

2024 – 2026 Collective Agreement

THIS AGREEMENT entered into this 6th day of May, 2025
(date of ratification by both parties)

BETWEEN:

THE CORPORATION OF THE CITY OF MARKHAM,

hereinafter referred to as the "Corporation"

OF THE FIRST PART

And

MARKHAM PROFESSIONAL FIREFIGHTERS' ASSOCIATION,

hereinafter referred to as the "Association"

OF THE SECOND PART

2024 – 2026 Collective Agreement

ARTICLE NUMBER	TOPIC	PAGE NUMBER
1	Employees Covered	4
2	Reservation of Management Rights	5
3	Recognition (of the Association)	5
4	Relationship	6
5	Promotions and Seniority	7
6	Hours of Work	10
7	Vacations	10
8	Paid Holidays	11
9	Sick Leave Credit Gratuities	12
10	Medical and Group Insurance Benefits	14
11	Survivor Benefits	16
12	Retiree Benefits	16
13	Pension Plan	17
14	Workplace Safety and Insurance Board	18
15	Clothing	18
16	Traveling and Other Expenses	19
17	Leave of Absence	20
18	Court Appearances	22
19	Salaries	23
20	Grievance Procedure	24
21	Management Grievance	25
22	Arbitration	26
23	Association Security (including technological change)	26
24	Health and Wellness Program	27
25	Committees	28

2024 – 2026 Collective Agreement

ARTICLE NUMBER	TOPIC	PAGE NUMBER
26	Educational Assistance	28
27	Duration of Contract	28
28	Definition of “Officer-in-Charge”	29
29	Employment Insurance Premium Reduction	28
30	Layoffs	29
31	Discipline	29
	Signature Page	30
Appendix A	Salaries	31
Appendix B	Hours of Work Addendum	32
Appendix C	Recognition of Service Pay	35 – 37
LOI	WSIB	38
LOU	LTD and Benefits	39
LOU	Training Division 6 Month Trial	40
LOU	Vacation Selections	44
LOU	SCBA Technician	45
LOU	IME Providers	46
LOU	Development of an Attendance Support and Management Program	47
Chart A	Clothing and Uniform Entitlement	48
Seniority	Seniority Lists (Date of Hire and VA/LI Selection)	49 - 55

2024 – 2026 Collective Agreement

THIS AGREEMENT

B E T W E E N :

THE CORPORATION OF THE CITY OF MARKHAM,
hereinafter referred to as the "Corporation"
OF THE FIRST PART

And –

MARKHAM PROFESSIONAL FIREFIGHTERS' ASSOCIATION
hereinafter referred to as the "Association"
OF THE SECOND PART

WHEREAS the parties hereto have mutually agreed to enter into these presents for the purpose of more effectually defining, determining, and providing for working conditions, remuneration, pensions, employee benefits, and duties of the full time firefighters covered by this Agreement,

NOW THEREFORE THIS AGREEMENT WITNESSETH:

ARTICLE 1.00 - EMPLOYEES COVERED

- 1.01 The provisions of this Agreement shall apply to all full time firefighters of the Markham Fire and Emergency Services (M.F.E.S.) Department except the Fire Chief, and Deputy Fire Chiefs. (1999)(2001)
- 1.02 "Full Time Firefighters" shall be as defined in the Fire Protection and Prevention Act, 1997 (FPPA). (1998)
- 1.03 A new firefighter shall be deemed to be on probation for the first twelve months of their employment and until satisfactory completion of examinations. **Employees on any approved leave of absence greater than thirty (30) calendar days shall have their probation timeline extended and/or frozen until return from such leave.** The provisions of this Agreement shall apply to Probationary Firefighters, except with respect to just cause for discipline, suspension and discharge [within Article 2.01 (c)] and where specific exclusion provisions are made with respect to probationary firefighters. (1987)(1991)(2013)(2020)(2024)
- 1.04 Whenever the singular is used in this Agreement, it shall be considered as if the plural has been used where the context of this Agreement so requires. (1981)(2006)

2024 – 2026 Collective Agreement

ARTICLE 2.00 - RESERVATION OF MANAGEMENT RIGHTS

- 2.01 Except as, and to the extent specifically modified by this Agreement, all managerial rights and prerogatives are retained by the Corporation and remain exclusively and without limitation within the rights of the Corporation and its management. Without limiting the generality of the foregoing, the Corporation's rights shall include:
- a) the right: to supervise and administer the affairs of the City of Markham Fire and Emergency Services Department. (2024)
 - b) the right: to hire and control the working force and firefighters; to transfer, assign, designate, promote, demote, classify, lay off, recall and retire firefighters in accordance with the provisions of any pension plan; to plan, direct and control operations.
 - c) the right: to maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices to be observed by its firefighters; to discipline, suspend and discharge firefighters for just cause. In the event the Association disputes the reasonableness of such rules and regulations, the Association shall have the right to file a grievance in respect hereof at Stage 2 and the balance of the grievance and arbitration procedures. (1981)(1984)(1998)(2024)
- 2.02 The Corporation agrees that the foregoing rights shall be exercised in a manner consistent with the provisions of the Collective Agreement. (1984)
- 2.03 The Corporation agrees to provide each new firefighter and the executive of the Association with a digital copy of the current Collective Agreement. (2020)
- 2.04 Due to the hazards involved in firefighting with respect to health and safety matters, the Corporation shall endeavor to attain and establish better safety standards to effect improved working conditions and shall further strive to establish these standards that may or may not make reference to the established standards of the National Fire Protection Association (N.F.P.A.). (1984)

ARTICLE 3.00 – RECOGNITION

- 3.01 The Corporation recognizes the Association as bargaining agent for all full time firefighters of the Markham Fire and Emergency Services Department except the Chief, and Deputy Chiefs. (1998)(1999)
- 3.02 The Association agrees to keep the Corporation advised as to the names of officers, executives and negotiating committee within seven (7) days of election, or any change therein. (2013)

2024 – 2026 Collective Agreement

- 3.03 For the purpose of negotiations between the parties, the Corporation shall recognize a negotiating committee of the Association to be composed of not more than five (5) firefighters. (2003)
- 3.04 It is understood that the negotiating committee have their regular work to perform and that if it is necessary for them to negotiate during working hours they will not leave their work without first obtaining the permission of the Fire Chief or designate, and where possible a request by a firefighter shall be at least twenty-four (24) hours in advance. In obtaining such permission, the firefighter shall state their destination to their Officer-in-Charge and report again to the Officer-in-Charge at the time of their return to work. In accordance with this understanding up to three (3) firefighters taking part in negotiations during their regular hours of work shall not suffer any loss in pay. Any additional firefighters taking part in negotiations will be at the expense of the Association. (1985)(1987)(2001)(2003)(2006)(2017)
- 3.05 LABOUR-MANAGEMENT COMMITTEE
A Labour-Management Committee shall be established to discuss issues that cannot be resolved between the Association and Fire Management Staff. Also, its purpose will be to provide an outlet for the exchange of ideas between The Corporation and its firefighters' on matters of general interest and it shall, from time to time as it sees fit, make recommendations to the appropriate authority and/or the Association which will make for a greater degree of co-operation and understanding between the parties concerned. The parties shall meet provided an agenda of the subject(s) to be discussed is submitted to the other party at least three (3) working days before the day agreed upon for the meeting. Under situations which require immediate attention, a meeting may be convened as soon as possible waiving the above noted timelines. (1991)(2001)

ARTICLE 4.00 - RELATIONSHIP

- 4.01 The Corporation and the Association agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either one of them or by any of their representatives or members because of a firefighter's membership or non-membership in the Association or because of their activity or lack of activity in the Association. (2006)(2017)
- 4.02 Provisions of this Agreement shall be applied to all full time firefighters of the Markham Fire and Emergency Services Department, without discrimination. (1998)
- 4.03 It is agreed that the Association and the firefighters will not engage in Association activities during working hours or hold meetings at any time on the premises of the Corporation without the permission of the Fire Chief or designate. (2001)
- 4.04 The Corporation agrees to schedule a three hour group Association orientation for all new firefighters. (2017)

2024 – 2026 Collective Agreement

ARTICLE 5.00 - PROMOTIONS AND SENIORITY

5.01 Seniority shall hereafter refer only to seniority of a firefighter within the full time departmental staff covered by this Agreement.

5.02 In determining a full time firefighter's length of service for seniority purposes, computation will begin on the date the firefighter commenced full time employment with the Markham Fire and Emergency Services Department. Former full time firefighters re-entering the service after continuity of service has been broken for any reason shall be considered new full time firefighters and seniority shall start on the date they re-enter service. (1998)

When two or more individuals commence work on the same day, the procedure for establishing their relative seniority shall be based on the individual's final probationary exam mark. **In the event of a tie, refer to the previous written exam.** (2001)(2024)

5.03 In the event the Corporation hires an experienced firefighter to fill a vacancy, such firefighter may be classified by the Corporation at any one of the job title levels listed in Article 19 (Salaries), up to and including the rank of First Class Firefighter, subject to the compulsory twelve-month probationary period. (1987)

5.04 Each full time firefighter must serve a compulsory twelve-month probationary period. To qualify for up-grading from Firefighter on Probation to Firefighter Fourth, Third, Second and First Class respectively, an overall mark of 70% must be attained. If a firefighter fails to pass, they shall be re-examined within sixty (60) days. As a result of the re-examination, the Chief may recommend that the firefighter be upgraded to the next classification or the Chief may take such other action as the Chief deems necessary. Failure to qualify in re-examination shall constitute sufficient reason for dismissal. In the case of a firefighter failing to qualify for upgrading they shall be re-examined only in those subjects in which they failed to attain the required 70%. (1981)(1987)(2006)(2017)

Each firefighter shall serve a period of at least one (1) year in each of 3rd and 2nd classifications, prior to upgrading to the next classification. (1992)

5.05 Whenever it is known that there will not be a Captain on duty at any fire station that normally has a Captain in charge, a designate Captain shall be appointed as the Captain in charge. The designate Captain shall be paid at the Captain's rate for the period during which they are so in charge. All firefighters who have successfully completed the Captain's promotional process, shall wear silver "Designate Captain" epaulettes at all times while on duty, until such time as they are promoted to a full Captain position. This shall not be interpreted as being a new rank or new position or related to the salaries set out in Appendix 'A' to the Collective Agreement (2017)

A First Class Firefighter who desires to be considered for designation as a Captain under this Article, must have a minimum of six (6) years' experience as a full time firefighter with the Markham Fire and Emergency Services Suppression Division and must have passed the written exam for Captain as outlined in the Captains' Promotional Policy.

2024 – 2026 Collective Agreement

The Captains' Promotional Policy will not be amended without mutual consent. Under normal conditions, only those firefighters who have passed the qualifying exams for Captain will be eligible to serve as an officer in charge. The qualifying exam shall be conducted based on service requirements as determined by the Fire Chief. (1987)(1991)(2003)(2006)(2017)(2020)

Whenever it is known that there will not be a Battalion Chief on duty at any fire station that normally has a Battalion Chief in charge, a Battalion Chief Acting shall be appointed as the Battalion Chief Acting in charge. The Battalion Chief Acting shall be paid at the Battalion Chief's rate for the period during which they are so in charge. Applicants for the position of Battalion Chief Acting must currently hold and have served in the position of full Captain with the Markham Fire and Emergency Services Suppression Division for a minimum of one year at the time of the exam and must successfully have passed the exams for Battalion Chief Acting as outlined in the Battalion Chief Acting policy. The Battalion Chief Acting and Battalion Chief Promotional policies will not be amended without mutual consent. Qualifying exams shall be conducted based on service requirements as determined by the Fire Chief. (2017)(2020)

- 5.06 Those firefighters applying for a position of Captain must have met all of the requirements for Captain referred to in Article 5.05 and must have passed the prescribed training/evaluation period. Candidates shall be chosen in descending order based on their overall mark achieved at the conclusion of the Captains' promotional process and where marks are equal, seniority with the Markham Fire and Emergency Services Department shall govern. (1998)(2006)

This list of designate Captains, at the conclusion of the Captains' promotional process, will also indicate the progression that is to be maintained as Captain positions become available. For example, when a Captain's position becomes available, it shall be filled in succession by the designate officer on the top of the list. Once the designate Captains are in place in descending order of marks, they will not change their respective positions at any time in relation to one another. (2006)(2017)

When new candidates write for the position of designate Captain, they will be chosen in descending order according to their marks and placed on the designate 'list' below the names already on the list. In-place designate Captains do not have to requalify. (2006)(2017)

Those firefighters applying for a position of Battalion Chief must have met all of the requirements for Battalion Chief referred to in Article 5.05 and must have passed the prescribed training/evaluation period. Candidates shall be chosen in descending order based on their overall mark achieved at the conclusion of the Battalion Chiefs' promotional process and where marks are equal, seniority with the Markham Fire and Emergency Services department shall govern. (2017)(2020)

2024 – 2026 Collective Agreement

The list of Battalion Chief Acting, at the conclusion of the Battalion Chief Acting promotional process, will also indicate the progression that is to be maintained as Battalion Chief positions become available. For example, when a Battalion Chief's position becomes available, it shall be filled in succession by the Battalion Chief Acting on the top of the list. Once the Battalion Chief Acting are in place in descending order of marks, they will not change their respective positions at any time in relation to one another. (2017)(2020)

When new candidates write for the position of Battalion Chief Acting, they will be chosen in descending order according to their marks and placed on the "Acting list" below the names already on the list. In-place Battalion Chief Acting do not have to requalify. (2017)(2020)

- 5.07 A firefighter promoted to a position within any division of the Department shall serve a maximum training/evaluation period of one (1) year in the new position. Their performance is to be evaluated after six (6) months, and twelve (12) months, as a minimum, and they will be confirmed in the position or returned to their former rank, after twelve (12) months. (2006)

A letter of confirmation shall be sent to each firefighter who successfully completes the appropriate training period. The letter shall be sent as soon as possible and shall apply to all classifications, in all Divisions. (1987)

- 5.08 There will be no transfer between divisions of the Fire and Emergency Services Department above the rank of 1st Class Firefighter.

In respect of transfers, on a full-time permanent basis, firefighters holding the rank of 1st Class or below shall meet all of the requirements of the respective positions in the division to which they are transferred. Firefighters so transferred shall be compensated at the appropriate rate of the new position in accordance with the salary schedules of this collective agreement.

Divisions of the Department are "Fire Prevention/Education", "Suppression", "Training" and "Mechanical". (1981)(1984)(1987)(2001)(2024)

- 5.09 Where possible, the Corporation shall endeavor to fill vacancies within sixty (60) days of the effective date of the vacancy in an effort to maintain current levels of staffing. (1984)(2006)
- 5.10 The seniority list in the Collective Agreement will be updated within **thirty (30)** of any change. A copy of an updated seniority list will be forwarded to the Association President whenever additional staff are hired and complete their final probationary exam, as outlined in Article 5.0. (2009)(2013)(2024)

2024 – 2026 Collective Agreement

ARTICLE 6.00 - HOURS OF WORK

- 6.01 A firefighter shall regularly be scheduled to work a forty-two (42) hour work week averaged over a four (4) week period, which hours shall be worked in accordance with a schedule of rotating shifts based on a two **battalion** system. The schedule of days worked shall be as set out in Appendix "B" to this Agreement. (1981)(2024)
- 6.02 In the Divisions of Fire Prevention/Education, Training, Mechanical, (and other appropriate positions) work shall be performed on a schedule determined by the Chief of the Department, to average not more than forty (40) hours per week. (1981)(2001)
- 6.03 It is understood that nothing in the above schedule of hours of work will prevent the Fire Chief, Deputy Chiefs, or, in their absence, the officer in charge of the shift, from granting a request made by any two (2) firefighters for permission to exchange their shifts or days off. (2001)
- 6.04 Subject to 6.03 above, when a firefighter arranges for a substitute to appear in their place on a shift in accordance with the provisions of the departmental regulations respecting substitution of a firefighter on a shift, the firefighter so substituting shall be responsible for appearing for work duty on that shift. If the substituting firefighter does not appear, their absence will be considered as an absence from their normal shift and the shift will be deducted from the pay of the substituting firefighter. (2006)(2017)

ARTICLE 7.00 - VACATIONS

- 7.01 The twelve (12) month period hereinafter used for the calculation of the amount of vacation days to which a firefighter is entitled shall commence July 1st and terminate on June 30th of each year, and be determined as follows: (1981)
- a) All firefighters who have not completed one (1) year of service as of June 30th, shall be entitled to point six (0.6) of a day for each completed month of service to a maximum of one (1) tour of duty. (1984)
 - b) All firefighters who have completed one (1) year of service and not more than three (3) years of service as of June 30th, shall be entitled to two (2) tours of duty. (1981)
 - c) All firefighters who have completed three (3) years of service as of June 30th, shall be entitled to three (3) tours of duty. (1981)
 - d) All firefighters who have completed ten (10) years of service as of June 30th, shall be entitled to four (4) tours of duty. (1981)
 - e) All firefighters who have completed eighteen (18) years of service as of June 30th, shall be entitled to five (5) tours of duty. (1981)(1991)
 - f) **NEW - Employees in the divisions, "Fire Prevention/Education", "Training", and "Mechanical" who have completed twenty-five (25) years of service as of June 30th, shall be entitled to six (6) weeks of vacation. (2024)**
- 7.02 Vacation periods shall be taken as tours of duty or multiples thereof. Day staff, for their last "vacation pick", shall be permitted to split a tour into individual shifts. (1981)(1999)(2001)(2024)

2024 – 2026 Collective Agreement

- 7.03 Choice of vacation dates shall be scheduled according to seniority within each selection group, subject to the requirement to maintain efficiency as determined by the Chief of the Department. A selection group shall consist of no more than five (5) firefighters per group in each respective division. (1999)
- 7.04 Firefighters will not be permitted to carry vacation entitlement beyond the calendar year.
- 7.05 A firefighter may cancel their scheduled vacation or holiday due to certified illness or accident prior to commencement provided the firefighter is not eligible to perform modified duties. Re-booking must not conflict with vacation of other firefighters previously arranged. (2006)(2013)(2017)
- 7.06 Any firefighter refused re-booking by Management shall be paid for all outstanding vacation entitlement at the prevailing rate. (1981)(1984)

ARTICLE 8.00 - PAID HOLIDAYS

- 8.01 The Corporation shall recognize the following paid holidays for its firefighters:

New Years Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Remembrance Day
Floating Holiday (1)	Floating Holiday (2) – National Day for Truth and Reconciliation

(2003) (2009)(2024)

- 8.02 In lieu of paid holidays the Corporation agrees to pay on or before December 31st, any paid holiday standing to the credit of a firefighter as of December 31st. (1981)(2001)
- 8.03 This article shall also apply to firefighters on probation, but payment shall be on the basis of holidays actually falling within the period employed during the year.
- 8.04 A firefighter starting after June 30th of the year of employment shall not be entitled to the Floating Holiday referred to in Article 8.01 for that year only. (1981)

2024 – 2026 Collective Agreement

ARTICLE 9.00 - SICK LEAVE CREDIT GRATUITIES

- 9.01 DEFINITION – Sick Leave means the period of time a firefighter is permitted to be absent from work with pay under this Article by virtue of being sick and/or confined or disabled because of an accident for which compensation is not payable under the Workplace Safety and Insurance Board. (1981)(2003)
- 9.02 Each firefighter shall receive sick leave credits at the rate of one-and-a-half (1 ½) days for each unbroken month of service with the Corporation, such credits to be cumulative to no maximum provided, however, that such credit shall not be payable to a firefighter on probation during their first twelve (12) months of employment. For those firefighters regularly scheduled to work a forty-two (42) hour work week averaged over a four (4) week period one-and-a-half (1 ½) days equals eighteen hours (18). For those firefighters regularly scheduled to work a forty (40) hour work week one-and-a-half (1 ½) days equals 12 hours. (1981)(1987)(2006)(2020)
- 9.03 A deduction shall be made from the Sick Leave Bank for all time absent on account of sick leave as defined in Article 9.01 and calculated in accordance with Article 9.02. The sick leave credit of a firefighter shall diminish by one day for each shift, and one-half day for each half shift that such firefighter is absent due to illness, an absence due to illness for less than one-half shift shall not be deducted from the sick leave credit. Absence due to illness for more than a half a shift and less than a full shift, shall be counted as a half day. (1981)
- 9.04 A firefighter may be required to produce a certificate signed by a qualified medical practitioner for any illness. No firefighter shall draw during their active service with the Corporation, sick leave benefits if the absence from work is not due to illness/disability as attested by the medical certificate, if required by a representative of the Corporation. In the case of a prolonged absence a certificate shall be submitted every thirty (30) days unless waived by representatives of the Corporation. The certificate shall set out any specific limitations that would restrict the firefighter's ability to perform their normal work and the prognosis for return. The Corporation shall pay the reasonable cost of any such certificate. (1981)(1998)(2006)(2010)(2017)
- 9.05 In order to be eligible for payment of salary under the sick pay scheme during an illness, a firefighter must inform **their Battalion Chief, Division Chief or Direct Supervisor** of their illness at least **two (2) hours** before the commencement of the **shift**. Where a firefighter is negligent in reporting prior to the required time, their absence may be without pay. (1981)(2006)(2024)
- 9.06 A firefighter shall not receive sick pay when eligible to receive compensation under the Workplace Safety and Insurance Act, due to injury sustained while on the payroll of someone other than the Corporation. (1981)(1998)

2024 – 2026 Collective Agreement

- 9.07 In the event that a firefighter's employment is terminated, except in the case of death, after five (5) years of service, the firefighter shall be entitled to receive their salary for one-half (1/2) of the number of days standing to their credit in accumulated unused sick leave, but in any event an amount not in excess of six (6) months pay at the time of separation calculated in a manner consistent with Article 19.03. (2006)(2017)

In the event of death, the firefighter's estate or beneficiary shall be entitled to an amount equal to their salary for one-half (1/2) of the number of days standing to their credit for their accumulated unused sick leave, but in any event an amount not in excess of six (6) months pay at the time of death. (1981) (2006) (2017)

- 9.08 The Corporation will provide a Long Term Disability Plan for all non-probationary employees, providing income protection benefits of 75% of salary per month after a 26-week qualifying period. (2003)

For a period of two years after the qualifying period, eligibility shall be based upon the firefighter's inability to perform their own occupation. Eligibility beyond that two-year period shall be based upon the firefighter's inability to perform any occupation. (2003) (2006)(2017)

The provisions of the LTD Plan will include the requirement to make an application for Canada Pension Plan disability benefits and OMERS disability benefits. Further, LTD benefits shall be reduced by any amount payable under the Canada Pension Plan, OMERS, or No-fault auto insurance. (2003)

Further accumulation of service, vacation and sick time will cease after the 26-week qualifying period. (2003)

- 9.09 Every firefighter shall contribute sick leave day credits to a common pool as required to maintain a minimum pool of 18,000 hours. (1998) (2003) (2009)

The pool shall be carried over from year to year. When a firefighter is eligible to draw sick leave benefits from the pool, they will get 100% of current salary at the time of entry. (1984)(1998)(2003) (2006) (2010)(2017)

This common pool is for the use of a firefighter who has finished their probationary period successfully, who is disabled for an extended period of time and who has totally depleted their own sick leave credits, vacations, paid holidays and lieu time. The maximum draw on the common pool by a firefighter shall be 26 weeks for the same illness or injury. LTD entitlement shall commence at the end of that 26-week period. If the firefighter fails to apply for LTD within 5 weeks of commencing to draw on the common pool, their entitlement to the common pool shall cease after 26 weeks for the same illness or injury. (2003) (2006)(2017)

If an application for LTD was made within 5 weeks of commencing to draw on the common pool, and the LTD administrator has not made a determination by the end of the 26 weeks on the pool, the firefighter shall continue to receive benefits from the common pool at 75% of pay pending the decision of the administrator. (2003)(2010)

2024 – 2026 Collective Agreement

If a firefighter applies for LTD and does not qualify and provides appropriate medical documentation in the form of a completed Physical Restrictions Identification Form, the firefighter shall continue to be eligible for benefits from the common pool. The days paid shall be 75% of a common pool day. (2003) (2010)

The Corporation shall notify the Association by electronic communication, the name of the firefighter to whom a long term disability package has been forwarded. (2003) (2010)

Benefits drawn from the common pool shall be reduced by any amounts payable under the Canada Pension Plan, OMERS, or No-fault auto insurance. (1984)(2003)

- 9.10 The firefighter shall provide a Physical Restriction Identification Form completed by their physician, as and when required by representatives of the Corporation, in accordance with the Modified Work Policy so that eligibility may be established for sick benefits under this Article and /or modified work. The Corporation shall pay the reasonable cost for completion of the form. The Corporation shall have the right to require any employee to take a medical examination by a mutually-agreed upon assessment centre as specified in Appendix C, at the Corporation's expense. (1998)(2001)(2003)(2017)

In the event that a firefighter is permanently placed in an alternate position within the Corporation the salary will be the rate while drawing sick benefits or the rate in effect for the new position, whichever is higher. The rate of pay shall be "red-circled" until such time as the actual salary and the position salary are the same. (1984)(1998)(2003)

- 9.11 A Firefighter may use up to a maximum of 24 hours per calendar year to address an urgent matter. Such time shall be utilized in 12 hour increments for shift employees and 8 hour increments for day shift employees. Urgent matters include the unexpected or sudden illness of the employee's spouse, child or dependent parent which prevents the employee from reporting to duty or in emergency situations which arise and are out of the employee's control. (2020)

ARTICLE 10.00 - MEDICAL AND GROUP INSURANCE BENEFITS

- 10.01 The Corporation agrees, during the term of this Agreement, to contribute the full cost of the billed premiums towards the present coverage of eligible firefighters under the Ontario Hospital Insurance Plan.

- 10.02 The Corporation agrees, during the term of this Agreement, to contribute the full cost of the billed premiums towards coverage of eligible firefighters under the Liberty Health Drug Plan or equivalent. (1992)(1999)

- 10.03 The Corporation agrees, during the term of this Agreement, to contribute the full cost of the billed premiums with respect to Group Life Insurance, providing insurance equal to two (2) times the firefighter's current salary for all eligible firefighters. For the Group Life Insurance benefit a firefighter shall be eligible on the first day of employment. (1987)(2010)

2024 – 2026 Collective Agreement

- 10.04 The Corporation agrees, during the term of this Agreement, to contribute the full cost of the billed premiums of a Liberty Health #9 (or equivalent) Dental Plan to eligible firefighters, which includes:

Rider 3 (orthodontic services) **\$3,250** lifetime maximum (**effective date of ratification**)

Rider 2 (complete and partial dentures) - 100% per person

Rider 4 (crown and bridge work) - 100% per person

The Ontario Dental Association Fee Guide to be updated automatically to provide the current ODA fee. (1992)(1999)(2006)(2020)(**2024**)

- 10.05 The Corporation agrees, during the Term of this Agreement to contribute the full cost of the billed premiums towards coverage of eligible firefighters with respect to a Vision Care Plan. Vision Care coverage, inclusive of eye examinations shall be effective **January 1, 2025 six hundred and forty dollars (\$640) maximum** in a twenty-four (24) month period. **January 1, 2026, seven hundred dollars (\$700) maximum in a twenty-four (24) month period.**

The Corporation agrees to pay for laser eye surgery upon submission of original receipts and upon execution of the official submission forms. Eligible firefighters may use the balance of the current 24 month maximum, combined with the maximum from the previous 24 month period, for the purpose of laser eye correction surgery. (2006)(2009)(2010)(2013)(2020)(**2024**)

- 10.06 The Corporation agrees to provide Extended Health Care coverage for each firefighter in the active employ of the Corporation and the Association. An annual cost of \$10.00 per individual and \$20.00 per family deductible will apply. (1992)

The Corporation agrees to improve hearing aid coverage to \$3000.00 every 60 months for eligible firefighters, **spouse and dependents combined**. (2003)(**2024**)

- 10.07 The only obligation of the Corporation under Article 10.00 is to pay the appropriate premium in full or in part as outlined in the various sections of Article 10.00. The Corporation is not an insurer as to the benefits available and the exact terms of the coverage must be ascertained from the provision of the particular policies of the insurers. The Corporation agrees to provide a copy of the master benefit plan to the Association's President upon change in carrier and on an annual basis. (1981)(2009)

- 10.08 After six (6) completed months of service, firefighters on probation shall be eligible for hospital and medical coverage, as outlined in Articles 10.01, 10.02, 10.04, 10.05 and 10.06. (1989) (2010)

2024 – 2026 Collective Agreement

ARTICLE 11.00 - SURVIVOR BENEFITS

11.01 In the event of a firefighter's death in the line of duty, a spouse, or where there is no spouse, dependent children under the age of 21 will receive in addition to any pension, Workplace Safety & Insurance Board or Canada Pension Plan payments, a supplemental benefit sufficient to raise the total benefit, payable to the spouse or dependent child, to the level of the firefighter's salary at the date of death. This benefit would continue until the earliest of:

- a) the date that the firefighter would have reached normal retirement age;
- b) the remarriage of the surviving spouse;
- c) the date on which any dependent child reaches the age of 21 if no spouse is alive.
(1991)(1998)

11.02 The Corporation shall pay hospital, medical and dental premiums on behalf of the surviving spouse until the earlier of:

- a) the date that the firefighter would have reached age 65; (2009)
- b) the date that the spouse becomes eligible for coverage under another plan through employment; (2009)
- c) the date that the spouse remarries or enters into a common law (including same sex) relationship. (1991)(2009)

ARTICLE 12.00 - RETIREE BENEFITS

12.01 The Corporation shall pay 100% of the premium cost of benefits for any firefighter retiring on or after January 1, 1991 who meets the following criteria at the time of retirement:

- a) is in the active employ of the Corporation at the time of the retirement;
- b) has at least fifteen (15) years of service and is a minimum of sixty (60) years of age or meets the criteria for the OMERS 85 factor OR is in receipt of an unreduced OMERS Pension (2013);
- c) is in receipt of an OMERS pension;
- d) is not eligible to receive benefits from any other benefit plan. (1991)

12.02 The benefits to be covered for a retiree are:

- 1) Liberty Health Dental Plan
- 2) Liberty Health Drug Plan
- 3) Vision Care
- 4) Semi-private hospitalization

-the retiree may elect single or dependent coverage as applicable.

-eligibility to participate in the plan ceases at age 65.

-the spouse of a deceased retiree may continue participation until the earlier of the:

2024 – 2026 Collective Agreement

- 1) Date the retiree would have attained age 65, or;
- 2) Date that the surviving spouse remarries, or;
- 3) Date the survivor attains the age of 65.

The retiree must enroll in the plan at the time of retiring and must continue uninterrupted participation in order to be eligible to participate in the plan. (1991)(1999)

- 12.03 **The Corporation shall provide a post-age 65 retiree health care spending account (HCSA) applicable only to eligible retired employees as follows:**
- a. Who are enrolled in the existing retiree health benefit plan at age 65;
 - b. Who have a minimum of 15 years service with the Markham Fire and Emergency Services;
 - c. Who have not retired as a result of a grievance or arbitrated settlement;
 - d. In receipt of an unreduced pension at the time of retirement in accordance with the terms established by OMERS;
 - e. Payable from age 65 to **75**;
 - f. Claims for reimbursement must be made first through the Ontario Health Insurance Plan (OHIP), the Ontario Drug Plan (ODP) or other public or provincial insurance as may be applicable. Reimbursement will be provided for medical or dental expenses to the extent that these expenses exceed coverage available from OHIP, ODP or other applicable public insurance plan and are permitted by the Canada Revenue Agency (CRA);
 - g. The HCSA will be non-cumulative. There is no redeemable cash value. In the event that the eligible retired employee does not exhaust the maximum entitlement for the year, the balance cannot be carried over to the next year;
 - h. Is not retroactive to employees who retire before January 1, 2021;
 - i. The maximum annual amount is **\$2,500** and is applicable to the retired employee **and spouse**. (2020)(2024)

ARTICLE 13.00 - PENSION PLAN

- 13.01 The Corporation agrees during the term of this agreement to continue its present practice with respect to contributions towards the Ontario Municipal Employees Retirement System (OMERS) Normal Retirement Age 60 (NRA 60) or Normal Retirement Age 65 (NRA 65) as appropriate. (1984)(2001)(2020)
- 13.02 In recognition by the parties of the unique *bona fide* physical and mental requirements of the work, appropriate to the terms and conditions of employment of the job, except as specified below, all individuals covered under this agreement shall retire at normal retirement age of 60 years **except in the Mechanical and Prevention Divisions. (2024)**
- 13.03 This article will be applied in a manner consistent with the Fire Protection and Prevention Act and the Human Rights Code. (2013)

2024 – 2026 Collective Agreement

ARTICLE 14.00 - WORKPLACE SAFETY & INSURANCE BOARD

- 14.01 If a firefighter is injured while in the employ of the Corporation and is in receipt of payment from the Workplace Safety & Insurance Board for time lost due to the accident, they shall receive a total equivalent to their current net salary in accordance with Appendix 'A' for a period not to exceed thirty-six (36) months. The net salary payment will not impact what Ontario Municipal Employees Retirement System (OMERS) contributions would otherwise have been. (2006)(2010)(2017)

Subject to the Workplace Safety and Insurance Act and the Regulations thereunder a firefighter who is absent on an approved WSIB absence for the calendar year, January 1 through December 31, shall not receive accrued and unpaid vacation or lieu day payments at the end of the calendar year. All banks shall be reset effective January 1. (2020)

Should a firefighter become unable to perform their job for reasons of physical or mental disability incurred on the job, as determined by the Workplace Safety and Insurance Board, the Corporation shall endeavor to place the firefighter in another job within the Corporation and to train the firefighter in that job. (2006)(2017)

The salary for the above position, if available, shall be the rate while drawing Workplace Safety & Insurance Board benefits or the rate in effect for the new position, whichever is the higher. The rate of pay shall be "red-circled" until such time as the actual salary and position salary are the same. (1984)(1998)

In relation to the Workplace Safety & Insurance Board, benefits for travel and driving shall be in accordance with the applicable Workplace Safety & Insurance Board policy and or legislation. (2017)

ARTICLE 15.00 - CLOTHING

- 15.01 All positions identified in the Collective Agreement will be issued with clothing and components as allotted in CHART A. All clothing and components will be worn, cared for and maintained in accordance with fire department policy. (2003)
- 15.02 All issued items shown on CHART A remain the property of the Corporation and are subject to return upon separation or retirement. (2003)
- 15.03 All issued items shown on CHART A will be issued on or as near as possible to the hiring or promotion date for any position. (2003)
- 15.04 Clothing and components listed in CHART A and issued by the Corporation shall only be worn during the performance of duties as a City of Markham Firefighter. (2003)
- 15.05 Each Firefighter shall be entitled to have their dress uniform cleaned at the discretion of the Officer in Charge when said uniform is dirtied as a result of answering an emergency call. (2006)(2017)

2024 – 2026 Collective Agreement

- 15.06 The number of station/work uniforms allotted to suppression and communications division is based on laundry facilities being provided and maintained by the Corporation. (2003)
- 15.07 Replacement of items shown on CHART A is subject to the following:
- (a) Replacements will be provided based on demonstrated need or as needed basis except as listed under 15.07(c).
 - (b) Items damaged beyond economical repair will be replaced as soon as possible after being reported.
 - (c) Annually by May 1st, T-shirts and socks will be issued as specified in CHART A. NOTE: CHART A identifies the annual issue of T-shirts and socks followed by the initial issue in brackets.
- 15.08 The Association will pay for IAFF LOCAL 2727 patches and installation, the design of which is subject to approval of the Corporation. The Corporation will attach these patches to all work uniform shirts, coveralls, sweaters and all season jackets. (2003)
- 15.09 Battalion Chiefs, Division Chief and members of the Fire Prevention/Education Division who are required to wear the dress uniform on a day-to-day basis shall receive \$200.00 cleaning allowance (paid on the first pay in January each year) while on active service. Persons eligible to Act as Battalion Chiefs shall receive \$100.00 cleaning allowance (paid on the first pay in January each year) while on active service. Members of the Honour Guard who do not receive the above allowance and are required to wear the Honour Guard uniform while on active service shall receive dry cleaning of the dress shirt following each Honour Guard event and the dry cleaning of the tunic and pants after every third Honour Guard event. (2003)(2006)(2009)(2020)(2024)

ARTICLE 16.00 - TRAVELLING AND OTHER EXPENSES

- 16.01 A firefighter will be paid traveling expenses when traveling to and from authorized courses or conventions (exclusive of Ontario Fire College) for their actual out-of pocket expenses.
- 16.02 When a firefighter reports for duty, and is ordered to report to a different station for duty, the firefighter shall be paid return mileage at the current rate. (1985)(2001)
- 16.03 Effective January 1, 2021, the Markham Fire and Emergency Service shall reimburse up to **\$175** every five (5) years up to the age of 46 and every three (3) years thereafter, for the medical portion of the DZ license renewal pending it is successfully renewed. This reimbursement shall be available for all suppression firefighters, Training Officers and Captains. (2020)(2024)

2024 – 2026 Collective Agreement

ARTICLE 17.00 - LEAVE OF ABSENCE

17.01 **The Association's Executive members will be allowed a total of nine hundred and sixty (960) hours of leave per calendar year to attend Association business provided that the Fire Chief is advised of the intended absence at least seven (7) days prior to the occasion and is able to adequately staff the department during the proposed absence at no additional cost to the Corporation. In addition, the Corporation agrees to grant leave of absence without loss of pay and without loss of seniority to not more than any two (2) firefighters selected by the Association to attend special Association seminars and functions of Union nature, with no expense to the Corporation. The request for such leave of absence shall be made in writing at least one (1) week in advance of such leave. The Corporation agrees to confirm the request for such leave of absence within five (5) calendar days of receipt of the request. The Association shall be responsible for arranging proper replacement and maintaining qualifications in the event that time off is required. If such proper replacement is not available, or qualifications are not maintained, the request will be denied automatically.**

(1981)(1984)(1985)(2001)(2024)

17.02 In the event of a death in the immediate family of a **day staff** covered by this Agreement, the City agrees to grant time off and to make up the employee's regular pay (exclusive of any premium) for any absence up to a period of **up to a period of 40 hours in a seven day calendar period** for the purpose of making arrangements for or attending the funeral. Immediate family shall mean: **parents, step-parents, spouse, sibling, child, stepchild, parents-in-law, grandparent, grandchild, siblings-in-law.** (2001)(2024)

17.03 In the event that a **day staff** acts as a pallbearer, **participates in a funeral service or celebration of life or participates in an ethno-cultural observance**, they shall receive the impacted shift off work with pay whether it is a day or night shift. (2017)(2024)

The City has the right to require proof, satisfactory to the City, of being a pallbearer, a **participant in a funeral service or celebration of life, or participant in an ethno-cultural observance** from a firefighter. (2024)

If a **day staff** books pallbearer, **funeral service or celebration of life, or participates in an ethno-cultural observance to which they did not attend or participate**, the leave will be without pay and will be considered as a suspension. If payment for the leave has been processed the City has the right to deduct the appropriate wage from a future pay period. A letter stating the circumstances for the suspension shall be placed in the firefighter's **personnel file.** (2009)(2024)

17.04 The Corporation agrees to grant Leave of Absence without loss of pay for emergency situations. When an emergency has occurred, the firefighter shall notify the officer in charge and arrange relief for equal time at no cost to the Corporation. In the event that another firefighter is called in due to this emergency situation, the replacement firefighter shall be entitled to wages at their regular rate. This provision is granted notwithstanding Article 19 and with no penalty to the firefighter who initiates this emergency situation. (1984)(2006)(2017)

2024 – 2026 Collective Agreement

17.05 Pregnancy and Parental Leave

Upon notification to the Fire Chief or their designate, a pregnant Suppression firefighter may be assigned modified duties for the duration of her pregnancy. (2006)(2017)

The following provision is in accordance with the *Employment Standards Act* of Ontario.

A firefighter shall qualify for pregnancy and/or parental leave if they have been employed by the Corporation at least thirteen (13) weeks before the expected birth date or the date that the child first comes into the custody, care and control of the employee. (2017)

a) Pregnancy Leave

A pregnant firefighter shall be entitled to an unpaid leave of absence which may begin no earlier than the earlier of the day that is seventeen (17) weeks before her due date, and the day on which she gives birth. The leave will end seventeen (17) weeks after it began provided she is entitled to parental leave, or on the day that is seventeen (17) weeks after the pregnancy leave began and six (6) weeks after the birth, still-birth or miscarriage if she is not entitled to parental leave.

The firefighter must provide the corporation with at least two (2) weeks written notice, under normal circumstances, of the date the leave is to begin and a medical certificate stating the expected due date.

b) Parental Leave

A firefighter shall be entitled to an unpaid leave of absence which may begin no later than fifty-two (52) weeks after the day the child is born or comes into the firefighter's custody, care and control for the first time. If the firefighter has taken pregnancy leave, she must begin the parental leave when her pregnancy leave ends unless the child has not yet come into her custody, care and control for the first time. A firefighter's parental leave ends thirty-five (35) weeks after it began if pregnancy leave was taken; otherwise it ends after thirty-seven (37) weeks. A firefighter wishing to take parental leave must provide the Corporation with at least two (2) weeks written notice before the day the leave is to begin. (2001)

c) Benefits while on Pregnancy/Parental Leave

The employer shall continue to pay their normal contributions for any benefit plan, which is normal to the firefighter's employment, unless written notification is received that the firefighter does not intend to pay the firefighter's portion, if any.

d) Seniority during Pregnancy/Parental Leave

While on pregnancy and/or parental leave, a firefighter shall continue to accumulate seniority under this collective agreement. (1991)

e) The Corporation shall provide a "sub-fund" or top-up to the bargaining unit members who are entitled to receive maternity and/or parental benefits as follows:

Maternity:	15 weeks (75% top up)
Parental:	10 weeks (75% top up)

2024 – 2026 Collective Agreement

Those who commenced Pregnancy or Parental Leave on or after December 31, 2016 shall be entitled to the top-up. (2013)

17.06 Parent Leave

Subject to approval by the Fire Chief, up to four shifts leave with pay may be granted to a parent (including a same sex partner/parent) within two (2) weeks following the birth/adoption of the child/children. The firefighter must have completed six (6) months service. (1991) (2009)

17.07 Leave of Absence

The Fire Chief may grant a leave of absence without pay and without loss of seniority to a firefighter for good and sufficient personal reasons. All requests for such leaves of absence shall be in writing as far in advance as practicable. (2024)

Seniority and benefits will be affected if the leave of absence exceeds four (4) weeks (reference Corporate Leave of Absence Policy). The Corporation agrees to confirm or deny the request for such leaves as soon as possible. (1991)(2001)

17.08 Leave For Personal Use

Leave for personal use is a provision which is designed to enable day staff firefighters to be absent from employment with full pay for the following reasons: professional appointments such as medical, dental, legal and optical. Firefighters will make every effort to schedule such appointments outside of scheduled hours of work. Leave for personal use is to be utilized solely for the purposes as specified above and a reason acceptable to management is to be provided. To qualify for this provision, the firefighter must have notified the department at least forty-eight (48) hours in advance of the date and required time off. Leave for personal use is limited to a maximum of twenty (20) hours per calendar year, non-cumulative. Firefighters who have taken leave for personal use may be required to produce evidence which is satisfactory to management. (1999)

ARTICLE 18.00 - COURT APPEARANCES

18.01 A firefighter who is required to appear in Court on Fire and Emergency Services Department business, while off duty, shall receive compensation at the rate of one and one-half times (1 1/2X) their regular rate of pay with a minimum of four (4) hours, or equal time off for time spent on the said Court appearance. Time off must be mutually agreed upon between the firefighter and the Fire Chief. (1985)(1998)(2006)(2017)

18.02 A firefighter will be paid actual mileage, at the current Corporation rate, if required to use their personal vehicle, plus out-of-pocket expenses, while making Court appearances on Fire and Emergency Services Department business. Any Court fee paid to the firefighter will be paid over to the Corporation. (1985)(1998)(2006)(2017)

2024 – 2026 Collective Agreement

ARTICLE 19.00 – SALARIES

- 19.01 The salaries paid to the full-time firefighters of the Markham Fire and Emergency Services Department during the term of this Agreement shall be as set out in Appendix "A" to this Agreement, attached hereto. (1998)
- 19.02 The regular rate paid per hour shall be calculated by dividing 2184 into the annual rate of pay for those firefighters regularly scheduled to work a forty-two (42) hour work week averaged over a four (4) week period and by dividing 2080 into the annual rate of pay for those firefighters regularly scheduled to work forty (40) hours per week. (2006)
- 19.03 The rate paid per day shall be calculated by multiplying the regular rate of pay per hour by eight (8) for those firefighters working 2080 hours per year and by twelve (12) for those firefighters working 2184 hours per year. (2006)
- 19.04 When a firefighter is on duty and is required to work more than thirty (30) minutes beyond the end of their regular shift, all of the time worked past the end of their regular shift will be paid at one and one-half (1 1/2) times their regular rate of pay. (1981) (2006)(2017)(2020)
- 19.05 When a firefighter is called back to duty while not on their regular shift, they shall receive a minimum of three (3) hours pay at straight time (1 X) rate. If such call-back results in the firefighter working more than three (3) hours, all hours worked shall be paid for at the rate of time and one-half (1 1/2 X). This provision refers to the time the firefighter reports to call-back duty to the time they are no longer required, or until their next regular shift begins, whichever first occurs. This provision does not apply to pre-scheduled work. (1987)(2006)(2017)
- 19.06 In the event that a new classification is created in the Fire and Emergency Services Department the Corporation will advise the Association as far in advance as possible of the nature of the position and the proposed salary scale, commensurate with qualifications. The two (2) parties shall meet to reach a mutual agreement. (1981)(1987)(1998)
- 19.07 The Corporation shall pay on a biweekly basis every second Friday with the pay period ending at 7:30 a.m. Saturday (the following day). All wages owing for overtime will be paid biweekly calculated up to 7:30 A.M. the Monday preceding Pay Day. (1981)
- 19.08 It is agreed that all changes of salary rates will be effective for complete two (2) week pay periods. In the event that the calendar date agreed to or established for changes falls during the first seven (7) days of a pay period, the increase will be paid for the entire pay period. In the event that the said date falls during the last seven (7) days of a pay period, the increase will be effective for the subsequent pay period. (1981)
- 19.09 The firefighters assigned to the Mechanical Division, as mechanics, shall be paid as a percentage of the First Class Firefighters rate of pay and an annual tool allowance of **one percent (1%)** of the First Class Firefighters rate. Equal payments will be made on January 1st and July 1st of each calendar year. **“Mechanics” will be licenced to an Emergency Vehicle Technician (EVT) level. Cost of the re-certification (written every five (5)**

2024 – 2026 Collective Agreement

years) will be covered by the Markham Fire & Emergency Services.
(1985)(1999)(2003)(2024)

19.10 Where an individual is assigned to fulfill the duties and responsibilities associated with fire investigation, or infection control, they will be required to carry a cell phone. The weekly remuneration shall be 2/10 of 1% of the annual salary of the 1st class firefighter. **To fulfill the duties and responsibilities associated with the mechanical division, they will be required to carry a cell phone and the weekly remuneration shall be 4/10 of 1% of the annual salary of a first-class firefighter.** A timely and appropriate response to a message is required. (2001)(2006)(2020)(2024)

19.11 Recognition of Service Pay

- a) In addition to salary as set out in Appendix A, the Corporation shall pay Recognition of Service Pay based on service with the City. The Recognition of Service Pay is 3% after 8 years of service, 6% after 17 years of service and 9% after 23 years of service, as set out in Appendix D. (2009)(2020)
- b) This service premium shall be included as salary in calculating overtime, vacation, and statutory holiday pay, pension contributions, sick leave pay etc., but shall not be included in calculating salary for purposes of payment of sick leave credits pursuant to Article 9.07.
- c) Differentials shall be adjusted accordingly across all ranks within the bargaining unit. (2003)

ARTICLE 20.00 - GRIEVANCE PROCEDURE

20.01 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. (1981)

20.02 Before resorting to the Formal Grievance Procedure, the complaint, which may lead to a formal grievance, shall be discussed with the Chief or their designate in an effort to resolve the complaint. (1981)(2006)(2017)

20.03 STAGE 1

When a grievance occurs, the aggrieved firefighter shall first contact the Grievance Committee by submitting the grievance in duplicate, and in writing, signed by the Griever. If the Grievance is accepted by the Grievance Committee, one (1) copy of the grievance shall be forwarded to the Fire Chief within ten (10) working days of the alleged incident giving rise to the grievance. (1981)(2020)

20.04 STAGE 2

Within five (5) normal working days after notification of grievance is received by the Fire Chief, the aggrieved firefighter, represented and accompanied by the Grievance Committee, shall meet with the Fire Chief or designate to have the grievance heard. A decision and reason therefore shall be rendered by the Fire Chief within ten (10) working

2024 – 2026 Collective Agreement

days after this meeting and failing settlement the grievance may be forwarded to Stage 3 within ten (10) days of the response. (1981)(1998)(2001)(2020)

20.05 STAGE 3

The aggrieved firefighter together with the Grievance Committee, may present the grievance to the Chief Administrative Officer and/or their designate who shall render a decision and reason therefore within ten (10) working days of such presentation and failing settlement may be referred to arbitration within twenty-five (25) days but not later. (1981)(1998)(2001)(2006)(2017)(2020)

20.06 GROUP GRIEVANCE

In case two (2) or more firefighters have an alleged grievance it shall be taken up by the firefighters, together with the Grievance Committee, at Stage 2 within ten (10) working days after the alleged incident giving rise to the grievance. (1981)(2020)

20.07 POLICY GRIEVANCE

Any difference arising directly between the Association and the Corporation concerning the interpretation or alleged violation of the terms or provisions of this Agreement may be submitted to either party by the other at Stage 2 within ten (10) working days after the circumstances giving rise to the complaint have originated or occurred. (1981)(1998)(2001)

20.08 In determining the time within which any step is to be taken under the foregoing provisions of this article, Saturdays, Sundays and statutory holidays shall be excluded. Any and all time limits fixed by this article may at any time be extended by agreement in writing between the Corporation and the Association.

20.09 At any stage of the grievance procedure, including arbitration, the conferring parties may have the assistance of the firefighter or firefighters concerned together with any necessary witnesses, and all reasonable arrangements shall be made to permit the conferring parties to have access to the Department to view disputed operations and to confer with the necessary witnesses.

20.10 An Arbitrator, considering a claim of unjust discharge, suspension or discipline may deal with such claim by, confirming the action taken, by full reinstatement, or any other award which is just and equitable in their opinion. (1981)(2006)(2017)

ARTICLE 21.00 - MANAGEMENT GRIEVANCE

21.01 Any grievance instituted by Management may be referred in writing to the grievance committee within ten (10) normal working days of the occurrence of the circumstances giving rise to the grievance, and the grievance committee shall meet within five (5) working days thereafter with management to consider the grievance. If final settlement of the grievance is not completed within ten (10) working days of such meeting, the grievance may be referred to arbitration within twenty-five (25) days, but not later. (1998)(2001)

2024 – 2026 Collective Agreement

ARTICLE 22.00 - ARBITRATION

- 22.01 In the event of any controversy with respect to any of the matters covered by the Agreement and in the event that a satisfactory adjustment cannot be reached, the matter in dispute shall be submitted to arbitration within twenty-five (25) days as provided under the Fire Protection and Prevention Act, 1997, Part IX. (1998)
- 22.02 Notwithstanding the foregoing, with the mutual consent of both parties to this Agreement, procedures may be established to settle disputes arising out of the interpretation, application or administration of this Agreement by the use of a single arbitrator.
- 22.03 The parties hereto agree to abide by and comply with the decisions or award of the arbitrator or arbitration board. (2001)

ARTICLE 23.00 - ASSOCIATION SECURITY

- 23.01 The Corporation agrees to deduct from the pay of all firefighters in the bargaining unit, whether members or not, an amount equal to the regular monthly dues, as certified by the Association, from the first pay due each calendar month and to remit the same prior to the end of such month to the **Treasurer** of the Association, along with a list of names of firefighters from whose wages deductions have been made and the amounts so deducted. (2024)
- 23.02 In consideration of the deduction and forwarding service by the Corporation, the Association agrees to indemnify and save the Corporation harmless against any claim or liability arising out of or resulting from the collection or forwarding of these dues.
- 23.03 Technological Change
- a) At least ninety (90) days or as soon as is reasonably possible prior to the introduction or implementation of technological change, or changes in mechanization, organizational change and changes in operational methods affecting firefighters, the Corporation shall, by written notice, furnish the Association with the full information of the planned change or changes. Such prior notice shall contain relevant information respecting the nature and degree of change; the date or dates on which the Corporation plans to effect the change; the location or locations involved. (1985)(1987)
 - b) As soon as possible after the foregoing notice has been given, the Corporation shall make disclosure to the Association of the effects of the change or changes on any firefighter. (1985)
 - c) Following the said disclosure, representatives of the parties shall meet for the purpose of negotiating with a view to resolving any issue which may concern the employment status of any firefighter. (1985)

If after every reasonable effort to resolve the matter, the parties are unable to do so, either party may advise the other that they require the issue to be determined by a Board of Arbitration. (1998)(2001)

2024 – 2026 Collective Agreement

- 23.04 Except to the extent and to the degree mutually agreed upon by the parties and except in the case of emergency, no work which in accordance with current practice is performed by a firefighter covered by this Agreement shall be performed by another employee of the Corporation who is not covered by this Agreement or by a person who is not an employee of the Corporation, for the term of this Agreement. (1981)
- 23.05 The Corporation agrees to indemnify all firefighters and save them harmless from any and all damages or claims for damages or injuries or accidents done or caused by them during the performance of their duties, excluding willful and malicious damage or gross negligence. Legal counsel when required will be provided by the Corporation in the aforementioned circumstances. (1984)

ARTICLE 24.00 - **HEALTH AND WELLNESS PROGRAM**

- 24.01 The **Health and Wellness Program** shall not conflict with any provisions of the Collective Agreement. (1984)(2024)

The Association and firefighters covered by this agreement will participate on a cooperative basis, in the introduction and implementation of a **Health and Wellness Program**, appropriate to the terms and conditions of employment of the job. (1984)(2001)(2024)

- 24.02 No firefighter shall be hired as a full-time firefighter unless the Corporation is satisfied they are physically and **mentally fit** to perform the duties of a firefighter that are appropriate to the terms and conditions of the job, and having regard to their safety, the safety of other firefighters and members of the public. (1984)(2006)(2017)(2024)
- 24.03 **If the Corporation has reasonable grounds to believe that a firefighter is not fit to perform their duties, an independent medical evaluation may be ordered. The independent medical evaluation will assess their ability to perform their duties.** (2006)(2017)(2024)
- 24.04 Where physical fitness facilities and activities are provided by the Corporation, **it is understood** that firefighters will utilize the facilities, while on duty on a regular basis. (1984)(2006)(2017)(2024)
- All firefighters employed by the Corporation, shall not suffer any loss of employment as a result of the implementation of a **Health and Wellness Program**.
- 24.05 **Each firefighter will be expected to maintain an acceptable level of physical fitness commensurate with the duties and responsibilities of their position.** (2001)(2006)(2017)(2024)
- 24.06 Day staff shall only be permitted to participate in the **Health and Wellness** program during their designated one hour lunch period, **unless otherwise authorized by management.** (2001)(2006)(2017)(2024)

2024 – 2026 Collective Agreement

- 24.07 All firefighters will be eligible for the Corporate subsidized fitness membership. (2001)
- 24.08 **The Health and Wellness program will contain components to improve and maintain firefighters' physical, medical and mental health throughout their career. (2024)**

ARTICLE 25.00 – COMMITTEES

- 25.01 The establishment of committees and the selection of members shall be discussed at Labour-Management committee meetings.
- 25.02 Firefighters who serve on a committee shall be protected against any loss of normal pay by reason of serving on the committee.
- 25.03 Firefighters serving on a committee while on their days off will be compensated at the rate of straight time, or time in lieu with the approval of management.
- 25.04 Committee work described in this article is separate and apart from work performed in connection with the Health and Safety Committee or call-back related to established duties. (1999)(2024)

ARTICLE 26.00 - EDUCATIONAL ASSISTANCE

- 26.01 Subject to prior approval by the Fire Chief, any Firefighter who requests to take an educational course shall be reimbursed one hundred percent (100%) of the cost of the course and one hundred percent (100%) of the cost of the required books upon successful completion. Receipts and course transcripts are required prior to reimbursement. The firefighter is obligated to remain in the full-time employ of the Corporation for a period of one (1) year following course completion; otherwise the firefighter must reimburse the Corporation for full cost. (1991)(1999)(2001)(2020)

ARTICLE 27.00 - DURATION

- 27.01 This Agreement shall remain in force and effect from **January 1, 2024 to December 31, 2026** and shall continue in force from year to year thereafter. (1999)(2001)(2003)(2006)(2009)(2010)(2013)(2017)(2020)(2024)
- 27.02 In event of either party desiring or proposing any change or alteration in the Agreement such party may, not **more than ninety (90) days** before the expiry date, give to the other party notice of requested changes or alterations in the Agreement and both parties shall thereupon negotiate in good faith with respect to the matters which it is proposed to change or alter and the remaining provisions shall automatically renew themselves as aforesaid. (2024)

2024 – 2026 Collective Agreement

ARTICLE 28.00 - DEFINITION

28.01 "Officer-in-Charge" for purposes of this Collective Agreement only, shall mean "Immediate Supervisor". (2001)

ARTICLE 29.00 - EMPLOYMENT INSURANCE PREMIUM REDUCTION

29.01 The Association acknowledges that the full employment insurance premium reduction (12/12), by virtue of the existence of benefits, shall be retained by the Corporation for the provision of benefits. (1992)(1998)

ARTICLE 30.00 - LAYOFFS

30.01 In the event of the reduction of staff, the last firefighter hired will be the first laid-off, providing that the firefighter who is retained can perform the work of the laid-off firefighter. In the event of recall the last firefighter laid-off will be the first firefighter recalled. (1984)(2001)

The Corporation agrees that there shall be no layoff notice generated to those full-time firefighters on the attached list (January 2001), as long as the Corporation uses part-time firefighters. (1992)(2001)

ARTICLE 31.00 - DISCIPLINE

31.01 Disciplinary Meeting

a) Whenever the Chief of the Fire Services of the City, or their designate, calls a member to a meeting involving disciplinary action, or potential disciplinary action, the Chief or their designate shall advise the member that they are entitled to have a member of the Local Executive in attendance at the meeting.

Such meeting, once requested, shall take place as soon as possible, at a time mutually agreed to by the parties. (2003)(2006)(2017)

b) It is understood that the holding of the meeting is not a bar to the member who is subject of the discussion being relieved of duty prior to the disciplinary discussion. (2003)

c) Copies of any correspondence to the member arising from any such Meeting shall be forwarded to the Association. (2003)

31.02 All debit marks on a firefighter's personal record shall not be recognized after a period of two (2) years save and except when there is a repetition of the major offence within forty-eight (48) months. **Employees on any approved leave of absence greater than thirty (30) calendar days shall have their discipline timeline extended and/or frozen until return from such leave.** (1981)(1984)(2024)

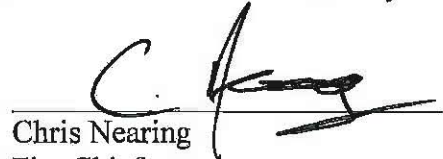
2024 – 2026 Collective Agreement

DATED AT MARKHAM THIS 21st DAY OF July, 2025

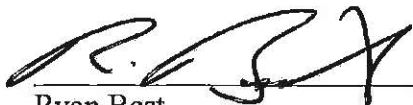
For the Corporation



Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety



Chris Nearing
Fire Chief



Ryan Best
Deputy Fire Chief



Rob Garland
Deputy Fire Chief



Susan Hsiung
Human Resources Business Partner

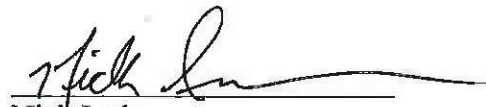


Kristen Levy
Human Resources Specialist

For the Association



Andrew Ireland
President, MPFFA



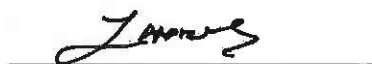
Nick Inch
Vice-President, MPFFA



Kale Hudolin
Secretary, MPFFA



Rich Mitchell
Administration, MPFFA



Luke Andrews
Treasurer, MPFFA



Nick Atwell
Benefits, MPFFA

2024 – 2026 Collective Agreement
APPENDIX "A" - SALARY

		From previous CA ending December 31, 2023	January 1, 2024	January 1, 2025	January 1, 2026
Battalion Chief 132% -> 133%	133%	\$ 144,173	\$151,021	\$158,175	\$164,344
Captain 119% -> 120%	120%	\$ 129,974	\$136,147	\$142,714	\$148,280
1st Class Firefighter / Fire Prevention Officer / Public Education Officer	100%	\$ 109,222	\$114,410	\$118,929	\$123,567
2nd Class Firefighter / Fire Prevention Officer / Public Education Officer	90%	\$ 98,300	\$102,968	\$107,036	\$111,210
3rd Class Firefighter / Fire Prevention Officer / Public Education Officer	80%	\$ 87,378	\$91,528	\$95,143	\$98,854
4th Class Firefighter / Fire Prevention Officer / Public Education Officer	70%	\$ 76,455	\$80,087	\$83,250	\$86,497
Firefighter on Probation (6-12) months / Fire Prevention Officer / Public Education Officer	65%	\$ 70,994	\$74,366	\$77,304	\$80,319
Firefighter on Probation (0-6) months / Fire Prevention Officer / Public Education Officer	60%	\$ 65,533	\$68,646	\$71,357	\$74,140
Division Chief	130%	\$ 141,989	\$148,732	\$154,607	\$160,637
Training Officer	115%	\$ 125,605	\$131,571	\$136,768	\$142,103
Mechanic	100%	\$ 109,222	\$114,410	\$118,929	\$123,567
Plans Examiner / Fire Prevention Officer	100%	\$ 109,222	\$114,410	\$118,929	\$123,567

2024 – 2026 Collective Agreement
APPENDIX "B" - Hours of Work (1981)(2024)

24-Hour Shift for Suppression Firefighters

Addendum to the 2024 – 2026 Collective Agreement

between

The Corporation of the City of Markham

and

Markham Professional Firefighters' Association

Shift Schedule

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

Start Time of Shift

24-hour shifts start at 0730 hours

Shift Trades, Early Leave, Late Arrival

Shift Trades cannot result in the modification of a Firefighter's regular shift schedule or interfere with scheduled training. Shift trades will be made in accordance with the current trade policy.

Suppression firefighters may work a maximum 12-hour shift extension as directed in the Chief's policy for early leave and late arrival.

Overtime

Overtime eligibility shall be in accordance with the current policy. Overtime is paid in accordance with the Collective Agreement. When overtime is required for a 24-hour shift, the overtime shall be called back for day then night.

Mandatory Time Off

Subject to Department Policy:

- a. A Firefighter shall be off work for a 24 consecutive hour period following consecutive hours of work.
- b. During a 24 on – 24 off – 24 on period "back to back" a Firefighter shall be off work for 18 consecutive hours during the "24" off if late arrival is utilized.
- c. A Firefighter shall be off 12 consecutive hours following a night trade before they work their next shift.

2024 – 2026 Collective Agreement

Training Days

The Corporation may require employees to temporarily transfer from the twenty-four (24) hour shift schedule to straight days for training purposes. In such circumstances, a minimum of 60 calendar days notice will be provided.

The parties agree that to effectively plan for and deliver training programs that the Fire Chief will meet with the Association to discuss reassignment of regular scheduled shift(s) and reassign hours to attend training programs.

The Fire Chief will advise the Association of any unplanned programs that may require changes to shift that cannot meet the 60-day requirement.

Vacation

Vacation accrual for Suppression Firefighters is listed below and selected in weeks in accordance with the Fire Chief's policy.

Years (as of June 30th)	Hours
0 – 1	6 hours per month to a maximum of 48 hours
1 – 3	96 hours
3 – 10	192 hours
10 – 18	240 hours
18 – 22	264 hours
22 – 28	288 hours
28+	312 hours

Lieu Days

One lieu day is 12 hours in duration. Lieu days shall be booked in pairs and selected in accordance with the Fire Chief's policy (i.e. selection will be within one continuous Monday to Sunday week and may include one or both 24 hour shifts, where applicable).

Leaves

Bereavement Leave

In the event of a death in the immediate family of a suppression firefighter covered by this Agreement, the City agrees to grant time off and to make up the employee's regular pay (exclusive of any premiums) for any absence up to a period of two (2) 24 hour shifts for the purpose of making arrangements for or attending the funeral. Immediate family shall mean: parents, step parents, spouse, sibling, child, step child, parents-in-law, grandparent, grandchild and siblings-in-law.

Election Days (Federal, Provincial, and Municipal)

Firefighters who are on shift on the day of a Federal, Provincial or Municipal election shall make arrangements to vote at an advance poll when not on shift.

Pallbearer

In the event that a firefighter acts as a pallbearer, participates in a funeral service or celebration of life, or participates in an ethno-cultural observance, and they are scheduled to work within a 24 hour shift following the funeral, they shall receive the impacted shift off work with pay.

2024 – 2026 Collective Agreement

The City has the right to require proof, satisfactory to the City, of being a pallbearer, a firefighter participating in a funeral service, or celebration of life or a firefighter participating in an ethno-cultural observance.

If a firefighter books pallbearer, funeral service, celebration of life or ethno-cultural observance leave and it is later determined that they did not act as a pallbearer, participate in a funeral service, celebration of life or ethno-cultural observance, the leave will be without pay and will be considered as a suspension. If payment for the leave has been processed the City has the right to deduct the appropriate wage from a future pay period. A letter stating the circumstances for the suspension shall be placed in the firefighter's personnel file.

Parent Leave

Subject to approval by the Fire Chief, up to (2) 24-hour shift leave with pay may be granted to a parent (including a same sex partner/parent) within two (2) weeks following the birth/adoption of the child/children. The firefighter must have completed six (6) months service.

Sick Leave

When an employee calls in sick prior to reporting for duty (Article 11), the employee shall identify if they are sick for the day portion (12 hours) or the entire 24-hour shift. If the employee is on duty and leaves due to illness, the Corporation shall deduct the actual number of hours of sick time off duty.

When an employee is reporting their absences due to illness prior to the start of a shift (day or night), that employee is required to call in a minimum of two (2) hours prior to start of that shift.

Fitness

Each suppression firefighter crew may workout in station for a total of 90 consecutive minutes each shift during a designated time determined by the Company Officer and/or Battalion Chief based on the work schedule of the shift.

Fatigue Management

Each Firefighter is:

1. personally responsible for ensuring that they are sufficiently rested so that they can safely operate their personal vehicle in accordance with the Highway Traffic Act at the completion of their shift;
2. permitted to use available department rest facilities following the completion of their shift and prior to leaving the City facility.
3. no additional compensation will be provided for the time that a firefighter may utilize the department rest facilities following their shift.

2024 – 2026 Collective Agreement

APPENDIX "C"

RECOGNITION OF SERVICE PAY January 1, 2024

	Percentage	Base Rate	Base Rate plus 3% of 1st Class FF	Base Rate plus 6% of 1st Class FF	Base Rate plus 9% of 1st Class FF
Battalion Chief	132%	\$151,021	\$154,453	\$157,885	\$161,317
Captain	119%	\$136,147	\$139,580	\$143,012	\$146,444
1st Class Firefighter / Fire Prevention Officer / Public Education Officer	100%	\$114,410	\$117,842	\$121,274	\$124,706
2nd Class Firefighter / Fire Prevention Officer / Public Education Officer	90%	\$102,968	-	-	-
3rd Class Firefighter / Fire Prevention Officer / Public Education Officer	80%	\$91,528	-	-	-
4th Class Firefighter / Fire Prevention Officer / Public Education Officer	70%	\$80,087	-	-	-
Firefighter on Probation (6-12) months / Fire Prevention Officer / Public Education Officer	65%	\$74,366	-	-	-
Firefighter on Probation (0-6) months / Fire Prevention Officer / Public Education Officer	60%	\$68,646	-	-	-
Division Chief	130%	\$148,732	\$152,165	\$155,597	\$159,029
Training Officer	115%	\$131,571	\$135,003	\$138,436	\$141,868
Mechanic	100%	\$114,410	\$117,842	\$121,274	\$124,706
Plans Examiner / Fire Prevention Officer	100%	\$114,410	\$117,842	\$121,274	\$124,706

2024 – 2026 Collective Agreement

APPENDIX "C"

RECOGNITION OF SERVICE PAY January 1, 2025

		Base Rate	Base Rate plus 3% of 1st Class FF	Base Rate plus 6% of 1st Class FF	Base Rate plus 9% of 1st Class FF
Battalion Chief	133%	\$158,175	\$161,743	\$165,311	\$168,879
Captain	120%	\$142,714	\$146,282	\$149,850	\$153,418
1st Class Firefighter / Fire Prevention Officer / Public Education Officer	100%	\$118,929	\$122,497	\$126,064	\$129,632
2nd Class Firefighter / Fire Prevention Officer / Public Education Officer	90%	\$107,036	-	-	-
3rd Class Firefighter / Fire Prevention Officer / Public Education Officer	80%	\$95,143	-	-	-
4th Class Firefighter / Fire Prevention Officer / Public Education Officer	70%	\$83,250	-	-	-
Firefighter on Probation (6-12) months / Fire Prevention Officer / Public Education Officer	65%	\$77,304	-	-	-
Firefighter on Probation (0-6) months / Fire Prevention Officer / Public Education Officer	60%	\$71,357	-	-	-
Division Chief	130%	\$154,607	\$158,175	\$161,743	\$165,311
Training Officer	115%	\$136,768	\$140,336	\$143,904	\$147,472
Mechanic	100%	\$118,929	\$122,497	\$126,064	\$129,632
Plans Examiner / Fire Prevention Officer	100%	\$118,929	\$122,497	\$126,064	\$129,632

2024 – 2026 Collective Agreement
APPENDIX "C"

RECOGNITION OF SERVICE PAY January 1, 2026

		Base Rate	Base Rate plus 3% of 1st Class FF	Base Rate plus 6% of 1st Class FF	Base Rate plus 9% of 1st Class FF
Battalion Chief	133%	\$164,344	\$168,051	\$171,758	\$175,465
Captain	120%	\$148,280	\$151,987	\$155,694	\$159,401
1st Class Firefighter / Fire Prevention Officer / Public Education Officer	100%	\$123,567	\$127,274	\$130,981	\$134,688
2nd Class Firefighter / Fire Prevention Officer / Public Education Officer	90%	\$111,210	-	-	-
3rd Class Firefighter / Fire Prevention Officer / Public Education Officer	80%	\$98,854	-	-	-
4th Class Firefighter / Fire Prevention Officer / Public Education Officer	70%	\$86,497	-	-	-
Firefighter on Probation (6-12) months / Fire Prevention Officer / Public Education Officer	65%	\$80,319	-	-	-
Firefighter on Probation (0-6) months / Fire Prevention Officer / Public Education Officer	60%	\$74,140	-	-	-
Division Chief	130%	\$160,637	\$164,344	\$168,051	\$171,758
Training Officer	115%	\$142,102	\$145,809	\$149,516	\$153,223
Mechanic	100%	\$123,567	\$127,274	\$130,981	\$134,688
Plans Examiner / Fire Prevention Officer	100%	\$123,567	\$127,274	\$130,981	\$134,688

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

BETWEEN

THE CORPORATION OF THE CITY OF MARKHAM

(Hereinafter referred to as the "Corporation")

AND

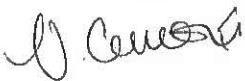
MARKHAM PROFESSIONAL FIREFIGHTERS ASSOCIATION

(Hereinafter referred to as the "Association")

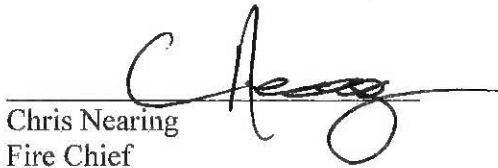
The Parties agree for the term of this Agreement that with reference to Article 9 (Sick Leave), Article 14 (Workers' Compensation) and Article 24 (Health and Wellness Program where the firefighter is unable to perform the duties of a firefighter and subsequently is able to return and perform the duties after having been placed in another position within the Corporation, this person shall be given preference to the first available opening in the Fire and Emergency Services Department for which they are qualified appropriate to the terms and conditions of employment. The person shall be employed at the classification previously held but not to exceed that of 1st Class Firefighter subject to the necessary re-entry examinations and a twelve (12) month probationary period. Previous seniority with the Fire and Emergency Services Department shall be recognized upon successful re-entry into the Fire and Emergency Services Department.

DATED AT MARKHAM THIS 21st DAY OF July, 2025

For the Corporation



Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety



Chris Nearing
Fire Chief

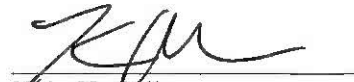
For the Association



Andrew Ireland
President, MPFFA



Nick Inch
Vice-President, MPFFA



Kale Hudolin
Secretary, MPFFA

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

BETWEEN

THE CORPORATION OF THE CITY OF MARKHAM

(Hereinafter referred to as the "Corporation")

AND

MARKHAM PROFESSIONAL FIREFIGHTERS ASSOCIATION

(Hereinafter referred to as the "Association")

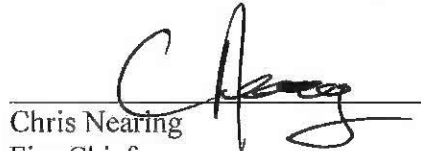
Notwithstanding the Corporation's ceasing of paying employees' extended health and dental benefits beyond 24 months while on Long term Disability, the parties agree that such change will not apply to Association members who are on approved Any occupation period of Long term Disability effective January 1, 2017.

DATED AT MARKHAM THIS 21st DAY OF July, 2025

For the Corporation



Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety



Chris Nearing
Fire Chief

For the Association



Andrew Ireland
President, MPFFA



Nick Inch
Vice-President, MPFFA



Kale Hudelin
Secretary, MPFFA

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

between

The Corporation of the City of Markham
(hereinafter referred to as the “Corporation”)

and

The Markham Professional Firefighters’ Association
(hereinafter referred to as the “Association”)

Subject: 24-Hour Shift 6-month Trial for Training Division

This Letter of Understanding (LOU) will govern the hours of work and working conditions in the Training Division for Training Officers for up to a 6-month trial period on or about September 2, 2025 or sooner based on the implementation plan with an option to renew at six (6) month intervals.

The Training Officers will work according to the following schedules:

Shift Schedule

Compressed 24-hour shift schedule working Monday to Friday, averaging not more than forty-two (42) hours per week.

Schedule A will apply with the exception of the Schedule B model below.

Schedule A							
Weeks	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	AC	B	C	AB	D		
2	AD	C	A	CD	B		
3	BD	A	D	AB	C		
4	BC	D	B	CD	A		

Schedule B shall apply for the following time period; beginning the Friday of the Victoria Day long weekend to the Monday of the Labour Day long weekend.

Schedule B							
Weeks	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	C	AB	C	AB		D	
2	A	CD	A	CD		B	
3	D	AB	D	AB		C	
4	B	CD	B	CD		A	

Note: Alterations of schedule may be required for recruit or specialized training or otherwise directed based on operational need or emergency by the Fire Chief or designate.

2024 – 2026 Collective Agreement

Start Time of Shift

24-hour shifts start at 0730 hours

Shift Trades, Early Leave, Late Arrival

Shift Trades cannot result in the modification of an On Shift Training Officer (OSTO)/On Shift Trainer (OST)'s regular shift schedule or interfere with scheduled training. Shift trades will be made in accordance with the current trade policy.

OSTO/OST may work a maximum 12-hour shift extension as directed in the Chief's policy for early leave and late arrival.

Vacation

Refer to Article 7.00 of the current collective agreement

Vacation Selection – Training

The fourth (4) selection group shall consist of two (2) training shifts selecting as follows:

A-B SHIFT		C-D SHIFT	
1 OSTO	A SHIFT	1 OSTO	C SHIFT
1 OSTO	B SHIFT	1 OSTO	D SHIFT
2 OSTs	A SHIFT	2 OSTs	C SHIFT
2 OSTs	B SHIFT	2 OSTs	D SHIFT

Leave of Absence:

*Lieu Days, Leaves, Bereavement leave, Pallbearer, Election Days, Parent, Sick, Fitness, Fatigue Management

*The above noted leaves will be administered as per the Collective Agreement.

Leave for Personal Use

As defined in Article 17.08 - staff on a (24) Twenty-Four-hour shift do not qualify for "Leave For Personal Use"

Auxiliary Units:

Auxiliary Units may be staffed by utilizing OST's and OSTO's, as well as surplus firefighter(s)

Overtime:

OST and OSTO overtime will be earned in accordance with Article 19 of the collective agreement.

OSTO's do not qualify for any overtime in the suppression division.

2024 – 2026 Collective Agreement

Mandatory Time Off

Subject to Department Policy:

- a. An OSTO/OST shall be off work for a 24 consecutive hour period following consecutive hours of work.
- b. During a 24 on – 24 off – 24 on period “back-to-back” an OSTO/OST shall be off work for 18 consecutive hours during the “24” off if late arrival is utilized.
- c. An OSTO/OST shall be off 12 consecutive hours following a night trade before they work their next shift.

Division Chief of Training

This role will remain on the current day shift pattern for the duration of the trial.

Division Chief of Training - Acting

For the duration of this trial, there shall be no entitlement to this role and/or acting pay to any employees as a result of this LOU.

Professional Development

Attendance at conference and seminars is subject to prior approval by the Fire Chief. Alterations to shift schedule may be required to accommodate attendance.

Selection Process

OSTO's are subject to a mutually agreed upon promotional process.

OST's can still apply for a Designate Process. OSTs mentoring may be delayed until the full-term commitment with no loss of ranking.

Note:

Current Training Officers will be placed into the OSTO positions, all other positions will be posted.

Trial

Prior to thirty (30) days of trial expiration, the Association and the Corporation will meet to discuss if there is interest in extending the trial period, discontinuing the trial and returning to the hours of work within the collective agreement, or signing an LOU to make the trial hours of work will be subject to operational review.

If the parties are unable to reach an agreement, the parties agree that the default will be to discontinue the trial and return to the hours of work within the Collective Agreement. The parties agree that this trial is entered into on a without prejudice basis.

With respect to the OSTO position, the Employer will endeavour to ensure that the role will not have a negative impact on current staffing levels with respect to Suppression job duties.

2024 – 2026 Collective Agreement

DATED AT MARKHAM THIS 21st DAY OF July, 2025

For the Corporation



Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety

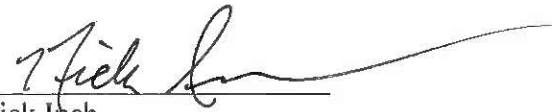


Chris Nearing
Fire Chief

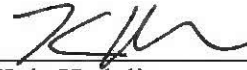
For the Association



Andrew Ireland
President, MPFFA



Nick Inch
Vice-President, MPFFA



Kale Hudolin
Secretary, MPFFA

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

between:

THE CORPORATION OF THE CITY OF MARKHAM
(the "Corporation")

and

THE MARKHAM PROFESSIONAL FIREFIGHTERS ASSOCIATION
I.A.F.F. LOCAL 2727
(THE "ASSOCIATION")

Re: Vacation Selection

The parties agree to meet to discuss the method by which vacation and lieu is selected in the suppression division, which may include the use of technology/software, within 6 (six) months of ratification of the Collective Agreement.

Dated at Markham this 27th day of April, 2025

For the Corporation



Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety



Chris Nearing
Fire Chief

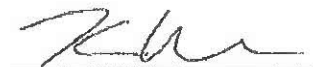
For the Association



Andrew Ireland
President, MPFFA



Nick Inch
Vice-President, MPFFA



Kale Hudolin
Secretary, MPFFA

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

between:

THE CORPORATION OF THE CITY OF MARKHAM

(the "Corporation")

And

THE MARKHAM PROFESSIONAL FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 2727

(THE "ASSOCIATION")

Re: SCBA Technician

The parties agree to meet to develop and review the SCBA shift premium for all SCBA Technicians within the MFES Policy - SCBA and Face-Fit Testing Technician, within 6 (six) months of ratification of the Collective Agreement.

Dated at Markham this 29th day of April, 2025

For the Corporation

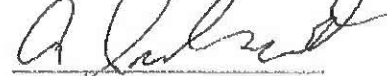


Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety



Chris Nearing
Fire Chief

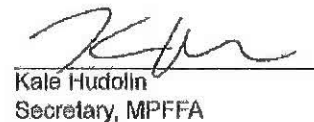
For the Association



Andrew Ireland
President, MPFFA



Nick Inch
Vice-President, MPFFA



Kale Hudolin
Secretary, MPFFA

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

between:

THE CORPORATION OF THE CITY OF MARKHAM
(the "Corporation")

and

THE MARKHAM PROFESSIONAL FIREFIGHTERS ASSOCIATION
I.A.F.F. LOCAL 2727
(THE "ASSOCIATION")

Re: Independent Medical Evaluation (IME) Providers

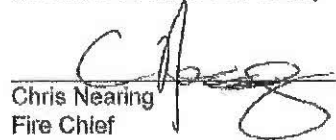
When needed, the Association and the Corporation will agree on the Independent Medical Evaluation (IME) Provider, in advance, as the need arises, as part of the Disability Management Process.

Dated at Markham this 25th day of April, 2025

For the Corporation



Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety



Chris Nearing
Fire Chief

For the Association



Andrew Ireland
President, MPFFA



Nick Inch
Vice-President, MPFFA



Kale Hudolin
Secretary, MPFFA

2024 – 2026 Collective Agreement

LETTER OF UNDERSTANDING

between:

THE CORPORATION OF THE CITY OF MARKHAM
(the "Corporation")

and

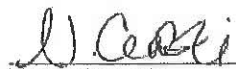
THE MARKHAM PROFESSIONAL FIREFIGHTERS ASSOCIATION
I.A.F.F. LOCAL 2727
(THE "ASSOCIATION")

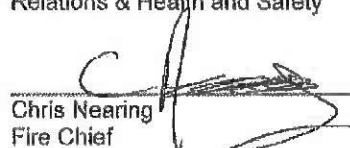
Re: Development of an Attendance Support and Management Program

The parties agree to meet to review an Attendance Support and Management Program for all firefighters within 6 (six) months of ratification of the Collective Agreement.

Dated at Markham this 28th day of April, 2025

For the Corporation

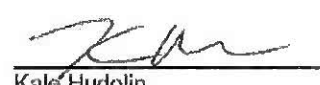

Vivian Geneski,
Sr. Manager, Labour & Employee
Relations & Health and Safety


Chris Nearing
Fire Chief

For the Association


Andrew Ireland
President, MPFFA


Nick Inch
Vice-President, MPFFA


Kale Hudolin
Secretary, MPFFA

2024 – 2026 Collective Agreement

Chart A Clothing and Uniform Entitlement

Rev May, 2007		CHART "A"													
CODE	ITEM	DC/ PC	CAPT	FF	SPRV ARO	ARO	CFPO	SFPO	FPO	PLANS EXAM	PUB ED	CTO	TO	MECH	ARSON INVEST
110	Dress Hat (M/F)	1	1	1	1	1	1	1	1	1	1	1	1	1	0
111	Hat Badge	1	1	1	1	1	1	1	1	1	1	1	1	1	0
129	Dress Shirt (M/F) (W/B)	6	2	2	5	2	5	5	5	5	5	5	2	2	0
107	Dress Trousers (Winter)	3	1	1	3	1	3	3	3	3	3	3	1	1	0
107	Dress Trousers (Summer)	3	1	1	3	1	3	3	3	3	3	3	1	1	0
121	Dress Tunic (M/F)	2	1	1	2	1	2	2	2	2	2	2	1	1	0
120	Black Tie Standard (M/F)	0	1	1	0	1	0	2	2	2	2	0	1	1	0
122	Black Tie (Sr. Officer)	2	0	0	2	0	2	0	0	0	0	2	0	0	0
117	Black Shoes (Dress)	1	0	0	1	1	1	0	0	0	1	1	0	1	0
138	Black Shoes (Work-Safety)	0	1	1	0	0	0	1	1	1	0	0	1	0	0
138	Black Boots (Safety)	0	0	0	0	0	0	0	0	0	0	0	0	1	1
133	Epaulets Slip-ons	3	3	3	3	3	3	3	3	3	3	3	3	3	0
127	Name Plate	2	1	1	2	1	2	2	2	2	2	2	1	1	0
132	Dress Shirt Collar Dogs	2	1	0	2	0	2	2	0	0	2	1	1	0	0
134	Lapel Rank Tunic Collar Rank	2	1	0	2	0	2	2	0	0	2	2	1	0	0
114	Stationwear Shirt (NFPA NOMEX)	2	4	4	0	0	0	0	0	0	0	1	4	0	0
113	Stationwear Trousers (NFPA NOMEX)	2	4	4	0	0	0	0	0	0	0	1	4	0	0
137	Coveralls (NFPA NOMEX)	1	1	1	0	0	0	0	0	0	0	1	2	2	1
116	Service Badge	1	1	1	0	1	0	0	0	0	0	1	1	0	0
101	Black Leather Belt	1	1	1	1	1	1	1	1	1	1	1	1	1	0
139	Stationwear Shirt (Cotton Blend)	0	0	0	0	4	0	0	0	0	0	0	0	5	0
140	Stationwear Trousers (Cotton Blend)	0	0	0	0	4	0	0	0	0	0	0	0	5	0
118	Job Sweater/Quarter Zipper* (2017)	1	1	1	1	1	1	1	1	1	1	1	1	1	0
102	All Season Jacket	1	1	1	1	1	1	1	1	1	1	1	1	1	0
125	Rain Coat	1	0	0	0	0	1	1	1	1	1	0	0	0	0
106	Coveralls (Cotton Blend)	0	0	0	0	0	1	1	1	1	1	0	0	0	0
ITEMS BELOW WILL BE ISSUED ANNUALLY – ITEMS IN BRACKETS INDICATE ISSUE UPON HIRING															
126	Black Socks	4(6)	4(6)	4(6)	4(5)	4(6)	4(5)	4(5)	4(5)	4(5)	4(5)	4(5)	4(5)	4(5)	0
119	T-Shirts - Blue	2	2(6)	2(6)	0	2(6)	0	0	0	0	0	1	2(5)	2(5)	1
This allotment is reliant on the provision of laundering facilities provided and maintained by the Corporation										M/F = Male / Female W/B = White / Blue					

2024 – 2026 Collective Agreement

Seniority Rank as of December 1, 2023

NAME	SENIORITY DATE	SERVICE DATE
Campitelli, Dan	11-Oct-88	11-Oct-88
Belisle, Stephan	29-May-95	29-May-95
McKnight, Douglas	29-May-95	29-May-95
Toon, John	29-May-95	29-May-95
Macris, George	12-Feb-96	15-May-89
Best, Jason	15-Apr-96	15-Apr-96
Lane, Chris	15-Apr-96	15-Apr-96
Crang, Kirby	17-Jun-96	17-Jun-96
Fartsalas, George	17-Jun-96	17-Jun-96
Gallenero, Warlito	17-Jun-96	17-Jun-96
Headecker, Mark	17-Jun-96	17-Jun-96
Kelly, Blair	17-Jun-96	17-Jun-96
Lefaive, Jeffery	17-Jun-96	17-Jun-96
Lewis, Ronald	17-Jun-96	17-Jun-96
Sordet, Richard	17-Jun-96	17-Jun-96
Dupuis, Norman	12-Aug-98	12-Aug-98
Harrison, Shane	05-Jun-00	05-Jun-00
Hoover, Waynepear	05-Jun-00	05-Jun-00
Kearns, Chad	05-Jun-00	05-Jun-00
Pompilio, Alex	05-Jun-00	05-Jun-00
Quinn, Colin	05-Jun-00	05-Jun-00
Snooks, Brian	05-Jun-00	05-Jun-00
Tamaya, Christopher	05-Jun-00	05-Jun-00
Leps, Jeffrey	04-Sep-01	04-Sep-01
Perry, Michael	04-Sep-01	04-Sep-01
Dinn, Shawn	04-Sep-01	04-Sep-01
Morrow, Steve	04-Sep-01	04-Sep-01
Lavigne, Shawn	04-Sep-01	04-Sep-01
Egan, Nicole	04-Sep-01	04-Sep-01
Katsoulis, Nick	15-Apr-96	15-Apr-96
Acton, Jeremy	28-Feb-03	28-Feb-03
Webster, Wayne	28-Feb-03	28-Feb-03
Mortson, Kent	28-Feb-03	28-Feb-03
Lindensmith, Glen	28-Feb-03	28-Feb-03
Romanowitch, Steven	04-Sep-01	04-Sep-01
Saumier, Donna	01-May-00	01-May-00
Asals, Dave	06-Sep-05	06-Sep-05
Tse, Howie	06-Sep-05	06-Sep-05
Chung, Wilson	06-Sep-05	06-Sep-05
Klassen, Rob	06-Sep-05	06-Sep-05

2024 – 2026 Collective Agreement

NAME	SENIORITY DATE	SERVICE DATE
Sterling, Brad	06-Sep-05	06-Sep-05
Servinis, Steve	06-Sep-05	06-Sep-05
Mino, Rocky	06-Sep-05	06-Sep-05
Atwell, Nick	06-Sep-05	06-Sep-05
Mitchell, Rich	06-Sep-05	06-Sep-05
Sutherland, Don	06-Sep-05	06-Sep-05
Francis, Colin	06-Sep-05	06-Sep-05
Lanni, Joe	06-Sep-05	06-Sep-05
Tsang, Kevin	06-Sep-05	06-Sep-05
Sonnichsen, Katie	06-Sep-05	06-Sep-05
Haley, Chris	06-Sep-05	06-Sep-05
Comrie, Kevin	06-Sep-05	06-Sep-05
Arkema, Jerry	06-Sep-05	06-Sep-05
Loughlin, Benny	06-Sep-05	06-Sep-05
Howard, Jonathan	06-Sep-05	06-Sep-05
Hiley, Aaron	06-Sep-05	06-Sep-05
Patel, Nick	06-Sep-05	06-Sep-05
Chen, Victor	03-Apr-06	03-Apr-06
Woodcock, Keith	03-Apr-06	03-Apr-06
Scovell, Jason	03-Apr-06	03-Apr-06
Matthiessen, Martin	03-Apr-06	03-Apr-06
Gallant, Blair	14-Sep-09	14-Sep-09
Dean, Brett	14-Sep-09	14-Sep-09
Douma, James	14-Sep-09	14-Sep-09
Mosor, Roman	14-Sep-09	14-Sep-09
Kim, Samuel	14-Sep-09	14-Sep-09
McKnight, Matt	14-Sep-09	14-Sep-09
Ireland, Andrew	14-Sep-09	14-Sep-09
Ellis, Rebecca	14-Sep-09	14-Sep-09
Rose, Colin	14-Sep-09	14-Sep-09
Hrkac, Angela	14-Sep-09	14-Sep-09
Berthiaume, Kirk	14-Sep-09	14-Sep-09
Elchuk, Heather	15-Mar-10	15-Mar-10
Allen, Daniel	15-Mar-10	15-Mar-10
Subramaniam, Suresh	15-Mar-10	15-Mar-10
McKenzie, Todd	15-Mar-10	15-Mar-10
Chorostil, Markian	15-Mar-10	15-Mar-10
Ciufo, John	15-Mar-10	15-Mar-10
McDonald, Brad	15-Mar-10	15-Mar-10
Wybraniec, Lukasz	15-Mar-10	15-Mar-10
Reid, Neil	15-Mar-10	15-Mar-10
Loughran, Aidan	15-Mar-10	15-Mar-10
Tsui, Adrian	15-Mar-10	15-Mar-10

2024 – 2026 Collective Agreement

NAME	SENIORITY DATE	SERVICE DATE
Brouillard, Mike	15-Mar-10	15-Mar-10
Andrews, Luke	15-Mar-10	15-Mar-10
McCartney, David	15-Mar-10	02-Jan-08
McGuire, Shea	15-Mar-10	15-Mar-10
Barber, John	15-Mar-10	15-Mar-10
Ackers, Daryn	15-Mar-10	15-Mar-10
Troccoli, Carlo	15-Mar-10	15-Mar-10
Batten, Matthew	15-Mar-10	15-Mar-10
Cousins, Ryan	15-Mar-10	15-Mar-10
Chan, Alexander	27-Jun-11	15-Jul-02
Bird, Nicole	24-Oct-11	24-Oct-11
Tran, Brian	24-Oct-11	24-Oct-11
Yearwood, Jeremy	24-Oct-11	24-Oct-11
Bebbington, Jeff	24-Oct-11	24-Oct-11
McMullen, Kyle	24-Oct-11	24-Oct-11
Cooper, Jason	24-Oct-11	24-Oct-11
Inch, Nicholas	24-Oct-11	24-Oct-11
McWhirter, Thomas	24-Oct-11	24-Oct-11
Dane, Ryan	24-Oct-11	24-Oct-11
Brown, Cally	24-Oct-11	24-Oct-11
Alexander, Matthew	24-Oct-11	24-Oct-11
Evans, James	24-Oct-11	24-Oct-11
Hodge, Cameron	24-Oct-11	24-Oct-11
Mahdi, Maithem	24-Oct-11	24-Oct-11
Olivera, Leo	24-Oct-11	24-Oct-11
Chan, Michael	24-Oct-11	24-Oct-11
Brugger, Nicole	24-Oct-11	24-Oct-11
Engel, Kristiaan	24-Oct-11	24-Oct-11
Crumpton, Robert	24-Oct-11	24-Oct-11
Kirkby, Chris	24-Oct-11	24-Oct-11
O'Rourke, Michael	24-Oct-11	24-Oct-11
Mitchell, Derek	24-Oct-11	24-Oct-11
Taylor, Aaron	24-Oct-11	24-Oct-11
Wong, Joshua	24-Oct-11	24-Oct-11
Paganos, John	17-Sep-12	17-Sep-12
Monti, Christian	17-Sep-12	17-Sep-12
Irwin, John	17-Sep-12	17-Sep-12
Otrin, Clemens	17-Sep-12	17-Sep-12
Gadzala, Chris	12-May-14	12-May-14
Harwood, Jeff	12-May-14	12-May-14
Chen, Conrad	12-May-14	12-May-14
Tamburro, Andrew	12-May-14	12-May-14
Hussey, Miranda	12-May-14	12-May-14

2024 – 2026 Collective Agreement

NAME	SENIORITY DATE	SERVICE DATE
Cassidy, Derek	12-May-14	12-May-14
Santos, Pedro	12-May-14	12-May-14
Pickup, Morgan	12-May-14	12-May-14
Skerratt, Matthew	12-May-14	12-May-14
Rozon, Joe	12-May-14	12-May-14
Zimin, Alex	12-May-14	12-May-14
Lum, Matthew	12-May-14	12-May-14
Jones, Kanat	22-Jul-13	22-Jul-13
Longo, Jesse	13-Apr-15	13-Apr-15
Pittaway, Meghan	13-Apr-15	13-Apr-15
Bilbao, Pedro	13-Apr-15	13-Apr-15
Welch, Trevor	13-Apr-15	13-Apr-15
Holland, Mark	13-Apr-15	13-Apr-15
Kosmowski, Rafal	13-Apr-15	13-Apr-15
Pizzanelli, Horacio	13-Apr-15	13-Apr-15
White, Mathew	13-Apr-15	13-Apr-15
Tintor, Aimee	13-Apr-15	13-Apr-15
Roblin, Brian	13-Apr-15	13-Apr-15
Melino, Anthony	13-Apr-15	13-Apr-15
Andrews, William	13-Apr-15	13-Apr-15
Barron, Luke	13-Apr-15	13-Apr-15
Pearson, Connie	24-Oct-11	24-Oct-11
Robertson, Ian	15-Aug-16	15-Aug-16
Wu, Michelle	15-Aug-16	15-Aug-16
Dobrowolski, Justin	15-Aug-16	15-Aug-16
Long, Bobby	15-Aug-16	15-Aug-16
Moss, Matthew	15-Aug-16	15-Aug-16
Kothiringer, Darryl	15-Aug-16	15-Aug-16
Scott, Joseph	15-Aug-16	15-Aug-16
Rathgeber, Jacob	15-Aug-16	15-Aug-16
Wagner, Jennifer	15-Aug-16	15-Aug-16
McDonald, Derek	15-Aug-16	15-Aug-16
LaForge, Colin	15-Aug-16	15-Aug-16
Nandakumar, Pirashoath	15-Aug-16	15-Aug-16
McLellan, Kate	15-Aug-16	15-Aug-16
Hudolin, Kale	15-Aug-16	15-Aug-16
Chen, Jay	15-Aug-16	15-Aug-16
Graham, Blair	15-Aug-16	15-Aug-16
Lalonde, Raymond	15-Aug-16	15-Aug-16
Moser, Jordan	15-Aug-16	15-Aug-16
Cooper, Steven	15-Aug-16	15-Aug-16
Busato, Richard	15-Aug-16	15-Aug-16
Saunders, Rick	15-Aug-16	15-Aug-16

2024 – 2026 Collective Agreement

NAME	SENIORITY DATE	SERVICE DATE
O'Connor, Matthew	15-Aug-16	15-Aug-16
Gilmore, Jonathan	23-May-17	23-May-17
Fulton, Christopher	23-May-17	23-May-17
O'Hearn-Smith, Riley	23-May-17	23-May-17
Seeley, Jason	23-May-17	23-May-17
Fick, Eric	23-May-17	23-May-17
Brock, Travis	23-May-17	23-May-17
Jolliffe, Lee	30-Oct-17	30-Oct-17
Trimbee, Simon	30-Oct-17	08-Mar-11
Larsen, Kenneth	30-Oct-17	30-Oct-17
Holmes, Sadie	30-Oct-17	30-Oct-17
Watkins, Matthew	30-Oct-17	30-Oct-17
Hicks, Brady	30-Oct-17	30-Oct-17
Tedoldi, Anthony	30-Oct-17	30-Oct-17
Detoro, Lanny	30-Oct-17	30-Oct-17
Sturino, Asante	04-Dec-17	04-Dec-17
Liu, Amaris	15-Jan-18	02-Dec-13
Cresswell, Daniel	30-Apr-18	30-Apr-18
Lio, Paul	30-Apr-18	30-Apr-18
Tan, Phil	30-Apr-18	30-Apr-18
Hillier, Timothy	30-Apr-18	30-Apr-18
Dos Santos, Katrina	30-Apr-18	30-Apr-18
Wu, Patrick	30-Apr-18	30-Apr-18
Greenham, Ryan	30-Apr-18	30-Apr-18
Auld, Raymond	30-Apr-18	30-Apr-18
Cloer, Monika	30-Apr-18	30-Apr-18
Keosongseng, Virasak	30-Apr-18	30-Apr-18
Spring, Craig	30-Apr-18	30-Apr-18
Li, Hai	07-Aug-18	07-Aug-18
Brown, Melinda	01-Oct-18	01-Oct-18
Novotny, Darryl	01-Oct-18	01-Oct-18
Halls, Adam	01-Oct-18	01-Oct-18
Wong, Allan	01-Oct-18	01-Oct-18
Tupper, Dylan	01-Oct-18	01-Oct-18
Chan, Nicholas	01-Oct-18	01-Oct-18
Duffin, Tyler	23-Apr-19	23-Apr-19
Wells, Victoria	23-Apr-19	23-Apr-19
Beishuizen, Mike	23-Apr-19	23-Apr-19
Malfara, Rachel	23-Apr-19	23-Apr-19
Wandas, Filip	23-Apr-19	23-Apr-19
Webster, Bowman	23-Apr-19	23-Apr-19
Clark, Colin	23-Apr-19	23-Apr-19
Simonds, Connor	23-Apr-19	23-Apr-19

2024 – 2026 Collective Agreement

NAME	SENIORITY DATE	SERVICE DATE
Tang, Edmond	23-Apr-19	23-Apr-19
Peters, Jeremy	23-Apr-19	23-Apr-19
Leung, Anderson	23-Apr-19	23-Apr-19
Beloff, David	23-Apr-19	23-Apr-19
Emmerson, Derek	24-Jun-19	24-Jun-19
Guy, Kyle	16-Nov-20	16-Nov-20
Williams, Dan	16-Nov-20	16-Nov-20
Jaaskelainen, Heidi	16-Nov-20	16-Nov-20
Pantea, Horatiu	16-Nov-20	16-Nov-20
Gill, Alexander	16-Nov-20	16-Nov-20
Lee, Godwin	16-Nov-20	16-Nov-20
Brown, Mitchell	16-Nov-20	16-Nov-20
Nham, Kalvin	16-Nov-20	16-Nov-20
Bunker, Roger	04-Jan-21	02-Jul-19
Challenger, Kevin	19-Apr-21	19-Apr-21
Merocchi, Nancy	19-Apr-21	19-Apr-21
Tse, Wing	19-Apr-21	19-Apr-21
Lorimer, William	19-Apr-21	19-Apr-21
Yusuf, Mohamed	19-Apr-21	19-Apr-21
Dobos, Isaac	19-Apr-21	19-Apr-21
Kurji, Shamil	19-Apr-21	19-Apr-21
Brophey, Evan	04-Jan-22	04-Jan-22
Mclaren, Amanie	04-Jan-22	04-Jan-22
Vanderpoel, Nathan	04-Jan-22	04-Jan-22
Valid, Mary	04-Jan-22	04-Jan-22
Esmatyar, Emmal	04-Jan-22	04-Jan-22
Brault, Travis	19-Apr-22	19-Apr-22
Keshavari, Soroush	19-Apr-22	19-Apr-22
Smith, Blair	19-Apr-22	19-Apr-22
Vucko, Casey	19-Apr-22	19-Apr-22
Toroptsev, Denys	19-Apr-22	19-Apr-22
Gotuaco, Michael	19-Apr-22	19-Apr-22
Moffatt, Brittney	19-Apr-22	19-Apr-22
Wuebbolt, Michelle	19-Apr-22	19-Apr-22
Munier, Raymond	19-Apr-22	19-Apr-22
Bailey, Devon	19-Apr-22	19-Apr-22
Joseph, Jesse	19-Apr-22	19-Apr-22
Karran, Prabhu	19-Apr-22	19-Apr-22
Solanki, Karnrajsinh	09-May-22	09-May-22
Liao, Fucai	17-Apr-23	17-Apr-23
Wang, Hong	01-May-23	01-May-23
Johnston, Ray	11-Sep-23	18-Sep-00
Beaumont, Bradey	25-Sep-23	25-Sep-23

2024 – 2026 Collective Agreement

NAME	SENIORITY DATE	SERVICE DATE
Johnston, Aidan	25-Sep-23	25-Sep-23
Lamport, Jeremy	25-Sep-23	25-Sep-23
Smith, Tyler	25-Sep-23	25-Sep-23
Rodie, Isiah	25-Sep-23	25-Sep-23
Satgunathevan, Girishna	25-Sep-23	25-Sep-23
Seck, Daniel	25-Sep-23	25-Sep-23
von Rosen, Joachim	25-Sep-23	25-Sep-23
Campbell, Michael	25-Sep-23	25-Sep-23
Murray, Nathalie	25-Sep-23	25-Sep-23
Tao, Macklin	25-Sep-23	25-Sep-23
MacSween, Jamie	25-Sep-23	25-Sep-23
Thompson, Jordan	25-Sep-23	25-Sep-23
Dixon, Meghan	25-Sep-23	25-Sep-23
Creighton, James	25-Sep-23	25-Sep-23
Huang, Wei	08-Apr-24	08-Apr-24