AGREEMENT MADE THIS 29th of NOVEMBER, 2021

BETWEEN

THE CORPORATION OF THE CITY OF THOROLD
(hereinafter called the "Corporation")

of the FIRST PART;

AND

THE THOROLD PROFESSIONAL FIRE FIGHTERS ASSOCIATION
LOCAL 1182
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
(hereinafter called the "Association")

of the SECOND PART

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ARTICLE 1 - PURPOSE AND SCOPE

1.01 The purpose of this Agreement is to maintain a harmonious relationship between the Corporation and its full-time fire fighters and to provide an orderly and amicable method of settling any differences or grievances which may arise between the parties.

1.02 The provisions of this Agreement shall apply to all full-time fire fighters of the ***Thorold Fire and Emergency Services***, with the exception of the Chief, Deputy Chief and the Administrative Assistant to the Fire Chief.

ARTICLE 2 - RECOGNITION

2.01 The Corporation recognizes the Association and its duly appointed or elected committee of three (3) full-time fire fighters, and the Association President, and any other representative of the I.A.F.F. or O.P.F.F.A as determined by the association as the exclusive bargaining agency for all full-time fire fighters coming within the scope of this Agreement. The Corporation shall be kept informed by the Association from time to time, of the personnel of the Committee.

2.02 All full-time fire fighters who are members of the said Local 1182 shall remain members of the said Local and all new full-time fire fighters shall become members of Local 1182, International Association of Fire Fighters within thirty (30) days of the date of employment and shall continue their membership in the said Local in good standing as a condition of continued employment.

2.03 The Corporation will deduct monthly dues as determined by the association, from the wages of each full-time firefighter and remit monies so deducted to the Treasurer of the Association, accompanied by a list of names showing those from whom deductions were made. The Association will keep the Corporation informed of the names and addresses of the proper officers.

2.04 At the same time that Income Tax (T-4) slips are made available, the Corporation shall type on the amount of Association dues paid by each Association member in the previous year.

2.05 The Association recognizes and accepts the provisions of this Agreement as binding upon themselves, each of the duly authorized officers of their Association representatives and pledge they will observe the provisions of this Agreement.

2.06 The Corporation recognizes and accepts the provisions of this Agreement

as binding upon themselves, each of the duly authorized officers of the Corporation representatives and pledge they will observe the provisions of this Agreement.

2.07 In this Agreement, all masculine terms include alternatively the feminine unless the context otherwise requires.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Association acknowledges that it is the exclusive right of the Corporation to:

(a) maintain order, discipline, efficiency and generally to govern the conduct of the full-time fire fighters;

(b) to hire, discharge, transfer, classify, promote, demote, lay-off, or otherwise discipline any full-time fire fighter, providing that any of the above matters may be made subject to grievance procedures and dealt with as hereinafter provided;

(c) Probationary Fire Fighter shall not be permitted to grieve any discharge or dismissal from employment

3.02 Without limiting the generality of the foregoing, generally to supervise and administer the affairs of the Fire Department

3.03 The Corporation agrees to exercise the above functions in a manner consistent with the purpose and intent of this Agreement and subject to the Fire Protection and Prevention Act (F.P.P.A.), 1997, as amended and made pursuant thereto.

ARTICLE 4 - GRIEVANCE AND COMPLAINT PROCEDURE

4.01 The parties hereto agree that all differences arising between the parties from the interpretation, application, or administration of the agreement; and further, any full-time fire fighter who feels that he has been unjustly disciplined, suspended, superseded, demoted, laid off or discharged, shall be represented by the duly elected or appointed Grievance Committee of the Association, which Grievance Committee shall act in all matters of grievance by members of the Association.

The Association shall file notice annually with the Corporation the names of the full-time fire fighters 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 full-time fire fighter, or group of full-time fire fighters shall be permitted to lodge a grievance with Council or any Member of Council, nor permitted to communicate a grievance with the public, press or media, except as expressly provided for herein.

For the purposes of this Article only, a working day shall be considered to be Monday to Friday, inclusive, excluding statutory holidays

Step 1 ***Following an alleged occurrence of Article 4.01, any full-time fire fighter, shall have their case investigated and shall be represented by the duly elected or appointed Grievance Committee of the Association, which Grievance Committee shall act in all matters of grievance by the members of the Association.***

Step 2

The Grievance Committee shall present the grievance in writing to the Fire Chief or Deputy-Fire Chief, within fourteen (14) days of the event on which the grievance is based.

The Fire Chief or Deputy-Fire Chief shall give their answer in writing, together with the reasons therefor, within six (6) days of receiving the written grievance. No grievance shall be accepted or recognized by the Fire Chief unless presented within the time above mentioned.

Step 3 If the decision of the Fire Chief is not satisfactory to the full-time fire fighter concerned and if the Grievance Committee deem it expedient, they may present the grievance, in writing, not later than the sixth (6th) calendar day following the Fire Chief's decision for consideration of the Chief Administrative Officer, ***with a copy to the Human Resources Department***, or designate. The Chief Administrative Officer shall deliver a decision, in writing, within fourteen (14) calendar days of the presentation of the grievance.

Step 4 If the decision of the Chief Administrative Officer is not satisfactory to the full-time fire fighter concerned, or a matter relating to the interpretation, application or administration, or alleged violation of this Agreement arises, which cannot be settled by the foregoing grievance procedure, either party may submit the differences to the Board of Arbitration to be constituted pursuant to the F.P.P.A., 1997 and amendments thereto.

Notification of desire for a Board of Arbitration must be made within thirty (30) calendar days following the decision of the Chief Administrative Officer.

ARTICLE 5 - HOURS OF WORK

5.01 The hours that ***Suppression*** full-time fire fighters and probationers shall be required to work shall not exceed forty-two (42) hours per week on the average and shall be performed in accordance with one of the following repeating schedules.

a) The twenty-four (24) hour shift rotation consists of the following schedule:

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Week 1	24			24			
Week 2					24		24
Week 3			24			24	
Week 4		24					

The twenty-four (24) hour shift schedule is based on an average forty-two (42) hour work week over a twenty-eight (28) day cycle. Shifts will begin at 0700 hours and end at 0700 hours the next calendar day.

b) With the agreement of both parties, the municipality may alter the work schedule from 5.01 (a) from time to time in order to evaluate the benefits of varied work schedules. The municipality will ensure that all proposed changes are submitted a minimum of 30 days prior to the change, and will be for a fixed period of time. Senior firefighters in the rank being altered will be given the first right to refusal to any scheduled changes. The needs of the fire service will be priority in making the decision on who will be requested to move.

The Municipality may alter a fixed work schedule in the event of long term illness of a suppression member. For the purpose of this article, long term illness will be defined as a firefighter being absent from work, or anticipated to be absent for more than 30 days. The municipality will give as much notice of the change as practical. Overtime will be paid to hours worked in excess of 42 for the week of the scheduled change.

c) The hours of work that the fulltime firefighters shall be required to work in the Fire Prevention Division and, the Training Division will be a day tour of duty consisting of ten and one half (10.5) hours per day for four (4) consecutive days, followed by two (2) consecutive days off, followed by a day tour consisting of ten and one half (10.5) hours per day for four (4) consecutive days, followed by four (4) consecutive days off, on a continual basis.

Each working day will commence at 0700 hours and terminate at 1730 hours

The Captain of Fire Prevention and the Fire Prevention Officer will work on an alternating schedule, Monday - Thursday and Tuesday – Friday. (The Captain of Fire Prevention and the Fire Prevention Officer will work on opposite schedules to each other)

The hours of work for both the Fire Prevention and Training Division may vary from time to time for the requirement of the service provided it is agreeable to all parties involved, unless ordered by the Ontario Fire Marshal.

d) It is understood that nothing in the foregoing schedule of hours of work will prevent the Fire Chief, or a properly authorized designated officer, granting the request of any two (2) full-time fire fighters to exchange shifts or days off, providing that such an exchange of shifts or days off does not consecutively exceed two (2) or otherwise, in the judgement of the Fire Chief, does not adversely affect the efficiency of the Department.

e) Employees may be required to work a maximum of four (4) hours before or past their shift, only if necessary. It is understood that minimum staffing must be maintained as per the Collective Agreement, and that special circumstances may require exceptions to the above language as agreed by the Association and the Fire Chief.

5.02 When a full-time fire fighter is required to work beyond the normal work day or work week, they shall be paid at the rate of one and one half (1-1/2) times their present salary for each hour of overtime worked except in the case of such work occurring during a Convention of the International Association of Fire Fighters (I.A.F.F.), Ontario Professional Fire Fighters Association (O.P.F.F.A.) or Labour Relations Seminar which one or more full-time fire fighters covered by this Agreement is or are attending.

Article: 5.03 – Amended

When a firefighter is called back for emergencies; **if** the firefighter ***is not required to work, they*** shall be paid at ***their*** regular rate of pay ***for a minimum of three (3) hours. However, if the firefighter is called back to work and they work, they will be paid time and a half for the time worked, if they work less than the minimum three (3) hours they would receive their regular rate of pay for the remaining minimum hours.*** This does not apply to working regular shifts as defined under 5.01 (a).

Example: A firefighter is called back to work and works for one (1) hour, the firefighter would receive one (1) hour at 1.5 times their regular pay and 2 hours at their regular pay for a total of three (3) minimum hours.

5.04 The Thorold Fire Service will follow the following guidelines when offering overtime in the event of absences:

In the event of an unscheduled absence by a Captain, an off duty Captain will be called in to assume the duties of the position. If a Captain is not available, and an acting Captain is scheduled on shift, the Acting Captain will assume the position. If an Acting Captain is not scheduled, an off duty Acting Captain will be called to assume the position.

Unseated Acting Captain will be used for overtime when no Captain or Acting Captain is available.

In the event a Captain is unable to complete their shift, they will be replaced by an Acting Captain on shift and if not available a qualified Captain will be called in or an Acting Captain if a Captain is not available.

Unseated Acting Captain will be used for overtime when no Captain or Acting Captain is available.

In the event that an Acting Captain assumes the Captains position, a firefighter will be called to fulfill minimum staffing requirements.

In the event a fire fighter is unable to report for their scheduled shift, another fire fighter will be called in to replace the absent fire fighter; if not available an Acting Captain or Captain will be called.

It is noted that in the event a Captain is unable to report for their scheduled shift where a four fire fighter shift is scheduled, the Acting Captain replaces the Captain, and it is not necessary to offer overtime if a three person compliment is maintained at that station

5.05 Employees who work overtime may elect to bank the time owed to them to a maximum of seventy-two (72) hours per calendar year. Time off in lieu may be taken by the employee provided the time off was requested in advance and approved by the Chief at the time in which it was earned, and such request will not be unreasonably denied. It is understood that this approval may be denied if the employee cannot be granted the time off as requested due to operational considerations.

Payment will be included in their regular direct deposit. All accumulated time in each employee's lieu bank that has not been scheduled by December 10 will be paid out on the last pay of the year.

It is permissible for the employee to go into arrears in the lieu bank but not to exceed forty-eight (48) hours each calendar year. Should the employee remain in arrears at December 10, the employee's next scheduled pay will be deducted to correct this situation.

The application of the above is dependent on the employee notifying the Chief in writing on the prescribed form by November 30th of the preceding year, if the Employee wished their first hours of overtime worked to be banked.

ARTICLE 6 – VACATIONS

6.01 Years of service for vacation purposes shall be calculated as of July 1st of the calendar year.

6.02 ***Fire Prevention Division and the Training Division staff*** in the employ of the Corporation on July 1st and who have not completed one (1) year of service on that date, shall be entitled to one (1) working day vacation per six (6) weeks of service to a maximum of eight (8) working days.

Suppression fire fighters in the employ of the Corporation on July 1st and who have not completed one (1) year of service on that date, shall be entitled to twelve (12) hours vacation per six (6) weeks of service to a maximum of four (4) twenty-four (24) hour shifts.

6.03 ***Fire Prevention Division and the Training Division staff*** with one (1) year service, but less than three (3) years service shall be entitled to two (2) ***weeks of*** vacation

Suppression fire fighters with one (1) year service, but less than three (3) years service shall be entitled to four (4) twenty-four (24) hour shifts of vacation

6.04 ***Fire Prevention Division and the Training Division staff*** with three (3) years service, but less than ten (10) years service shall be entitled to three (3) ***weeks of*** vacation

Suppression fire fighters with three (3) years service, but less than ten (10) years service shall be entitled to six (6) twenty-four (24) hour shifts of vacation

6.05 ***Fire Prevention Division and the Training Division staff*** with ten (10) years service, but less than eighteen (18) years service shall be entitled to four (4) ***weeks of*** vacation

Suppression fire fighters with ten (10) years service, but less than eighteen (18) years service shall be entitled to eight (8) twenty-four (24) hour shifts of vacation

6.06 ***Fire Prevention Division and the Training Division staff*** with eighteen (18) years service, but less than twenty-five (25) years service shall be entitled to five (5) ***weeks of*** vacation

Suppression fire fighters with eighteen (18) years service, but less than twenty-five (25) years service shall be entitled to ten (10) twenty-four (24) hour shifts of vacation

6.07 ***Fire Prevention Division and the Training Division staff*** with twenty-five (25) years of service or more shall be entitled to six (6) ***weeks of*** vacation

Suppression fire fighters with twenty-five (25) years of service or more shall be entitled to twelve (12) twenty-four (24) hour shifts of vacation

6.08 Vacation/***Lieu*** periods shall be drawn on a seniority system as agreed upon by the Fire Chief and the Association. Vacation/***Lieu*** requests shall be submitted ***to the Fire Chief no later than December 1st of the current year. Once approved the Fire Chief shall post the calendar by the thirty-first (31st) day of December of each year. Vacation will not be carried forward year to year.***

ARTICLE 7 - STATUTORY AND DECLARED OR PROCLAIMED HOLIDAYS

7.01 Each ***Suppression*** full-time fire fighter and Probationary Fire Fighter shall be entitled to ***twelve (12) hours off with pay, Fire Prevention and Fire Training divisions shall be entitled to*** one (1) shift off with pay for each of the following Statutory, Declared or Proclaimed Holidays:

New Year's Day	Canada Day	Remembrance Day
Good Friday	Civic Holiday	Christmas Day
Easter Monday	Labour Day	Boxing Day
Victoria Day	Thanksgiving Day	Family Day

Heritage Day will be recognized as an additional paid holiday when proclaimed by either the Federal or Provincial Government.

7.02 To be entitled to the foregoing holidays, a full-time fire fighter or probationary fire fighter must be in the employ of the Corporation on the actual day that the holiday occurs although it is recognized that the shifts off in lieu of holidays may be scheduled in advance in anticipation of actual

employment. Should a full-time fire fighters' employment be terminated for any reason, shifts off in lieu of holidays which have been granted will be reclaimed from their final pay.

7.03 Shifts off in lieu of statutory, declared or proclaimed holidays are to be taken in the calendar year in which they are earned. ***Suppression Fire Fighters must take shifts in twenty-four (24) hour increments.***

ARTICLE 8 – AUTHORIZED LEAVES

Association Business Leave

8.01 It is permissible for more than (1) full-time fire fighter, who may from time to time be duly authorized and designated by the Members of the Thorold Professional Fire Fighters' Association, Local 1182, I.A.F.F. to attend the annual convention of the O.P.F.F.A. and/or the bi-annual convention of the International Association of Fire Fighters, or requests to attend other but not limited to development workshops, training, conventions and conferences shall not be unreasonably denied. Subject to reasonable notice being provided, leaves shall be granted insofar as the regular operation of the service of the Fire Department will permit at the discretion of the Fire Chief, which such time off duty will be without pay, as may be actually required for the attendance at such convention.

Bereavement Leaves

8.02 ***Fire Prevention Division and the Training Division staff*** will be granted up to four (4) consecutive days leave of absence, with pay, on the death of a spouse, son or daughter, father, mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother, sister, grandparents, grandchildren, common-law spouse, stepchildren, common-law children, common-law mother, and common-law father.

A Suppression fire fighter will be granted up to two (2) twenty-four (24) hour shifts leave of absence, with pay, on the death of a spouse, son or daughter, father, mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother, sister, grandparents, grandchildren, common-law spouse, stepchildren, common-law children, common-law mother, and common-law father.

8.03 ***Fire Prevention Division and the Training Division staff*** will be granted one day leave of absence, with pay, on the death of a brother-in-law, sister-in-law, aunt, uncle, niece and nephew.

A Suppression fire fighter will be granted twelve (12) hours leave of absence, with pay, on the death of a brother-in-law, sister-in-law,

aunt, uncle, niece and nephew.

8.04 One (1) day leave of absence may be granted for any person to whom such ***Fire Prevention Division and the Training Division staff*** may owe bereavement responsibility as defined by the Fire Chief.

Twelve (12) hours leave of absence may be granted for any person to whom such Suppression fire fighter may owe bereavement responsibility as defined by the Fire Chief.

The full-time fire fighter shall not be entitled to this benefit when they fail upon request to furnish the Corporation with reasonable proof of death.

Article 8.05 – Pregnancy/Parental Leave

Pregnancy Leave

(a) Upon at least two (2) weeks written notice to the Corporation and provision of a certificate from a legally qualified medical practitioner stating the expected birth date, a pregnant employee who has completed thirteen (13) weeks employment will be granted seventeen (17) weeks pregnancy leave without pay.

Parental/Adoption Leave

(b) Unpaid parental leave of up to eighteen (18) weeks will be granted to employees who have completed thirteen (13) weeks employment upon at least two (2) weeks notice to the Employer. The Parental Leave for a female employee who has taken Pregnancy Leave must commence immediately following the expiration of her Pregnancy Leave. For all other employees, Parental Leave must begin no more than thirty-five (35) weeks after (i) the birth of the child, or, (ii) the comes into the care and custody of parent.

(c) The following provisions apply to Parental and Pregnancy Leave:

i. Benefit coverage will continue throughout such leave at the same rate of contribution by the employee and employer, unless the employee elects in writing not to do so.
ii. The employee will continue to accrue seniority while on Pregnancy and/or Parental Leave
iii. At the expiration of such leave, the employee will be reinstated to the same or comparable position held prior to their leave
iv. All written notifications will be in accordance with the Employment Standards Act, time limits

(d) An employee who is in receipt of EI Pregnancy or Parental benefits shall be paid a supplementary EI benefit in an amount which combined with the gross Employment Insurance benefit brings their compensation to 75% of their weekly salary for a maximum of 15 weeks of pregnancy leave and 10 weeks of parental

(e) The employee shall provide the Corporation with at least two weeks notice of their date return to work

(f) The pregnant firefighter, upon submission of a medical practitioner's written letter recommendation, shall be reassigned to non-direct suppression duties until pregnancy leave commences

ARTICLE 9 - GENERAL INSURANCE

9.01 The Corporation will contribute one hundred percent (100%) of the premiums in effect for the General Insurance Program except for the specific exemptions and deductibles outlined in Article 9.01.

a) Life Insurance and Accidental Death or Dismemberment - two times annual salary to the next $1000. If over 65 years of age or retired - $6,000.00.

b) Ontario Health Insurance Plan (O.H.I.P.) now known as Employer Health Tax (EHT)

c) Semi-Private Hospitalization

d) Extended Health Care and Drug Plan $10/$20 deductible

a. The parties agree to the use of a mandatory generic drug program unless otherwise specified by a physician. Over the counter drugs, fertility drugs, laxatives and shampoos are excluded.

b. Chiropractic Care up to a maximum of $1,000.00 per calendar year without reasonable & customary charges applied per visit

c. Massage Therapy up to a maximum of $750.00 per year without reasonable & customary charges applied per visit

d. Paramedical benefits include Naturopath coverage

e. Psychologist Coverage - ***is as follows on a per year basis without reasonable & customary charges applied per visit***

i. $2,000.00 in 2021
ii. $2,500.00 in 2022
iii. $3,000.00 in 2023

Effective October 3, 2022 coverage will also include *"Psychotherapist, Clinical Psychologist, Social Worker, Marriage Counsellor, and Family Counsellor".*

e) Eyeglass coverage of Four Hundred ($400.00) dollars every two years with no deductible

a. The Corporation to pay the cost of an eye exam every two (2) years which will cover to a maximum of one hundred twenty-five ($125.00) dollars.

f) ***$1,000.00 every two (2) years for Hearing Aids***

g) Dental Plan to be continued with:

Current year ODA fee schedule

Six (6) month oral recall examination and preventative recall package. Children twelve (12) years of age or under shall have a six (6) month oral recall and examination and preventative recall package.

The Corporation will provide a benefit which will cover Orthodontic Services, Dentures, Crowning and Capping. This benefit will be 50%/50% co-insured to a maximum of $2,500.00 lifetime per person.

h) The Corporation will pay 100% of the premiums in effect for the General Insurance Program on behalf of all full-time fire fighters who retire early as recognized by O.M.E.R.S., except for the specific exemptions and deductibles outlined in Article 9.01. This to include items covered in Article 9.01 (a), (b), (c), (d), (e), (f), **(g) and (i)** to age 65. Article 9.01 (d) has a lifetime maximum of $20,000.00 coverage to age 65. Effective January 1, 2019, the lifetime maximum will be increased to of $55,000 coverage to age 65 as noted above. Limitation of coverage to age 65 for all benefits under Article 9.01, except as defined in Article 9.01 (a).

Article 9.01 (***h***) shall only apply to those Employees who have been in the continuous employment of the Corporation for a minimum of ten (10) years.

i) Travel Plan to 90 Days (under age 70) (including retirees)

j) ***Retiree Health Care Spending Account (HCSA)***
Effective January 1, 2022, a Fire Fighter who retires on or after January 1, 2022 will be provided a "Post 65 HCSA" of $3,250.00 between the ages of 65 and 75, with the following conditions:

a) The HCSA will be applicable to the eligible retired employees and spouses only to a combined maximum of $3,250.00 per year.
b) Those eligible for the HCSA 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 on an unreduced pension.
c) Shall only apply to those Employees who have been in the continuous employment of the Corporation for a minimum of ten (10) years
d) 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.
e) Reimbursement will be provided for medical or dental expenses to the extent that these expenses exceed coverage available from OHIP, ODP or other applicable public insurance plan and are permitted by the Canada Revenue Agency (CRA).
f) The HCSA will be non-cumulative. There is no redeemable cash value. In the event that the eligible retired employee (and spouse when applicable) does not exhaust the maximum entitlement for the year, the balance cannot be carried over to the next year.
g) There are no survivor benefits.

9.02 The contributions of the Corporation under the General Insurance Section shall be limited, in the following cases, to:

a) Workers' Compensation Disability for a period not beyond granting of Workers' Compensation Award

b) Authorized Leave of Absence not in excess of thirty (30) days.

c) Absence Due to Illness for a duration of paid sick leave, or a period of one (1) year, whichever is the greater.

d) Coverage upon Lay-off or Leave of Absence A full-time fire fighter on lay-off or leave of absence in excess of thirty (30) days shall cease to qualify for the above benefits, however, the full-time fire fighter may continue the coverage by paying the total cost to the Corporation by the fifteenth (15th) day of each month for a period not to exceed twelve (12) months.

e) Benefits provided under Article 9.01 to be paid by employer while on Long Term Disability (L.T.D.). Premiums for L.T.D. coverage to be paid 100% by employee.

9.03 The Corporation shall have the right to determine the insurance carrier of any of the plans set out in this Article, assuming equal coverage to that which is now in effect is provided. Should the Corporation's action in changing carriers result in higher premiums, the Corporation will pay one hundred percent (100%) of the difference between the coverage in effect and any such coverage.

9.04 a) The benefits listed in Article 9.01 (c), (d), (e), (f), ***(g)*** and ***(i)*** will be covered for a spouse and dependent children, as defined by the carrier, for a period of twelve (12) months after the death of a full-time fire fighter, or until the end of the month in which the deceased employee would have reached age 65, or the spouse reaches age 65, whichever occurs first.

b) Should a full-time fire fighter be killed while on duty or die as a result of injuries received while on duty as adjudicated by the Workplace Safety and Insurance Board, their spouse will receive a supplementary income in addition to any income due under the pension plan, Canada Pension Plan and Workplace Safety and Insurance Board up to 100% of the full-time salary at the date of death. Such supplementary income will be paid to the spouse until such date that the fire fighter would have reached their normal retirement date, or until the surviving spouse remarried, whichever occurs first (where there is no spouse, payment of such supplementary income for dependent children will continue until the date they reach 21 years of age).

ARTICLE 10 - SICK LEAVE PLAN

10.01 All full-time fighters off duty as a result of accident or occupational illness

incurred in the performance of their duties shall be provided with hospitalization and medical care in accordance with the Workplace Safety and Insurance Act, 1997 and full salary during such period off duty, without effect on cumulative sick leave. Such payment shall continue only while the full-time fire fighter is on full compensation from the Workplace Safety and Insurance Board and shall cease at such time as an award is made to the full-time fire fighter by the Board, or the full-time fighter is fit to return to active duty.

Effective January 1, 2022:

All full-time fighters off duty as a result of accident or occupational illness incurred in the performance of their duties shall be provided with hospitalization and medical care in accordance with the Workplace Safety and Insurance Act, 1997 and ***net*** salary during such period off duty, without effect on cumulative sick leave. Such payment shall continue only while the full-time fire fighter is on full compensation from the Workplace Safety and Insurance Board and shall cease at such time as an award is made to the full-time fire fighter by the Board, or the full-time fighter is fit to return to active duty.

a) The benefits of 10.01 shall apply to any full-time fire fighter, who is off duty and who returns to duty for emergency calls or training sessions and as a consequence, suffers an accident or occupational illness.

b) All benefits from the Workplace Safety and Insurance Board shall be assigned to the Corporation

10.02 ***Suppression*** fire fighters shall be entitled to ***eighteen (18) hours*** per month sick leave for each month of unbroken service, but shall not be entitled to draw against it until they have completed thirty ***calendar*** (30) days of service. Such service shall be considered broken, with no monthly credit granted, if a ***Suppression*** fire fighter fails to work all scheduled shifts in that month.

Fire Prevention Division and the Training Division staff shall be entitled to fifteen and three quarter (15.75) hours per month sick leave for each month of unbroken service, but shall not be entitled to draw against it until they have completed thirty calendar (30) days of service. Such service shall be considered broken, with no monthly credit granted, if a Fire Prevention Division or Training Division staff member fails to work all scheduled shifts in that month.

Exceptions to this requirement would be in the event of:

a) accident or occupational illness occurring while on duty;

b) illness for which a full-time fire fighter collects sick leave;

c) authorized leave of absence not in excess of ten (10) days per month ***for Fire Prevention Division and the Training Division staff, and five (5) twenty-four (24) hour shifts for Suppression fire fighters***;

d) paid vacation as provided for in this Agreement

10.03 ***For Fire Prevention Division and the Training Division staff***, the unused portion of sick leave in any year may be accumulated up to a maximum of four hundred and fifty (450) days, of which up to one hundred and eighty-two (182) days may be used in any one (1) year. These are working days.

For Suppression fire fighters the unused portion of sick leave in any year may be accumulated up to a maximum of two hundred and twenty-five (225) twenty-four (24) hour shifts (5,400 hours), of which up to ninety-one (91) twenty-four (24) hour shifts (2,184 hours) may be used in any one (1) year. These are working days.

10.04 The benefits of this Article shall not be available to a full-time fire fighter for time lost as a result of employment with another employer. While medically unfit to perform as a full-time fire fighter, the full-time fire fighter shall be deemed to be on a leave of absence, without pay, and shall return to duty with full rank and seniority upon receipt of a medical certificate certifying them fit to perform their duty as a full-time fire fighter.

10.05 a) Payment out of accumulated credits under the Sick Leave Plan shall be made only for illness or non-compensable accident established to the satisfaction of the Corporation, except that a full-time fire fighter with five (5) or more years service on normal retirement or death, shall receive fifty percent (50%) of their accumulated credits, subject to a maximum of six (6) months earnings.

b) In any calendar year for ***Suppression Fire fighters***, up to ***twelve hours (12)*** at a time may be deducted from accumulated sick leave credits for emergency matters in connection with serious illness of a member of their immediate family. The maximum number of deductions in this connection shall be sixty (60) hours in any one (1) year. ***For Fire Prevention Division and the Training Division staff, up to ten and a half (10.5) hours at a time may be deducted from accumulated sick leave credits for emergency matters in connection with serious illness of a member of their immediate family. The maximum number of deductions in this connection shall be fifty-two and a half (52.5) hours in any one (1) year.*** The

immediate family is as defined in the Leave of Absence Article concerning bereavement leave

c) i) A full-time fire fighter shall on each day of illness or injury, report or cause to be reported, such illness or injury, including the nature of same, to the Fire Chief. These conditions need not apply where satisfactory arrangements have been made with the Fire Chief.

ii) Under normal circumstances, such reports shall be made prior to 0700 hours for shift absences ***Suppression Fire Fighters shall identify if a twelve (12) or twenty-four (24) hour absence***.

d) i) Any full-time fire fighter may be required to produce a certificate from a qualified medical practitioner for any such absences, stating that they are or have been under their care and is fit to return to duty. The cost for this certificate will be paid by the Corporation

ii) The Corporation shall have the right and may have a medical practitioner designated by the Corporation examine such full-time fire fighter prior to returning to duty. On the request of the Corporation, a full-time firefighter may be requested to complete a functional abilities test prior to returning to work. The Corporation will pay for the test.

e) To receive sick leave benefits for mental illness (including nervous disorders or anxiety reactions), drug addiction or alcoholism, the full-time fire fighter must be undergoing a formalized course of treatment for the illness and be under the care of a certified specialist in that particular field.

10.06 Sick leave gratuity amounting to one half (½) of the sick leave standing to their credit at the rate of the full-time fire fighter's standard daily wage, subject to a maximum of six (6) months earnings shall be paid to:

a) full-time fire fighter who retires under the provision of any pension or compulsory retirement by-law of the Corporation, or

b) the beneficiary, as determined by the Corporation, of a full-time fire fighter who dies while in the service of the Corporation, or

c) a full-time fire fighter on termination of employment, who has at the date of termination five (5) or more years of service with the Corporation at the time of retirement or death, or termination, as

applicable.

10.07 Should an illness or injury extend beyond a full-time fire fighter's accumulated sick leave protection and while medically unfit to perform as a full-time fire fighter, the full-time fire fighter shall be deemed to be on leave of absence, without pay and shall return to duty with full rank and seniority upon receipt of a medical certificate certifying them fit to perform their duty as a full-time fire fighter

10.08 A working days pay shall be 1/182 times the annual salary.

10.09 For the purpose of this Article, leave of absence shall not extend beyond twelve (12) months or while the employee is receiving L.T.D. benefit from an approved L.T.D. plan. The Long Term Disability Plan in place as of January 1, 1992 shall be acknowledged as acceptable. Any change in coverage or carrier must be approved by the Corporation.

10.10 An employee who is absent on sick leave when their scheduled vacation arrives will be entitled to re-schedule the said vacation and remain on sick leave or use their vacation and retain those sick days. This may be done at the discretion of the employee and it is not reversible.

10.11 An employee absent on W.S.I.B. when ***their*** scheduled vacation arrives and who is unable to re-schedule ***the*** vacation in the vacation year because of the operational requirements of the fire department, shall have ***their vacation paid out.***

10.12 For the purpose of Articles 10.10 and 10.11, lieu days shall be considered as vacation days.

ARTICLE 11 - CLASSIFICATIONS AND PROMOTIONS

11.01 a) A new full-time fire fighter shall be classified as a Probationary Fire Fighter until they have completed twelve (12) months of continuous service with the Corporation and upon successful completion of a recruit training program as required by the Fire Chief, at which time they shall be classified as a Fourth Class Fire Fighter.

b) If a recruit training program as specified by the Fire Chief cannot be completed during the first twelve (12) months of employment due to scheduling, a change in classification shall be made retroactive to the anniversary date of employment upon successful completion of the program by the Probationary Fire Fighter. If the program is not completed within eighteen (18) months from the date of hire, the Probationary Fire Fighter will be elevated to the appropriate

classification, subject to Article 11.02.

11.02 For promotional and salary change purposes from time of commencement of employment with the Department, the following examination procedure shall apply:

The examination shall consist of personal assessment, oral, practical and written examinations as outlined below for each rank classification. Each part of personal assessment, oral, practical and written examinations will be of equal value. The obtaining of a total average mark of 70% shall qualify a full-time fire fighter for advancement to the next rank classification. The testing synopsis and study material shall be given to the firefighter at a minimum of 60 days before their test date. The promotional testing shall be completed prior to anniversary date.

This material shall be provided by the Training Division.

a. Before completion of the first twelve (12) months of continuous service in the Department. The examination shall consist of personal assessment, oral, practical and written examinations.

b. Upon completion of one (1) full year as a Fourth Class Fire Fighter. The examination shall consist of personal assessment, practical and written examinations.

c. Upon completion of one (1) full year as a Third Class Fire Fighter. The examination shall consist of personal assessment, practical and written examinations.

d. Upon completion of one (1) full year as a Second Class Fire Fighter. The examination shall consist of personal assessment, practical and written examinations.

In the event that a full-time fire fighter fails to attain a total average mark of 70% in any of the examinations, they shall be given a further opportunity to qualify by means of a supplemental examination to be held within thirty (30) days.

This provision shall not apply to Probationary Fire Fighters. Should they again fail, they will not be permitted to take the examinations again for one (1) year in the case of (b), (c) and (d) above. Only one (1) supplemental examination will be allowed in each rank classification.

11.03 Recommendations for any promotions above the rank of First Class Fire Fighter shall be based upon efficiency, skill and ability, as determined by

promotional examinations consisting of verbal at 20%, practical at 30% and written at 30%, and up to one point per year of service to a maximum of twenty (20) points in recognition of seniority, under the Policy and Procedures set down in the Rules and Regulations of the Department.

a) Firefighters interested in consideration during the promotional process under article 11.03 shall be eligible to apply during the open period of posting for the position when a competition will be held for all interested and qualified firefighters who have made written application including a resume detailing all current education, training and experience related to the position.

b) Acting Ranks shall be deemed acting until they are promoted to the full Rank. ***Unseated actor refers to a Firefighter that has passed the captain promotional process and has been placed in queue awaiting a full time acting captain spot.***

c) The Fire Chief will provide the Association with an Acting Captain list. The list shall be in the order in which the Acting Captains placed during the promotional process. The list shall be updated with each promotional process.

d) For Acting Captain/ Fire Prevention positions the testing synopsis and study material shall be given to the internal applicant at a minimum of 60 days before the scheduled test date. This material shall be provided by the Training Division

   Firefighters interested in consideration during the acting Captain promotional process and have successfully passed the acting Captain examination will be placed on the list based on that order. ***The Unseated actor will participate in the Officer Development program provided by the City at a minimum every second year. Company officer programs offered by the OFC or other regional training center will also be permitted with prior approval from the Fire Chief.*** The ***Unseated actor*** promotional list will be permanent with new examinations offered in the event a vacancy for acting Captain occurs, or as may be directed by the Fire Chief. Firefighters must have a minimum of eight (8) years of service, four (4) years at first class firefighter, NFPA 1001 Level 1 and 2, NFPA 1041 Level 1, and be enrolled in the company officer program in order to write for acting Captain.

e) For Training Officer position, the testing synopsis and study material shall be given to the internal applicant at a minimum of 60 days before the scheduled test date. This material shall be provided by the Fire Chief or Fire Chief Designate

11.04 For seniority purposes a full-time fire fighter's length of service shall be determined from the date that they entered the Fire Department. Former full-time fire fighters re-entering this service after continuity of service has been broken for any reason (Her Majesty's Service during National Emergencies excepted) or employees transferring in from other municipal departments within the Corporation shall be considered new full-time fire fighters and Departmental Seniority shall start as of the date they re-entered the service.

The following is the process to be used when two (2) or more employees have the same seniority date as of January 1, 2016.

The employee with the lowest last three (3) numbers of the employee's Social Insurance Number (SIN) will be considered the first hired. And so on. If the two employees have identical last three (3) numbers, the fourth number of the SIN number will be compared, with the lowest fourth number of the two being considered the first hired.

Example 1

Employee A XXX XXX 789
Employee B XXX XXX 690
Employee B is considered the first hire

Example 2

Employee A XXX XX1 789
Employee B XXX XX3 789
Employee A is considered the first hire

11.05 In the event a vacancy occurs the Corporation will endeavor to fill the vacancy as soon as practical. The Corporation will post such vacancies internally for a period of seven (7) working days, (the vacancy shall be posted within five (5) working days of its occurrence unless the Corporation gives written notice to the Association of their intention to postpone filling the vacancy or their intentions not to fill the vacancy.

11.06 ***a) At the discretion of the Fire Chief, a Captain may be requested to assume the position of Officer in Charge on a seniority basis. When on call the Officer in Charge's responsibilities could include assisting with command and control of major emergencies and assisting with operational decisions in conjunction with the on duty Captain.***

The Officer in charge will not be responsible for any administrative duties

normally carried out by the Fire Chief. The Officer in Charge will not be responsible for and not permitted to render any disciplinary action.

The Officer on call will be allocated two (2) hours of time off for each full day, one (1) hour off for each one-half (1/2) day ***they are*** required to be on call. A day on call will begin and end at 0700 hours. The respective Officer will be paid time and one half of ***their*** regular rate of pay for all overtime actually worked while on call. The time off for being on call will be banked and may be taken off at a time mutually agreed upon by the Fire Chief and Officer. The Officer in Charge will be allocated a premium of 5% of the standard pay when on their regularly scheduled shift in the absence of the Fire Chief. Standard pay is defined as the current annual rate of pay for each officer.

In the event a Deputy Chief is hired, clause will not be required.

b) For Fire investigations a qualified On-Call Fire Investigator (Minimum NFPA 1033) shall work on a voluntary rotational basis for the purpose of Fire Investigation standby during off duty hours. Standby rotation will be determined by the Fire Chief.

On call remuneration shall be paid 1 hour per day straight time for being on call.

The On-Call Fire Investigator shall make themselves available to answer phone calls from the On-Duty Captain or Incident Commander as part of their 7 hours remuneration pertaining to all requests for a potential fire investigation.

The On-Call Fire Investigator shall make themselves available for fire investigation requests when required by the On-Duty Captain or Incident Commander and will respond in a timely manner. If the On-Call Investigator expects a delay in response to the scene, the On-Duty Captain or Incident Commander will be notified immediately.

The On-Call Fire Investigator will remain within the geographical area of the Niagara Region. Temporary arrangements for coverage by another On-Call Fire Investigator may be approved by the Fire Chief.

If the On-Call Fire investigator is required to silence their cell phone they will place their cell phone on vibrate mode for a short period of time (Church etc.) and ensure the On-Duty Captain is notified of such actions both before and after.
The On-Call Fire Investigator who is required to conduct a fire scene investigation outside regular working hours shall be compensated as per Article 5.03.

During the Fire Prevention Officers regular working hours, they are responsible for fire investigations.

11.07 For the purpose of service continuity, new hires to the position of Fire Prevention Officer or Training Officer will be deemed ineligible for Fire Suppression vacancies until such time as they have completed five (5) years of continuous service in their position. Upon completion of five (5) years of service, the Fire Prevention Officer or Training Officer may make application for transfer to Fire Suppression vacancies in accordance with the candidate selection policies and procedures which, at the discretion of the Chief, may include physical testing to confirm suitability in safely performing the physical demands and core essential duties of the position, or other bona fide occupational requirements

ARTICLE 12 – STAFFING

12.01 The City will have a staffing policy to ensure a minimum complement of three (3) full-time fire fighters scheduled consisting of one (1) full-time Suppression Captain and two (2) full-time firefighters on a shift and on duty, effective December 31, 2008. This policy shall not apply in emergency circumstances.

NEW 12.02 It is agreed that, except in the case of an emergency, and except to the extent of the current practice, including current practice as it relates to volunteer fire fighters, and except to the extent and to the degree agreed upon by the parties from time to time, no work customarily performed by a fire fighter covered by this agreement shall be performed by another employee or person who is not an employee.

ARTICLE 13 - SALARIES

13.01 The First Class Fire Fighters' rate will be based on the following schedule:

Date	Rate
January 1, 2021	**0.7205%**
July 1, 2021	**0.7205%**
January 1, 2022	***0.7205%***
July 1, 2022	***0.7205%***
January 1, 2023	***0.721%***

July 1, 2023 ***0.721%***

Captain's rate will be 116% of the First Class Fire Fighter rate.

13.02 The Corporation agrees to pay each full-time fire fighter coming within the scope of this Agreement and the Association agrees to accept salaries in accordance with Schedule "A"

13.03 Members of the Thorold Fire and Emergency Services will be paid on the basis of twenty-six (26) pay periods per year, day to be determined at the discretion of the Corporation and efficiency of its operations.

ARTICLE 14 - RECOGNITION PAY

14.01 Each full-time fire fighter having achieved eight (8) years of service with the Thorold Fire Service, or greater, shall be paid a Recognition Pay. This will be paid in addition to their regular base salary and is calculated according to their completed years of service as of the fire fighter's anniversary date with the Thorold Fire Service.

The schedule of Recognition Pay is as follows for First Class Fire Fighters or greater:

Completed Years of Service	**Recognition Pay Adjustment**
8 years of service and less than 17 years of service	3 %
17 years of service and less than 23 years of service	6 %
23 years of service or greater	9 %

Recognition Pay is applicable to all full-time Fire Fighters and will be calculated on the basis of the First Class Fire Fighter rate as set out in Article 13.

14.02 Recognition Pay shall be paid bi-weekly and will be factored when calculating overtime, vacation, statutory holiday pay, pension contributions, and sick leave pay.

ARTICLE 15 – PENSIONS

15.01 Each full-time fire fighter shall be entitled to the benefits of the O.M.E.R.S. Pension Plan, NRA 60 which has been adopted by agreement between the

Corporation and the Association.

ARTICLE 16 - UNIFORMS AND CLOTHING

16.01 Full-time fire fighters shall be supplied with a uniform as follows:

Probationary Firefighters

- 1 tie
- 1 cap
- 1 uniform coat
- 1 uniform pant
- 2 work pants
- 1 uniform shirt
- 4 short sleeve work shirts
- 1 long sleeve work shirt
- 1 winter Parka
- Safety shoes/boots
- ***1 Black Web Belt***
- ***1 Name Tag***
- ***1 Black Ultra Zip (Military)***
- ***1 Patrol Bomber (short)***
- ***1 Toques***
- ***1 Ball cap***

It shall be the responsibility of each full-time fire fighter to be in possession of one full dress uniform at all times.

16.02 Firefighters will be allowed $500.00 per year credit, to be used to purchase approved uniform wear as approved by the Fire Chief. If not used, this allowance can be rolled over to the next year, to a maximum of one year's credit. The Fire Chief has the authority to alter any order made by the firefighter in order to ensure that each individual is in possession of appropriate uniform issue.

16.03 Each full-time fire fighter shall be supplied with protective clothing for firefighting duties that meet or exceed the N.F.P.A. Standards for Interior Firefighting, said clothing to be supplied as required. Protective smocks and/or coveralls will be made available, as required, for station duties requiring the use of such clothing.

The protective clothing shall consist of bunker gear, FDNY style ***or equivalent*** helmet, masks (s.c.b.a and N95), gloves (firefighting and medical) and protective hood ***in accordance with the NFPA standards***.

New hires will be permitted to exchange their clothing allocation of rubber

boots for leather boots, with the cost differential coming out of their clothing allowance budget as per Article 16 of the collective agreement.

Subsequent replacement of the existing leather boots, found to be no longer serviceable, will be replaced at 100% cost to the Corporation.

16.04 The uniforms, clothing and allowances referred to in 16.01, 16.02 and 16.03 shall not be provided during the calendar year of a full-time fire fighter's normal retirement.

ARTICLE 17 - JURY/WITNESS DUTY

17.01 a) A full-time fire fighter who is called upon to serve as a juror or as a witness under subpoena in legal proceedings, shall be granted full salary or wages for the period of such service, provided they shall make application to the Fire Chief, or designate, and deposit with the Corporation the full amount of compensation received for such service, but, not including travelling expenses.

b) The Corporation agrees to provide pay for full-time fire fighters who, as a result of the performance of their duties, are called upon to act as witnesses, during their off-duty hours. The rate of pay to be one and one half (1-1/2) times their regular hourly rate of pay, with guaranteed minimum of two (2) hours.

17.02 A full-time fire fighter who is not scheduled to work on any day that they serves shall not be required to deposit any compensation received for that day.

ARTICLE 18 - JOB SECURITY

18.01 At least ninety (90) days prior to the introduction or implementation of any changes affecting the working conditions of the full-time fire fighters, the Corporation shall, by written notice, furnish the Association with full information of the planned change or changes.

Should a lay-off or organizational demotion of a full-time fire fighter or full-time fire fighters be planned, seniority shall govern, resulting in the last full-time fire fighter to be hired being the first full-time fire fighter to be laid off, and the last full-time fire fighter to be promoted being the first to be demoted.

In advance of posting a vacancy which the Employer intends to fill, the

Employer will offer the vacancy to the laid off employee(s) in order of seniority providing they have the necessary qualifications and ability.

18.02 Only members of the Association may work a regularly scheduled shift as outlined in Article 5.01 (a), except in the cases of emergencies or general alarm. It is recognized that the Thorold Fire and Emergency Services is a composite department; that during emergencies or general alarms, fire fighters may and will be used by the Chief at their discretion in any aspect of firefighting.

ARTICLE 19 – RETIREMENT

19.01 Full-time fire fighters shall retire in accordance with mandatory retirement legislation and the existing O.M.E.R.S. Pension Plan which has been adopted by agreement between the Corporation and the Association.

ARTICLE 20 - EDUCATION AND TRAINING

20.01 The Corporation will pay the cost of tuition for a full-time fire fighter who successfully completes a course of study approved before enrollment by the Corporation.

20.02 Any fire fighter attending the Ontario Fire College shall be ensured that they are free from work for twelve (12) hours on the day preceding attending the Ontario Fire College and is free from work for twelve (12) hours before commencing their next regularly scheduled shift on the day after they attend the course.

Article 20.03 – NEW (re-numbered)

The Corporation agrees to pay instructors providing specialized training (Water Rescue, Pump Ops, Extrication, First Aid and Firefighter survival) the Captains rate when instructing during their regular hours and Captains overtime rate when they come in off shift to be an instructor. These training sessions and instructors shall be pre-approved by the Fire Chief through the schedule from the Captain of Training.

Article 20.04 – Amended Language (re-numbered)

The Corporation ***shall reimburse up to a maximum of $125*** of the cost of the Medical Screening for maintaining a DZ license ***upon presentation of an original invoice/receipt***.

ARTICLE 21 - MILEAGE RATE

21.01 A mileage rate will reflect the current corporation rate and shall be paid by the Corporation for all authorized mileage to an employee so required to use their automobile.

ARTICLE 22 - STRIKES OR LOCKOUTS

22.01 No strike or lockout shall occur during the life of this Agreement.

ARTICLE 23 - DISCRIMINATION AND COERCION

23.01 The parties agree that there shall be no discrimination, intimidation, or coercion exercised or practised by either of them or their representative or members because of an employee's participation or activity in the Association.

23.02 The Parties agree that there shall be no discrimination or harassment practiced against the employee, in accordance with the Ontario Human Rights Code, the Ontario Labour Relations Act, and Corporate policies addressing harassment in the workplace, respectful workplace conduct or Corporate workplace violence prevention policy in accordance with the Occupational Health and Safety Act, as may be amended from time to time.

The Parties further agree that it is in their mutual interest to ensure the workplace environment is respectful and free of inappropriate behaviour or other offensive conduct.

ARTICLE 24 – DURATION

24.01 This Agreement shall become effective as of the **1st day of January 2021** and shall remain in effect until **the 31st day of December, 2023** and thereafter shall be automatically renewed from year to year, unless in any year at not less than thirty (30) days prior to the 1st day of January, either party should furnish the other with proposed revisions of or additions to any of the provisions hereof; and in such event, negotiations on any such proposals, revisions or additions shall take place between the parties within (30) days of such notice and concern only the submitted proposals from either party. Pending completion of negotiations the Agreement shall remain in full force. Should negotiations fail to result in agreement, then either party may request that matters in dispute be referred to a Board of Arbitration, as per the Fire Protection and Prevention Act, 1997, as amended.

IN WITNESS WHEREOF the Corporation has hereunto 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 its proper officers hereunto duly authorized, the day and the year first aforementioned.

DATED AT THOROLD THIS DAY OF February, 2023.

SIGNED, SEALED AND DELIVERED in the presence of:

THE CORPORATION OF
THE CITY OF THOROLD

T. Ugulini, Mayor

Matthew Trennum, City Clerk

THE THOROLD PROFESSIONAL
FIRE FIGHTERS ASSOCIATION, LOCAL 1182

Ryan Weicker, President

Mark Todorov, Vice President

Lorne Yungblut, Treasurer

Richard Dufton, Secretary

Appendix A		January 1, 2021	July 1, 2021	January 1, 2022	July 1, 2022	January 1, 2023	July 1, 2023
		0.7205%	0.7205%	0.7205%	0.7205%	0.721%	0.721%
Captain Fire Prevention	1.16	$ 121,232.57	$ 122,106.05	$ 122,985.82	$ 123,871.94	$ 124,765.05	$ 125,664.61
Captain Training	1.16	$ 121,232.57	$ 122,106.05	$ 122,985.82	$ 123,871.94	$ 124,765.05	$ 125,664.61
Captain Suppression	1.16	$ 121,232.57	$ 122,106.05	$ 122,985.82	$ 123,871.94	$ 124,765.05	$ 125,664.61
Fire Prevention Officer	1.00	$ 104,510.83	$ 105,263.83	$ 106,022.26	$ 106,786.15	$ 107,556.08	$ 108,331.56
1st Class Fire Fighter	1.00	$ 104,510.83	$ 105,263.83	$ 106,022.26	$ 106,786.15	$ 107,556.08	$ 108,331.56
2nd Class Fire Fighter	0.85	$ 88,834.21	$ 89,474.26	$ 90,118.92	$ 90,768.23	$ 91,422.67	$ 92,081.82
3rd Class Fire Fighter	0.75	$ 78,383.13	$ 78,947.88	$ 79,516.70	$ 80,089.61	$ 80,667.06	$ 81,248.67
4th Class Fire Fighter	0.65	$ 67,932.04	$ 68,421.49	$ 68,914.47	$ 69,411.00	$ 69,911.45	$ 70,415.51
Probationary Fire Fighter after six months	0.60	$ 62,706.50	$ 63,158.30	$ 63,613.36	$ 64,071.69	$ 64,533.65	$ 64,998.94
Probationary Fire Fighter first six months	0.55	$ 57,480.96	$ 57,895.11	$ 58,312.24	$ 58,732.38	$ 59,155.84	$ 59,582.36

LETTER OF UNDERSTANDING

BETWEEN

THE CORPORATION OF THE CITY OF THOROLD

AND

THOROLD PROFESSIONAL FIRE FIGHTERS ASSOCIATION and its LOCAL 1182

RE: Article 10.11

The purpose of this Letter of Understanding (LOU) is to confirm the City's agreement to grandfather the carryover of vacation and lieu for employees currently receiving Workplace Safety and Insurance Board (W.S.I.B) benefits as of November 29, 2021. This LOU will remain in effect until December 31, 2022. Any remaining lieu and vacation will be paid out in the last pay of 2022.

IN WITNESS WHEREOF each of the parties hereto has caused this LOU to be signed by its duly authorized representatives on the 24th day of Nov, **2021**.

FOR THE UNION

FOR THE CORPORATION

LETTER OF UNDERSTANDING

BETWEEN

THE CORPORATION OF THE CITY OF THOROLD

AND

THOROLD PROFESSIONAL FIRE FIGHTERS ASSOCIATION and its LOCAL 1182

RE: Fire Prevention Officer

The purpose of this Letter of Understanding (LOU) is to confirm the City's agreement to hire a Fire Prevention Officer in Q1 of 2023. Salary will be aligned with the First Class Fire Fighter's rate, the hiring rate would be at a Fourth Class Fire Fighter rate.

IN WITNESS WHEREOF each of the parties hereto has caused this LOU to be signed by its duly authorized representatives on the 29 day of November **2021**.

FOR THE UNION

FOR THE CORPORATION