

COLLECTIVE AGREEMENT

BETWEEN

THE CORPORATION
OF
THE CITY OF CORNWALL

AND

THE
CORNWALL PROFESSIONAL
FIREFIGHTERS ASSOCIATION
LOCAL 849

January 1, 2023 – December 31, 2026

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AN AGREEMENT MADE THIS 23rd DAY of September 2024

"Between The Corporation of The City of Cornwall, a statutory body under the Municipal Act with legislated powers, hereinafter called the "Employer" of the first part,"

AND

"The Cornwall Professional Fire Fighters' Association, Local 849 hereinafter called the "Association" of the second part,"

"The general purpose of this agreement is to establish and maintain collective bargaining relations between the Employer and its full time employees, and to provide machinery for the prompt and equitable disposition of grievances, and to establish and maintain agreed upon working conditions, hours of work and salaries for all full time employees who are subject to the provisions of this agreement."

"NOW THEREFORE this agreement witnesseth"

ARTICLE I – Employees Covered

- 1.01 The provisions of this agreement shall apply to all full time employees of the Cornwall Fire Department with the exception of the Chief, Deputy Chief and the Administrative clerical staff.
- 1.02 Parties agree where this collective agreement uses a feminine or masculine pronoun, the language shall be amended to be gender neutral. Whenever the singular, masculine or feminine is used in this Agreement, it shall be considered as if the plural, feminine or masculine has been used where the context of the party or parties hereto so require.
- 1.03 "Each new employee hired shall be required to serve a probationary period of (12) twelve months. During this probationary period, the new employee shall not have recourse to the grievance procedure in case of termination of employment."

ARTICLE II – Recognition

- 2.01 The "Employer" recognizes the "Association's" committee duly elected, as the exclusive bargaining agent for all employees, with exception of the Chief, Deputy Chief, and Administrative clerical staff, and this agreement shall be regarded as being applicable to said employees.
- 2.02 The "Association" recognizes the "Employer" has the exclusive function of managing the affairs and the operation of the Fire Department.

This, in part, includes the maintenance of order, discipline, and efficiency, the right to determine manpower requirements and distribution, to hire, discharge, direct, classify, transfer, promote, demote and suspend or otherwise discipline any employees provided that a claim of discriminatory promotion, demotion, classification, transfer or a claim that any employee has been discharged, suspended, or disciplined without reasonable cause may be subject of a grievance and dealt with as provided. All other rights vested in the "Employer"

and not specifically covered in this Agreement remain a right and function of the "Employer". The "Employer" agrees that it will not exercise the foregoing functions in a manner inconsistent with the provisions of this Agreement.

- 2.03 There shall be no discrimination or intimidation of any employee on account of the employee's membership in the Association, or by virtue of their holding office therein. The provisions of this Agreement shall ensure to the benefit of, and apply to, all employees without discrimination or reservation.
- 2.04 Present employees and all new employees shall maintain membership in good standing with the Association. The "Employer" shall deduct from the salary of each employee the dues indicated by the Association. The "Employer" shall remit to the Association once each month, the dues so deducted. The Association shall hold the "Employer" harmless with respect to any liability which the "Employer" might incur as a result of such deductions.
- 2.05 At least 90 days prior to the introduction or implementation of substantial technological change, or substantial changes in mechanization affecting employees, 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.

Within 15 days 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 employee.

Following the said disclosure, representatives of the parties shall meet forthwith for the purpose of negotiating with a view to resolving any issue which may concern the employment status of any employee.

If agreement has not been reached within 15 days after disclosure by the Corporation of the effects of the change or changes on any employee, either party may submit any outstanding issue to a Board of Arbitration which shall be constituted in the manner provided for by The Fire Protection and Prevention Act, 1997. The Board of Arbitration shall have full remedial powers to deal with any unresolved issue.

No change shall be made in the employment status of any employee consequent upon introduction or implementation of substantial technological change or substantial changes in mechanization, until either of the parties have reached agreement through negotiation, or the Board of Arbitration constituted hereunder has issued its award.

- 2.06 Except to the extent and to the degree agreed upon by the parties, no work customarily performed by an employee covered by this Agreement shall be performed by another employee of the Corporation or by a person who is not an employee of the Corporation.
- 2.07 Prior to the purchase of new personal safety equipment or devices, the Chief and/or the Deputy will consult with the Joint Health & Safety Committee.

Where applicable, purchases will meet minimum legislated standards for Ontario Fire Fighters.

- 2.08 All vacancies in any division within the Cornwall Fire Service shall be filled within ninety (90) calendar days in accordance with the terms of this collective agreement.

ARTICLE III – Hours of Work

- 3.01 Each employee working on the Platoon system shall be required to work a 24 hour shift. Each employee working on the 24 hour shift system shall be required to work a day shift of ten (10) hours commencing at 07:30hrs to 17:30 hrs followed by a night shift of fourteen (14) hours commencing at 17:30 hrs to 07:30hrs.
- 3.02 Each employee with the exception of day employees shall be required to work a schedule that averages forty-two (42) hours per week. The schedule shall be as agreed upon by the Chief and the Association.

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

- 3.03 Day employee, defined as employees of the Fire Prevention, Mechanical and Training Divisions, shall be required to work a schedule that is based on thirty-eight (38) hours per week. The schedule shall consist of a four (4) day, nine and a half (9.5) hours per day, work week as determined by the Fire Chief or Deputy Chief. The four (4) day work week will be scheduled Monday to Thursday or Tuesday to Friday.

The Fire Chief or Deputy Chief shall provide twenty-one (21) calendar days notice to change the schedule for the purpose of training, fire prevention or mechanical events that affect the employees on the compressed work week schedule. The notice will detail the employees affected, the dates of the change, hours of change, the reason for the change, and the dates to revert immediately to the original schedule after one week or mutually agreed upon length of time.

For Clarity on Article 10.05. The Fire Prevention Officer with the most seniority, that is on-duty, shall act as Senior Fire Prevention Officer (SFPO) only when the SFPO is absent from the workplace on an approved form of leave and not due to the compressed work week schedule.

The Senior Fire Prevention Officer (SFPO) title will be replaced with Chief Fire Prevention Officer (CFPO) effective July 1, 2026.

Fire Prevention Division					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1					
SFPO/FPO 1	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	
FPO 2		07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)
Week 2					
SFPO/FPO 1		07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)
FPO 2	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	

Training / Mechanical Division					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1					
TO / Mech	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	
Week 2					
TO / Mech		07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)	07:00 – 17:00 (9.5)

On a yearly basis, day employees shall be given the opportunity to choose to work either a 5-day week or a 4-day week. The chosen schedule is to be confirmed by November 1st of the previous year. Changes to the schedule mid-year may be done in coordination with, and at the discretion of the Chief or Deputy Chief(s)

- 3.04 It is understood that nothing in the schedule of hours of work will prevent the Chief or the proper Officer from granting the request of any employee to exchange shifts or days off providing:
- (a) Any employee requesting an exchange of shift or shifts, must provide the Chief and/or the proper Officer with the name of the willing replacement, who is qualified in the judgement of the Chief or the proper Officer.
 - (b) Replacements will be of an equal rank or will be qualified according to Article VII of this Agreement to act in the rank to be replaced. Shift exchanges will not cause overtime.

ARTICLE IV - Vacations

- 4.01 For the purpose of this Article, service shall be calculated in the year in which the vacation is granted, and a calendar week shall be defined as starting on Monday and ending on Sunday.
- 4.02 New employees shall be entitled to a prorated amount of vacation based upon their date of hire. This vacation is to be utilized in the year of hire.
- 4.03 Employees who have completed one (1) year of service shall be entitled to a vacation of two (2) calendar weeks per year.

- 4.04 Employees who have completed four (4) years of service shall be entitled to a vacation of three (3) calendar weeks per year. Effective January 01, 2025, employees who have completed three (3) years of service shall be entitled to a vacation of three (3) calendar weeks per year
- 4.05 Employees who have completed ten (10) years of service shall be entitled to a vacation of four (4) calendar weeks per year.
- 4.06 Employees who have completed sixteen (16) years of service shall be entitled to a vacation of five (5) calendar weeks per year.
- 4.07 Employees who have completed twenty-five (25) years or more of service shall be entitled to a vacation of six (6) calendar weeks per year.
- 4.08 Employees who have completed thirty-one (31) years or more of service shall be entitled to a vacation of seven (7) calendar weeks per year. This change takes effect January 1, 2025
- 4.09 For the purpose of vacations, the vacation year shall be defined as commencing on the first Monday of the year, and extend for a period of 52 weeks.
- 4.10 Vacations shall not be accumulative from year to year. Employees who are unable to take their vacations prior to the end of the vacation year, because of illness or injury, may carry them over into the next year, but must complete them by January 31 of that year. If illness or injury continues beyond this period, the employee will make arrangements with the Chief.
- 4.11 The scheduling of vacations shall be based on a system that ensures the efficient operation of the Department and priority for seniority. This system shall be established by the Chief and the Association.

The system shall be as follows;

The purpose is to provide a system to select time off for annual vacation. Annual vacation time will supersede lieu days, and lieu days will supersede accumulated time. A Platoon Chief and two (2) captains (including the acting officers) must be maintained at all times within their own platoon. Firefighters will choose "time off" according to seniority.

- a) A maximum of two (2) firefighters in prevention off per week on annual vacation, accumulated time or other.
- b) A maximum of three (3) firefighters in suppression off per week on annual vacation, lieu days and accumulated time.

The first four (4) months of the year, seniority will prevail in the selection of annual vacation. However, a four (4) week bumping period is in effect.

Selection Process

Each platoon is to select their annual vacations from May to December 31 by seniority as follows:

- 1) First round three (3) weeks (if applicable)
- 2) Second round one (1) week (if applicable)
- 3) Third round one (1) week (if applicable)
- 4) Fourth & Fifth round one (1) week & (1) week (if applicable)

The above selection process must be completed before May 1 of each calendar year. There will be no bumping of vacation after May 1.

Vacation Selection Time

- 1) Select first round of vacation during the second calendar week in April.
- 2) Select second and third round of vacation during the third calendar week in April.
- 3) Select fourth & fifth rounds of vacation during the last calendar week of April.

Should firefighters be absent during the selection process, they will make arrangements with the Fire Chief/Deputy Chief.

Cancellation and rescheduling of vacation must be approved by the Fire Chief/Deputy Chief according to the selection process.

The above selection process for the Prevention Division is also applicable. However, one (1) prevention officer must remain on duty at all times. Any exception i.e.: Corporation's office closure during Christmas and New years or other may be approved by the Fire Chief/Deputy Chief.

It is recognized that Article 4 could result in an Employee receiving their total annual vacation entitlement in advance of its having been earned. Accordingly, in the event of termination of employment, for any reason, the Employer reserves the right to make a payroll adjustment equivalent to the amount of any such overpayment.

- 4.12 An employee terminating their employment at any time in their vacation year shall be entitled to a proportionate payment of salary in lieu of any unused earned vacation.

ARTICLE V – Statutory and Declared Holidays

- 5.01 In lieu of the thirteen (13) statutory holidays listed below, each employee shall be entitled to a shift off duty with pay.

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

In the event that the Federal Government, and in turn, the Provincial Government, were to declare a named day, that officially replaces Heritage Day, it shall be included in the above list.

- 5.02 In the case of newly appointed employees, or employees who in the year of their retirement or termination, do not work a full calendar year, they shall receive a day off duty for those statutory holidays that occurred in the portion of the year they were employed.
- 5.03 In the event that an employee terminated employment, dies or retires, their beneficiary shall receive a day's pay for each holiday that occurred during the employment that year and a day off was not taken. The formula for determining a day's pay shall be one, one hundred and eighty-second (1/182) of the yearly salary.
- 5.04 Requests for lieu days shall be submitted to the Chief, Deputy Chief or the proper officer at Headquarters at least seven (7) days prior to the requested time off if it will cause a less senior employee to be bumped off of their lieu day. If there will be no bumping the request shall be submitted up to two (2) days prior to the requested time off, notwithstanding emergency situations. When permission has been granted, it will be the responsibility of the individual to notify their Duty Officer.
- 5.05 For the purpose of lieu days, the period shall be from January 1 to December 31 of each year.
- 5.06 Lieu days shall not be accumulated from year to year. Employees who are unable to take their lieu days prior to December 31, because of illness or injury, may carry them over into the next year but must complete them by January 31 of that year. If illness or injury continues beyond this point, the employee will make arrangements with the Chief.
- 5.07 Day employees, as outlined in Article III, sub-article 3.03 shall receive the days off indicated in sub-article 5.01 and as they occur. When any of the holidays fall on Saturday or Sunday, and Council does not declare another day in lieu, an employee shall be granted a day off at the time mutually agreed upon by the Chief and the employee.
- 5.08 An employee shall have the right to receive payment of up to six (6) unused lieu days. Payment shall be made by March 31st of the following year. A lieu day for the purpose of this calculation shall be 12 hours (1/182 of the yearly salary). The rate of pay for the purpose of this calculation shall be the employee's rate as of July 1st of the year the paid lieu days are accrued. This clause will take effect January 01, 2025. The Platoon Chiefs shall ensure lieu days are administered according to Article 5 of the collective agreement.

ARTICLE VI – Seniority

- 6.01 Department seniority, for all intents and purposes, shall be defined as the length of continuous service computed from the date and time the Employee actually commenced work with the Cornwall Fire Services. Former employees re-entering the service where continuity of service has been broken by any reason except His Majesty's Canadian Wartime Service and personnel reductions, shall be considered new employees and seniority shall start as of the date and time they actually recommenced work.
- 6.02 In the case of personnel reductions, for recall purposes, an employee with one (1) to ten (10) years of service shall retain their seniority for a period of six (6) months and an employee with over ten (10) years of service, for a period of twelve (12) months.

- 6.03 In the case of personnel reductions the last employee hired will be the first employee laid off, providing that the employee who is retained can perform the work of the laid off employee. In the event of recall, the last employee laid off will be the first employee recalled.
- 6.04 Division seniority for all intents and purposes shall be defined as the length of service within a particular Division of the Cornwall Fire Services. The length of service within each division shall be an aggregate of all time spent within each division. The divisions of the Cornwall Fire Services being defined as:
- Suppression
Fire Prevention
Mechanical
Training
- 6.05 Seniority lists indicating Department and Divisional seniority shall be compiled as of January 1st of each year. A copy of this list shall be posted on the bulletin board at each Fire station and a copy shall be forwarded to the Association.
- 6.06 Each employee shall have the right to submit a protest as to their order in the seniority list within thirty (30) days of the annual posting. Such protest shall first be dealt with by the Manager, Human Resources and if they cannot resolve the protest to the satisfaction of the employee or the Association, the protest shall be dealt with in the same manner as a grievance in accordance with the procedure set out elsewhere in this Agreement. The resulting decision shall be final.
- 6.07 An employee who transfers from one Division to another shall serve a probationary period of twelve (12) months and shall receive the rate of pay provided for the position to which they have transferred. At the conclusion of the probationary period, their seniority in the new division shall be deemed to have commenced on the effective date of the transfer.
- 6.08 An employee shall retain their Divisional seniority and rank in the Division they have left. In the event that a Division or position is declared redundant, an employee or employees shall retain all of their seniority in the Division to which they are retransferring.
- 6.09 The Employer and Association agree that mandatory retirement is a requirement pursuant to the FPPA as amended from time to time.

ARTICLE VII – Promotions

- 7.01 New employees, during their probation period, shall be examined by the Fire Chief prior to the expiration of the probationary period and the Fire Chief shall determine the suitability of continued full time employment based on sub Article 7.03.
- 7.02 Full time Fire Fighters in the Fire Fighting Division shall progress through the classifications, subject to the conditions of sub-Article 7.03 and the following time periods:

4th Class Fire Fighter	12 months
3rd Class Fire Fighter	12 months
2nd Class Fire Fighter	12 months

- 7.03 Promotions between Probation and First Class Fire Fighter shall be determined by the Chief and the Deputy Chief(s) and shall be based on written, oral and practical examinations and personal assessment. A mark of at least seventy (70%) percent on each component and an overall average mark of at least seventy-five (75%) per cent "qualifies an employee for the next classification. In the event an applicant fails to obtain the required qualifying marks, they shall have the right after sixty (60) days of being re-examined. In the event an applicant is again unsuccessful, they may try again after one (1) full year from the date of the first examination. During this interval, no reclassification or salary adjustment shall apply.
- 7.04 Promotions to Captain and or Platoon Chief rank shall be based on the recommendations of a Board of Examiners consisting of the Fire Chief, Deputy Chief and Manager, Human Resources and a member of the Executive Committee of the Association. The latter will participate only as an observer in all examinations but will not participate in the personal assessment.
- 7.05 The Board's recommendations shall be based on the results of written, oral, simulated practical examination, personal assessment and possession of the applicable Officer's Course from the Ontario Fire College or the equivalent from another Canadian Fire College (see Appendix C). Examinations will be held at the discretion of the Fire Chief for all FireFighters with fifteen (15) years of service within the Fire Fighting Division who wish to qualify to become a Captain.

Captains and Acting Captains who have completed their probation period or a cumulative five (5) years as Acting Captain and Captain are eligible to apply for the Platoon Chief's examination. Acting Captains with minimum five (5) years in the role are eligible to apply for the Platoon Chief's examination should there not be enough full time captains applying to qualify for the position.

- 7.06 Notification of examination times shall be posted at least thirty (30) days prior to the conducting of said examination. Candidates shall notify the Fire Chief in writing of their intent to apply for examination and shall supply, prior to the examinations, a certificate from the Employer physician indicating that the applicant is medically fit to perform the duties of the job under consideration. Such physician shall be selected from the Cornwall Academy of Medicine. If a candidate for promotion disagrees with the Corporation's physician on the assessment, then the employee may go to their own physician. Failing agreement between the two physicians, a third physician, acceptable to both physicians, will examine the candidate. The decision of the third physician will be binding to all parties.

"In the event that employees with at least fifteen (15) years of service in the Fire Fighting Division do not wish to qualify for Captain rank, the Board of Examiners may waive the fifteen (15) year requirement and thereby reduce the requirement by one (1) year at a time until some employees express their intention to qualify for Captain rank".

- 7.07 To qualify for promotion or divisional transfer, a candidate must attain a mark of seventy (70%) per cent in each of the components and an overall mark of seventy-five (75%) percent or better. The components of the examination are as follows:

Written examination	30%
Oral examination	20%
Simulated Practical Examination	25%

Personal Assessment
TOTAL

25%
100%

- 7.08 Those candidates who have obtained the required qualifying mark shall be placed on a roster list in order of qualification date. In the event that more than one candidate qualifies at the same time, divisional seniority shall prevail. Promotions shall be made in order of listing. Where the vacant position would involve the promotion of a candidate who is on W.S.I.B., or on sick leave, the Employer will assign the next senior qualified candidate, as per Clause 7.10, for a temporary period not to exceed twenty-four months.

The filling of this position on an acting basis will continue until the injured candidate returns to work or for the aforementioned twenty-four-month period whichever is the lesser. The twenty-four-month period may be extended by mutual consent of the parties.

In the event that the candidate on W.S.I.B. does not return within the twenty-four months, or mutually extended time frame, the next ranking candidate will fill the vacancy on a permanent basis according to Article VII. Where a candidate has been in an acting position for more than twelve consecutive months then the probation period, as per Clause 7.12, will be deemed to be waived, and the candidate will not have to serve another probationary period in that rank, should they be promoted to the rank then or at a later date. Where the acting position is terminated due to the return of the injured candidate, the employee filling the acting position will immediately revert to the previously held job, but in the event that they had been in the acting position for twelve consecutive months and is assigned to the position again, they shall not have to serve another probationary period and Article 7.12 will be deemed to be waived.

A roster list of minimum twelve (12) Acting Captains and eight (8) Acting Platoon Chiefs shall be maintained.

- 7.09 In the event that divisional seniority is equal, department seniority shall govern. In the event both divisional and departmental seniority are equal, the highest mark obtained in the qualifying examinations shall govern.
- 7.10 The most senior FireFighter or Captain on duty, who is qualified for the next higher rank during the period from qualification to the time of the next promotion, acts as relief in the higher rank during vacations and other periods.
- 7.11 In the event that a candidate fails to qualify, they shall be allowed to rewrite within 60 calendar days. If they should qualify as a result of rewrite, their date of qualifying shall be that of the original exam held within the sixty-day period. In the event that they again fail to qualify, they shall be allowed to reapply at the time of the next examination.
- 7.12 Actual promotion or divisional transfer will be confirmed upon satisfactory performance in the higher rank, after a probation period of twelve (12) months.
- 7.13 A curriculum shall be established, thus enabling eligible candidates to be afforded equal opportunity to study in preparation for promotional examinations. The marks for each question shall appear in the margin of the examination paper. If the examination is of the type where a number of answers would be considered correct, the Board shall decide prior to the examination those correct answers.

- 7.14 It is agreed and understood that an employee must possess the applicable Officer's Course mentioned in Clause 7.05, in order to finally and permanently receive their promotion to the rank of Officer. Failure to do so will result in the employee being returned to the rank of 1st Class FireFighter. Should a candidate qualify but not possess the appropriate course, they will go on the roster list according to their seniority, but not be eligible to act until they have completed the appropriate course. Should the candidate not acquire the appropriate courses within their three attempts from Article 21.01 the candidate will be removed from the acting list.
- 7.15 Position openings involving divisional transfers shall be posted. A list of qualified candidates will be established as a result of a written, oral, practical examination and personal assessment. It is agreed and understood that the position of Fire Prevention and of Training Officer, shall attain the same curriculum as outlined in Articles 7.05, 7.07, 7.09, 7.12, 7.13 and 7.14. Where qualifications and required abilities are equal, seniority shall prevail in the selection.

During the probation period, if the employee returns or is returned to their previous position, the next senior qualified employee will be selected from the list. Notwithstanding the above, the list of qualified candidates shall only be valid for an 18-month period from the date of the initial examination.

FireFighters who attend the Ontario Fire College to receive their applicable Officer's Course, shall be given the opportunity in accordance with their seniority and subject to operational requirements as determined by the Chief or the Deputy Chief(s).

- 7.16 An employee who transfers from one division to another will continue to accrue divisional seniority in their originating division for a period of twelve months (the probationary period), subject to the following.
- a) Upon the completion of the twelve-month probationary period, if the employee remains in the new division, their seniority in the originating division will be frozen (no longer accrues seniority in originating division) as at the date of the original transfer. If the employee, at some future date, transfers back to the originating division, their divisional seniority will be the date of the original transfer.
 - b) If, during the twelve-month probationary period, the employee transfers back to the originating division, and the employee then provides intent to transfer back to the same new division, it is understood that the employee is no longer subject to the probationary period and the employee has no ongoing right to continue accrual of seniority in the original division, from the date of the second transfer into the new division. For clarity, the accrual of seniority in the originating division would be frozen (no longer accrues seniority in originating division) as at the date of the second transfer into the new division.
 - c) It is understood that the provisions of this section apply where a member transfers to/from their originating division to a new division. If, for whatever reason, the employee transfers back to their originating division within the probationary twelve-month period, but then transfers to a third division, the accrual limitations in (b) do not apply.

- 7.17 An employee who has not attained the rank of 1st class firefighter in the Suppression Division that transfers to another division, and then returns to the Suppression Division shall return at the Class they left at and resume their training and classification progression from the date they left the suppression division.
- 7.18 Employees hired for a position other than suppression, who wish to transfer to the suppression division, shall be required to meet and pass all required qualifications, exams, certifications, and go through the normal hiring process
- 7.19 FireFighters who attend the Ontario Fire College to receive their applicable Officer's Course, shall be given the opportunity in accordance with their seniority and subject to operational requirements as determined by the Chief or the Deputy Chief.

ARTICLE VIII – Discipline and Devotion to Duty

- 8.01 All employees shall promptly conform to and obey the by-laws and regulations in force from time to time which are applicable to such employees insofar as they do not conflict with the terms of this Agreement or any extension or renewal thereof.
- 8.02 No employee shall be discharged without being afforded the opportunity of a review of the termination according to the Fire Protection & Prevention Act, 1997, but an employee may be discharged for just cause such as (without restricting the generality of the foregoing)
- (a) Destruction of or willful damage to Department property.
 - (b) Gross carelessness or neglect of duty.
 - (c) Insubordination and/or disorderly conduct.
- 8.03 In case of discharge either for cause or otherwise, the Fire Chief shall notify the Association immediately, in writing, giving the reason for discharge.
- 8.04 Warnings or suspensions, for reasons other than irregular attendance, appearing in an employee's personnel file, shall be removed two (2) years from the date thereof, provided that no other offence has occurred during that period.

ARTICLE IX – Uniforms and Equipment

- 9.01 All Fire Fighters and the Training Officer shall be supplied with approved waterproof clothing for firefighting duty, consisting of bunker gear, headgear, hand and foot gear. Said clothing to be furnished as required and at the discretion of the Fire Chief.
- 9.02 Each Suppression/Mechanical/Prevention/Training employee, in their first twelve (12) months of employment, will be issued with a complete issue of uniform clothing, consisting of the following:
- one (1) tunic and one (1) pair of trousers (all seasons)
 - one (1) tie
 - one (1) blue shirt with epaulets and crested
 - one (1) uniform cap
 - one (1) uniform cap badge

- 9.03 Each Suppression/Mechanical/Prevention/Training employee, in their first few months of employment, will be issued with a complete issue of fatigue/ station wear consisting of the following:
- four (4) shirts with epaulets and crested
 - two (2) pair of fatigue pants
 - four (4) T-shirts, crested
 - one (1) pair of epaulets displaying a Canadian Flag
 - one (1) ranking badge
 - one (1) nylon parka
 - one (1) spring and fall light weight jacket
 - one (1) pair of gloves
 - one (1) baseball type cap, crested
 - two (2) mechanic's uniforms (Mechanic only)
- 9.04 The Fire Chief or Deputy Chief(s) at the time of transfer will determine if additional clothing is necessary, and if so will provide it.
- 9.05 All employees shall receive an allowance of two hundred and fifty dollars (\$250.00) per year towards the purchase of safety shoes, which shall be worn while on duty. Employees whose start date is before July 1st of the current year shall be paid the entire allowance amount. Employees whose start date is July 1st or later of the current year shall be paid one half (1/2) of the allowance amount (one hundred and twenty-five dollars \$125.00). The allowance, in conjunction with payroll will be paid out by the last week of February. All employees whose start date is after the February payout shall be paid their allowance on their first paycheck in accordance with above.
- 9.06 The calendar year after receiving their initial uniform/fatigue wear issue, each employee shall commence the following Point System for the distribution of uniform/ fatigue wear.
- Sixty (60) points will be allocated each year to the members of Suppression / Mechanical / Prevention / Training Divisions.
- 9.07 Each member shall receive a new tunic after 7 years of service at the discretion of the Chief. All members can request alterations to their tunic as needed to the Chief.
- 9.08 Uniform inspections will be conducted by the Fire Chief or designate to ensure all uniforms meet the department standard. Uniforms will then be replaced or altered to meet the standard at the discretion of the Fire Chief. Uniform inspections will occur by the end of January of each year.
- 9.09 The balance of the member's points shall be available to the member to purchase at their discretion, approved clothing in accordance with the point values listed below.
- 9.10 Points may be carried forward from one year to the next, but no borrowing in advance from future years will be permitted. Except at the Discretion of the Fire Chief
- 9.11 Any unused balance of points in a member's bank at the end of a seven (7) year period shall be eliminated and the member shall receive ten dollars (\$10.00) per point times 50% of the Point Balance. The payout will occur at seven (7) year intervals from 2022 on. The next due payout would be December 01, 2029. Jan 1, 2023 to Dec 31, 2024 accrual on old point

system applies (2 years). This Point System payment shall be subject to all regular deductions.

- 9.12 The following point values and purchase restrictions have been assigned to the issued clothing:

Item	Restriction	Value
Dress Uniform (Prevention/ Training)		61.0
Dress Uniform (Suppression/ Mechanical)		61.0
Dress Uniform Blue Shirt		4.4
Dress Cap		11.5
Dress Cap Badge	discretion of Fire Chief	5
Tie		0.8
Ranking Badge	discretion of Fire Chief	10
Epaulets (embroidered Canadian Flag)		2.0
Set of crest patches		0.5
Helmet Badge	max. 1 per year	7.0
Fatigue Shirts		4.4
Cooltact Military Shirt		5.1
T-Shirts (crested)		2.0
Long Sleeve T-shirt		2.0
Fatigue Pants		5.3
5.11 Tactical Pants		12.5
5.11 Tactical Shorts		10
Water Rescue Shorts (blue crested)		6.5
Nylon Fatigue Belt		3.5
Turtle Neck Sweater (C.F.D. embroidered on neck)		3.5
Sweater (blue military style)		7.0
Sweatshirt (C.F.D. embroidered on front)		3
First Tactical ¼ Zip		14.1
Ball Cap (crested)		1.0
New Era Fitted baseball cap		2.9
Black Toques		1.0
Gloves		4.8
Parka	max. 1 every 6 years	29
Spring/ Fall (light weight jacket)	max. 1 every 6 years	24
Mechanic's Uniform		TBD

It shall be understood that, periodically, points will be adjusted for items available to employees as prices fluctuate from suppliers annually. When this occurs, the association and corporation will mutually agree to an increase of point allocation. The Fire Chief and/or Deputy Chief(s) will notify the association annually.

- 9.13 Members who retire shall be entitled to the sharing of any unused balance, with the points accumulated in the year of retirement to be pro-rated based on the number of months of employment. Members who resign or are terminated shall not be entitled to any payout.
- 9.14 Each Platoon Chief shall be responsible for ensuring the maintenance of proper dress standards on their shift and shall have the right to order the use of points by a member who is not maintaining the required dress standards, as outlined in the Policy for Uniform/Fatigue Uniform.
- 9.15 Wherever practicable, and subject to tenders received by the "Employer", articles of clothing and equipment supplied to employees of the Fire Department, shall carry a Union label.
- 9.16 The "Employer" shall replace or repair all articles of clothing damaged by an employee in the course of their duties, providing the Chief so recommends.
- 9.17 The last issue of uniform and all equipment "including the Department identification card" shall be deemed to be the property of the "Employer" and shall be turned over and accounted for to the "Employer" on termination of employment.

ARTICLE X – Salary

- 10.01 The scale of salaries paid shall be according to Appendix "B" of this agreement.
- 10.02 Employees of the Fire Department shall be paid every second Thursday with deduction slip attached.
- 10.03 An employee shall be paid at the rate of time and one half (1 ½) of their basic hourly rate for all time worked in excess of their regularly scheduled hours of work when requested by the employer. Regular scheduled hours of work shall include shift exchanges covered in Article 3.04.
 - a) In the event of an emergency recall, an employee shall be paid at the rate of time and one-half (1½) of their basic hourly rate of pay with a minimum of (3) three hours at the overtime rate.
 - b) Employees will be given the option of receiving time off in lieu of overtime pay at a rate of 1½ hours for 1 hour.
 - c) It is understood that time off in lieu shall be utilized by March 31st of the year following in which it is earned.
- 10.04 When an employee is required to act in the capacity of an Officer for any reason, they will receive the pay for the rank in which they are acting.

10.05 When the Senior Fire Prevention Officer is absent from the workplace on an approved leave for one (1) day or more, the Fire Prevention Officer with the most seniority shall act in their capacity.

10.06 Acting pay for employees who have acted in the capacity of an Officer shall be paid on their regular pay every second Thursday.

Alternatively, the employee may request that their entitlement to Acting Pay be converted to time-in-lieu. Such requests will be granted at the Chief's discretion which shall not be unreasonably withheld.

10.07 Off duty employees, subpoenaed to serve as witnesses in court actions, which are directly related to their work as a FireFighter, shall be compensated for time so spent. Such off-duty employees shall present a satisfactory certificate showing the period of such witness service and the amount of compensation received.

Upon receipt, the Employer shall authorize payment at the rate of time and one-half (1½) for hours in excess of their regularly scheduled hours of work with a minimum of three (3) hours, less the amount of compensation received through the court.

Employees who are subpoenaed to serve as a witness in a court action, which is directly related to their work as an employee of the Corporation of The City of Cornwall, shall be compensated for time so spent provided they remits to the Corporation, any compensation received as a result of the subpoena excluding monies for transportation and meals.

10.08 The base salary of each employee of the Fire Department will be adjusted as follows:

When an employee completes eight (8) years of service, an additional three (3) percent;

When an employee completes seventeen (17) years of service, an additional six (6) percent;

When an employee completes twenty-three (23) years of service, an additional nine (9) percent.

10.09 Amounts paid under Article X will be added to the employee's base salary as set out in Appendix "B" and will be part of the employee's regular annual salary. It is understood that this regular annual salary will be used to determine the employee's pensionable earnings as defined by OMERS and will be used to determine all entitlements under the collective agreement.

10.10 Fire fighters who have qualified to train and are conducting specialized training shall be paid the rate of Training Officer 116% (Effective July 1, 2026, adjust differential from 116% to 117 %) for the duration of this training including preparation time for all hours they are tasked with instruction for the Cornwall Fire Service. Captains and Platoon Chiefs will be paid at their rate of pay. Specialized training will include but is not limited to:

1. Emergency Medical Responder, CPR, First Aid, Defib, First Responder
2. Auto Extrication
3. Hazardous Materials
4. Technical Rescue

5. Water Rescue
6. Driving
7. Rapid Intervention Team
8. Elevator Rescue

ARTICLE XI – Group Hospital and Medical Plan

11.01 The "Employer" shall assume the premiums for the following plans:

- a) OHIP and semi-private
- b) Major Medical

Part 1

The deductible is ten dollars (\$10) each benefit year for each person up to a maximum of twenty dollars (\$20) per family.

Portion Payment - one hundred percent (100%)

Ambulance (100%)

Major Medical Benefits Card

Part 2 Vision Care

Effective August 14, 2023, six hundred dollars (\$600) every twenty-four (24) consecutive months including eye exam

Effective January 01, 2025, Seven hundred (\$700) every twenty-four (24) rolling months including eye exams and laser eye

- c) Preventative Dental Plan

(Current O.D.A.)

- d) Orthodontics

Effective August 14, 2023:

Two thousand dollars (\$2000) maximum yearly

Four thousand (\$4000) maximum for lifetime

Fifty-fifty (50/50) co-insurance

- e) Major Restorative (including crowns, caps and periodontics)

(\$2,500) maximum yearly

(80/20) co-insurance

- f) Effective August 1, 2023, the yearly benefit for Chiropractor, Massage Therapy, Physiotherapy, and Orthotics will be seven hundred and fifty dollars (\$750) for each benefit.

Effective January 01, 2025, the yearly benefit for Chiropractor, Massage Therapy, Physiotherapy, Naturopath, Chiropodist, Osteopath, podiatrist, speech therapy, and

Orthotics will be eight hundred dollars (\$800) for each benefit. Removal of the \$20 per visit limit on benefits listed in f).

- g) Effective August 1, 2023, the yearly benefit for Psychotherapy (Registered Psychologist) will be two thousand and five hundred dollars (\$2500).

Such plans to include spouses and children, the cost varying with the marital status of the Employee. Dependents covered to age twenty-five (25), if registered in a post secondary educational program.

Details of the above benefits shall be outlined in a Benefit Booklet provided by the employer. Any changes to the benefits shall be agreed upon by both parties.

- 11.02 All employees, qualified to receive a pension under OMERS, who retire after December 31, 1985, shall continue to receive the benefits provided under Article 11.01 until age 65. If an employee on retirement passes away before age 65, their widow will continue to enjoy these benefits until such time as, they turn 65, remarries, or lives common-law.
- 11.03 Effective August 1, 2023, the Employer will provide a Healthcare Spending Account (HSA) for all retired firefighters age sixty-five (65) to seventy-five (75) who retired on or after January 1, 2020, with the following conditions:
 - a) The HSA will be applicable to the eligible retired employee and their spouse only, to a combined maximum of (\$1500), this benefit will increase to, two thousand and five hundred dollars (\$2500) per year effective January 1st 2025.
 - b) The HSA is prorated on a daily basis for eligible retirees based upon their birth date, both in their sixty-fifth (65th) year and their seventy-fifth (75th) year.
 - c) Unused HSA credits can be carried over to pay for expenses incurred during the following benefit year (any carried-over credits still remaining at the end of the second benefit year are forfeited).
 - d) The HSA has no redeemable cash value.
 - e) There are no survivor benefits.
 - f) The HSA will commence immediately following the retiree's sixty-fifth (65th) birthday and will end on the day of their seventy-fifth (75th) birthday.
 - g) Those eligible for the HSA must be qualified to receive an unreduced pension at the time of retirement in accordance with the terms established by OMERS and thereafter be in receipt of an unreduced pension.
 - h) 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 insurance plans and are permitted by the Canada Revenue Agency (CRA).

- i) The administration of the HSA will be administered by a third party benefits provider and the Association will be provided with all the available information regarding that administration.

ARTICLE XII – Group Life Insurance

- 12.01 The Employer's share of the premium cost to the Group Life Insurance Plan shall be one hundred (100%) per cent of the cost. The Group Life Insurance benefit shall be two and one-half times (2½) annual salary with no maximum limit. The life insurance shall be increased only when the multiple of the salary is over five hundred (\$500.00) dollars. In addition, there shall be a double indemnity rider.
- 12.02 The Employer shall administer an addition to the existing group life insurance plan to provide life insurance coverage of ten thousand dollars (\$10,000) for each member's spouse and seven thousand dollars (\$7,000) for each member's child, with the employee assuming 100% of the additional premium charges in respect to such increased coverage.
- 12.03 The Employer shall supply upon retirement, a Life Insurance Policy of \$20,000.00.
- 12.04 Non-generic drugs shall be covered when prescribed by a medical practitioner with the notation, "No Substitution".
- 12.05 Prior Authorization will not apply to the benefits package.

ARTICLE XIII – Pension

- 13.01 The Corporation shall provide the O.M.E.R.S. type I Supplementary Pension Plan Benefit (2%) to provide for true past service back to the date of employment as prescribed under the terms and conditions of the O.M.E.R.S. Act and regulations.
- 13.02 The Corporation agrees to obtain a costing for purchasing war service, and if the employees concerned agree to purchase said service at 100% employee expense, the Corporation shall enter into an agreement with O.M.E.R.S. for such purchase.

ARTICLE XIV – Sick Leave

- 14.01 Employees shall be entitled to a sick leave credit of one and one-half (1 ½) days per month of service.
- 14.02 Probationary employees shall be given an advance of nine (9) days of sick leave credits on their date of hire. The accumulation of sick leave credits from 14.01 shall only commence after six (6) months of service. In the event of termination of employment, for any reason, the Employer reserves the right to make a payroll adjustment equivalent to the amount of any overpayment of sick leave credits.
- 14.03 Sick leave credits shall not be given to any employee who is absent from duty in any month for more than six (6) days for any reason other than vacation, approved leave of absence or injury as a result of duty.
- 14.04 Sick leave credits shall be accumulative throughout the service of the employee.

- 14.05 In the event of retirement, death or voluntary termination and after ten (10) years of continuous service or be eligible for an unreduced pension, an amount shall be paid, to the employee or their beneficiary, on the basis of their pay at the date of leaving the service, equal to fifty (50%) per cent of the value of their sick pay credits or fraction thereof, but the amount shall not exceed the equivalent of six (6) months salary. The formula for determining a day's pay shall be one, one hundred and eighty second (1/182) of the yearly salary.
- 14.06 The Chief shall retain the right to request a medical certificate from any employee who is claiming sick leave.
- 14.07 An employee who is injured or ill as a result of duty shall not have sick leave days deducted for any absence under an approved compensation award. During the period between the accident or illness and the Board approval of the claim, sick leave days shall be deducted and shall be credited back to the employee if and when the Board approves the claim. During the period that an employee is on W.S.I.B., the Corporation shall pay 100% of the employee's net salary and shall be responsible for all benefits covered by the contract, until the Employee returns to normal duties, or retires. Any monies received from W.S.I.B., then becomes the property of the Corporation.
- 14.08 An employee off work on sick leave as a result of an illness or injury to which W.S.I.B. benefits are not being claimed shall participate in the Fire Department's "Return to Work Program" as outlined in Appendix "A".
- 14.09 In the event that an employee is required to be quarantined (self-isolate) as the result of policy or direction of the Employer, the Government, the Public Health Unit, the local Medical Officer of Health, the employee may utilize leave under this article, provided they have sufficient credits.

ARTICLE XV – Compassionate Leave

- 15.01 Leave of absence with pay, for up to three (3) consecutive calendar days shall be granted to an employee who has suffered a bereavement in the family, the family being defined as: spouse, mother, father, children, brother, sister, mother-in-law, and father-in-law, grandchildren, and grandparents. The leave shall be that period prior to, including, and the days immediately after the funeral or celebration of life. In the event of the death of a sister-in-law, or brother-in-law, the day of the funeral or celebration of life, provided it is a scheduled working day, shall be granted. One day shall be granted for the death of the spouse's grandparents.
- a) If the member has to travel in excess of five hundred (500) kilometers from the city, an additional two (2) days will be granted.
 - b) A leave of absence of one day may be granted by the Fire Chief at their discretion for the purpose of bereavement, funeral or celebration of life attendance, not defined in Article 15.01.

ARTICLE XVI – Leave of Absence

16.01 The President and or any three (3) members of the Cornwall Professional Fire Fighters' Association Local 849 shall be granted such leave of absence as may be necessary for the proper performance of their duties of office, insofar as the regular operations of the service of the Fire Department will permit, at the discretion of the Fire Chief, and providing there is no replacement expense to the "Employer".

16.02

(a) The parties hereto agree to follow the provisions laid out in the Employment Insurance Act in all matters respecting maternity and parental leave.

It is further agreed that any employee on such leave shall continue to accrue seniority and receive the benefits as laid out in Article 11.01 of this agreement.

(b) Effective August 1, 2023, the employer will provide supplementary unemployment benefits (top up) for employees with more than one (1) year of service for periods of time they are in receipt of Employment Insurance benefits (EI) during pregnancy or parental leave. The top-up of the EI benefits will be to ninety percent (90%) of the employee's regular weekly earnings (total EI benefits and top-up not to exceed ninety percent (90%) of the regular weekly earnings).

For pregnancy leave, the top-up is for the period the employee is in receipt of EI benefits to a maximum of fifteen (15) weeks.

For parental leave, the top-up is for the period the employee is in receipt of EI benefits to a maximum of ten (10) weeks.

16.03 When an employee is not at work for a period exceeding thirty (30) consecutive days by reason of approved leave of absence without pay initiated by the employee him/herself, it is understood that the employee will not accrue seniority and benefits. This clause takes effect only after the expiry of the thirty day period referred to above.

Should an employee request a leave of absence for a period exceeding thirty (30) days all benefits shall cease unless an employee makes prior arrangements with the employer to pay for such benefits while on leave.

ARTICLE XVII – Grievance Procedure

17.01 The Association Grievance Committee may consist of a maximum of three (3) members and the President of the Association. The "Employer" shall be informed of any changes of the members of this Committee.

17.02 **Step 1** - Any employee covered by this Agreement who is of the opinion that they have been unjustly disciplined, suspended, discharged or subjected to discriminatory action, shall discuss their complaint with their senior officer. Failing a satisfactory decision from the Officer, the employee may refer their complaint to the Grievance Committee and must do so within fourteen (14) from when they is made aware of the incident.

- 17.03 **Step 2** - The Grievance Committee, if it deems the grievance has merit, shall present it in writing to the Fire Chief within fourteen (14) days, excluding weekends and statutory holidays. The written grievance shall contain the Article or sub-article on which the grievance is based. The Fire Chief shall deliver their decision in writing within fourteen (14) days excluding weekends and statutory holidays, after the presentation of the grievance to him.
- 17.04 **Step 3** - If the decision of the Fire Chief be not satisfactory to the employee concerned, and if the Grievance Committee deems it expedient, it may present the grievance in writing not later than the fourteenth (14) day, Saturdays, Sundays, and Statutory Holidays excluded, following the Fire Chief's decision, for consideration of the Chief Administrator. The Chief Administrator or the Director of Human Resources shall deliver a decision in writing within seven (7) days, Saturdays, Sundays, and Statutory Holidays, excluded, of the presentation of the grievance to them.
- 17.05 If the decision of the Chief Administrator be not satisfactory to the employee concerned, or if any matter relating to the interpretation, application or administration or alleged violation of this Agreement may submit the difference to Arbitration, according to the Fire Protection and Prevention Act, 1997 within fifteen (15) days following the decision of the Chief Administrator.
- 17.06 Any difference arising between the "Employer" and the Association related to the interpretation or the application of the terms of this collective agreement may be processed by either party beginning at Step 2 (17.03).
- 17.07 Any time limit mentioned in the above may be extended by mutual agreement of the "Employer" and the Association.
- 17.08 In the event of grievance arbitration, the terms of reference, in all cases, shall not provide authority to an arbitrator to amend, add or delete to or from the provisions of this Agreement. In a case involving disciplinary action, an arbitrator shall have the right to uphold, annul or modify the measures imposed, based on the facts and evidence presented.
- 17.09 A representative from the Ontario Professional Fire Fighters' Association and/or the International Association of Fire Fighters shall be allowed to sit, in an advisory capacity, on all grievance meetings at any step of the Grievance Procedure.

ARTICLE XVIII – Retiree Court Attendance

- 18.01 A retired employee who is required to return as a witness in a civil or criminal offence hearing directly related to his/her fire department duties shall be compensated at the rate of two hundred (\$200.00) dollars per day.

ARTICLE XIX – Indemnification Clause

- 19.01 Where a member of the fire service is charged with criminal or statutory offence flowing from their duties and is subsequently acquitted of such charges, the member shall be reimbursed for any reasonable legal expenses that have been taxed pursuant to the Solicitor's Act and incurred as a result of such changes. The Corporation further agrees that it will continue the coverage under its present existing general liability policy or equivalent coverage.

ARTICLE XX – Guidelines and Committee's

- 20.01 The "Employer" agrees that, prior to the implementation of a department Policy or Guideline, the Association will be afforded the opportunity to examine the document and offer recommendations.

ARTICLE XXI – Professional Development

Should the Office of the Fire Marshal of Ontario make changes to the delivery of training which creates conflicts within the language set out herein, during the term of this agreement, the parties will meet and make their best efforts to adjust professional development language.

- 21.01 All training courses shall be determined by the operational requirements of the department to meet mandatory certification set out by the Office of the Fire Marshal and applicable regulations (343/22) along with the emergency response, training, public education, protection, and enforcement required for services as outlined in the approved establishing and regulating bylaw by the corporation and council.

Employees requiring courses will be entered into the course(s) on a seniority basis through applications done by the employee in consultation with the training division, upon the release of the course calendar(s) or availability on the OFM online platform. A course completion and certification list shall be established for all employees outlining the courses required in advance and shall be available as of January 31 of each year. It is the responsibility of the employee to complete the approved assigned courses as outlined. Requests shall be made in writing to the training division for career path division requests for professional development. Employees shall be notified by the Chief or designate as confirmation of being registered or waitlisted on an approved course. This notification shall occur via posting at the stations, email confirmation to the employee's city email address, and employee's personal email address. The CPFFA will be responsible for providing the Corporation with an updated contact list for its members annually.

The courses shall be made available to align with operational requirements of the department. Employees scheduled, approved and/or waiting for a course determined for operational requirement shall in writing or via email accept or decline the date(s) of the course. Employees in approved courses in the course calendar(s) or OFM online platform shall constitute an attempt (1). They will have (3) attempts to complete the course should the individual not be successful in passing the course on attempt (1) or decline attendance it will constitute (1) attempt. The individual will be notified of the next available course for self-enrolment into the course. If they are unsuccessful and/or decline a third time they shall forfeit their opportunity at the course regardless of/if requirement is for promotion and be reassigned to an operational position within their qualifications for a 1-year period after which time they can re-attempt. The employee will have (3) attempts at the course at which point seniority will be null and void for 1 year for that course. They shall be eligible to apply and re-entered in the following calendar year subject to availability and operational need of the department. If a promotion was affected the employee will upon completion and/or an opening is available will exercise their seniority rights on the applicable acting list established. Any employee, whether an actor or not, who fails to obtain all required courses after the three (3) attempts will be placed at the bottom of the applicable acting list.

External course, is any Ontario Fire College course(s) or any course listed on the office of the fire marshals Ontario fire college calendar or OFM online platform, all regional training centers and/or federal study centers, or any course requiring travel outside of the City of Cornwall approved by the Fire Chief. Including all delivery models combined or solely of in

person, blended, online portions or virtual components, including issued redemption codes, pre course assignments, post course assignments not limited to anything pertaining to or required for the completion of the course.

Internal courses include Ontario Fire College learning contracts and/or any other outside agency delivering training course(s) to employees on-duty or off-duty, webinars, virtual online courses, courses by the City of Cornwall (Corporation). In house courses internally by a Cornwall Fire Service designated instructor, the training division, AS & E proctors or testing instructors, Ontario Fire College instructors. Course times will vary for in-house course(s) a day 10/14/10/9.5 /8 will be considered a day. No per diem will apply to in-house courses. The rate of pay shall be at time and one-half (1½) of the employee's classified hourly rate for all suppression, mechanical, training, prevention employees over their regular schedule shift hours.

- 21.02 External or internal courses that become available after the initial release of the course schedule or on the OFM online platform shall be made available to employees subject to seniority and operational requirements, if time permits to meet the requirements set out in 21.01. The name of the successful candidate shall then be entered on a revised course calendar schedule to be posted at both stations and be emailed to the employee's city and personal email addresses.

Employees who decline any course offerings with a start date within twenty-one (21) days of the offer do so without constituting an attempt under Article 21.01.

- 21.03 The schedule of all course compensation days will be predetermined by the Fire Chief and/or Deputy Chief(s) prior to attending an external course.

In the Suppression Division one (1) 24hr day is equivalent to (2) shifts off, a 24 hr day will always illustrate as two shifts off.

In the Training, Mechanical and Prevention Divisions (Day staff) one (1) shift is equivalent to one (1) compressed workday or (1) Monday to Friday workday. The duration of the course will dictate the allotted course compensation days.

Employees in recruit training and not assigned to a suppression platoon system operating on compressed work week or (1) Monday to Friday workday while in training will not be eligible for cc days as it is inherently part of the recruit training curriculum and/or mandatory certification process as set out in article 21.01.

The following shall apply to all cc days. They shall be placed on the following scheduled shifts after the course of the employee attending. If approved leave is scheduled, cc days shall be following the leave immediately after. If the external course falls on a scheduled day off for compressed work week staff, they will be given one (1) cc day off to be placed immediately after the course. The Chief and/or the Deputy Chief(s) based on operational needs can adjust cc days to be placed within (30 days) or if any leave prevents immediate placement of the cc days following the course.

Employees shall receive travel days for external course(s) when the employees are scheduled to work the shift prior to attending. They shall receive the 14hr shift off prior to attending as a travel day in suppression division. If the course requires travel greater than 200km an additional 10hr shift will be granted as a travel day if scheduled to work. Any

member not scheduled to work the day before the course, required to travel 400km or more one way for the purpose of a course shall be granted a travel day (shift: 10 or 14hrs). Any other division scheduled to work the shift prior to attending an external course will receive the day off prior for travel only if they are scheduled to work. Scheduling of all travel days will be predetermined by the Fire Chief and/or Deputy Chief(s) prior to attending the course.

- 21.04 An employee attending an external course will be eligible for a per diem of \$60 a day subject to meals being provided by the hotel accommodation or the course registration. The per diem is broken down as follows: \$10 for breakfast, \$20 for lunch, \$30 for supper. For travel day prior to external courses, attendee(s) will only be entitled for the supper per diem and the course must exceed 200km is distance from headquarters fire station.
- 21.05 Employees attending external courses will be provided a vehicle for the purpose of traveling to and from the college, RTC, or course location. If a vehicle is not available and the employee is required to travel in their personal vehicle, they will be reimbursed for such travel on the basis of one (1) round trip for each week of attendance at a rate per kilometer set out in the Corporation's current travel policy. When employees are required to travel together to the external course outlined in 21.01 the departure time shall be between 13:00 hrs and 1900hrs the day prior to commencement of the course. Travel arrangements shall be at the discretion of the Fire Chief and/or Deputy Chief(s).
- 21.06 Off-duty employees required to attend an Internal job-related training course other than external course, at the discretion of the Chief, shall be compensated for hours so spent. Such hours shall be those required to complete the course and shall be determined by the Chief and/or Deputy Chief(s) prior to attending. The rate of pay shall be at time and one-half (1½) of the employee's classified hourly rate.
- 21.07 The Corporation agrees to notify employees of their login credentials and when courses become available for them to self-enroll. This notice shall also be emailed to the employee's city email address and the employee's personal email address.

ARTICLE XXII – DZ License Reimbursement

- 22.01 The Employer will reimburse employees for the cost of the medical examination required to obtain/renew a DZ license, up to one hundred and twenty five dollars (\$125.00) upon presentation of a receipt.

ARTICLE XXIII – Successor Rights

- 23.01 In the event that the Corporation participates in, or is involved in any process which may lead to the possibility of amalgamation, consolidation, or merger of the Corporation or all or part of the Fire and Emergency Services Department with any other entity, or a transfer, disposition, privatization, or joint venture in respect of all or part of the Fire and Emergency Services Department, the Corporation agrees that if any of the above processes take place the other entity will recognize the Association and apply the terms and conditions of the Collective Agreement.

ARTICLE XXIV – Health and Safety Seminars

- 24.01 The Corporation will be responsible for transportation and registration costs in sending up to three (3) Health and Safety representatives to the OPFFA Health and Safety annual seminar. Backfilling for the purpose of maintaining minimum staffing levels will be the responsibility of the Association.

ARTICLE XXV – Re-integration

- 25.01 Appendix A will continue to be the “return to work” governance using that process and this Article will not apply.
- 25.02 When an employee has been away from duty on an approved leave or divisional transfer, at least one (1) week prior to their return to duty, the employee shall meet with the Chief and/or Deputy Chief(s), Training Officer, and a member of the Association to establish their reintegration plan into their current rank and rotation.
- 25.03 The reintegration plan for an employee returning to work will be established by individually assessing that employee when they are ready to return to work. When determining the appropriate reintegration plan, all relevant factors will be considered, including but not limited to: the employee’s qualifications, certifications, years of experience in their rank, and any required training that was missed during the leave.
- 25.04 As part of the reintegration plan, there may be a need for the employee to complete reintegration training on a compressed work week schedule. The compressed work week schedule will be determined as follows (Shall include all divisions; regular rotation for Prevention, Training & Mechanical, Divisions):
- a) For leaves of zero (0) months up to three (3) months: zero (0) weeks of compressed work;
 - b) For leaves of three (3) months up to six (6) months: zero (0) to two (2) weeks of compressed work;
 - c) For leaves of six (6) months up to twelve (12) months: zero (0) to three (3) weeks of compressed work;
 - d) For leaves of twelve (12) months up to eighteen (18) months: zero (0) to four (4) weeks of compressed work;
 - e) For leaves of eighteen (18) months or greater: zero (0) to eight (8) weeks of compressed work.
 - f) Any outstanding officer examinations, class examinations, and/or signoffs required for the operational requirements of the Department shall be completed during reintegration training. Determined by the Chief and or Deputy Chief(s)

ARTICLE XXVI – Duration of Agreement

- 26.01 Notwithstanding any provisions of the Fire Protection & Prevention Act, 1997 and amendments thereto or any other provisions in this Agreement contained, this Agreement shall remain in force and effect from the 1st day of January 2023 to December 31, 2026. And from year to year thereafter, unless within a period of not greater than forty-five (45) days, and not less than thirty (30) days, prior to the expiry date, either party gives written notice of their desire to bargain with a view to renewing a Collective Agreement.
- 26.02 In the event either party desiring or proposing any change or alteration in this agreement, such party may give to the other party thirty (30) days prior to the expiry date, written notice and thereupon both parties shall negotiate in good faith in respect of the matter which it is proposed to change or alter and the remaining provisions shall automatically be renewed as herein before provided.

In witness whereof the "Employer" has here unto caused its corporate seal to be affixed under the hands of its duly authorized officer and the Association has caused this instrument to be executed by its proper officer hereunto authorized.

Signed at Cornwall on the 23 day of September, 2024.

**FOR THE CORNWALL PROFESSIONAL
FIREFIGHTERS' ASSOCIATION LOCAL 849**

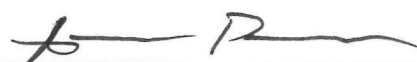


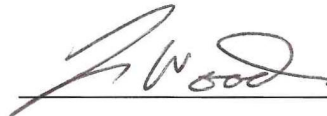




**FOR THE CORPORATION OF
THE CITY OF CORNWALL**







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APPENDIX “A”

RETURN TO WORK PROGRAM

PURPOSE

To provide a fair and consistent program for rehabilitating employees who have suffered a non-work related illness or injury. The Corporation of The City of Cornwall recognizes the benefits of a formal rehabilitation program. It will undertake to provide meaningful employment to all employees, thereby returning valuable individuals, benefits, and productivity to the Corporation.

In order that the Corporation lives up to the spirit and terms of our stated program, we are guided by the following principles:

- The long term health and wellness of employees is our first priority. Employees are the most important asset of the Corporation.
- A Return to Work Program contributes to the employees having a positive attitude towards the Corporation.
- Employees inherently want to return to work.
- The Fire Chief has a prime responsibility for the long term health and wellness of their employees and so must remain involved at all stages.
- The best return to work placement will be work as similar to the employee's regular job as possible.
- Rehabilitation is the restoration of an employee who has suffered a non- work related illness or injury to self-sufficiency and meaningful employment at the highest attainable level of skill and in the most appropriate time.
- The sooner an employee returns to work, the more likely the rehabilitation will be successful.
- The Fire Department is responsible for supporting the Return to Work Program.
- Employees must understand that they share responsibility for their own safety at work.

Nothing in The Return to Work Program is to be interpreted as constituting a waiver of the Employee's or Fire Chief's rights under the collective agreement.

The Return to Work Program is in keeping with the goals and objectives of the Human Rights Code of Ontario, and any other pertinent legislation.

RESPONSIBILITIES

CORPORATION

- Establish a Return to Work Program
- Appoint the Health and Safety, WSIB, and Training Officer Provide the necessary funding
- Make every reasonable effort to re-integrate an ill/injured employee into the Fire Department using light duties and modified work, and procedural/technical accommodation where possible
- Provide necessary training
- Keep the Employee, Association, and Fire Chief involved

FIRE CHIEF

- Facilitate recommendations between the Employee, Association, and the Health and Safety, WSIB, and Training Officer
- Participate when required to promote and to provide a Return to Work Program
- Support the application of the Return to Work Program Review the results of the Return to Work Program
- Encourage a positive labour/management relationship in the implementation of a Return to Work Program
- Follow up regarding the illness/injury
- Ensure completion of a Medical Certificate and forward to the Health and Safety, WSIB, and Training Officer as soon as possible
- Work with the Health and Safety, WSIB, and Training Officer to design the Return to Work placement/specific accommodations
- Training the employee on the new duties Brief employees
- Meet with the returning employee to review/discuss any concerns the employee may have
- Advise the Health and Safety, WSIB, and Training Officer on the employee's progress in the modified work program
- Maintain contact with the Health and Safety, WSIB, and Training Officer

ILL/INJURED EMPLOYEE

- Provide a completed Functional Abilities Form in a timely fashion
- Report promptly all non-work related illnesses/injuries to the Fire Chief
- Maintain regular contact with the Health and Safety, WSIB, and Training Officer, and keep advised of any changes in his/her medical condition Actively participate in developing his/her Return to Work Program Communicate any difficulties regarding the modified work/light duties to the Fire Chief
- Attempt that other scheduled activities such as physiotherapy do not interfere with the Return to Work
- Arriving at the job on time and ready for a punctual start
- Invite his/her Association representative to discuss his/her case with the Health and Safety, WSIB, and Training Officer

ASSOCIATION REPRESENTATIVE

- The Association representative communicates the goals and purpose of the Return to Work Program to the general membership
- An Association representative will participate in developing return to work opportunities
- Making recommendations to maximize the employee's successful rehabilitation
- Ensuring the employee's rights under the Return to Work Program, legislation and the collective agreement
- Addressing the employee's concerns

ASSOCIATION

The Cornwall Professional Fire Fighters' Association will participate with the Corporation by providing input in order that this Program is administered in a fair and reasonable manner for all the employees of the Fire Department.

- Know and understand the Program
- Assist their members in understanding the Program
- Assist their member on a case by case basis and have the right to attend any meetings in relation to this Program
- Recommend any changes deemed necessary for the successful running of this Program

COMMITTEE REPRESENTATION

There shall be an equal number of representatives as follows:

- The Corporation representation will include the Fire Chief and the Health and Safety, WSIB, and Training Officer
- The Employee representation will include an Association representative and the ill/injured employee
- The Association President will designate an alternate representative to attend meetings if they are unable to do so

MEETINGS AND MINUTES

- The representatives will meet to address return to work positions as they are required
- Written minutes will be taken by the Health and Safety, WSIB, and Training Officer at the meeting outlining all discussions relevant to a specific return to work position
- Human Resources will prepare and distribute these minutes to the representatives

ACCOMMODATIONS

Issues to be addressed in identifying appropriate accommodations for the ill/injured employee returning to light duties or modified work will be as follows:

- working fewer hours
- making facilities readily accessible to and useable by employee job restructuring and altering the way tasks are accomplished creating modified work schedules
- providing assistance or support staff special project work

LIGHT DUTIES

Light duties is work which is assigned to the ill/injured employee and who because of the nature of his/her illness/injury is unable to perform the essential duties of his/her pre-injury position. These light duty positions are intended to provide alternative work for a designated time period and assist the ill/injured employee to progress to modified work or his/her pre-illness/injury position. These light duty positions will be reviewed by the individual representatives of the Fire Department for each specific case for duties and duration.

MODIFIED WORK

Modified work is work where the ill/injured employee can perform the essential duties of his/her pre-illness/injury position, task, or function and which he/she can perform safely without risk of exacerbation of original illness/injury. These modified positions are intended for a designated time period and to assist the ill/injured employee to progress to 100% of his/her duties. These positions will be reviewed by the individual representatives of the Fire Department for each specific case for duties and duration.

The duties assigned for modified work must be duties reasonably within or related to the usual duties of a firefighter. If permanent modified work should be required, the Corporation will make every reasonable attempt to supply such modified work within the Fire Department, where available. Should such duties not be available, the Corporation will make every reasonable attempt to provide these duties in another department of the Corporation, where available.

ESSENTIAL DUTIES

In order to determine the essential duties of a job, consideration will be given to those duties which are required components of the position without which the service or product of the position cannot be provided.

The following factors may be relevant:

- the frequency of the duty
- the proportion of time spent at specific duties
- the contents of any current and relevant job description
- the normal level of productivity in the position

SCOPE

1. This Program applies to all employees of the Cornwall Fire Department.
2. The Corporation will initiate a pro-active approach to re-employment for any employee absent from work due to non-work related illness/injury.
3. The Health and Safety, WSIB, and Training Officer must be employed or retained by the Corporation and be a member of a health care profession bound by confidentiality requirements to protect the privacy of the ill/injured employee.
4. The Health and Safety, WSIB, and Training Officer shall assume the responsibility for the delivery of services, programs and initiatives in keeping with the Program.
5. The Health and Safety, WSIB, and Training Officer shall support the Fire Department in:

- their management of employee wellness
 - advising information sharing training
 - awareness
 - benefit administration
 - medical and vocational and readiness to work any other aspects of the program
6. The Fire Department will also be required to make every effort to provide Return to Work Programs, as required.
 7. The creation of modified work/light duties must not result in a lay-off, nor in the displacement of any other employee, including an employee already performing modified work/light duties, unless that employee consents to the displacement. If there are more employees at any time requiring modified work/light duties than there is modified work/light duties available, the available duties must be assigned to the employees capable of performing them in order of seniority.
 8. Vacation entitlement and scheduling during a modified work program shall be in accordance with the appropriate articles of the collective agreement.
 9. The program must be so organized that it does not negatively affect sick leave entitlement, access to long term disability benefits or accrual of seniority.

MEDICAL MANAGEMENT

The Health and Safety, WSIB, and Training Officer is responsible for the medical management of the Return to Work Program.

- Review the medical certificate.
- Provide the employee with a Functional Abilities Form and discuss arrangements for its return.
- Appropriate follow up with the employee's physician after being provided with a signed waiver for the purposes of clarifying information provided on the Functional Abilities Form and regarding the prognosis for return to work and/or regular duties.
- Request a work site analyst or rehabilitation consultant to discuss specific physical restrictions and job suitability.

MEDICAL INFORMATION

- a) The determination of whether or not an employee is medically able to perform the essential duties of his/her pre-illness/injury position or whether an employee is medically able to perform suitable work, requires that the Health and Safety, WSIB, and Training Officer have access to the appropriate medical information and workplace limitations.

In the event that there is a disagreement between the Corporation and the employee's treating physician regarding the nature of the employee's medical restrictions and/or their fitness to attend at work, the employee may be referred to a mutually agreed upon independent specialist in the field of medicine for the condition from which the employee is suffering. It is understood that all medical information will be treated confidentially

between the Corporation and treating physician. It is further understood that during the period of time between the disagreement between the Corporation and the employee's treating physician and the decision of the independent specialist, the employee will be permitted to remain on sick leave. It is understood that the employee will make themselves available for the first opportunity to see the independent specialist.

- b) Medical expenses related to information requested under this program will be reimbursed by the Corporation upon proof of payment.
- c) All information obtained will only be such information pertinent to the employee's illness/injury in question and such information will be contained in a separate file held by the Health and Safety, WSIB, and Training Officer and will not be shared with anyone outside the organization or any other employee of the Corporation unless the employee in questions permits such.

ADMINISTRATION AND FUNDING

The Health and Safety, WSIB, and Training Officer will be responsible for working with the integrating employee in respect to the following:

- a) Establishing and maintaining contact with the ill/injured employee.
- b) In conjunction with the employee and the employee's physician, ensure that:
 - Functional Abilities Form is appropriately completed and in a timely fashion the employee is integrated into the workforce respecting the limitations placed on the employee by his/her physician
 - attempt to initially identify temporary modified work/ light duties any problems are dealt with immediately
 - the Health and Safety, WSIB, and Training Officer will reasonably monitor the employee's progress so as to determine the employee's ability to resume the employee's pre-illness/injury position
 - in cases of temporary placement into another department, the Fire Department shall assume financial liability

TEMPORARY ACCOMMODATION

In all cases involving a bargaining unit employee and where that employee is placed in a position in another bargaining unit or non-bargaining unit, that employee shall continue to accrue seniority with their bargaining unit of origin. Such accrual shall continue until that point in time when the employee returns to his/her pre-illness/injury position and bargaining unit of origin.

In the case of temporary light duties or modified employment, the Corporation will pay the rate of pay normally paid for such position or pre-illness/injury position, whichever is greater.

TO: _____
PHYSICIAN

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CORPORATION OF THE CITY OF CORNWALL

RETURN TO WORK PROGRAM

EMPLOYEE

NAME: _____

With the co-operation of _____ and the City of Cornwall, a
Return to Work Program has been developed as follows at _____

Start Date:

Schedule:

Duration:

Rehabilitation Activity:

Precautions:

Employee Date

H&S, WSIB, Training Officer Date

Association Rep. Date

Fire Chief Date

The employee agrees to promptly report to work for the Return to Work assignment agreed to by the employee and the Corporation, perform assigned duties and communicate any difficulties to the immediate supervisor, attempt to ensure that scheduled activities, such as physiotherapy, do not interfere with the Return to Work, and maintain regular contact with the Health and Safety, WSIB, and Training Officer.

APPENDIX “B” - Salaries

Salary table 1

Differentials for Firefighters hired Prior to January 1, 2025					
Title	2023	2024	2025	2026	Differential %
Firefighter - Probationary	\$ 74,027.52	\$ 76,063.44	\$ 78,345.52	Refer to Salary Table 2	68%
Firefighter - Fourth Class	\$ 83,825.28	\$ 86,130.66	\$ 88,714.78	\$ 91,464.45	77%
Firefighter - Third Class	\$ 92,534.40	\$ 95,079.30	\$ 97,931.90	\$ 100,967.25	85%
Firefighter - Second Class	\$ 101,243.52	\$ 104,027.94	\$ 107,149.02	\$ 110,470.05	93%
Firefighter - First Class	\$ 108,864.00	\$ 111,858.00	\$ 115,214.00	\$ 118,785.00	100%
Firefighter - First Class - 8 years	\$ 112,129.92	\$ 115,213.74	\$ 118,670.42	\$ 122,348.55	103%
Firefighter - First Class - 17 years	\$ 115,395.84	\$ 118,569.48	\$ 122,126.84	\$ 125,912.10	106%
Firefighter - First Class - 23 years	\$ 118,661.76	\$ 121,925.22	\$ 125,583.26	\$ 129,475.65	109%
Captain	\$ 127,370.88	\$ 130,873.86	\$ 134,800.38	\$ 138,978.45	117%
Captain - 8 years	\$ 130,636.80	\$ 134,229.60	\$ 138,256.80	\$ 142,542.00	120%
Captain - 17 years	\$ 133,902.72	\$ 137,585.34	\$ 141,713.22	\$ 146,105.55	123%
Captain - 23 years	\$ 137,168.64	\$ 140,941.08	\$ 145,169.64	\$ 149,669.10	126%
Platoon Chief	\$ 134,991.36	\$ 138,703.92	\$ 142,865.36	\$ 147,293.40	124%
Platoon Chief - 8 years	\$ 138,257.28	\$ 142,059.66	\$ 146,321.78	\$ 150,856.95	127%
Platoon Chief - 17 Years	\$ 141,523.20	\$ 145,415.40	\$ 149,778.20	\$ 154,420.50	130%
Platoon Chief - 23 Years	\$ 144,789.12	\$ 148,771.14	\$ 153,234.62	\$ 157,984.05	133%
Fire Prevention Officer	\$ 118,661.76	\$ 121,925.22	\$ 125,583.26	\$ 129,475.65	109%
Fire Prevention Officer - 8 years	\$ 121,927.68	\$ 125,280.96	\$ 129,039.68	\$ 133,039.20	112%
Fire Prevention Officer - 17 years	\$ 125,193.60	\$ 128,636.70	\$ 132,496.10	\$ 136,602.75	115%
Fire Prevention Officer - 23 years	\$ 128,459.52	\$ 131,992.44	\$ 135,952.52	\$ 140,166.30	118%

Senior Fire Prevention Officer	\$ 130,636.80	\$ 134,229.60	\$ 138,256.80	\$ 142,542.00	120%
Senior Fire Prevention Officer - 8 years	\$ 133,908.72	\$ 137,585.34	\$ 141,713.22	\$ 146,105.55	123%
Senior Fire Prevention Officer - 17 years	\$ 137,168.64	\$ 140,941.08	\$ 145,169.64	\$ 149,669.10	126%
Senior Fire Prevention Officer - 23 years	\$ 140,434.56	\$ 144,296.82	\$ 148,626.06	\$ 153,232.65	129%
Fire Training Officer	\$ 126,282.24	\$ 129,755.28	\$ 133,648.24	\$ 137,790.60	116%
Fire Training Officer - 8 years	\$ 129,548.16	\$ 133,111.02	\$ 137,104.66	\$ 141,354.15	119%
Fire Training Officer - 17 years	\$ 132,814.08	\$ 136,466.76	\$ 140,561.08	\$ 144,917.70	122%
Fire Training Officer - 23 years	\$ 136,080.00	\$ 139,822.50	\$ 144,017.50	\$ 148,481.25	125%
Position is created only created when two (2) or more permanent positions exist within the division					
Chief Training Officer			\$ 138,256.80	\$ 142,542.00	120%
Chief Training Officer - 8 years			\$ 141,713.22	\$ 146,105.55	123%
Chief Training Officer - 17 years			\$ 145,169.64	\$ 149,669.10	126%
Chief Training Officer - 23 years			\$ 148,626.06	\$ 153,232.65	129%
Mechanic - Start	\$ 108,864.00	\$ 111,858.00	\$ 115,214.00	\$ 118,785.00	100%
Mechanic - 6 Months	\$ 114,307.20	\$ 117,450.90	\$ 120,974.70	\$ 124,724.25	105%
Mechanic - 1 year	\$ 122,254.27	\$ 125,616.53	\$ 129,385.32	\$ 133,395.56	112.3%
Mechanic - 8 years	\$ 125,520.19	\$ 128,972.27	\$ 132,841.74	\$ 136,959.11	115.3%
Mechanic - 17 years	\$ 128,786.11	\$ 132,328.01	\$ 136,298.16	\$ 140,522.66	118.3%
Mechanic - 23 years	\$ 132,052.03	\$ 135,683.75	\$ 139,754.58	\$ 144,086.21	121.3%

Salary table 2 of 2

Differentials for Firefighters hired on or after January 01, 2025			
Title	2025	2026	Differential %
Firefighter - Probationary	\$ 69,128.40	\$ 71,271.00	60%
Firefighter - Fourth Class	\$ 80,649.80	\$ 83,149.50	70%
Firefighter - Third Class	\$ 92,171.20	\$ 95,028.00	80%
Firefighter - Second Class	\$ 103,692.60	\$ 106,906.50	90%
Firefighter - First Class	\$ 115,214.00	\$ 118,785.00	100%
New differentials below effective July 1, 2026			
Captain		\$ 141,354.15	119%
Captain - 8 years		\$ 144,917.70	122%
Captain - 17 years		\$ 148,481.25	125%
Captain - 23 years		\$ 152,044.80	128%
Platoon Chief		\$ 152,044.80	128%
Platoon Chief - 8 years		\$ 155,608.35	131%
Platoon Chief - 17 Years		\$ 159,171.90	134%
Platoon Chief - 23 Years		\$ 162,735.45	137%
Fire Prevention Officer		\$ 136,602.75	115%
Fire Prevention Officer - 8 years		\$ 140,166.30	118%
Fire Prevention Officer - 17 years		\$ 143,729.85	121%
Fire Prevention Officer - 23 years		\$ 147,293.40	124%
Chief Fire Prevention Officer		\$ 147,293.40	124%
Chief Fire Prevention Officer - 8 years		\$ 150,856.95	127%
Chief Fire Prevention Officer - 17 years		\$ 154,420.50	130%
Chief Fire Prevention Officer - 23 years		\$ 157,984.05	133%
Fire Training Officer		\$ 138,978.45	117%
Fire Training Officer - 8 years		\$ 142,542.00	120%
Fire Training Officer - 17 years		\$ 146,105.55	123%
Fire Training Officer - 23 years		\$ 149,669.10	126%

APPENDIX “C”

Required Certifications

Subject to Legislation changes

Fire Prevention Officer:

NFPA 1031 Inspector I
Legislation 101
NFPA 472 or NFPA 1072 Hazardous Materials Awareness
NFPA 1031 Fire Inspector I
Fire Code Div. B Part 2 & 6 Fire Safety and Fire Protection Equipment
Courtroom Procedures
Fire Code Div B Part 9 Retrofit
(NFPA 1035 - Fire and Life Safety Educator 1)* required by province
(NFPA 1033 Fire Investigator)* required by province
NFPA 921 - Guide for Fire and Explosion Investigations

Chief Fire Prevention Officer:

All Fire Prevention Officer Courses outlined and the following:
NFPA 1031 Fire Inspector II
Fire Code Div B Part 3 and 5 industrial, Commercial, hazardous Materials, Processes and Operations
Fire Code Div B Part 4 Flammable Liquids and Combustible Liquids

Captains & Acting Captain:

NFPA 1021 Officer I
NFPA 1041 Fire Instructor I
NFPA 1521 Incident Safety Officer

Platoon Chief & Acting Platoon Chiefs:

All required Captain & Acting Captain courses and,
NFPA 1021 Officer II

Training Officer:

NFPA 1021 Officer I
NFPA 1041 Fire Instructor I
NFPA 1041 Fire Instructor II (attain within 1 year)
NFPA 1521 Incident Safety Officer

APPENDIX “D”
Vacation Calculation Tables

42 hr week		WEEKS VACATION					
		7h/month		10.5h/month		14h/month	
Weeks:		2		3		4	
		HOURS	SHIFTS	HOURS	SHIFTS	HOURS	SHIFTS
Months Worked	1	7	0	10.5	1 shift	14	1 shift
	2	14	1 shift	21	2 shifts	28	2 shifts
	3	21	2 shifts	31.5	3 shifts	42	1 week
	4	28	2 shifts	42	1 week	56	1 week + 1 shift
	5	35	3 shifts	52.5	1 week + 1 shift	70	1 week + 2 shifts
	6	42	1 week	63	1 week + 2 shifts	84	2 weeks
	7	49	1 week	73.5	1 week + 2 shifts	98	2 weeks + 1 shift
	8	56	1 week + 1 shift	84	2 weeks	112	2 weeks + 2 shifts
	9	63	1 week + 2 shifts	94.5	2 weeks + 1 shift	126	3 weeks
	10	70	1 week + 2 shifts	105	2 weeks + 2 shifts	140	3 weeks + 1 shift
	11	77	1 week + 3 shifts	115.5	2 weeks + 2 shifts	154	3 weeks + 2 shifts
	12	84	2 weeks	126	3 weeks	168	4 weeks
		17.5h/month		21h/month		24.5h/month	
Weeks:		5		6		7	
		HOURS	SHIFTS	HOURS	SHIFTS	HOURS	SHIFTS
Months Worked	1	17.5	1 shift	21	2 shifts	24.5	2 shifts
	2	35	3 shifts	42	1 week	49	1 week + 1 shift
	3	52.5	1 week + 1 shift	63	1 week + 2 shifts	73.5	1 week + 3 shifts
	4	70	1 week + 2 shifts	84	2 weeks	98	2 weeks + 1 shifts
	5	87.5	2 weeks	105	2 weeks + 2 shifts	122.5	3 weeks
	6	105	2 weeks + 2 shifts	126	3 weeks	147	3 weeks + 2 shifts
	7	122.5	2 weeks + 3 shifts	147	3 weeks + 2 shifts	171.5	4 weeks
	8	140	3 weeks + 1 shift	168	4 weeks	196	4 weeks + 3 shifts
	9	157.5	3 weeks + 2 shifts	189	4 weeks + 2 shifts	220.5	5 weeks + 1 shift
	10	175	4 weeks	210	5 weeks	245	5 weeks + 3 shifts
	11	192.5	4 weeks + 2 shifts	231	5 weeks + 2 shifts	269.5	6 weeks + 2 shifts
	12	210	5 weeks	252	6 weeks	294	7 weeks

38 hr week		WEEKS VACATION					
		6h/month		9.5h/month		12.5h/month	
Weeks:		2		3		4	
		HOURS	SHIFTS	HOURS	SHIFTS	HOURS	SHIFTS
Months Worked	1	6	1 shift	9.5	1 shift	12.5	1 shift
	2	12	1 shift	19	2 shifts	25	3 shifts
	3	18	2 shifts	28.5	3 shifts	37.5	1 week
	4	24	3 shifts	38	1 week	50	1 week + 1 shift
	5	30	3 shifts	47.5	1 week + 1 shift	62.5	1 week + 3 shifts
	6	36	1 week	57	1 week + 2 shifts	75	2 weeks
	7	42	1 week + 1 shift	66.5	1 week + 3 shifts	87.5	2 weeks + 1 shift
	8	48	1 week + 1 shift	76	2 weeks	100	2 weeks + 3 shifts
	9	54	1 week + 2 shifts	85.5	2 weeks + 1 shift	112.5	3 weeks
	10	60	1 week + 3 shifts	95	2 weeks + 2 shifts	125	3 weeks + 1 shift
	11	66	1 week + 3 shifts	104.5	2 weeks + 3 shifts	137.5	3 weeks + 3 shifts
	12	72	2 weeks	114	3 weeks	150	4 weeks
		16h/month		19h/month		22h/month	
Weeks:		5		6		7	
		HOURS	SHIFTS	HOURS	SHIFTS	HOURS	SHIFTS
Months Worked	1	16	2 shifts	19	2 shifts	22	2 shifts
	2	32	3 shifts	38	1 week	44	1 week + 1 shift
	3	48	1 week + 1 shift	57	1 week + 2 shifts	66	1 week + 3 shifts
	4	64	1 week + 3 shifts	76	2 weeks	88	2 weeks + 1 shift
	5	80	2 weeks	95	2 weeks + 2 shifts	110	3 weeks
	6	96	2 weeks + 2 shifts	114	3 weeks	132	3 weeks + 2 shifts
	7	112	3 weeks	133	3 weeks + 2 shifts	154	4 weeks
	8	128	3 weeks + 1 shift	152	4 weeks	176	4 weeks + 3 shifts
	9	144	3 weeks + 3 shifts	171	4 weeks + 2 shifts	198	5 weeks + 1 shifts
	10	160	4 weeks + 1 shift	190	5 weeks	220	5 weeks + 3 shifts
	11	176	4 weeks + 2 shifts	209	5 weeks + 2 shifts	242	6 weeks + 2 shifts
	12	192	5 weeks	228	6 weeks	264	7 weeks