fire Fighter rate of pay and the grid percentage increases are non-cumulative. For example, the experience pay at one level shall not be compounded with the experience pay at any other level.

With the exception of WSIB (first two years only), vacation and short-term disability, no Fire Fighter shall accumulate service towards experience pay while away from work for any reason that exceeds fourteen (14) calendar days.

No experience pay is payable to a member for the period of the time they are on suspension without pay for disciplinary reasons.

8.03 One (1) service bar shall be awarded for the first five (5) years of completed continuous service, which is to be worn on the lower left sleeve. This service bar shall be awarded on the anniversary of the employment start date.

8.04 Each Fire Fighter shall be entitled to wear an additional service bar at the end of each five (5) year period of service.

Article 9 – Salaries

9.01 The salaries to be paid during the term of this Agreement shall be those set out in Appendix “A” attached hereto and forming part of this Agreement.

9.02 Fire Department salaries will be paid every two (2) weeks on Wednesday except when such day is a statutory holiday and then on the preceding business day.

9.03 In the event of an emergency recall, Firefighters will be paid at the rate of time and one-half (1.5) per hour at their present salary and that a minimum of three (3) hours pay at the hourly rate of time and one-half (1.5) per hour of their present salary be paid on all such recalls.

9.04 An off-duty Firefighter called in to replace a Firefighter on sick leave, such extra duty shall be recognized as overtime and paid for at the rate of time and one-half (1.5) (the hourly rate is to be listed for recall and overtime calculations only).

9.05 In the event of an emergency recall on a statutory holiday listed in Article 10.01, Fire Fighters will be paid at the rate of two (2) times per hour at their present salary for a minimum of three (3) hours pay on all such recalls.

9.06 An off-duty Fire Fighter called in to replace a Fire Fighter on sick leave on a statutory holiday listed in Article 10.01, such duty shall be recognized as overtime and paid at the rate of two (2) times per hour at their present salary.

9.07 In the event that no Officer is on duty for day duty or night duty and an Acting Captain is in charge of the day or night duty, the Acting Captain shall be paid at Fire Captain's rate for each day or night duty worked.

9.08 During emergency recalls, where no Fire Captain is in command or recalled to the fire station, the most senior Acting Captain is to command the station and/or apparatus for additional responses and shall be paid on the basis of the Captain’s rate for said recall as per Article 9.03 or 9.05 as applicable.

9.09 Prevention staff when performing Fire Prevention duties on overtime, as approved by the Fire Chief, shall receive time off in lieu of payment. Time is to be calculated at a minimum of three (3) hours at time and one-half (1.5). Emergency recalls are to be paid as per Article 9.03.

9.10 The daily rate of pay for Suppression Fire Fighters will be determined by dividing the annual salary by one hundred and eighty-two days (1/182).

9.11 The daily rate of pay for Prevention and Training will be determined by dividing the annual salary by two hundred and eight days (1/208).

9.12 (a) When Suppression or Training staff continue to work beyond their regular shift, then they shall be paid at the rate of straight time for the first hour or part thereof worked. They shall receive the rate of time and one half (1.5) for all hours worked after that first full hour of overtime.

(b) All off-duty training will be compensated at the rate of time and one half (1.5) to be taken as lieu time. All off-duty platoon trainer/instructors will be compensated at the rate of time and one half (1.5) in pay.

(c) All other overtime shall be compensated at the rate of time and one half (1.5) for all hours worked.

(d) Overtime shall be rounded to the closest quarter (1/4) hour.

9.13 An off-duty Fire Fighter authorized by the Fire Chief or Deputy Chief to attend a meeting (i.e.: Management-Association, Captains', health and safety, staff) will be paid at a straight time (1.0) with a minimum of three (3) hours to be paid to attend such meetings.

Article 10 – Statutory Holidays

10.01 In lieu of the Statutory Holidays listed in this Article, each Fire Fighter shall be entitled to one (1) day off for each Statutory Holiday during each year, at such time as may be agreed upon by the Fire Chief and the Association.

New Year's Day	Family Day
Good Friday	Easter Monday
Victoria Day	Canada Day
Civic Holiday	Labour Day
National Day for Truth and Reconciliation	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	New Year's Eve Day

10.02 All Statutory Holidays must be taken as time off in the year in which they were earned as prescribed in Article 10.01 and no payments will be made for any Statutory Holidays not taken off.

10.03 To be entitled to a day off for a Statutory Holiday occurring in the calendar year in which they are hired, Fire Fighters must be in the employ of the Corporation on the day the Statutory Holiday actually occurs.

10.04 The Corporation agrees to pay a Fire Fighter who works a Statutory Holiday (Article 10.01) at the hourly rate of time and one-half (1.5). The Statutory Holiday shall be recognized as the official calendar day; the 24-hour day shall begin on the Statutory Holiday at 0800 hours.

Article 11 – Vacation

11.01 A Fire Fighter is entitled to vacation time off with pay in accordance to the length of service as set out in this agreement**.** Vacation days must be taken as time off, and under no circumstances, will these days be paid for except days earned and not taken in the year that the Fire Fighter is leaving the Department. Days must be used in either half or whole days.

11.02 Fire Fighters shall be entitled to fourteen (14) working days' vacation in each year with full salary.

11.03 New Fire Fighters starting after January 1st in any year shall be entitled to one (1) working day vacation for each month of service.

11.04 Fire Fighters with ten (10) years or more continuous service shall be entitled to seventeen (17) working days' vacation in each year with full salary.

11.05 Fire Fighters with fifteen (15) years or more continuous service shall be entitled to twenty-one (21) working days' vacation in each year with full salary.

11.06 Fire Fighters with twenty (20) years or more continuous service shall be entitled to twenty-two (22) working days' vacation in each year with full salary.

11.07 Fire Fighters with twenty-five (25) years or more continuous service shall be entitled to twenty-four (24) working days' vacation in each year with full salary.

11.08 A system of scheduling annual vacation days will be agreed upon by the Fire Chief and the Association annually. The maximum vacation carry over into the next vacation year is five (5) days.

11.09 The vacation schedules for Training and Prevention shall be approved by the Fire Chief or Deputy Chief. The Chief or Deputy may allow more than one (1) Prevention staff to be on vacation provided that one is available by phone to respond to urgent matters. The maximum carry over into the next vacation year is five (5) days.

11.10 The granting of request for days off shall be approved by the Officer in charge of the platoon or division to which they are assigned, or in their absence the Deputy Chief or Chief. Said days will be allotted on a seniority basis but seniority will not prevail if the request is not submitted at least one (1) month prior to other Fire Fighters' requested date(s).

11.11 Lieu days (i.e.: training or education days, shift exchanges, platoon transfers) must be taken as time off with a maximum carryover of five (5) days. The Chief/Deputy Chief may approve carryover of more than five (5) days under special or extenuating circumstances. Lieu days must be taken as half or whole days.

Article 12 – Leave of Absence

12.01 The President or any members of the Executive of the Association shall be granted such leave as may be necessary for the proper performance of their duties insofar as the regular operations of the services of the Fire Department will permit.

12.02 Any delegates, not exceeding two (2) in number, may from time to time be duly authorized and designated by the members of the Association to attend the annual convention or be granted such time off as may be actually required for the attendance of such convention or seminar, not exceeding four (4) days, insofar as regular operations of the Fire Department will permit.

12.03 Any Fire Fighters so delegated in Articles 12.01 and 12.02 be granted such leave without any loss of time or pay annually.

12.04 Pregnancy and Parental Leave

(a) Pregnancy and parental leave shall be in accordance with the pregnancy and parental leave as set out by the Employment Standards Act.

(b) Effective December 31, 2026, employees with twelve (12) months service in this bargaining unit who qualify for Pregnancy or Parental Leave under the Employment Standards Act and are eligible to receive Employment Insurance benefits, shall be entitled to a supplementary employment benefit for up to a maximum of fifteen (15) weeks for pregnancy leave and ten (10) weeks for parental leave, or until the employee returns to work from the pregnancy or parental leave, whichever . occurs first.

(c) The supplemental employment benefit will be equal to the difference between 75% of the employee's normal, regular weekly earnings, and the sum of the employee's weekly Employment Insurance benefit. Such payments will commence on the first pay period following completion of the prevailing waiting period and receipt by the Corporation of the employee's Employment Insurance stub as proof the employee is in receipt of Employment Insurance pregnancy and/or parental leave benefits.

(d) While on pregnancy and/or parental leave an employee shall continue to accumulate seniority and credit for service for the purpose of salary and vacation entitlement. The Corporation shall continue to pay premiums for extended health, long-term disability, accidental death and

dismemberment and group life insurance coverage. The Corporation shall also continue its share of pension contributions if the employee elects, in writing, to continue their share of the pension premiums.

(e) Accommodations will be made for an employee who provides a qualified medical doctor's note stating that modified duties.

Article 13 – Bereavement Leave

13.01 All Fire Fighters will be entitled to the following number of days off with pay in the event of a bereavement of:

(a) four (4) days: Immediate family (parent, sibling, spouse, child, or parent-in-law).

(b) three (3) days: Grandchild

(c) two (2) days: Sibling-in-Law or grandparents of either the Fire Fighter or their spouse.

(d) one (1) day: Uncle or aunt of either the Fire Fighter or their spouse

13.02 If the distance to be travelled to attend is in excess of two hundred and forty (240) kilometres [one hundred and fifty (150 miles)] one way, the Fire Fighter shall be granted one (1) extra days' travelling time; or, if the distance is in excess of four hundred and eighty (480) kilometres [three hundred (300 miles)] one way to attend, the Fire Fighter shall be granted two (2) extra days' travelling time, if required.

13.03 Any leave granted under Article 13.01 shall be consecutive days off and that one (1) of the days so granted must be the day of the funeral. An exception will be granted when an internment ceremony is at a later date, in which case one (1) bereavement day may be used for such purposes.

13.04 An off-duty Fire Fighter called in to replace a Fire Fighter on bereavement leave, such extra duty shall be recognized as overtime and paid for at the rate of time and one-half (1.5).

13.05 An off-duty Fire Fighter called in to replace a Fire Fighter on bereavement leave on a Statutory Holiday listed in Article 10.01 shall be recognized as overtime and paid at the rate of two (2) times per hour for all hours worked at their present salary.

Article 14 – Sick Leave

14.01 Fire Fighters will participate in annual hearing testing provided by The Town of Collingwood.

14.02 Pay for sick leave is for the sole and only purpose of protecting employees against loss of income when they are legitimately ill, and sick leave shall be granted to full-time employees covered by this Agreement.

14.03 A Short-Term Income Protection Plan (STIPP) shall be available to all full-time employees who have completed the probationary period as of that date and to new employees on the first working day following completion of six (6) months service.

14.04 (a) Short-Term Income Protection Plan

The Plan is designed to provide the employee with an income if they cannot perform their normal duties due to illness or injury during both short- and long-term disabilities. This Plan is not intended to duplicate or replace any Workplace Safety and Insurance Board (WSIB) benefits. An employee will be paid while they are disabled until the earlier of:

(i) the employee returns to work; or

(ii) the employee retires, either at the normal retirement age or opts to retire early; or

(iii) the employee exhausts their entitlement under either of the plans; or

(iv) the employee dies; or

(v) the employee resigns.

(b) Service for all employees, for the purpose of the Plan, shall mean completed years of service with the Corporation and shall commence from the date of their employment with the Corporation and shall be based on full years of service.

(c) Short-Term Disability

This is defined as a period of disability resulting from illness or injury as determined by a legally qualified medical practitioner which prevents an employee from attending regular work and which extends for a period of not more than seventeen (17) weeks, during which time pay will be continued in accordance with the following schedule:

Seniority Service	Amount Payable	
	100% of pay	75% of pay
6 months but less than 1 year	1 week	16 weeks
1 year but less than 2 years	2 weeks	15 weeks
2 years but less than 3 years	3 weeks	14 weeks
3 years but less than 4 years	4 weeks	13 weeks
4 years but less than 5 years	5 weeks	12 weeks
5 years but less than 6 years	7 weeks	10 weeks
6 years but less than 7 years	9 weeks	8 weeks
7 years but less than 8 years	11 weeks	6 weeks
8 years but less than 9 years	13 weeks	4 weeks
Over 9 years	17 weeks	0 weeks

(d) Pay

Payment based on the above schedule will be made on the following basis:

a) a non-occupational accidental injury; or

b) absence due to illness with the provision that any absence of one-half (½) or more of one (1) shift on a scheduled working day will constitute an occasion:

(i) from the first (1st) day of absence for the first four (4) occasions of absence in a calendar year;

(ii) from the second (2nd) day of the fifth (5th) absence in the calendar year;

(iii) from the third (3rd) day of the sixth (6th) absence in the calendar year, and

(iv) from the fourth (4th) day of the seventh (7th) and subsequent absences in a calendar year.

(e) Payments will be made for a maximum of seventeen (17) weeks during any one (1) continuous period of disability. Successive absences due to the same or a related cause will be considered as one (1) continuous period of disability, unless separated by return to active employment for a period of two (2) months. A disability due to a different cause will be considered a new period, even if the disability occurs within a two (2) month period.

(f) Sick leave days left standing to an employee's credit upon implementation of the Plan may be used to replace the unpaid days as provided for in (ii), (iii) and (iv) above, or to make up the difference between seventy-five

percent (75%) and one hundred percent (100%) entitlement as per the Seniority Service Schedule.

(g) When an employee can demonstrate to the Corporation that they can only attend their physician as part of a regular treatment during the day, the absence shall not constitute an occasion for the purposes of this plan.

(h) Where the Corporation believes there is an abuse of sick time they will notify the Association and the employee that the next absence may require a medical certificate upon return to work.

(i) No benefits will be payable during a period of pregnancy leave of absence to which an employee is entitled under the Employment Standards Act, 2000 as amended from time to time, or during any such longer period of pregnancy leave for which the employee has applied and been approved by the Corporation. However, employees will be covered under the Plan in the event of complications arising out of pregnancy and continues past the period of pregnancy leave.

(j) The Corporation will continue to pay fringe benefits costs including dental, Employer Health Tax, extended health care, life insurance, etc., and any other applicable benefits negotiated during any disability. Where required, payroll deductions for pension purposes will continue to be made from disability pay.

(k) Short term disability benefits will not be paid for periods of absence from work for which an employee receives vacation.

(l) Employees who receive their vacation pay in advance and are certified disabled during their vacation period and who return their vacation pay to the Corporation, in units of no less than the recognized vacation weeks, will receive STIPP benefits for which they are eligible.

(m) At the end of a vacation calendar year, unused vacation may be paid if an employee was not able to take their vacation entitlement as a result of being off work due to illness or accident. Disability benefits will not be paid for those days for which an employee is eligible for and receives statutory holiday pay.

(n) Short-term disability payments will be offset by any disability benefits payable to the employee from the Canada Pension Plan.

14.05 (a) <u>Long-Term Disability</u>

The Long-Term Disability insurance provides income security should an employee become totally disabled prior to age sixty-five (65) due to a sickness or injury as determined by a legally qualified medical practitioner, which prevents an employee from attending work and which extends for a

period of more than seventeen (17) weeks. The Plan provides coverage on and off the job.

(b) Definition of Total Disability

Total disability means that the employee is unable, because of sickness or accident or mental incapacity resulting from injury or disease, to perform the duties of the employee's regular occupation. This definition applies for the twenty-four (24) months of payments. After this time, the inability to perform any occupation for which the employee is reasonably fitted by training, education or experience will constitute a total disability. It is not required that the employee be confined to home, but they must be under the regular care of a physician.

(c) Monthly Benefits

The monthly benefit is equal to seventy-five percent (75%) of the normal base monthly earnings and excludes overtime pay, bonuses and other special compensation. This amount is reduced by an income payable as a result of the disability from any of the following sources:

(i) Sick pay from the Town of Collingwood.

(ii) Any other group insurance disability benefits arranged through the Corporation or any professional association.

(iii) Retirement benefits from the Town of Collingwood or a governmental plan.

(iv) Governmental disability benefits.

(v) Workers' Compensation Benefits.

(vi) Canada or Quebec Pension Plan benefits excluding benefits for dependents and automatic adjustment due to Cost of Living Index while receiving benefit.

(d) The Corporation will continue to pay fringe benefit costs including dental, Employer Health Tax, extended health care, life insurance, etc., and any other applicable benefits negotiated during any disability. Where required, payroll deductions for pension purposes will continue to be made from disability pay.

(e) Commencement of Benefits

The benefits commence four (4) months from the date that disability began, which shall include the period of payment under the terms of the short-term income protection plan. Proof of disability must be submitted within four (4) months following the Qualifying Period.

(f) Benefit Period

Following the Qualifying Period the Employee will receive a monthly income until the earlier of:

(i) Attainment of age sixty (60).

(ii) Cessation of total disability.

(iii) Attainment of date of retirement.

(iv) Death.

(g) Recurrent Disabilities

A recurrence of total disability due to the same or related causes will be treated as the same disability unless the employee returned to work full time for more than:

(i) One (1) month if satisfying the qualifying period, or

(ii) Six (6) months if receiving the disability benefits.

(h) Rehabilitative Employment

If, while the Plan is in force, the employee is able to engage in some work and earn some income, the Plan will continue to pay on a reduced basis. The benefit amount will be reduced by fifty percent (50%) of the wages or earnings which the employee receives from such employment from the time rehabilitation income commences for a maximum of twenty-four (24) months.

(i) Waiver of Premium

Premiums for Long Term Disability falling due within a period when benefits are payable are waived.

(j) Termination of Employment

The Long-Term Disability Plan terminates when employment is terminated. If an employee is disabled at the time of termination, they may still be eligible for Long Term Disability benefits in accordance with the provisions of the Plan.

(k) Exceptions and Limitations

Benefits are not payable for the following:

(i) A disability where the employee is not under continuing medical supervision and treatment.

(ii) A disability caused by intentionally self-inflicted injuries or illness while sane or self-inflicted injuries or illness while insane.

(iii) A disability resulting from insurrection, war, service in the armed forces of any country, or participation in riots.

(iv) Pregnancy related disabilities during any period the employee is on pregnancy leave of absence to which they are entitled under applicable Provincial statutes or mutually agreed to by the employee and the Town of Collingwood.

(v) Flying or air travel, except when flying or travelling as a passenger in an aircraft for which a certificate of airworthiness has been issued by the appropriate government authority and which is operated by a properly licensed pilot.

(vi) An employee, physically able to engage in an occupation or employment, shall not be deemed to be totally disabled if they are prevented from engaging in that occupation or employment by any disqualification of law, licensing or employment practice even though such disqualification may arise from or be related to bodily injury or sickness for which they have received benefits provided by this policy.

(vii) In no event shall absence outside the territorial limits of Canada or the United States in North America be considered as part of a disability period unless approved by the company in writing prior to the beginning of such absence.

(l) Claims

To make a Long-Term Disability Claim, obtain a claim form from the Payroll Department, have the employee's doctor complete the form and return it to the Payroll Department. In order to be eligible for payment, claims must be submitted no later than six (6) months following the Qualifying Period.

(m) Taxability of Benefits

Because the premiums are paid by the Town of Collingwood, all benefit payments from the Plan during a period of disability are considered as taxable income.

Article 15 – Sickness and Accident

15.01 A Fire Fighter off duty as a result of an accident or an occupational illness incurred in the performance of duty, shall be paid the difference between WSIB rates and the Fire Fighter's normal net rate of pay, as adjusted from time to time, such that take-home pay will be neither more nor less than had the Fire Fighter been in active service.

15.02 No Fire Fighter will have time off charged against accumulative sick leave credits if such time off is the result of a compensable injury.

15.03 Vacation, Statutory Holidays and Regular Days Off work from employment will not form part of any illness period or be chargeable against the Sick Leave Credits of the Fire Fighter concerned.

15.04 In the event a Fire Fighter while on vacation, is hospitalized as a result of serious illness or accident and remains in hospital for more than one (1) week [seven (7 days)], may, upon verification by the hospital or qualified medical practitioner, have said time recognized as sick leave in lieu of vacation.

15.05 A Fire Fighter reporting ill or injured shall, when requested, after being absent for one (1) consecutive Tour of Duty (4, 5 or 6 days), cause certification of the illness or injury, which may include a doctor's certificate from the Fire Fighter's physician (paid for by the Corporation), to be forwarded to the Fire Chief certifying as to the nature of the illness or injury and its probable duration.

15.06 Emergency Leave: In the case of illness of a member of the family of an Employee (specifically parent, sibling, spouse, child, parent-in-law, grandchild, grandparent, grandparent of spouse), the employee shall be granted time off with pay to care for the individual. Said time off shall fall under the sick time provisions within this collective agreement (Clause 14.04).

Article 16 – Benefits

16.01 It is mutually agreed that the following benefits will continue and shall, by consent of both parties, be amended from time to time.

16.02 The Corporation agrees to pay one hundred percent (100%) of the premiums of:

(a) Extended Health Care, for all Fire Fighters so covered;

(b) Deluxe Travel Plan for all Fire Fighters so covered;

(c) Extended Health Care benefits for dependent children in full time attendance at an educational institution until the age of twenty-five (25) years; and,

(d) Semi-private hospital accommodation for all Fire Fighters so covered.

16.03 The Corporation agrees to pay one hundred percent (100%) of the premiums for a Vision Care Plan that provides coverage to include eye exams up to a maximum of five hundred dollars ($500.00) per Fire Fighter or Fire Fighter's dependent, per twenty-four (24) month period; as of January 1, 2026, five hundred and fifty dollars ($550.00) plus $100 towards the cost of an eye exam every 24 months.

16.04 The Corporation agrees to pay one hundred percent (100%) of the premiums of Dental Plan 9, or equivalent, for all Fire Fighters so covered. Coverage will include major restorative services (crowns, dentures, bridges) at fifty percent (50%) reimbursement up to an annual maximum of $1,500 per person; as of

January 1, 2025, two thousand dollars ($2,000.00). The O.D.A. schedule of fees so covered will always be the year prior to the current year.

16.05 The Corporation agrees to pay one hundred percent (100%) of the premiums of Extended Health Care, Dental, Travel Coverage and Vision Care for all Fire Fighters working beyond age sixty (60), or up to sixty-five (65) years of age retiring due to disability, normal retirement or early retirement with any OMERS recognized unreduced pension. In the event of the retiree's death prior to age sixty-five (65), the retiree's spouse shall receive the benefits listed in this Article until the month ending when the deceased retiree would have turned sixty-five (65) years of age.

16.06 The Corporation agrees to reimburse expenses incurred by Fire Fighters, up to the maximum shown below for each of the following disciplines:

Physiotherapist as of January 1, 2025, seven hundred dollars ($700.00) per benefit year; and as of January 1, 2026, seven hundred and fifty dollars ($750.00).

Registered Massage Therapist as of January 1, 2025, six hundred and fifty dollars ($650.00) per benefit year; as of January 1, 2026, seven hundred and fifty dollars ($750.00).

Psychologist/Master of Social Work/Social Worker/Family Therapist/Psychotherapist/Clinical Counsellor as of January 1, 2025, two thousand dollars ($2,000.00); as of January 1, 2026, four thousand dollars ($4,000)

Chiropodist or Podiatrist as of January 1, 2025, $500.00 per benefit year

Osteopath as of January 1, 2025, $500.00 per benefit year

Chiropractor as of January 1, 2025, six hundred and fifty dollars ($650.00) per benefit year; as of January 1, 2026, seven hundred and fifty dollars ($750.00)

Naturopath as of January 1, 2025, $500.00 per benefit year

Speech Therapist as of January 1, 2025, $500.00 per benefit year

Acupuncture Therapist $400

16.07 The Corporation agrees to reimburse fifty percent (50%) of the costs of orthodontia, to a lifetime maximum of two thousand dollars ($2,000.00) per employee or dependent, as of January 1, 2025. As of January 1, 2026, three thousand dollars ($3,000).

16.08 All Fire Fighters shall be entitled to twenty-five percent (25%) discount at any fitness facility owned and operated by the Town of Collingwood.

16.09 Post 65 Health Care Spending Account (HCSA): The Town shall provide an annual "Post 65 HCSA" of $2,500 per calendar year for retirees between the

ages of 65 and 75 who retire on or after January 1, 2024. The following conditions apply:

(a) The HCSA will be applicable to the eligible retired employee and spouse only to a combined maximum of $2,500 per calendar year. The HCSA will commence on the 1st of the month following the retiree's 65th birthday and will end the day prior to their 75th birthday.

(b) In order to be eligible for the HCSA, a retiree must meet the following criteria:

- The employee must be eligible to receive an unreduced pension at the time of retirement in accordance with the terms of OMERS;
- The employee must have had at least ten (10) years of continuous employment as a full-time employee of the Collingwood Fire Department immediately prior to their time of retirement.

(c) The HCSA will be non-cumulative. There is no redeemable cash value. In the event that the eligible retired employee (and spouse when applicable) does not exhaust the maximum entitlement for the year, the balance cannot be carried over to the next year. There are no survivor benefits, if applicable, if the retired employee dies.

Article 17 – Life Insurance

17.01 The Corporation agrees to pay one hundred percent (100%) of the premium on a Life Insurance Policy to cover all Fire Fighters with a basic amount of coverage to be at a ratio of two to one (2:1) of the nearest thousand of the Fire Fighter's salary, plus a double indemnity clause on the total amount. The basic amount to be adjusted when required to the nearest thousand as compared to the annual salary.

Article 18 – Pensions

18.01 Each Fire Fighter shall be entitled to the benefits and privileges of the Ontario Municipal Employees Retirement System (OMERS) Basic Plan.

18.02 The normal retirement date for any Fire Fighter shall be as legislated by the Fire Protection and Prevention Act, 1997. Each Fire Fighter shall retire on or before their normal retirement date.

Article 19 – Uniforms and Equipment

19.01 The clothing to be issued under this Agreement shall be set out in Appendix "B" attached hereto and forming part of this Agreement.

19.02 The Corporation shall provide protective equipment for Fire Fighters in accordance with regulations made under the Occupational Health and Safety Act, and other protective equipment and accessories as recommended by the Fire Department Safety Committee.

19.03 All firefighting clothing issued in Article 19.02 is the property of the Corporation and on receipt of new issue shall be exchanged, and on termination of employment, all articles issued shall be returned to the Corporation.

19.04 Any clothing damaged in the performance of duty shall be replaced or repaired by the Corporation.

Article 20 – Allowances

20.01 The Corporation agrees to reimburse Fire Fighters for the costs for mandatory medical/physical expenses related to DZ driver's license requirements.

20.02 Allowances for attendance at courses must be approved by the Fire Chief or Deputy Chief.

20.03 The Corporation shall pay a mileage allowance at the Corporation's rate to Fire Fighters who are required to use their personal vehicle for Fire Department business.

20.04 A meal will be provided to Fire Fighters who have worked beyond their shift or are called in on emergency recall after four (4) hours.

Article 21 – Grievance and Complaint Procedure

21.01 For the purposes of this agreement, a grievance shall mean any difference concerning the interpretation, application, administration or alleged violation of the provisions of this Agreement. For the purpose of this article, "day" will mean Monday to Friday, excluding statutory Holidays. The timelines set out in this article may be extended through mutual agreement.

21.02 Before resorting to the Formal Grievance Procedure, the Association may discuss the complaint, which may lead to a formal grievance, with the Deputy Chief(s) or in their absence, the Fire Chief, in an effort to resolve the complaint.

21.03 When a formal grievance occurs, the aggrieved employee(s) shall first contact the Association's Grievance Committee by submitting the grievance in writing, signed by the Grievor(s). The Grievor(s) will contact the Association Grievance Committee as soon as they become aware or ought reasonably to become aware that there has been a breach of the Collective Agreement. If the grievance is accepted by the Association's Grievance Committee, one (1) copy of the grievance shall be forwarded to the Fire Chief within ten (10) days of receiving the alleged grievance.

21.04 The Fire Chief shall deliver a decision in writing within ten (10) days of the presentation of the grievance during this time period the Chief and a representative from Human Resources shall meet with the Grievance Committee and the Grievor(s) to discuss the grievance.

21.05 If the decision of the Chief is not satisfactory to the Fire Fighter concerned and if the Grievance Committee deems it expedient, the Union on the Grievor's behalf

may present the grievance in writing not later than the sixth (6th) day following the Chief's decision, to the Chief Administrative Officer (CAO), and/or the Human Resources Manager if designated by the CAO, who shall deliver a decision in writing within seven (7) days of the presentation of the grievance to the Chief. During this time period the CAO, and/or Human Resources Manager shall meet with the grievance committee and the Grievor(s) to discuss the grievance.

21.06 If the decision of the CAO or designate is not satisfactory to the Fire Fighter concerned, or if the matter relating to the interpretation, application or administration or alleged violation of this Agreement arises which cannot be settled by the foregoing grievance procedures, either party may submit the difference to a single Arbitrator to be constituted pursuant to the Fire Protection and Prevention Act, 1997 and amendments thereto. Notification of a desire for a single Arbitrator must be made within thirty (30) days following the decision of the CAO or designate.

21.07 The Arbitrator, in respect of a grievance involving a penalty, shall have authority to modify such penalty as, in the Arbitrator's opinion, is just and equitable. However, the Arbitrator shall have no authority to alter or change any provision of the Collective Agreement or to substitute any new provision in lieu thereof or to make any decision inconsistent with any provision of this Collective Agreement.

Article 22 – Strikes and Lockouts

22.01 No strike or lockout shall occur during the life of this Agreement or any renewal thereof and the members of the Association shall not participate in any sympathy strike in support of any organization, in accordance with the Constitution of the Ontario Professional Fire Fighters Association, which forbids such action.

Article 23 – Arbitration

23.01 In the event of any controversy concerning the interpretation or administration of this Agreement and in the event that a satisfactory adjustment cannot be reached between the parties hereto, the matter in dispute shall be submitted to a Board of Arbitration appointed in the manner set out in the Fire Protection and Prevention Act, 1997.

Article 24 – Duration

24.01 This Agreement commences on January 1, 2024, and concludes on December 31, 2026.

24.02 Within a period of not more than ninety (90) days and not less than thirty (30) days prior to the expiry date of this Agreement, or prior to the expiry date in any year subsequent, either party proposing to amend this Agreement will give to the other party written notice of the requested amendments, and both parties shall meet to negotiate in good faith with respect to the proposed amendments, and the remaining provisions will automatically renew themselves as aforesaid.

24.03 If at any time during negotiations as provided for in Article 24.02, either party may come to the conclusion that an agreement cannot be reached then the provisions of the Fire Protection and Prevention Act, 1997 will apply.

In Witness Thereof the Corporation has hereunto caused its Corporate Seal to be affixed under the hands of its Mayor and Clerk and the party of the Second Part has caused this Agreement to be executed by its proper officers hereunto duly authorized.

Signed this 21 day of March, 2025, at Collingwood, Ontario.

Corporation of the Town of Collingwood

D. Thurman, Fire Chief

S. Emo, Deputy Fire Chief

M. McCuaig, HR Manager

C. Raycraft, HR Coordinator

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

B. Balkwill, President

J. Crompton, Vice-President

G. Gitschel, Secretary

T. Firstbrook, Treasurer

Appendix "A" – Salaries

Position	Effective January 1, 2024					Exp. Pay - 3% - 8 Years Serv.			Exp. Pay - 6% - 17 Years Serv.			Exp. Pay - 9% - 23 Years Serv.		
		Hrs	Jan 1/24	Biw eekly	Hourly		Biw eekly	Hourly		Biw eekly	Hourly		Biw eekly	Hourly
FPO, Training Officer	118%	40	$132,837.84	$5,109.15	$63.86	$136,215.08	$5,239.04	$65.49	$139,592.31	$5,368.93	$67.11	$142,969.54	$5,498.83	$68.74
FPO, Training Officer (Prob.)	110%	40	$123,831.89	$4,762.76	$59.53	$127,209.12	$4,892.66	$61.16	$130,586.35	$5,022.55	$62.78	$133,963.59	$5,152.45	$64.41
FPI	108%	40	$121,580.40	$4,676.17	$58.45	$124,957.63	$4,806.06	$60.08	$128,334.87	$4,935.96	$61.70	$131,712.10	$5,065.85	$63.32
FPI (Probation)	102%	40	$114,825.93	$4,416.38	$55.20	$118,203.17	$4,546.28	$56.83	$121,580.40	$4,676.17	$58.45	$124,957.63	$4,806.06	$60.08
Captain	118%	42	$132,837.84	$5,109.15	$60.82	$136,215.08	$5,239.04	$62.37	$139,592.31	$5,368.93	$63.92	$142,969.54	$5,498.83	$65.46
1st Class	100%	42	$112,574.44	$4,329.79	$51.55	$115,951.68	$4,459.68	$53.09	$119,328.91	$4,589.57	$54.64	$122,706.14	$4,719.47	$56.18
2nd Class	90%	42	$101,317.00	$3,896.81	$46.39									
3rd Class	80%	42	$90,059.55	$3,463.83	$41.24									
4th Class	75%	42	$84,430.83	$3,247.34	$38.66									
2nd (6 months)	70%	42	$78,802.11	$3,030.85	$36.08									
1st (6 months)	65%	42	$73,173.39	$2,814.36	$33.50									

Position	Effective Janaury 1, 2025					Exp. Pay - 3% - 8 Years Serv.			Exp. Pay - 6% - 17 Years Serv.			Exp. Pay - 9% - 23 Years Serv.		
		Hrs	Jan 1/25	Biw eekly	Hourly		Biw eekly	Hourly		Biw eekly	Hourly		Biw eekly	Hourly
FPO, Training Officer	118%	40	$136,817.66	$5,262.22	$65.78	$140,296.08	$5,396.00	$67.45	$143,774.50	$5,529.79	$69.12	$147,252.91	$5,663.57	$70.79
FPO, Training Officer (Prob.)	110%	40	$127,541.89	$4,905.46	$61.32	$131,020.31	$5,039.24	$62.99	$134,498.72	$5,173.03	$64.66	$137,977.14	$5,306.81	$66.34
FPI	108%	40	$125,222.95	$4,816.27	$60.20	$128,701.36	$4,950.05	$61.88	$132,179.78	$5,083.84	$63.55	$135,658.19	$5,217.62	$65.22
FPI (Probation)	102%	40	$118,266.12	$4,548.70	$56.86	$121,744.53	$4,682.48	$58.53	$125,222.95	$4,816.27	$60.20	$128,701.36	$4,950.05	$61.88
Captain	118%	42	$136,817.66	$5,262.22	$62.65	$140,296.08	$5,396.00	$64.24	$143,774.50	$5,529.79	$65.83	$147,252.91	$5,663.57	$67.42
1st Class	100%	42	$115,947.17	$4,459.51	$53.09	$119,425.59	$4,593.29	$54.68	$122,904.00	$4,727.08	$56.27	$126,382.42	$4,860.86	$57.87
2nd Class	90%	42	$104,352.46	$4,013.56	$47.78									
3rd Class	80%	42	$92,757.74	$3,567.61	$42.47									
4th Class	75%	42	$86,960.38	$3,344.63	$39.82									
2nd (6 months)	70%	42	$81,163.02	$3,121.65	$37.16									
1st (6 months)	65%	42	$75,365.66	$2,898.68	$34.51									

Position	Effective January 1, 2026					Exp. Pay - 3% - 8 Years Serv.			Exp. Pay - 6% - 17 Years Serv.			Exp. Pay - 9% - 23 Years Serv.		
		Hrs	Jan 1/26	Biw eekly	Hourly		Biw eekly	Hourly		Biw eekly	Hourly		Biw eekly	Hourly
FPO, Training Officer	119%	40	$141,214.08	$5,431.31	$67.89	$144,774.10	$5,568.23	$69.60	$148,334.12	$5,705.16	$71.31	$151,894.14	$5,842.08	$73.03
FPO, Training Officer (Prob.)	110%	40	$130,534.02	$5,020.54	$62.76	$134,094.04	$5,157.46	$64.47	$137,654.06	$5,294.39	$66.18	$141,214.08	$5,431.31	$67.89
FPI	108%	40	$128,160.68	$4,929.26	$61.62	$131,720.70	$5,066.18	$63.33	$135,280.72	$5,203.10	$65.04	$138,840.73	$5,340.03	$66.75
FPI (Probation)	102%	40	$121,040.64	$4,655.41	$58.19	$124,600.66	$4,792.33	$59.90	$128,160.68	$4,929.26	$61.62	$131,720.70	$5,066.18	$63.33
Captain	119%	42	$141,214.08	$5,431.31	$64.66	$144,774.10	$5,568.23	$66.29	$148,334.12	$5,705.16	$67.92	$151,894.14	$5,842.08	$69.55
1st Class	100%	42	$118,667.29	$4,564.13	$54.33	$122,227.31	$4,701.05	$55.96	$125,787.33	$4,837.97	$57.59	$129,347.35	$4,974.90	$59.22
2nd Class	90%	42	$106,800.56	$4,107.71	$48.90									
3rd Class	80%	42	$94,933.84	$3,651.30	$43.47									
4th Class	75%	42	$89,000.47	$3,423.10	$40.75									
2nd (6 months)	70%	42	$83,067.11	$3,194.89	$38.03									
1st (6 months)	65%	42	$77,133.74	$2,966.68	$35.32									

Appendix "B" – Uniforms and Equipment

1. The articles and frequency of issue will be as shown in this Appendix. The Association shall receive a list of the clothing issued in each year.

Fire Fighter Uniform Issue (ordered prior January 1st each year):	
Item	**Issue**
1 baseball cap	1 time issue/as required
1 Dress Uniform: 1 dress shirt short-sleeve (white), 1 clip-on tie, 1 dress tunic, 1 dress trouser, 1 dress top coat, 1 dress hat, 1 nylon belt	1 time issue/as required
1 winter jacket	1 time issue/as required
1 pair winter gloves	every fourth (4th) year
1 pullover sweater	every second (2nd) year
1 mock neck long-sleeve shirt	every second (2nd) year
1 leather belt	every second (2nd) year
1 pair safety shoes or boots	Yearly
1 shirt* (long- or short-sleeve)	Yearly
1 pant*	Yearly
1 coverall	1 time issue/as required
5 t-shirts	Yearly
1 toque	1 time issue/as required

* Probationary Fire Fighter receives a double (2x) issue

2. Fire Fighters may agree to forego or extend their period of issue.
3. All Fire Fighters shall be supplied with a uniform approved by the Fire Chief in keeping with provisions of the OAFC and OPFFA and revisions thereof. All tunics and coats are to have approved shoulder flashes sewn on.
4. If the Probationary Fire Fighter is dismissed by the Corporation, all issue is to be
5. All one time issue items may be replaced in exchange for items of equal value.
6. The Corporation will assume all the costs of the cleaning of uniforms.

Appendix "C" – Shift Schedule

Suppression (shifts include a one (1) hour paid meal break)						
Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Sunday**
Platoon A **10hr Day**	Platoon A **10hr Day**	Platoon A **10hr Day**	Platoon A **10hr Day**	Platoon A **Off**	Platoon A **Off**	Platoon A **Off**
Platoon A **Off**	Platoon A **Off**	Platoon A **Off**	Platoon A **14hr Night**	Platoon A **14hr Night**	Platoon A **14hr Night**	Platoon A **14hr Night**
Platoon A **Off**	Platoon A **Off**	Platoon A **Off**	Platoon A **Off**	Platoon A **10hr Day**	Platoon A **10hr Day**	Platoon A **10hr Day**
Platoon A **14hr Night**	Platoon A **14hr Night**	Platoon A **14hr Night**	Platoon A **Off**	Platoon A **Off**	Platoon A **Off**	Platoon A **Off**

Prevention Inspector(s) – Ten-hour shifts include a thirty (30) minute paid meal break)						
Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Sunday**
FPI-1	FPI-1 FPI-2	FPI-1 FP1-2	FPI-1 FPI-2	FPI-2		
FPI-2	FPI-2 FPI-1	FP-2 FPI-1	FPI-2 FPI-1	FPI-1		
FPI-2	FP-2 FPI-1	FPI-2 FPI-1	FPI-2 FPI-1	FPI-1		
FPI-1	FPI-1 FPI-2	FPI-1 FPI-2	FPI-1 FPI-2	FPI-2		

Prevention Officer – Ten-hour shifts include a thirty (30) minute paid meal break)						
Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Sunday**
FPO	FPO	FPO	FPO			
FPO	FPO	FPO	FPO			
	FPO	FPO	FPO	FPO		
	FPO	FPO	FPO	FPO		

Prevention Officer – Eight (8) hour shifts option include a 30-minute paid meal break						
Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Sunday**
FPO	FPO	FPO	FPO	FPO		

Training – Ten (10) hour shifts include a one (1) hour paid meal break)						
Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Sunday**
Work	Work	Work	Work			

Letter of Understanding

between:

Corporation of the Town of Collingwood

(Hereinafter Called the "Corporation")

- and -

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

(Hereinafter Called the "Association")

Letter of Understanding: Calls for Service

The Parties agree that for the life of this Collective Agreement no call for service will be responded to without a Captain.

Signed this 21 day of March 2025, at Collingwood, Ontario.

Corporation of the Town of Collingwood

D. Thurman, Fire Chief

S. Emo, Deputy Fire Chief

M. McCuaig, HR Manager

C. Raycraft, HR Coordinator

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

B. Balkwill, President

J. Crompton, Vice-President

G. Gitschel, Secretary

T. Firstbrook, Treasurer

Letter of Understanding

between:

Corporation of the Town of Collingwood

(Hereinafter Called the "Corporation")

- and -

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

(Hereinafter Called the "Association")

Letter of Understanding: Second Station

The Town agrees that when a second station is opened a Captain and Acting Captain will be appointed to each station on each platoon.

Signed this 21 day of MARCH 2025, at Collingwood, Ontario.

Corporation of the Town of Collingwood

D. Thurman, Fire Chief

S. Emo, Deputy Fire Chief

M. McCuaig, HR Manager

C. Raycraft, HR Coordinator

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

B. Balkwill, President

J. Crompton, Vice-President

G. Gitschel, Secretary

T. Firstbrook, Treasurer

Letter of Understanding

between:

Corporation of the Town of Collingwood

(Hereinafter Called the "Corporation")

- and -

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

(Hereinafter Called the "Association")

Letter of Understanding: Twenty-four (24) hour shift trial protocol

1. The following sets out the terms to implement a trial 24-hour shift schedule between the **Corporation of the Town of Collingwood a**nd the **Collingwood Professional Firefighters Association**. This LOU does not amend the Collective Agreement.
2. The parties agree that during the term in which the 24-hour shift schedule is in effect, it will not result in additional costs to the employer, or a reduction in the service levels in place before the introduction of the Protocol.
3. The parties will assess the foregoing throughout the trial period.
4. The Town and the Association agree that the terms and conditions set out in this LOU shall be the terms and conditions for all firefighters working the twenty-four (24) hour shift schedule. The trial shall apply to suppression firefighters only unless otherwise permitted in accordance with this LOU.
5. The parties agree that the twenty-four (24) hour trial shall not:
   (a) Cause additional costs to the Town either during the implementation period or during the life of the trial;
   (b) Limit the rights of either party under the current Collective Agreement;
   (c) Have a negative consequence to firefighter health and safety; or,
   (d) Negatively effect the level of service delivered to the public.
6. All articles in the Collective Agreement will remain the same with the exception of those amendments specifically identified herein. These amendments shall only apply during the twenty-four (24) hour shift trial, shall become effective on January 1, 2026, and shall end on December 31st, 2028, or such earlier or later date upon which the twenty-four (24) hour shift trial is terminated or discontinued.

7. Nothing in this LOU shall interfere with the rights of either party set out in the Collective Agreement.

8. It is agreed and understood that this LOU shall not interfere or limit the rights and obligations of either party in accordance with the *Fire Protection and Prevention Act,* and that in the event of a conflict those rights and obligations shall prevail.

9. The parties recognize that the term of this LOU continues beyond the end of the current Collective Agreement. Nothing in this LOU limits or prohibits the parties from negotiating or agreeing to amend any other provision of the Collective Agreement, as they may deem appropriate.

10. If this trial is terminated, it is understood that the parties will revert back to the Collective Agreement, and that no additional salary or overtime costs shall be incurred because of such reversion.

Trial Period:

11. The trial shall be in effect from January 1, 2026, and continue for a period of 3 years, ending on December 31, 2028. There will be an option to extend the trial on a yearly basis, but not to exceed two years. Should the parties agree to make the 24- hour shift permanent, the Collective Agreement will be amended accordingly to include the shift schedule.

12. The Town or the Association may give notice to terminate the trial at any time during the course of the trial, or in any event no later than 3 months prior to the end of the trial, subject to paragraphs 15 and 16 herein.

24-hour Shift Committee:

13. Each party shall appoint two persons to a twenty-four (24) hour shift committee. Meetings of the Twenty-Four (24) Hour Committee will be mutually scheduled on a quarterly basis, to review the measurable factors with a purpose to work through any concerns or issues that may arise. Association members attending these committee meetings outside of the members regularly scheduled shift shall do so with the understanding that their attendance is unpaid time.

14. Notwithstanding the paragraph above, the committee shall meet at any time during the 24-hour shift trial period at the request of any member of the committee to discuss any issues that may arise with respect to this LOU or the 24-Hour shift trial. The parties shall make reasonable efforts to resolve any such issues.

Dispute Resolution:

15. The parties agree that in the event of any difference between the parties relating to the interpretation, application, administration or alleged violation of this LOU, the matter shall be referred to an Arbitrator as agreed to by the parties.

(a) The parties shall engage in mediation, which shall be scheduled expeditiously;

(b) In the event that the matter is not resolved at mediation, the matter shall be scheduled for a hearing. The parties agree that the hearing shall be scheduled expeditiously and that a decision shall be issued as soon as possible after the hearing, but no later than 30 days after the hearing.

16. In the event of a notice to terminate the trial is delivered by either party in accordance with paragraph 12 herein, or should the parties disagree as to whether or not the twenty-four 24-hour shift schedule should be made permanent, the following procedure will apply **(**the trial shall continue during the following procedure):

(a) The parties must meet within 7 days of receipt of such notice to discuss the reasons for the termination of the trial including without limitation any of the measurable;

(b) In the event that the parties agree to terminate the trial, the parties agree to revert back to the Collective Agreement as soon as possible;

(c) In the event that the parties do not agree to terminate the trial or to continue it, the matter shall be referred to an Arbitrator, as the parties may agree and a mediation shall be scheduled expeditiously;

(d) In the event that the matter is not resolved at mediation, the matter shall be scheduled for a hearing. The parties agree that the hearing shall be scheduled expeditiously and that a decision shall be issued as soon as possible after the hearing but, in any event not later than 30 days following the end of the hearing.

17. Disputes arising under the Collective Agreement which do not engage the interpretation, application, administration or alleged violation of this LOU shall be dealt with via the grievance procedure of the Collective Agreement.

Fatigue Management:

18. When completing a suppression shift of any duration each suppression firefighter is reminded of the following:

(a) Each employee is personally responsible for ensuring that they are sufficiently rested such that they can safely operate their personal vehicle in accordance with the *Highway Traffic Act* at the completion of their shift;

(b) Employees are permitted to use the department rest facilities following the completion of their shift, as deemed necessary by the employee, until sufficient rest has been obtained for the employee to drive safely.

(c) No additional compensation will be provided for the time that the employee utilizes the department rest facilities following the shift.

Program Evaluation:

19. The parties agree the twenty-four (24) hour shift will be evaluated throughout the trial period.

20. The Twenty-Four (24) Hour Committee will review the following measurable factors.

Absences	• Comparative analysis to measure whether there is a difference in absences including but not limited to Sick/STD/LTD/Shift exchange that can be attributed to the 24- hour shift schedule. • Comparative analysis to measure whether there is a difference in the number of WSIB claims that can be attributed to the 24-hour shift schedule. • Comparative analysis to measure whether there is a difference in the amount of requests for modified work due to stress/fatigue that can be attributed to the 24-hour shift schedule.
Training	• Comparative analysis to measure whether there is a difference in the on-duty Training statistics that can be attributed to the 24- hour shift schedule. • Comparative analysis to measure whether there is a difference in the off-duty Training statistics related to training with volunteers that can be attributed to the 24-hour shift schedule.
Response Times	• Comparative analysis to measure whether there is a difference in the turnout and response times that can be attributed to the 24-hour shift schedule.
Overtime	• Comparative analysis to measure whether there is a difference in the amount of overtime that can be attributed to the 24-hour shift schedule.
Daily Operational Duties	• Comparative analysis to measure whether there is a difference in daily operational duties that can be attributed to the 24-hour shift schedule.
Call Backs (2nd Alarms)	• Comparative analysis to measure whether there is a difference in attendance at call backs (2nd alarms) that can be attributed to the 24-hour shift schedule.

(a) The employer members of the Committee will supply to the Association members of the Committee, the data it has collected for the years, 2023, 2024, and 2025 as soon as practical, but by no later than April 30th 2026;

(b) If the Association has concerns about the relevancy of the data, accuracy of the data, or the methodology utilized to collect the data for the years 2023, 2024, and 2025 it must bring those concerns to the Committee as soon as practical, but by no later than September 30, 2026;

(c) Either party may collect other data which it believes may be relevant for evaluative purposes provided that it is made available to all Committee members. Any data which a party believes is relevant to the considerations of the Committee must be made available to all Committee members in a timely fashion, and is subject to the same tests of relevancy, accuracy, and methodology used to collect, which is described in paragraph (b) above;

(d) As data is supplied by either party, once the trial has started, either party should bring concerns about the relevancy of the data, accuracy of the data, or the methodology utilized to collect the data to the Committee within 45 days of receipt;

(e) Unresolved matters arising from paragraphs a), b), c) and d) above may be referred to arbitration pursuant to paragraph 15.

Shift Schedule

To support the implementation and maintenance of the 24-hour shift, the following articles will become effective on January 1, 2026, until the end of the 24-hour shift schedule trial period, as outlined in this LOU.

21. For the purpose of this 24-hour shift trial, a 28-day rotating schedule shall be implemented (Schedule C).

22. A regular shift shall consist of twenty-four (24) continuous hours, commencing at 7:30 a.m. and ending at 7:29 a.m.

23. Unless otherwise specified in this LOU, a 24-hour shift shall be made of two equal 12-hour timeframes.

24. Employees on the twenty-four (24) hour shift shall work no more than a maximum of 36 consecutive hours and shall have 24-hours off duty prior to returning to duty.

25. Firefighters may work more than 24 hours for staffing reasons if no one from the corresponding off-duty shift is available to a maximum of 36 hours with the exception of the back-to-back tour.

26. Shift exchanges may be made on the basis of 12-hour periods. Shift exchanges shall not result in a firefighter working more than 36 consecutive hours or having less than 24 hours off between shifts.

27. Employees are permitted to attend full recalls without a full 24 hours off. Employees are personally responsible for ensuring that they are sufficiently rested.

Vacation

28. Requests shall be pre-booked in 24-hour increments. Current selection process applies.

29. Two 12-hour days are required to take off a 24-hour shift.

Stat Holidays and Lieu Days

30. Requests shall be pre-booked in either 12-hour or 24-hour increments. Current selection process applies.

31. Two 12-hour days are required to take off a 24-hour shift.

32. For the purposes of overtime entitlement on a statutory holiday, pursuant to Article 10.04 of the Collective Agreement, it is understood that the day shall begin on the Statutory Holiday at 0730 hours.

Sick Leave

33. One week of short-term disability leave will be equivalent to a one week tour of duty, as set out in Appendix C (must be a minimum of two (2) 24-hour shifts).

34. An “occasion” for the purposes of Article 14 shall be six (6) hours or more.

Association Leave to Attend Conventions, Seminars Etc.

35. Requests shall be pre-booked in 12-hour increments.

36. Two 12-hour days are required to take off a 24-hour shift.

Bereavement Days

37. Two 12-hour days are required to take off each 24-hour shift

38. In the event the Collective Agreement provides only one working day leave of absence, the employee will receive 12 hours leave and may choose to use vacation, lieu days or banked time to take the remaining 12 hours off.

Attendance At Training

39. An employee who is scheduled to attend training for longer than six (6) hours and who is scheduled to work the immediately preceding 24-hour shift shall be granted the last 12-hours of their shift off.

40. If an employee is scheduled to attend a multiple day course and is scheduled to work a 24- hour shift during that time, the 24-hour shift will equal two days at the training. Any additional days attending the training will be compensated at 12 hours at time and one-half lieu time.

41. If an employee is scheduled to attend an offsite training course for longer than six (6) hours that is more than 100 km away and is scheduled to work a 24-hour shift during that time, the employee will be granted the last 12-hours of their shift off.

42. The parties agree that members may be scheduled out of the twenty-four (24) hour shift rotation for the purpose of attending or instructing courses that cannot be completed on the regular twenty-four (24) shift schedule, or are required to be conducted over a period of consecutive days, on the following basis:

    (a) Up to three (3) times per year for a maximum of five (5) calendar days per occurrence to a combined maximum of fifteen (15) days per year for the first two years of the trial;

    (b) Up to two (2) times per year for a maximum of five (5) calendar days per occurrence to a combined maximum of ten (10) days per year for the second two years of the trial;

    (c) An employee who has a personal scheduling conflict with the dates assigned for such training may request to attend on alternate dates; such a request will not be unreasonably denied.

Elections

43. Employees on shift on the day of a Federal, Provincial or Municipal election agree to make arrangements to vote at an advance poll on their own time or will arrange a partial shift exchange, not to exceed 12 hours, for the purpose of voting on the Election Day.

Signed this 21st day of March 2025, at Collingwood, Ontario.

Corporation of the Town of Collingwood

D. Thurman, Fire Chief

S. Emo, Deputy Fire Chief

M. McCuaig, HR Manager

C. Raycraft, HR Coordinator

Collingwood Professional Fire Fighters' Association, Local 938, I.A.F.F.

B. Balkwill, President

J. Crompton, Vice-President

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Schedule 'C'

28 Day Rotation

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 1	24			24			
Week 2					24		24
Week 3			24			24	
Week 4		24					

28 Day Rotation Showing Four Platoons

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 1	A	B	C	A	D	C	D
Week 2	B	C	D	B	A	D	A
Week 3	C	D	A	C	B	A	B
Week 4	D	A	B	D	C	B	C