

IN THE MATTER OF AN ARBITRATION

BETWEEN:

The Corporation of the City of North Bay

-and-

**The North Bay Professional Firefighters' Association,
Local 264, International Association of Fire Fighters**

**Grievances re: Chief Fire Prevention Officer
and Chief Training Officer**

Arbitrator: Lorne Slotnick

Representing the Employer – J.D. Sharp

Representing the Union – Howard Goldblatt

Hearing – North Bay, Ont., October 8, 2015

A W A R D

There are a number of grievances before me related to the positions of Chief Fire Prevention Officer and Chief Training Officer. Having heard the submissions of the parties, I make the following orders:

1. The position of Chief Fire Prevention Officer will be removed from the collective agreement effective the date of this award.
2. There will be a position of Captain, Fire Prevention, effective the date of this award, paying 116% of the rate of a First Class Fire Fighter. This job will perform the supervisory duties and generally direct the work in the Fire Prevention Division and other duties consistent with the rank of Captain.
3. Randy Vezina will be placed in the position of Captain, Fire Prevention, and paid at that rate retroactive to the date of his demotion to the rank of Fire Prevention Officer.
4. The employer will not be required to replace the Captain, Fire Prevention when he is absent for a period of less than two consecutive weeks or on scheduled vacation.

5. No person outside of the bargaining unit will perform any work of the Fire Prevention Division beyond those functions which were performed as at the date of this award.

6. The position of Chief Training Officer will be filled forthwith in accordance with the provisions of the collective agreement.

7. I will remain seized of any disputes related to the interpretation or implementation of this award.

A handwritten signature in black ink, appearing to read "Lorne Slotnick", written over a horizontal line.

Lorne Slotnick, Arbitrator
October 30, 2015