2025 – 2028

COLLECTIVE AGREEMENT

- BETWEEN -

THE CORPORATION OF THE TOWN OF LASALLE

- AND -

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION

LOCAL 1407

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This Agreement made in duplicate this 11th day of December 2025.

B E T W E E N:

THE CORPORATION OF THE TOWN OF LASALLE
(hereinafter called the Corporation)

OF THE FIRST PART;

- and -

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION LOCAL 1407
(hereinafter called the Association)

OF THE SECOND PART.

WHEREAS the parties hereto have agreed to enter into this agreement for the purpose of more effectually defining duties, privileges, working conditions and remuneration, and to establish the best possible working conditions so as to develop and maintain a spirit of co-operation between the Corporation and the Association and to promote and establish an efficient Fire Service.

NOW THEREFORE THIS AGREEMENT WITNESSETH:

ARTICLE 1 - RECOGNITION

ARTICLE 1.1

The Corporation recognizes the Association as the exclusive bargaining agent for all full-time employees of the LaSalle Fire Service, with the exclusion of the Chief, Deputy-Chief and two (2) Administrative Assistant(s) to the Fire Chief, and this agreement shall be applicable to all such employees.

ARTICLE 1.2

All employees of the LaSalle Fire Service who are now members of the Association shall remain members of the said Association in good standing as a condition of continued employment and all new employees of the said Fire Service shall, after thirty (30) days of their employment, be required to pay the dues assessed by the Association until the expiry of their probationary period of twelve (12) months, after which period they shall become members in good standing in the Association as a condition of continued employment.

ARTICLE 1.3 – MANAGEMENT RIGHTS

The Association recognizes the rights conferred upon the Corporation by Statute and the right of the Corporation to hire, promote, transfer, suspend or otherwise discipline and discharge any employee subject to such regulations and restrictions governing the exercise of these rights as are expressly provided in this Agreement and subject to the right of the employee concerned to lodge a grievance in the manner and to the extent herein provided.

The Association also recognizes the right of the Corporation to make and alter, from time to time, the rules and regulations to be observed by the employees provided, however, that such rules and regulations will not be contrary to the provisions of this Agreement.

ARTICLE 2 - DISCRIMINATION AND COERCION

ARTICLE 2.1

There shall be no discrimination or intimidation against any member because of the member's membership in any association or by virtue of holding office in the Association.

ARTICLE 2.2

Provisions of this Agreement shall be applied to all members without discrimination.

ARTICLE 3 - HOURS OF WORK

ARTICLE 3.1

The firefighter shall be required to work forty-two (42) hours a week on average based on the platoon system set out in groups whereby each group works sufficient periods of twenty-four (24) continuous hours and each twenty-four (24) hours on duty shall be followed immediately by not less than twenty-four (24) hours off duty.

ARTICLE 3.2

Members assigned to duties other than fire fighting shall work forty (40) hours a week consisting of five (5) eight (8) hour days, providing that not more than one (1) eight (8) hour shift shall occur in any one twenty-four (24) hour period.

It is understood that the Training Division shifts will include a combination of day shifts and afternoon shifts as required to accommodate the needs of the department.

Members assigned to positions other than fire fighting may be required to perform fire fighting duties for shift fill-in subject to all hours over forty (40) hours per week being paid at overtime rates.

ARTICLE 3.3

It is understood that nothing in the above schedule of hours of work will prevent the Fire Chief, Deputy Chief, or any other person authorized to act on behalf of the Fire Chief, from granting the request of any two members to change shifts or days off, provided that no member be permitted to work in excess of forty-eight (48) continuous hours on duty.

ARTICLE 3.4

For the term of this agreement the current system of selecting, scheduling, and assigning vacation, statutory holidays, replacement shifts and shift changes, will be the same as that of the previous agreement, and any changes must be agreeable to both the Corporation and the Association.

ARTICLE 3.5

Firefighters will work a forty-two (42) hour work week on average. This schedule will consist of an eight (8) week rotation where the normal schedule will have firefighters working one (1) day on, one (1) day off, one (1) day on, followed by five (5) days off. This schedule will change slightly when firefighters are required to be moved due to vacations, stats etc, provided a minimum of seven (7) days notice is given.

Vacations are picked by the firefighters and are based on seniority for half a members allotment plus one (1) shift followed by a rotation system where the top member moves to the bottom and each member moves up a spot annually. Vacation pick deadline dates are posted and after the deadlines are reached any unpicked vacation dates are open to any firefighters to pick.

Christmas Eve, Christmas Day, New Years Eve, and New Years Day is rotated annually by the firefighters. Time off for these days will not be approved if it involves the moving of another employee.

Statutory holidays are picked on a first come first serve basis and can only be picked after the vacation deadlines.

Replacement shifts and overtime are offered to all members. Overtime hours will be posted and the member with the lowest hours will be offered the hours.

ARTICLE 4 - OVERTIME

ARTICLE 4.1

Overtime shall be designated on an equitable basis and shall be paid for on the basis of time and one-half the normal rate of pay with a minimum of one (1) hour at time and one-half the normal rate of pay. Replacement overtime shall be designated to members of the Association

only. Volunteer fire fighters will, however, be allowed to work overtime and/or statutory holidays if a sufficient number of permanent members are not available or willing to work.

The member may request payment of Banked Time Earned on any available pay cycle. If lieu time is preferred, the member may request to take the appropriate time off within the same calendar year. A maximum of ninety-six (96) hours may be carried over to the following year. Any unused time owing in excess of ninety-six (96) hours on December 31st shall be paid out no later than January 31st.

No member shall be permitted to work more than forty-eight (48) consecutive hours without a minimum break of eight (8) hours except in exceptional circumstances as determined by the Fire Chief or designate.

ARTICLE 4.2

Any member required to attend mandatory meetings, or training as directed by the Fire Chief, Deputy Chief or designate, during off hours shall be allowed one and one-half (1.5) hours pay or time off for every hour of overtime worked with a minimum of three (3) hours. Mandatory training topics will be discussed with the Association President in advance of training being rolled out.

ARTICLE 4.3

Full-time fire fighters shall be supplied with alerting devices and members shall have the right to respond to all calls and/or alarms while off duty. Attendance shall be paid at the rate of overtime pay at their existing rate. There is no minimum of three (3) hours pay and the member shall follow the same procedures as volunteer fire fighters. All full-time firefighters on duty shall hold a rank above the Volunteer Captains in the Chain of Command. All full-time off duty firefighters shall hold a rank equal to the Volunteer Captains in the Chain of Command.

ARTICLE 4.4

In all cases any overtime or additional staff requirements other than normal alarm responses will be offered to the members before the volunteer fire fighters. This Article shall not prevent the right of the Corporation to have Volunteer Company Officers assist with recruit/NFPA 1001 or equivalent training activities when performed under the direction of, and supervision of the Training Division.

The total number of additional resources required by the Training Division for a given training session, shall comprise of utilizing a balanced number of both, members of the Association and the volunteer company officers at a ratio of 1 (Full time): 1 (Volunteer Captain).

ARTICLE 4.5

Any member required to appear before a court of law, inquest, or inquiry to give evidence on behalf of the Town, while off duty on matters arising out of their employment with the Fire Service, shall receive a minimum of three (3) hours at the overtime rate of pay as set out in Article 4.1 for each sitting required. Such overtime will be paid or taken as lieu time in accordance with the provisions of Article 4.1.

ARTICLE 4.6

Staff meetings shall be at straight time and for the time of the meetings only. Attendance at these meetings are voluntary, unless otherwise specified by the Chief, and if so designated, overtime shall apply.

ARTICLE 4.7

Any members authorized by the Fire Chief, Deputy Chief or designate to attend courses or seminars on behalf of the Fire Service, and when the course or seminar exceeds 8 hours, inclusive of travel time, the member shall also be entitled to a per diem of $10.00 per day for out of pocket expenses and where three meals per day are not being provided, an additional per diem of $75.00 per day shall be provided.

When on course or seminar or out of town conducting fire service business and the above exceeds 4 hours, inclusive of travel time, the member shall be entitled to $20.00 to cover lunch/dinner cost.

ARTICLE 4.8

The Corporation agrees to pay for the licenses, certification and professional fees of the members which must be acquired, maintained, or renewed as a requirement of employment or as deemed necessary by the Fire Chief.

ARTICLE 4.9

When a committee is required, Association members will have the right to vote and decide who will serve as their committee representatives. The Association President will consider input from the Fire Chief or designate.

ARTICLE 5 - CONTRACTING OUT

ARTICLE 5.1

Except to the extent and to the degree agreed upon by the parties, and except in the case of an emergency, 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.

This Article shall not affect the right of the Corporation to use Volunteer Firefighters to perform firefighting duties in accordance with the current practice. Nor shall this Article affect Mutual Aid, nor shall it restrict the use of additional aid during an emergency.

This Article shall not prevent the right of the Corporation to have Volunteer Company Officers assist with recruit/NFPA 1001 or equivalent training activities when performed under the direction of, and supervision of the Training Division.

The total number of additional resources required by the Training Division for a given training session, shall comprise of utilizing a balanced number of both, members of the Association and the volunteer company officers at a ratio of 1 (Full time): 1 (Volunteer Captain).

ARTICLE 6 - VACATIONS

ARTICLE 6.1

Employees hired prior to April 1, 1996 shall remain on the "accrual method" of vacation entitlement. The accrual method is defined as earning vacation in one vacation year and utilizing the earned vacation time in the following vacation year.

Employees hired on or after April 1, 1996 shall receive vacation in a "front end loading method". The front end loading method is defined as an employee earning and utilizing vacation in the same vacation year.

ARTICLE 6.2

For the purposes of this article, a vacation year shall be defined as January 1st to December 31st.

ARTICLE 6.3

Vacation entitlement with pay:

a. Beginning with the date of hire to December 31st of the same year, this shall be considered the first year of vacation. Vacation entitlement shall be as follows;

	Entitlement	Based on a 42 Hour Work Week	Based on a 40 Hour Work Week
Based on the month the employee was	January February March	3 shifts 3 shifts 3 shifts	72 hours 64 hours 56 hours

hired entitlement shall be as shown.	April	2 shifts	48 hours
	May	2 shifts	40 hours
	June	2 shifts	32 hours
	July	1 shift	24 hours
	August	1 shift	16 hours
	September	1 shift	8 hours
	October	paid 4%	paid 4%
	November	paid 4%	paid 4%
	December	paid 4%	paid 4%

b. Vacation hours earned during the first year of employment must be utilized prior to December 31st of that year, unless otherwise specified.

c. For those employees hired in October, November, and December vacation shall be paid as per the Employment Standards Act.

d. One shift shall be equivalent to twenty-four (24) hours.

e. Vacation entitlement for subsequent years of employment will be defined as:

Note of clarity: When the date of hire increases vacation entitlement for employees hired after April 1, 1996, that vacation increase will be front end loaded in the same year. Due to the front end loading method employees may be subject to repayment of vacation not fully earned upon separation.

All members hired prior to April 1, 1996 who have completed the appropriate number of years of service shall be entitled to the corresponding amount of vacation time listed herein with full pay.

Vacation Year	**Based on a 42 hour work week**	**Based on a 40 hour work week**
Two	4 shifts	80 hours
Five	6 shifts	120 hours
Seven	7 shifts	140 hours
Ten	8 shifts	160 hours
Fifteen	9 shifts	180 hours
Twenty	10 shifts	200 hours
Twenty Two	11 shifts	220 hours
Twenty Five	12 shifts	240 hours

Example of vacation entitlement for employees hired after April 1, 1996:

Vacation Year	**Vacation Entitlement**
Date of hire: June 18, 20X8 – 1st Vacation Year	Receive pro-rated shifts/hours as per 6.3 a)
January 1, 20X9 – 2nd Vacation Year	Receive 4 shifts or 80 hours as per 6.3 e)

January 1, 20X0 – 3rd Vacation Year	Receive 4 shifts or 80 hours as per 6.3 e)
January 1, 20X1 – 4th Vacation Year	Receive 4 shifts or 80 hours as per 6.3 e)
January 1, 20X2 – 5th Vacation Year	Receive 6 shifts or 120 hours as per 6.3 e)
January 1, 20X3 – 6th Vacation Year	Receive 6 shifts or 120 hours as per 6.3 e)
January 1, 20X4 – 7th Vacation Year	Receive 7 shifts or 140 hours as per 6.3 e)

ARTICLE 6.4

The Association shall establish a schedule of vacation using the rotation method in effect as of the signing of this agreement. The Captain shall establish the Vacation scheduling for the upcoming year which will begin no later than December 1 and the vacation schedule shall be submitted to the Fire Chief, or designate, no later than January 31st of the current year. After submission of the vacation schedule, any changes and alterations shall be shared with the Fire Chief, or designate. No vacation days shall be approved if the request results in overtime, unless approved by the Fire Chief, or designate.

ARTICLE 6.5

No vacation time shall be lost as a result of an accident or occupational illness covered by award of The Workplace Safety & Insurance Act incurred in the performance of duty.

ARTICLE 6.6

No employee shall be permitted to forego vacation so that they may be paid in lieu of time off for vacation, unless at the discretion of the CAO, particular circumstances arise that would warrant such a measure.

ARTICLE 7 - STATUTORY AND DECLARED HOLIDAYS

ARTICLE 7.1

Each member will be allowed the following days as paid holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day and any other day proclaimed by Council to be a holiday. All members covered by this Agreement will be allowed one full day as a paid holiday on the last work day prior to Christmas Day and New Year's Day.

ARTICLE 7.2

In lieu of all the above-mentioned statutory and declared holidays, each member shall receive One Hundred and Twenty (120) hours payment at the applicable rate or any combination of payment and time off desired by the member totaling 120 hours.

ARTICLE 7.3

For those members having a Monday to Friday, 40 hour/week schedule, whenever any of the above holidays fall on a Saturday or a Sunday, the next day following shall be in lieu thereof a holiday and the provisions of this Article shall apply thereto.

ARTICLE 7.4

Requests for statutory holidays must be made, using the scheduling software, seven (7) days in advance.

ARTICLE 8 - HEALTH BENEFITS

ARTICLE 8.1

All members of the Fire Service who lost time from work by reason of injury or illness resulting from their employment, shall be entitled to the benefits to which they might otherwise be entitled under the provisions of this collective agreement.

ARTICLE 8.2

Any member partially or totally disabled and/or who suffers an occupational injury as adjudicated by The Workplace Safety & Insurance Board and who has accepted and is in receipt of a wage or a salary award thereby, shall receive the difference in salary between the wage or salary award of The Workplace Safety & Insurance Board and the normal salary or wage the member would have received during the working period of their disability. Any such payments made by the Corporation shall be reduced by any amounts payable under The Canada Pension Plan for disability. The member shall sign whatever direction is necessary to authorize WSIB to pay any compensation cheque to the Corporation.

ARTICLE 8.3

The Corporation will pay the cost of E.H.T., Employer Health Tax including semi-private hospital coverage and an Extended Health Benefit Plan and a Dental Plan Current O.D.A. Schedule (attached as Schedule "A") or any successor plan for all members of the Fire Service. In the event of the death of a member of the Association, the Corporation will pay the cost of the E.H.T. and Ontario Health Plan as attached hereto in Schedule "A" for the surviving spouse and eligible children. Eligible children is defined as under twenty-one (21) years of age, or at any age if totally and permanently disabled, who are unmarried, legally residing with and dependent on the surviving spouse. In the event of remarriage by the surviving spouse, benefits will be discontinued.

ARTICLE 8.4

The Corporation may subscribe for equivalent coverage for those services described in Article 8.3 on the understanding that the Association will be notified prior to calling for proposals from companies providing such services, in order to ensure that equal benefits and services and satisfactory claim procedures are maintained.

ARTICLE 8.5

Each member must join and be entitled to the benefits and privileges of any employees pension plan which has been or may hereafter be set up by the Corporation. Members must belong to the plan provided for the members of the Fire Service. The Corporation will provide members with the O.M.E.R.S. Basic Pension Plan.

ARTICLE 8.6

a) Employees that are hired on or after January 1, 2016 who retire from the employment of the LaSalle Fire Services at age fifty (50) or older, and who have completed a minimum of fifteen (15) years of continuous service with the LaSalle Fire Services, shall be provided with benefits as set out in Schedule "A". The retired employee's spouse, and eligible children shall be entitled to such benefits until the former employee's seventy-fifth (75) birthday.

In the event of death of the current/retired employee, the Town shall continue to pay the associated cost of benefits as provided above for the deceased employee's spouse, and eligible children until such time as the deceased employee would have reached age seventy-five (75), or until such time that the former employee's spouse remarries, whichever comes first. "Eligible Children" is defined as any child under 21 years of age, or at any age if totally and permanently disabled, who are unmarried and legally residing with the dependent of the surviving spouse.

b) Employees hired between the dates of January 1, 2008 and December 31, 2015, who retire from the employment of the LaSalle Fire Services at age fifty (50) or older, and who have completed a minimum of fifteen (15) years of continuous service with the LaSalle Fire Services, shall be provided with benefits as set out in Schedule A.

The retired employee's spouse, and eligible children shall be entitled to such benefits during the lifetime of the individuals. In the event of death of the current/retired employee, the Town shall continue to pay the associated cost of benefits as provided above for the deceased employee's spouse, and eligible children until such time that the former employees spouse remarries, or until death, whichever comes first. "Eligible Children" is defined as any child under 21 years of age, or at any age if totally and permanently disabled, who are unmarried and legally residing with the dependent of the surviving spouse.

c) Employees hired prior to January 1, 2008 who retire from the employment of the LaSalle Fire Services, shall be provided with benefits as set out in Schedule "A".

The retired employee's spouse and eligible children shall be entitled to such benefits during the lifetime of the individuals. In the event of death of the current/retired employee, the Town shall continue to pay the associated cost of benefits as provided above for the deceased employees spouse, and eligible children until such time that the former employee's spouse remarries, or until death, whichever comes first. "Eligible Children" is defined as any child under 21 years of age, or at any age if totally and permanently disabled, who are unmarried and legally residing with the dependent of the surviving spouse.

d) Retirement benefits for members hired prior to January 1, 2016 shall not be addressed at any other negotiations and can never be eliminated.

e) A retired member shall be eligible to receive 50% of life insurance coverage until their normal retirement date

f) Where an employee becomes incapable through illness or otherwise efficiently discharging their duties, as certified by two physicians, and is placed on early retirement, the employee, spouse and any dependent children shall receive the extended health benefits as described in the collective agreement and Schedule "A" attached.

ARTICLE 9 - SICK LEAVE

ARTICLE 9.1

Every member of the Fire fighting division (whose normal shift is twenty-four (24) hours) shall maintain a sick leave bank of ten (10) shifts (24 hours), and every member of other divisions as prescribed in Article 3, covered by this agreement, shall maintain 24 (8 hour) days for the "sick leave bank".

ARTICLE 9.2

Every member of Fire fighting division (whose normal shift is twenty-four (24) hours) as prescribed in Article 3, shall receive an annual sick leave allocation of the equivalent of five (5) shifts (24 hours). Every member of other divisions as prescribed in Article 3, covered by this agreement shall receive an annual sick leave allocation of twelve (12) days (8 hours).

As at December 1st of the applicable year, 50% of any unused portion of the annual sick leave allocation of each individual member shall be issued to the respective member pro rated to that member's annual salary.

ARTICLE 9.3

Any member requiring to utilize in excess of the annual sick leave allocation, shall "draw" from the established sick leave bank, and must then replenish this bank to its limit with the following year's allocation.

ARTICLE 9.4

The sick leave shall commence on the first day that the member has been away from work, and at the request of the Fire Chief, the member shall produce a certificate from a qualified medical doctor certifying that they are entitled to sick leave, if their absence exceeds three (3) consecutive calendar days. When a certificate is requested by the Corporation it will be at their cost.

Sick leave shall be deducted on the basis of one (1) hour sick leave per hour.

ARTICLE 9.5

It is agreed that a leave of absence of four (4) calendar days with pay may be granted to members for personal reasons. All requests for leave of absence will be made to the Fire Chief and shall be granted only in writing by the Fire Chief, Deputy Chief and, unless so issued, shall not be considered authentic. Employment elsewhere for pay during such a leave of absence shall be deemed to be a resignation and shall automatically cancel all seniority and other rights under this Agreement. Any leave of absence may be immediately canceled if obtained under false pretences and, if the member does not immediately report for work on notification of cancellation, shall be subject to disciplinarian action up to and including dismissal and shall lose all seniority. Where a leave of absence without pay is granted in excess of thirty (30) days, for personal reasons, seniority will not accrue during said leave. If any member is granted a leave of absence in excess of thirty (30) days, such member may at their option and expense, continue the payment of any fringe benefits to which they may be entitled under this Agreement.

ARTICLE 10 - SENIORITY OF TRANSFER

ARTICLE 10.1

Where an employee transfers from another Town department to the Fire Service, the employee shall retain their vacation entitlement. Upon transfer, the employee's seniority date shall be considered their actual date of hire with LaSalle Fire Services. The employee shall also receive all Health, Dental, Life Insurance, Dependant Life Insurance, AD&D, and Short/Long Term Disability benefits in accordance with the LaSalle Fire Services collective agreement.

ARTICLE 10.2

In determining a member's length of service for seniority purpose, computations shall begin on the date the member was hired in the fire service of the LaSalle Fire Service as a full-time member.

ARTICLE 10.3

This Agreement shall ensure to the benefit of and be binding upon the parties hereto, their successors and assigns of the parties hereto the intent that, in the event of annexation of the Corporation of the Town of LaSalle by the City of Windsor or any other form of local government

including regional, the said successors shall enjoy the benefits of and be bound by the obligations of this Agreement, and further intent that the Fire Fighter's Association or any other Association or Union shall enjoy the benefits hereof and be bound by the obligations.

ARTICLE 10.4

In the event that two (2) or more full-time firefighters are hired on the same day, their order of seniority shall be determined by the members most recent date of hire as a LaSalle volunteer firefighter. In the event that these two (2) or more full-time fire fighters were hired on the same day as a volunteer firefighter, the last digit on their Social Insurance card will determine their seniority. Seniority shall be according to the last digit of their Social Insurance number arranged in ascending order, e.g. # 1, 2, 3, 4, 5,…9 and 0, number #1 shall have higher seniority than the person whose social insurance number ends with #9 or 0.

ARTICLE 11 - COLLECTION OF UNION DUES

ARTICLE 11.1

Subject to the thirty (30) day period provided in Article 1.01 herein the Corporation Treasurer shall collect and pay to the Association, its dues by deduction from payroll in such sum as the Association shall establish. Such deductions will commence on receipt by the Corporation Treasurer of signed authorization by the member. The Association shall give notice in writing to the Treasurer of the Corporation upon request of the amount to be collected for such dues.

The Union shall indemnify and save harmless the Corporation, its officers, agents, and/or employees acting on behalf of the Corporation, from any and all claims, demands, actions or causes of action arising out of, or in any way connected with the collection of such dues.

ARTICLE 12 - UNIFORMS AND EQUIPMENT

ARTICLE 12.1

Upon initial hiring as a full-time Fire Fighter, each member shall receive the following uniform issue providing they do not already possess these items and that the provided items are in good condition, as determined by the Fire Chief.

1 complete Dress Uniform	1 Tunic 1 pair dress pants 1 long sleeve uniform shirt 1 uniform tie 1 uniform hat 1 hat badge 1 dress top coat 1 pair of Oxford shoes
Fatigue Clothing:	1 parka 3 cotton cargo pants 2 uniform shirts 1 breast badge 1 uniform tie 4 T-shirts 1 pair coveralls 1 pair all-weather station boots 1 pair duty shorts 1 wallet and badge 1 ball cap 1 blanket 1 pillow

Dress uniforms shall then be replaced or altered as required (except Oxford shoes) and with the approval of the Fire Chief, as approved by Council in the annual operating budget.

For the first year of employment an employee will be entitled to receive 720 points. Each year thereafter a member shall be entitled to requisition by October 31st, uniform clothing items for the following year to a maximum of 565 points. Unused points to a maximum of 150 points shall be carried over to the following year. The Fire Chief shall administer the uniform issue. Points shall be allocated to items of clothing as follows:

Parka	105 points
Uniform hat	8 points
Uniform tie	4 points
Uniform shirt (long sleeve)	21 points
Uniform shirt (short sleeve)	19 points
Uniform socks	9 points
Uniform belts	15 points
Cotton Cargo Pants	30 points
Cargo Shorts	60 points
Uniform sweater/job shirt	36 points
T-shirt (long sleeve)	11 points
T-shirt (short sleeve)	8 points
Coveralls	
• Nomex (striped)	161 points
• Winter (lined)	228 points
* Breast badge	59 points
Winter Scarf	13 points
Turtleneck Shirts	14 points
Winter Uniform Hat / toque	6 points
Softshell jacket (full or ¼ zip)	98 points

Radio strap – up to 150 points one-time maximum purchase.

No member shall exceed the following maximum requisitions of the same item in each year:

coats	-	2
hats	-	2
T-shirts	-	8
pants	-	6
coveralls	-	2
footwear	-	2
socks	-	10
winter gloves	-	2

The parties agree to utilize a Form prepared by the Chief to ensure the accuracy of sizing and fit with all clothing. The parties further agree that samples of all clothing will be provided where available, in advance of any purchase. The Association President can request a meeting with the Chief or designate to discuss manufacture, brand, style etc. In no way does this imply that the Association has any rights with respect to the selection of manufacturer, brand, style, etc.

Any conflict regarding uniform issuance shall be referred to a Committee comprised of the Fire Chief or designate, the President of the Association, Association Health and Safety Representative, and the Director of Human Resources or designate.

* Maximum badge issue will be 2 breast badges and one wallet badge to any member - any lost badge must be immediately reported to the Chief and be properly recorded and documented. It is understood that all badges are property of the Corporation.

Any winter gloves, black shoe or boot is acceptable for purchase. Points will be allotted on a one point = $2 basis. If the member exceeds the requested points from their bank those points will be subtracted from the following years bank.

ARTICLE 12.2

On resignation or dismissal from the LaSalle Fire Service, members shall turn in all fire fighting gear, protective clothing, uniforms and issued items including badges, rank insignia and identification. On retirement from the Service by reasons of age or length of service, such members may retain their issued uniform but shall return all protective clothing, and issued equipment.

ARTICLE 12.3

The Fire Chief may issue additional clothing required at their discretion.

ARTICLE 12.4

The Fire Chief shall provide a method whereby dress uniforms, parkas, and spring/summer jackets of the members shall be cleaned as required at no cost to such members.

ARTICLE 12.5

The Corporation, at the discretion of the Chief, shall replace or repair any personal articles damaged or lost by a member when such articles were used in the performance of their duties up to a maximum of $500 or otherwise at the discretion of the Chief.

ARTICLE 13 - REGULATIONS

ARTICLE 13.1

All regulations governing the Fire Service shall be made available to each member.

ARTICLE 13.2

After any alleged violation of the rules and regulations, each member will have the right to be notified of such alleged violation by the Fire Chief, Deputy-Chief, or any person authorized to act on their behalf, and such member may make whatever explanations they may deem advisable, after which explanation the alleged violation, together with the member's explanation, if any, may or may not be entered upon the member’s personal file.

ARTICLE 14 - GRIEVANCE PROCEDURE

ARTICLE 14.1

The Association shall appoint a Grievance Committee of three (3) members and shall file notice annually with the Corporation of the names of the members serving on the Grievance Committee. The Corporation shall also be notified of changes in the personnel of the said Grievance Committee which may take place from time to time. No member or group of members shall be permitted to lodge a grievance with Council or any member of Council nor be permitted to communicate a Grievance to the public press, except as expressly provided herein. No grievance shall be considered where the circumstances giving rise to it occurred or originated more than fourteen (14) calendar days before filing of the Grievance.

ARTICLE 14.2

Should any grievance arise, it shall be dealt with as follows, provided the time limits specified herein may, by mutual agreement between representatives of the Association and the Corporation, be extended.

Stage 1

The aggrieved member shall present the grievance to the Grievance Committee in writing and, if accepted, all further stages are to be handled in writing. The said Grievance Committee shall give due consideration to the grievance and, after having satisfied themselves that there is just cause for the grievance, shall proceed as follows.

Stage 2

The Grievance Committee, accompanied by the member may take the matter up with the officer in charge of the member's shift and, failing settlement within forty-eight (48) hours, proceed to Stage 3.

Stage 3

The Grievance Committee, accompanied by the member, may take the matter up with the Chief of the Service and, if settlement is not reached within forty-eight (48) hours, the Committee then proceeds to Stage 4.

Stage 4

The Grievance Committee, accompanied by the member, may take the matter up with the Director of Human Resources, or designate. If settlement is not reached within forty-eight (48) hours, the Committee then proceeds to Stage 5.

Stage 5

The Grievance Committee, accompanied by the member, may take the matter up with the Chief Administrative Officer (C.A.O.) within seven (7) days following the decision in Stage 4, at which time a written statement of the grievance, and decisions, and the preceding stages of procedure shall be tabled. If settlement is not reached within forty-eight (48) hours, the matter may then be referred to arbitration by written notice given with seven (7) additional days as provided for in the Fire Protection Prevention Act.

ARTICLE 14.3

In case a group of members have an alleged grievance, it shall be taken up by the Grievance Committee starting at Stage 3.

ARTICLE 14.4

Any difference arising directly between the Association, and the Corporation concerning the interpretation or alleged violation of the terms and provisions of this Agreement may be submitted to either party by the other at Stage 3.

ARTICLE 14.5

In determining the time within which any step is to be taken under the foregoing provisions of this article, Saturdays, Sundays and statutory holidays shall be excluded.

ARTICLE 14.6

At any stage of the grievance procedure, including arbitration, the conferring parties may have the assistance of the employees concerned and any necessary witnesses and all reasonable arrangements shall be made to permit the conferring parties to have access to the Service to view disputed operations, records and documents, and to confer with the necessary witnesses.

ARTICLE 15 - DISCHARGE AND DISCIPLINE CASES

ARTICLE 15.1

If any member is discharged, and if the member believes they have been unjustifiably discharged, the member may have their grievance taken up under the grievance procedure starting at Stage 4 if presented in writing within seven (7) days after the date of them leaving the employ of the Corporation and not otherwise. If it should be settled finally in the member's favour, they shall be reinstated without loss of pay or seniority or any other arrangement which is just and equitable in the opinion of the conferring parties or an arbitration.

ARTICLE 15.2

An arbitrator, or Board of Arbitration, shall be permitted to alter or amend disciplinary and discharge penalties imposed by the Corporation. Such decisions shall be in accordance with Part 9 of the FPPA, as may be required.

ARTICLE 15.3

Any notice of disciplinary action, which has been placed on the personnel file of an employee, shall be removed after 24-months has elapsed since the disciplinary action has been taken unless there is a similar disciplinary action within the 24-month period in which case, the discipline record will remain until the employee is discipline free for 24-months. Employees on any approved leave of absence greater than ninety (90) days shall have their discipline timeline extended until return from such leave.

ARTICLE 16 - STRIKES OR LOCKOUTS

ARTICLE 16.1

No local or member of the fire fighters federation shall strike or take active part in any other fire fighter strike as they are required as fire fighters to protect the lives and property of the citizens of the community.

ARTICLE 17 - SALARIES

ARTICLE 17.1

Subject to successfully completing the necessary examinations, as provided for in Article 18.00 hereof, a member shall remain in the classes shown for the following periods:

4th Class Fire Fighters for the first 12 months of service
3rd Class Fire Fighters after 12 months of service
2nd Class Fire Fighters after 24 months of service
1st Class Fire Fighters after 36 months of service

ARTICLE 17.2

Any member acting in a higher rank when assigned to do so by the Fire Chief, or any person authorized by the Chief to act on their behalf, shall be paid at the rate for the rank acted. Notwithstanding the above, a full-time Firefighter who is performing duties such as delivering training, assisting in an instructor role, fire investigations and fire inspections shall be paid at the Lieutenant rate of pay.

ARTICLE 17.3

All members covered by this Agreement shall be paid on a weekly basis.

ARTICLE 17.4

In addition to salary as set out in Schedule "B", the Corporation shall pay Recognition Pay based on the 1st Class Firefighter base rate to all employees in the Suppression, Training and Prevention Divisions based on their years of service in the Fire Department as follows, effective upon the completion of the identified anniversary date:

Percentage	Years of Service
3%	8
6%	17
9%	23

Amounts paid in Article 17 will be added to the members' base salary and will form part of the members' regular annual salary for the purpose of determining the hourly rate.
It is understood that this hourly rate will be calculated as pensionable earnings as defined by OMERS and will be used to determine all entitlements under the collective agreement that are presently calculated on the basis of a member's hourly or regular annual salary.

ARTICLE 17.5

The Corporation shall not make any deductions from a member's salary unless authorized by statute, court order, order of an arbitrator of the Arbitration Board, this Agreement or a written agreement between the Corporation and the Association.

ARTICLE 17.6

Where such a member is assigned, on a temporary basis in accordance with this agreement, to a lower paying job, the rate of pay shall not be reduced.

ARTICLE 18 - PROMOTIONS AND VACANCIES

ARTICLE 18.1

Recommendations for all promotions shall be made by the Fire Chief of the Service according to the following four factors:

(a) Job Performance Review
(b) Written Examination
(c) Oral Examination
(d) Practical Examination

ARTICLE 18.2

When promotional/vacancy competitions results are equal, seniority shall prevail.

ARTICLE 18.3

All members making application for a promotion in each case shall receive written, oral and practical examinations that are the same for each member. No examinations shall contain questions beyond the scope of the job for which promotion is being sought. Any member participating in such an examination, may, within two (2) days after the completion of such examination, file a complaint against the manner in which it was conducted, giving the specific incident which the member feels was unfair. This complaint shall be filed with the Administrator of the Corporation, but under no circumstances shall this be the subject of a grievance.

ARTICLE 18.4

No position which has become permanently vacant shall be left unfilled in excess of six (6) months. Management with two (2) weeks notice, and in consultation with the Association will also consider change in shift times for the Fire Prevention Division and/or Training Division, that may be required to provide a more effective operation within the Service.

ARTICLE 18.5

A member promoted from one rank to another, within the Association, may return to their former position within sixty (60) days from the date of promotion without loss of seniority.

ARTICLE 18.6

In the event that a new position is created or a vacancy occurs within the Fire Association, the Corporation shall post the job, via email, to all members for a period of fourteen (14) calendar days so current Association members may apply. The first calendar day will be the day following the initial posting of the vacancy. An extension of up to seven (7) calendar days may be authorized by the Fire Chief or designate.

ARTICLE 18.7

Vacant permanent Suppression Captain positions shall be filled by Acting Captains based on the earliest Acting Suppression Captain hire date. Captains or Lieutenants in other divisions will be included if they have been confirmed as an Acting Suppression Captain.

ARTICLE 18.8

An Acting Suppression Captain pool (qualified list) will be established via a promotional process. The promotional process will take place as needed to maintain a reserve of Acting Suppression Captains that equals at least 50% of the necessary permanent Suppression Captain complement. Successful candidate(s) hired into the Acting pool will be ranked based on their Acting Suppression Captain date of hire. If two (2) or more candidates are hired on the same day, the order in the Acting pool shall further be determined by their seniority date as defined by Article 10.4. New Acting Suppression Captains shall serve a one (1) year probationary period.

ARTICLE 18.9

Candidates who wish to be considered for the position of Suppression Captain (including Acting pool) will be required to complete Officer 1 (NFPA 1021), Officer 2 (NFPA 1021), ISO (NFPA 1521), Instructor 1 (NFPA 1041), Internal Captain Training, and Blue Card Command.

If it is not possible for interested Suppression Captain candidates to complete the above referenced qualifications in a timely fashion due to availability, the Association and the Employer may agree on an Internal Captain Training program that will be considered the equivalent of the above-mentioned qualifications.

Collaboration between the Association President and the Fire Chief or designate will ensure the Captain training manual stays up to date with best practices, regulations, and evolving operational needs.

ARTICLE 19 - LEAVES OF ABSENCE

ARTICLE 19.1

Leave of absence without loss of pay shall be granted to a member attending a funeral of their family member, grieve in private, and deal with family issues for a period not exceeding seven (7) calendar days per occurrence from time of death. Family member is defined as spouse, legal or common-law children, mother, father, mother-in-law, father-in-law, brothers, sisters, step-parent, step-sister, step-brother, grandparents, common-law spouse, sister-in-law, brother-in-law and grandchild.

A leave of absence without loss of pay shall be granted to a member attending a funeral of their family member, grieve in private, and deal with family issues for a period not exceeding one (1) scheduled twenty-four (24) hour shift or one (1) scheduled eight (8) hour working day for those working forty (40) hour work weeks for the death of an aunt, uncle, niece, nephew, daughter-law, son-in-law or grandparent-in-law.

The Fire Chief, may however, grant additional leave to any member to allow for traveling time

and/or special circumstances. For the purpose of this article, funeral shall mean the period of time between death and burial and shall include the wake and funeral service.

ARTICLE 19.2

Two members of the Executive Board of the Association shall be allowed an aggregate of ninety-six (96) hours per year without loss of pay to conduct the affairs and business of the Association insofar as the regular operations of the service of the Fire Service will permit at the discretion of the Chief. The Fire Chief shall be notified at least seven (7) days in advance of such leave.

Two members of the Association appointed as delegate to Seminars or Conventions shall be allowed an aggregate of forty-eight (48) hours off without loss of pay, provided the Fire Chief shall be notified at least thirty (30) days in advance of such leave.

One member of the Association appointed as delegate to the Health and Safety Seminar, shall be granted leave with pay for up to two twenty-four (24) hour shifts, for attendance at Health and Safety Seminar, should the said seminar fall on an identified delegate's shift, provided the Fire Chief shall be notified at least thirty (30) days in advance of such leave.

ARTICLE 19.3 - MATERNITY AND PARENTAL LEAVE

A member shall be entitled to maternity leave and/or parental leave in accordance with the provisions of the Employment Standards Act. A member intended to go on maternity leave shall make written application to and supply the Corporation with a certificate from a legally qualified medical practitioner stating that the member is pregnant and giving the estimated date of delivery. A member on maternity leave shall receive benefits as prescribed by the Employment Standards Act.

ARTICLE 19.3.1

During maternity leave the Corporation shall provide a Supplementary Unemployment Insurance Benefit (S.U.B.), also referred to as employment insurance plan as follows:

During the first week of the employment insurance waiting period, pay the member 75% of their regular rate of pay.

During the following fifteen (15) weeks or shorter period if the member returns to work, pay the member at a rate of pay equivalent to the difference between the employment insurance maternity benefits the member receives, and 75% of their regular pay. The combined weekly payment received from the plan and the weekly rate of employment insurance benefits will not exceed 75% of the member’s weekly earnings.

The members must prove that they have applied for and are in receipt of employment insurance benefits in order to receive payment under the S.U.B. plan, unless serving the one (1) week

employment insurance waiting period. Said proof to be copies of the employment insurance benefits stubs.

S.U.B. payments are paid only for the supplementation of employment insurance benefits for the employment period as specified in the plan for maternity leave.

A separate record of S.U.B. payments shall be kept by the Corporation and available, with the member's permission, to the Association upon request.

The Corporation shall register the plan with Human Resources Development Canada.

ARTICLE 19.3.2

Parental leave shall be granted to a member as a result of the birth of their child or a child coming into the member's custody, care and control for the first time. A parent also includes a person with whom a child is placed for adoption and a person who is in a relationship of some permanence, as recognized by the Employment Standards Act, with a parent of the child and who intends to treat the child as their own.

Any member who makes written application to the Corporation shall be given parental leave without loss of seniority in accordance with the Employment Standards Act. The member shall be subject to the same rights and obligations, as those specified for maternity leave except that the period of leave of absence shall be ten (10) weeks.

ARTICLE 19.3.4

The Corporation will continue to provide the member with vacation credits, insurance welfare, medical, dental and other benefits specified in this agreement.

ARTICLE 19.3.5

Maternity leave for the purpose of this article shall not exceed seventeen (17) weeks. Parental leave shall be in accordance with the Employment Standards Act.

ARTICLE 19.3.6

A member who provides a certificate from a legally qualified medical practitioner stating that the member is pregnant and is recommending that they be placed on other than their normal duties, shall be accommodated by the Corporation and shall be provided suitable duties.

ARTICLE 20 - INSURANCE

ARTICLE 20.1

The Corporation agrees to pay 100% of the premiums to provide life insurance in the amount of two times the member's salary, with a minimum of Eighty Thousand Dollars ($80,000.00), plus Five Thousand Dollars ($5,000.00) for the member's spouse and Five Thousand Dollars ($5,000.00) for each child.

ARTICLE 20.2

The Corporation agrees to pay 100% of a plan providing Short Term and Long Term Disability (L.T.D.) of seventy-five per cent (75%) of wages. Benefits are to be directly reduced by any income received from the Canada Pension Plan Disability benefit (not including dependent child benefit).

The disability coverage's shall include a two (2) year "own occupation" clause, however, should enhanced coverage (i.e. 3 year or more) become available in the Insurance industry, the employer will endeavor to obtain this enhanced coverage on behalf of and to the credit of the Association.

The Corporation agrees; that a member on Disability shall maintain continuity of the applicable weekly pay; shall guarantee continuation of service and seniority while on disability; shall apply for "waiver of premium" through the Ontario Municipal Employees Retirement System (OMERS) for any member on disability; shall continue benefits for any member on disability; and shall pay 100% of the difference between short term and long term disability weekly and monthly income, in order to assure a member of 100% of normal take home pay for the first twelve months of each short or long term disability claim.

ARTICLE 20.3

Should a member be killed in the line of duty, or die through injuries or illness as recognized by the WSIB, their spouse or named beneficiary, or where there is neither, the dependent children under the age of twenty-one (21) will receive supplementary income in addition to any income(s) due under the Pension Plan, Canada Pension Plan, and the Workers Compensation Board, up to the member’s salary at the date of death for a period of one (1) year from the date of death.

ARTICLE 21 - INDEMNIFICATION

ARTICLE 21.1

The Corporation agrees to indemnify all members of the Association and save them harmless in any civil action, from any and all damages or claims for damages arising out of acts or omissions done or caused by them during the performance of their duties excluding willful and malicious damage. Legal counsel when required will be provided by the Corporation.

ARTICLE 22 - TECHNOLOGICAL CHANGES

ARTICLE 22.1

The Corporation shall notify the Association in the event of any anticipated technological changes, and shall develop an appropriate training program for affected members. Should the said training program not resolve the technological change either through ability or interest the impasse will then be resolved by arbitration.

ARTICLE 23 - EMPLOYEE ASSISTANCE

ARTICLE 23.1

The Employer shall provide a confidential EAP program for all Firefighters, and the Employer shall pay 100% of the cost of such benefit.

ARTICLE 24 - TRAINING

ARTICLE 24.1

A training program using the recognized Ontario Standards for Company Officer will be continued for all fire fighters. It is a requirement that all members hired after January 1, 2008 achieve and maintain Company Officer level of training as required.

The Corporation shall provide training at the Corporation's expense as may be required for career fire fighters to maintain certification.

ARTICLE 25 - DURATION OF AGREEMENT

ARTICLE 25.1

Except as otherwise stated herein, this Agreement shall be deemed to have come into force on the 1st day of January, 2025 and shall remain in force until the 31st day of December, 2028, and thereafter it shall be automatically renewed each year without change, unless either Party gives notice in writing to the other Party of its desire to revise or amend this Agreement, such notice to be given not earlier than ninety (90) days and not later than sixty (60) days prior to the expiration date. The parties shall submit to each other within forty-five (45) days following the date of notice, drafts of their proposed changes of amendments to the agreement and negotiations between the Parties shall begin within forty-five (45) days following the exchange of such drafts. If, pursuant to such negotiations, agreement on the revision or amendment is not reached prior to the current expiration date, this agreement shall remain in full force and effect after such expiration date.

IN WITNESS WHEREOF the Corporation has hereto caused its corporate seal to be affixed under the hands of its duly authorized officers and the Association has caused this Instrument to be executed by their proper officers hereto duly authorized the day and year first above written.

THE CORPORATION OF THE TOWN OF LASALLE

Debbie Strajnic

Ed Thiessen

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION

Craig Lussier

Mike Wiley

SCHEDULE "A"

SCHEDULE OF ELIGIBLE BENEFITS
EFFECTIVE January 1, 2026

DRUG

Plan 7 - $2.00 deductible
Product Select

EXTENDED HEALTH SERVICES

Private Duty Nursing Maximum
$15,000.00 Lifetime. Includes part-time shift.
Nursing Home Care assume provincial deductible.
Chiropractor, Osteopath, Podiatrist, Chiropodist and Registered Massage Therapist - $750.00 per year max, per practitioner. First Time visit is to be covered.
Naturopath $500.00 per year max, first time visit is to be covered.
Physiotherapist reasonable and customary charges for services.
Psychologist, Psychotherapist, Social Worker/Counsellor, Master of Social Work and Speech Therapist $8,000.00 combined maximum.
Out of Province Maximum $1,000,000.00 per calendar year.
Plan Maximum $15,000.00 every 3 years.
No Over The Counter (OTC) medications.

VISION

Plan 7 - $500.00/24 months – effective January 1, 2028 increase to $600.00/24 months
Eye examination - Every 24 months at no cost to the member
Elective laser vision correction procedures to be covered to a maximum $500 (effective January 1, 2028 increase to $600.00) every 24 months. This benefit is to remain eligible for resubmission every 24 months in accordance with benefit carrier procedures until the full cost of surgery has been paid in full, provided that the member is in receipt of the corresponding benefit coverage. The member will be responsible for resubmitting applicable receipts every 24 months in order to receive such coverage.

DENTAL

Plan 15
Recall frequency every 9 months
Current O.D.A.
Ortho Maximum $3,500.00 Lifetime

SEMI-PRIVATE Plan 1 - 1/1/98 – no "private" option

AUDIO in-ear hearing aids - $1,000.00 every three years.

OUT-OF-PROVINCE **Plan QJ**

Annual PSA Test to a maximum of $200.00 per year per member

Erectile Dysfunction Drugs - $1000 per year maximum when prescribed by physician.

See Green Shield and Medavie Blue Cross booklets for further details of benefit coverage.

SCHEDULE "B"

	2024 Rank	2025 Rank	2026 Rank	2027 Rank	2028 Rank	2024 Base	Hourly	1-Jan-25 5.00%	Hourly	1-Jan-26 3.75%	Hourly	1-Jan-27 3.75%	Hourly	1-Jan-28 3.75%	Hourly
Captain (FPO and TO)	118.0%	119.0%	120.0%	121.0%	121.0%	131,530.69	63.24	139,277.63	66.96	145,714.83	70.06	152,438.96	73.29	158,155.42	76.04
Suppression Captain	116.0%	116.0%	116.0%	116.0%	116.0%	129,301.36	59.20	135,766.43	62.16	140,857.67	64.50	146,139.83	66.91	151,620.07	69.42
Lieutenant - Fire Prevention Officer	109.0%	114.0%	115.0%	116.0%	116.0%	121,498.69	58.41	133,425.63	64.15	139,643.38	67.14	146,139.83	70.26	151,620.07	72.89
Lieutenant - Training Instructor	109.0%	114.0%	115.0%	116.0%	116.0%	121,498.69	58.41	133,425.63	64.15	139,643.38	67.14	146,139.83	70.26	151,620.07	72.89
1st Class Firefighter	100.0%	100.0%	100.0%	100.0%	100.0%	111,466.69	51.04	117,040.02	53.59	121,429.02	55.60	125,982.61	57.68	130,706.96	59.85
2nd Class Firefighter	90.0%	90.0%	90.0%	90.0%	90.0%	100,320.02	45.93	105,336.02	48.23	109,286.12	50.04	113,384.35	51.92	117,636.26	53.86
3rd Class Firefighter	80.0%	80.0%	80.0%	80.0%	80.0%	89,173.35	40.83	93,632.02	42.87	97,143.22	44.48	100,786.09	46.15	104,565.57	47.88
4th Class Firefighter	70.0%	70.0%	70.0%	70.0%	70.0%	78,026.68	35.73	81,928.02	37.51	85,000.32	38.92	88,187.83	40.38	91,494.87	41.89
Base Rate: 1st Class Firefighter						111,466.69		117,040.02		121,429.02		125,982.61		130,706.96	
Seniority/Retention pay - 8 year	3.0%	3.0%	3.0%	3.0%	3.0%	3,344.00		3,511.20		3,642.87		3,779.48		3,921.21	
Seniority/Retention pay - 17 year	6.0%	6.0%	6.0%	6.0%	6.0%	6,688.00		7,022.40		7,285.74		7,558.96		7,842.42	
Seniority/Retention pay - 23 year	9.0%	9.0%	9.0%	9.0%	9.0%	10,032.00		10,533.60		10,928.61		11,338.44		11,763.63	
RATES WITH RETENTION/EXPERIENCE PAY															
Captain (FPO and TO)	118.0%	119.0%	120.0%	121.0%	121.0%	131,530.69	63.24	139,277.63	66.96	145,714.83	70.06	152,438.96	73.29	158,155.42	76.04
Captain (FPO and TO) with 8 year @ 3%						134,874.69	64.84	142,788.83	68.65	149,357.70	71.81	156,218.44	75.11	162,076.63	77.92
Captain (FPO and TO) with 17 year @ 6%						138,218.69	66.45	146,300.03	70.34	153,000.57	73.56	159,997.92	76.92	165,997.84	79.81
Captain (FPO and TO) with 23 year @ 9%						141,562.69	68.06	149,811.23	72.02	156,643.44	75.31	163,777.40	78.74	169,919.05	81.69
Suppression Captain	116.0%	116.0%	116.0%	116.0%	116.0%	129,301.36	59.20	135,766.43	62.16	140,857.67	64.50	146,139.83	66.91	151,620.07	69.42
Suppression Captain with 8 year @ 3%						132,645.36	60.74	139,277.63	63.77	144,500.54	66.16	149,919.31	68.64	155,541.28	71.22
Suppression Captain with 17 year @ 6%						135,989.36	62.27	142,788.83	65.38	148,143.41	67.83	153,698.79	70.37	159,462.49	73.01
Suppression Captain with 23 year @ 9%						139,333.36	63.80	146,300.03	66.99	151,786.28	69.50	157,478.27	72.11	163,383.70	74.81
Lieutenant - Fire Prevention Officer	109.0%	114.0%	115.0%	116.0%	116.0%	121,498.69	58.41	133,425.63	64.15	139,643.38	67.14	146,139.83	70.26	151,620.07	72.89
Lieutenant with 8 year @ 3%						124,842.69	60.02	136,936.83	65.84	143,286.25	68.89	149,919.31	72.08	155,541.28	74.78
Lieutenant with 17 year @ 6%						128,186.69	61.63	140,448.03	67.52	146,929.12	70.64	153,698.79	73.89	159,462.49	76.66
Lieutenant with 23 year @ 9%						131,530.69	63.24	143,959.23	69.21	150,571.99	72.39	157,478.27	75.71	163,383.70	78.55
Lieutenant - Training Instructor	109.0%	114.0%	115.0%	116.0%	116.0%	121,498.69	58.41	133,425.63	64.15	139,643.38	67.14	146,139.83	70.26	151,620.07	72.89
Lieutenant with 8 year @ 3%						124,842.69	60.02	136,936.83	65.84	143,286.25	68.89	149,919.31	72.08	155,541.28	74.78
Lieutenant with 17 year @ 6%						128,186.69	61.63	140,448.03	67.52	146,929.12	70.64	153,698.79	73.89	159,462.49	76.66
Lieutenant with 23 year @ 9%						131,530.69	63.24	143,959.23	69.21	150,571.99	72.39	157,478.27	75.71	163,383.70	78.55
1st Class Firefighter	100.0%	100.00%	100.00%	100.00%	100.00%	111,466.69	51.04	117,040.02	53.59	121,429.02	55.60	125,982.61	57.68	130,706.96	59.85
1st Class Firefighter with 8 year @ 3%						114,810.69	52.57	120,551.22	55.20	125,071.89	57.27	129,762.09	59.41	134,628.17	61.64
1st Class Firefighter with 17 year @ 6%						118,154.69	54.10	124,062.42	56.81	128,714.77	58.94	133,541.57	61.15	138,549.38	63.44
1st Class Firefighter with 23 year @ 9%						121,498.69	55.63	127,573.63	58.41	132,357.64	60.60	137,321.05	62.88	142,470.59	65.23

LETTER OF UNDERSTANDING

FOR THE TOWN OF LASALLE

- and -

LASALLE FIRE ASSOCIATION

RE: RANDALL CURTIS/JASON SHINKAR RETIREMENT BENEFITS

The parties hereby agree that Randall Curtis and Jason Shinkar will be eligible for benefits set out in Article 8.6 (a) provided that Randall and Jason retire from the LaSalle Fire Service at age 60. Article 8.6 (a) states the following:

ARTICLE 8.6

a) Employees that are hired on or after January 1, 2016 who retire from the employment of the LaSalle Fire Services at age fifty (50) or older, and who have completed a minimum of fifteen (15) years of continuous service with the LaSalle Fire Services, shall be provided with benefits as set out in Schedule "A". The retired employee's spouse, and eligible children shall be entitled to such benefits
until the former employee reaches his/her seventy-fifth (75) birthday.
In the event of death of the current/retired employee, the Town shall continue to pay the associated cost of benefits as provided above for the deceased employee's spouse, and eligible children until such time as the deceased employee would have reached age seventy-five (75), or until such time that the former employee's spouse remarries, whichever comes first. "Eligible Children" is defined as any child under 21 years of age, or at any age if totally and permanently disabled, who are unmarried and legally residing with the dependent of the surviving spouse.

Dated at LaSalle this 11th day of December, 2025.

THE CORPORATION OF THE TOWN OF LASALLE

Debbie Strajnic

Ed Thiessen

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION

Craig Lussier

Mike Wiley

LETTER OF UNDERSTANDING

FOR THE TOWN OF LASALLE

- and -

LASALLE FIRE ASSOCIATION

RE: HEALTH AND WELLNESS COMMITTEE

The health and wellness of members guided by the principles of NFPA Standards 1582 may be discussed at any time. Health and wellness topics will be integrated into the agenda during the quarterly Joint Health and Safety Committee meetings.

The Corporation understands that there may be costs associated with fitness equipment, testing and evaluations based on medical results or examinations. While the Town is committed to assisting in coverage of financial obligations in this regard as possible, nothing herein shall be construed as a promise or obligation for the Town to fund said programs and this agreement is without prejudice to any position that the Town may take in the future.

Dated at LaSalle this 11th day of December, 2025.

THE CORPORATION OF THE TOWN OF LASALLE

Debbie Strajnic

Ed Thiessen

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION

Craig Lussier

Mike Wiley

LETTER OF UNDERSTANDING

FOR THE TOWN OF LASALLE

- and -

LASALLE FIRE ASSOCIATION

RE: FIRE INSPECTOR TRAINING INSTRUCTOR (LIEUTENANT)

WHEREAS the parties met on September 1, 2022, to discuss the hiring of a Fire Inspector/Training Instructor (Lieutenant) position effective January 2023, as recommended in the Fire Master Plan and subsequently adopted by Council;

AND WHEREAS the Fire Master Plan further recommends hiring an additional position in 2026;

AND WHEREAS the parties agree to the following:

1. The Corporation shall prepare a job posting for a full-time Fire Inspector/Training Instructor position with an anticipated hire date of January 3, 2023. Internal (seniority) candidates will be considered before any other candidate as per the terms of the collective agreement.

2. The Fire Inspector/Training Instructor (Lieutenant) position shall be in place for a period of approximately 3 years at which point, upon approval of Town Administration, in 2026 an additional full-time position shall be added. At that time, the focus of the 2023 position shall shift and be transformed to a more specialized role, resulting in one position focusing on Fire Prevention duties and the other position focusing on Fire Training duties. At this time the 2023 incumbent in the Fire Inspector/Training Instructor (Lieutenant) position will be provided the opportunity to select their preference of specialized position. The remaining specialized position will be posted and open for the rest of the bargaining unit.

3. The wage for the position shall include a 9% shift differential to the Firefighter wage rate as outlined in Schedule B of the collective agreement.

4. Candidates shall be hired as a Fire Inspector/Training Instructor until such time that they obtain the requisite training (courses outlined below) as well as achieving 1st Class Firefighter status at which time the position title shall change to Lieutenant (there will be no change in wage rate):

    - NFPA 1031 – Fire Inspector 1
    - Fire Code Div. B Part 2 & 6 – Fire Safety and Fire Protection Equipment
    - NFPA 1014 Fire Instructor 1

- NFPA 1021 Fire Officer 1
- Blue Card
- NFPA 1521 Incident Safety Officer

Dated at LaSalle this 11th day of December, 2025.

THE CORPORATION OF THE TOWN OF LASALLE

Debbie Strajnic

Ed Thiessen

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION

Craig Lussier

Mike Wiley

LETTER OF UNDERSTANDING

FOR THE TOWN OF LASALLE

- and -

LASALLE FIRE ASSOCIATION

RE: SUPRESSION CAPTAIN

On a without prejudice basis, the parties agree that;

The Town shall post eight (8) Suppression Captain positions with an intended start date of January 1, 2026. Positions shall be limited to currently qualified Suppression Captains. Qualified individuals wishing to be considered will be required to review and understand the job description and submit a written expression of interest within five (5) days of the posting. Positions shall be awarded in order of seniority. On all shifts, a qualified Suppression Captain will be scheduled at each station.

The remaining qualified candidates will be considered as an Acting Suppression Captain, and will be ranked by seniority. Acting Suppression Captains shall be used to cover open Suppression Captain shifts.

Captain Mike Wiley, Captain Justin Price, and Lieutenant John MacNeil are considered qualified as Suppression Captain and their date of seniority will apply for any transfers to a full-time Suppression Captain position either through the implementation process or through a future promotional process.

Dated at LaSalle this 11th day of December, 2025.

THE CORPORATION OF THE TOWN OF LASALLE

Debbie Strajnic

Ed Thiessen

THE LASALLE PROFESSIONAL FIRE FIGHTERS ASSOCIATION

Craig Lussier

Mike Wiley