

THE REGINA PROFESSIONAL FIRE FIGHTERS ASSOCIATION,
LOCAL NO. 181, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

AGREEMENT

WITH

THE CITY OF REGINA

JANUARY 1, 2016 – DECEMBER 31, 2018

THE REGINA PROFESSIONAL FIRE FIGHTERS' ASSOCIATION, LOCAL #181, I.A.F.F.

2016 – 2018 AGREEMENT

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THIS AGREEMENT made in duplicate this _____ day of _____ A.D. 2018.

BETWEEN: THE CITY OF REGINA, hereinafter called
"The City"

OF THE ONE PART:

and

THE REGINA PROFESSIONAL FIRE FIGHTERS'
ASSOCIATION, LOCAL #181, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, hereinafter
called "The Association"

OF THE OTHER PART:

PREAMBLE

Whereas it is the desire of both parties of this agreement to maintain the existing harmonious relations between the City and the members of the Association, to promote cooperation and understanding between the City and its employees, to recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work and scale of wages, to encourage economy of operation and elimination of waste, and to promote the morale, well-being and security of all the employees included in the bargaining unit represented by the Association.

Now therefore to effectuate the foregoing, the Parties hereto hereby mutually covenant and agree as follows:

ARTICLE 1 – DEFINITIONS

In this Agreement, unless the context otherwise requires, the expression:

- (a) "Association" means the Regina Professional Fire Fighters' Association, Local #181, International Association of Fire Fighters represented (by order of the Labour Relations Board under *The Trade Union Act*, 1944, and Amendments thereto bearing date of April 12, 1949, and Amendments thereto) as constituting an appropriate unit of employees for the purpose of bargaining collectively for the Civic Employees in the said order specified.
- (b) "Branch" shall refer to the following Departmental Organizational Units:
 - Administration & Communications
 - Operations
 - Public Safety, Planning & Prevention
 - Training Academy, Safety & Logistics
- (c) "Casual Employee" shall mean one who is employed for casual work during the holiday period or who may be specially employed during any emergencies.

- (d) "City" means the Corporation of the City of Regina.
- (e) "City Manager" means the appointed City Manager or his designate.
- (f) "Council" means the Council of the City of Regina.
- (g) "Director of Human Resources" means the person so employed or his designate.
- (h) "Fire Chief" shall mean the Department Head, or his designate, in charge of and responsible for the management of the Fire & Protective Services Department, and having full and final authority of all operations during a fire incident or any other incident of an emergent nature.
- (i) "Masculine and feminine gender" – the words "he", "his" or "him" where used herein, shall be construed as including or referring to a person of the feminine gender, where the facts or context so require.
- (j) "Permanent Employee" for the purposes of this Agreement, shall mean an employee heretofore or subsequently appointed to work of permanent nature on the recommendation of the Branch Manager or designate, such appointment having been confirmed by the Fire Chief. No employee shall be so classified until he has first served a period as a probationary employee as defined in Clause (k) of this Article.
- (k) "Probationary Employee" shall mean an employee who has not completed the period of probationary service with the Fire & Protective Services Department. The normal probationary period shall be twelve (12) consecutive months and may, however, be extended at the discretion of the Fire Chief.

ARTICLE 2 – SCOPE

This Agreement shall apply to all employees employed by the City of Regina in the Fire & Protective Services Department except as excluded pursuant to the current effective order of the Saskatchewan Labour Relations Board.

ARTICLE 3 – UNION RECOGNITION AND SECURITY

(a) Recognition

The City recognizes and acknowledges the Association as the sole collective bargaining agent of the employees who are or may in future work in any of the positions classified in this Agreement and the City hereby consents and agrees to negotiate with the Association or with representatives elected or appointed by said Association, in any and all matters within the ambit or scope of this Agreement or any matters involving the interpretation of this Agreement.

(b) Association Security

- (i) It is hereby agreed that every employee, who is now or hereafter becomes a member of the Association, shall maintain his membership in the Association as a condition of his employment and every new employee, whose employment commences hereafter, shall, within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Association as a condition of his employment.
- (ii) It shall devolve upon the Association to notify the Fire Chief of any employees who have not become members of the Association in accordance with the terms of this Agreement.

(c) Check Off

It is hereby agreed that when an employee so requests, in writing the City will check off or deduct from such employee's wages, the sum or amount required for the payment of such employee's Association dues, and remit the amount so deducted or checked off to the Treasurer of the Association, such remittances to be made on or before the thirteenth (13th) day following each pay period. In every other respect, Section **6-43 of *The Saskatchewan Employment Act*** and the Amendments thereto shall apply.

(d) Notice Boards

The City agrees to provide notice boards for the sole use of the Association that is easily accessible to the employees for the purpose of posting notices of interest to the Association.

ARTICLE 4 – EMPLOYEES’ RESPONSIBILITIES

The Association agrees that each employee shall faithfully, honestly and willingly serve the City to the best of his skill and ability and exercise and lend his best efforts and endeavours in the protection and the promotion of the City's interests. Failing to do so, an employee may be suspended pending dismissal.

ARTICLE 5 – LEAVE OF ABSENCE

(a) Paid Leave

(i) Bereavement Leave

Where there is a death in the employee's “Immediate family”, the employee shall be granted up to three (3) consecutive working days bereavement leave with pay upon receipt of written request.

“Immediate family” means a spouse, child, father, mother, brother, sister, grandparent, or grandchild, of an employee or of a spouse, or equivalent “step” relationship.

“Spouse” means:

- a. The wife or husband of an employee; or
- b. A person with whom an employee cohabits and has cohabited as spouses:
 - i. Continuously for a period of not less than two years; or
 - ii. In a relationship of some permanence, if they are the parents of a child.

(ii) Special Leave

Upon written request, if approved by the Fire Chief or his designate, special leave of absence with pay may be granted to employees for reasons such as pressing emergency, bereavement in excess of three (3) days or compassionate cause. Such leave of absence shall be deducted from the employee's accumulated sick leave credits. An employee absence report shall be required when sick leave credits are used for the foregoing reasons.

Should such employee, having no accumulated sick leave to his credit, be required to use such special leave of absence, he shall be paid for same and the time so utilized shall be deducted from any future sick leave accumulation as he becomes entitled to same. In these instances, pressing emergency and compassionate cause shall not be deemed to include sickness and injury to the applicant.

(iii) Jury Duty

In the event that an employee is required to serve as a Juror or to appear in Court as a Witness, he shall suffer no loss of pay, providing his Juror's Fee or his Witness Fee is paid over to the Director of Finance of the City of Regina.

(iv) Court Time

When, as a result of his job-related expertise, an employee is required to attend to court, or to attend an interview related to a court hearing, while off duty, the employee shall be paid in accordance with Article 15(b)(i). To be eligible for such payment, all arrangements for such hearings or interviews must be made through the Fire Chief, or his designate.

For the purposes of the above, courts shall mean any body in Canada which has the power to subpoena.

(v) Leave of Absence with Pay

- a. With the approval of the Captain at the station to which they are assigned, and upon notification to the Assistant Chief, members of the Operations Branch shall be granted Leave of Absence with Pay, provided they complete the necessary application form and agree to provide a suitable replacement from an off-duty shift. Such replacement must signify on the application that he will replace the applicant and assume all his obligations for that particular tour of duty.

- b. Notwithstanding the aforementioned, if a replacement fails to report for duty, he will be held responsible for his actions and will forfeit a days pay for each day he fails to report. In the event that the replacement books off sick, he will be required to provide medical documentation of his illness to the complete satisfaction of the department.

In addition to the foregoing and at the discretion of the Fire Chief, any employee abusing the provisions contained in Clause (v)a. hereof, will result in a suspension of such privileges.

- c. **The Association, on behalf of itself and its members, agrees to indemnify and save harmless the City from liability associated with members of the Association using the shift replacement provisions. For greater certainty, this agreement to indemnify shall apply to:**
 - i. **Unpaid debts to the Government of Canada on account of Income Tax Deductions, Canada Pension Plan contributions and Employment Insurance premiums;**
 - ii. **Unpaid Workers' Compensation premiums to the Government of Saskatchewan; and**
 - iii. **Union dues.**

(b) Unpaid Leave

- (i) Any employee, requesting leave of absence without pay, shall provide reasonable notice, in writing, to the Fire Chief. Such leave may be granted insofar as the regular operation of the Department will permit provided approval is obtained from the Fire Chief or his authorized representative.
- (ii) In case of any member of the Association being appointed a delegate to attend conventions in connection with Association affairs, he shall be granted leave of absence without pay, to attend same. This provision shall not be deemed to restrict an employee from requesting the permission of the Fire Chief to:
 - a. Use vacation time for such purpose
 - b. Arrange a substitute in his place
- (iii) Employees, who are on leave of absence as a result of having exhausted all sick leave, vacation and holiday credits, shall not be entitled to earn any further such credits nor shall they be entitled to accumulate such credits until they have returned to work.
- (iv) Employees who are on leave of absence without pay for medical reasons may be required to undergo a medical examination at the expense of the City before returning to work.

(v) Maternity, Parental and Adoption Leave (MPAL)

- a. Subject to clauses b., c., d., e., f. and g. hereof, every employee shall be entitled to MPAL in accordance with the provisions of *The Saskatchewan Employment Act*, of the Province of Saskatchewan and amendments thereto.
- b.
 - i. Every employee at the date upon which he/she proceeds on MPAL, as the case may be, shall receive payment in respect of all accumulated vacation credits.
 - ii. Notwithstanding the provisions of subsection i. hereof, the employee may request, in writing, that all accumulated vacation credits be carried forward for use upon return to work.
- c. Every employee returning to work shall resume work with no loss of seniority, rate of wages or benefits accrued to the commencement of the MPAL.
- d. Notwithstanding anything contained within this agreement, any employee on MPAL shall not accumulate nor be credited with sick leave or vacation credits during such leave.
- e. Upon request of a fire fighter and receipt of medical verification of pregnancy, the Fire Chief shall arrange for the transfer of such fire fighter to another position within the Department or, through mutual agreement with the association, outside of the Department. The employee shall perform such duties as may be assigned during the term of the pregnancy and shall be paid her regular rate of pay while at work and performing such duties.
- f. Employees on MPAL may elect to continue benefit coverage under the Regina Civic Employees' Superannuation and Benefit Plan, Bylaw #3125, the Fire Dental Plan (Policy #132967), the Long Term Disability Plan, Bylaw #9566, the Medical Plan as specified in Article 16(e) and the Group Insurance Policy (Policy #944-111) during the period of leave. They shall be required to pay their share of the premiums for applicable benefits during the leave period.
- g. Employees on MPAL are eligible to apply for job postings.
- h. For the purpose of this clause, MPAL shall mean fifty-two (52) weeks leave of absence without pay.

ARTICLE 6 – GRIEVANCES AND DISPUTES

When an employee has been dismissed, suspended, disciplined, demoted or has any other grievance, an investigation may be held at his request, the procedure shall be as follows:

- (a) The employee shall, within ten (10) calendar days following such discipline, suspension, dismissal, demotion or grievance, first state his case in writing addressed to the Association and shall thereafter be heard by a committee of the Association.

- (b) The Association shall, within ten (10) calendar days after receipt of the grievance of an employee, or within ten (10) calendar days of the initiation of a grievance by the Association, have the right to make a submission to the Fire Chief, and the Director of Human Resources. In making application for a hearing, the Association shall outline, in writing, the matter complained of. The hearing shall be held within ten (10) calendar days of the application being made, and the Association may have the employee or employees concerned present at the hearing. The Fire Chief shall, within ten (10) calendar days following the hearing, give his decision and reasons in writing to the Association.
- (c) The Association shall have the right to appeal to the City Manager from the decision of the Fire Chief and in so doing shall file with the City Manager, a written statement of the claim made, as well as a copy of the decisions and reasons of the Fire Chief. Such appeals shall be filed with the City Manager within ten (10) calendar days following the receipt of the decision of the Fire Chief. When such appeal has been filed, the association shall have the right to interview and obtain information pertaining to the matter from any employee or any other person believed to have knowledge of the matter.
- (d) The City Manager shall hear the appeal within ten (10) calendar days after it has been filed with him and shall give his decision within ten (10) calendar after the conclusion of the hearing.
- (e) Notwithstanding the provisions of clauses (b) and (d) hereof, the City and the Union may, by mutual consent, defer the hearing beyond the ten (10) calendar days.
- (f) Any grievance which is not settled by the procedures set forth may be referred to an Arbitration Board (Board) by either party to this agreement. Application for the establishment of a Board must be made by either party within thirty (30) calendar days of the date the decision of the City Manager is rendered.
- (g) When either party requests that a grievance be submitted to a Board, the request shall be made by registered mail, or alternative method that provides proof of receipt addressed to the other party of the agreement, indicating the name of its nominee on the Board. Within ten (10) calendar days thereafter the other party shall answer by registered mail indicating the name and address of its nominee to the Board. The two (2) nominees shall then meet to select an impartial Chairperson.
- (h) If the recipient of the notice fails to appoint a nominee, or if the two (2) nominees fail to agree upon a Chairperson within ten (10) calendar days of the appointment, the appointment shall be made by the Minister of Labour, upon request by either party.
- (i) The Board may determine its own procedure, but shall give full opportunity to all parties to present evidence and make representation to the board. It shall hear and determine the difference or allegation and render a decision within thirty (30) calendar days from the time the Chairperson is appointed.
- (j) The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board shall be final and binding and enforceable on all parties, but in no event shall the Board have the power to change this agreement or to alter, modify or amend its provisions. However, the Board shall have the power to dispose of any discharge or discipline grievance by any arrangement which, in its opinion, it deems just and equitable.
- (k) Should the parties disagree as to the meaning of the decision either party may apply to the

Chairperson of the Board to reconvene the Board to clarify the decision, which it shall do within ten (10) calendar days.

- (l) When either party applies for the establishment of a Board, each party shall pay the fees and expenses of their own nominee and shall each pay one-half (1/2) of the cost of the fees and expenses of the Chairperson.
- (m) The authority making the final decision shall determine the financial or other arrangements to be made in the case of any suspension, dismissal or demotion.

ARTICLE 7 – VACANCIES AND NEW POSITIONS

When vacancies occur in any positions which are set forth in this Agreement, the promotional procedure shall be as follows:

- (a) Regard shall be given to the employee's general length of seniority in the Fire & Protective Services Department, coupled with his ability and experience.
- (b) The employee immediately next in seniority shall, provided he is qualified by ability and experience, be promoted, if he so desires.
- (c) If the employee immediately next in seniority is not promoted for any reason whatsoever, a bulletin outlining the position shall be posted in each Fire Station and a copy of same shall be provided to the Recording Secretary of the Association, by the Director of Human Resources, at least fourteen (14) calendar days prior to any promotion being made. Such bulletin shall set forth the minimum rate of pay to apply.
- (d) Upon the posting of bulletins, as referred to in Clause (c) hereof, application may be made, for the position being bulletined, by any permanent employee of the Fire & Protective Services Department, and such employee, as is qualified under the provisions of Clause (a) hereof, shall be promoted to the said position. It being understood and agreed, the principle and procedure outlined in this section, shall apply to succeeding vacancies resulting from such promotion.
- (e) A qualified employee having accepted appointment to a position within or beyond the scope of this Agreement shall be allowed six (6) months in which to prove himself capable of filling the position concerned. If such employee does not prove himself capable of filling the position concerned, he shall revert to his former position without prejudice and without loss of seniority in such former position.
- (f) By mutual agreement between the Director of Human Resources and the Association, the six (6) month probationary period, referred to in Clause (e) hereof, may be extended or reduced.

- (g) (i) An employee appointed to a permanent position in any division of the Regina Fire & Protective Services Department will maintain his seniority in his previous branch for a period of sixty (60) months from his date of assignment to this division. He may within this time make written application to revert back to his former position without loss of seniority. Such transfer shall be made if and when a vacancy occurs and in the case of employees transferring back to the fire fighting branch such employee shall be assigned to the station and shift determined by the Fire Chief to be in the best interests of the Department.
- (ii) A qualified employee having accepted appointment to a position beyond the scope of this agreement will maintain his seniority in his previous position for a period of six (6) months from his date of assignment to the position. He may within this time make written application to revert to his former position without loss of seniority. Such transfer shall be made if and when a vacancy occurs and in the case of employees transferring back to the fire fighting branch, such employee shall be assigned to the station and shift determined by the Fire Chief to be in the best interests of the department.
- (h) Notwithstanding the provisions of Clause (g) hereof, employees appointed to permanent positions may be permitted to return to their previous position provided written application for such transfer is made to and approved by the Fire Chief. The date of transfer and the placing of such employee shall be at the sole discretion of the Fire Chief.

An employee serving in any branch shall only accumulate seniority for promotion within his branch and such seniority shall commence from the date of appointment to that branch. An employee being transferred back to his previous branch will be placed in the same relative position in the pay class or rank he held at the time of transfer from his previous branch.

- (i) It shall be recognized as a policy of the Fire Department whenever possible to reserve formal appointment to the positions of Fire Inspector or Dispatcher for those members of the Operations Branch who may be incapacitated for active fire fighting, in the course of their employment.
- (j) (i) **It is understood and agreed that vacancies will normally be filled within a reasonable period of time and where the Department deems the vacancy will be filled, the parties mutually agree that promotions will be effective the date immediately following the date the vacancy occurs.**
- (ii) When a temporary vacancy occurs, the duration of which is known to be greater than six (6) months, the Fire Chief shall fill such vacancy and subsequent vacancies in accordance with Article 7 procedures through temporary appointment. Should the original permanent incumbent return to his/her position, the temporary appointment shall cease and the temporarily promoted employee(s) shall revert to their former position(s).
- (k) Without, in any way, restricting the City's exclusive right to make such promotions or appointments thereto as it deems fit, it is agreed that, when vacancies occur in the positions which are beyond the scope of this Agreement, a notice thereof shall, for the information of all employees of the department, be posted on the bulletin boards at each fire station.
- (l) No job evaluation and classification within the Civic employ shall be introduced during the life of this agreement if the same shall affect the general terms of this agreement in any material particular; provided, however, that the parties may mutually agree to such changes in this Agreement as may be consistent with any such job evaluation and classification.

ARTICLE 8 – SICK LEAVE

(a) Forty (40) Hour Work Week

All employees of the Fire Department except those employed in Schedule “A” shall accumulate sick leave credits from the day they last entered the service of the City. Such credits shall accumulate on a bi-weekly basis at the rate of 0.061299 hours per hour of service and unexpended sick leave credits shall be cumulative up to but not exceeding two hundred (200) working days.

Where an employee has accumulated two hundred (200) working days, he may accumulate additional credits in respect of the current year of service and upon completion of a current year of service, any unused portion of the accumulated credits in respect of that year shall be forfeited.

(b) Forty-two (42) Hour Work Week

Schedule “A” employees shall accumulate sick leave credits from the day they last entered the service of the City. Such credits shall accumulate on a bi-weekly basis at the rate of 0.054946 hours per hour of service, such sick leave credits shall be cumulative up to but not exceeding one hundred and thirty-three (133) working days.

Where an employee has accumulated one hundred and thirty-three (133) working days, he may accumulate additional credits in respect of the current year of service and upon completion of a current year of service, any unused portion of the accumulated credits in respect of that year shall be forfeited.

- (c) Employees who are receiving benefits under *The Workers' Compensation Act* and/or Regulations made thereunder, shall not be paid for absence from work due to sickness.
- (d) Employees who have been properly appointed to permanent positions in accordance with this Agreement shall, after they have been employed continuously in the permanent position for a period of one (1) month, be entitled to payment for absence from work due to sickness to the extent they have established sick leave credits in accordance with Clause (a) or (b) hereof.
- (e) Each employee claiming for sick pay under the provisions of this Agreement, shall be required to complete an Employee Absence Report, for absence not exceeding four (4) working days, declaring that his absence was a result of personal sickness. All employees who are on sick leave for a period in excess of four (4) working days shall, immediately on the fifth (5th) day of each period of sick leave deliver or cause to be delivered to the Fire Chief, a medical certificate, at the expense of the City, signed by a duly qualified medical practitioner, certifying that said employee was unable to perform his work due to personal sickness. Such certificate should also indicate the nature and probable duration of the illness.
- (f) For the purpose of this section, sickness shall include non-occupational injury or injury not covered by *The Workers' Compensation Act* and/or Regulations made thereunder, provided, however, that absence from work due to illness or injury resulting from misconduct on the part of an employee shall not be paid for.
- (g) The City reserves the right to call for an examination of any employee who is absent from work due to illness. Such examination shall be conducted by a qualified medical practitioner appointed by the City.

- (h) Every employee who absents himself from work on account of sickness shall, wherever possible, notify his department prior to commencement of his regular work day and failure to do so, unless notification is shown to have been unavoidable and satisfactory proof of disability is furnished, may deprive such employee of such benefits as normally would have accrued to him.
- (i) All employees of the Fire Department hired prior to January 1, 2014, except Schedule “A” employees, having at least ten (10) years' continuous employment and at least thirty (30) days' sick leave credit upon severance of employment with the City, except by dismissal, shall be paid at his regular rate of pay in the amount of fifty (50) percent of all accumulated sick leave the employee may have to his credit or seventy-eight (78) days whichever is the lesser (i.e. twenty-nine (29) days' credit - payment nil, thirty (30) days' credit - payment fifteen (15) days).
- (j) Schedule “A” employees hired prior to January 1, 2014, having at least ten (10) years' continuous employment and at least twenty (20) days' sick leave credit upon severance of employment with the City, except by dismissal, shall be paid at his regular rate of pay in the amount of fifty (50) percent of all accumulated sick leave the employee may have to his credit or fifty-two (52) days whichever is the lesser (i.e. nineteen (19) days' credit - payment nil, twenty (20) days' credit - payment ten (10) days)

Notwithstanding clauses (i) and (j) hereof, however, in the event an employee must sever employment with the City on compassionate and/or extenuating grounds, for reasons such as death or personal ill health or physical infirmity, the ill health of his spouse or children or any others who may be dependent upon such employee, or a transfer of obligation on the part of the employer, and who has at least five (5) years of continuous service, shall be entitled to all the benefits provided in clauses (i) and (j) hereof.

- (k) For the purpose of this article, the following shall be applicable to an employee working the 5/5/4 work week:

One (1) day sick leave credit – 8.5 hours
One (1) day sick leave usage – 8.5 hours

ARTICLE 9 – HEALTH AND SAFETY

- (a) The City shall observe all reasonable precautions and provide all safety devices or appliances that may be reasonably required for the ample protection of employees. All employees shall cooperate with the City in the prevention of accidents and will, from time to time, as the occasion requires, make such representations to the City as to the preventions of accidents as may be considered necessary. The parties agree to establish and maintain an Occupational Health and Safety Committee in accordance with the terms and conditions of **Part III of *The Saskatchewan Employment Act***.
- (b) The Department shall keep a record of attendance by Fire Fighters at all incidents, such record to indicate any out of the ordinary circumstances in regard to a Fire Fighter's individual performance and to include the full details of any accidents or other occurrences which might have an adverse effect upon the health of an employee at some future date. The said record of attendance shall be in accordance with the Regina Fire & Protective Services Employee Incident Reporting System.

ARTICLE 10 – DEATH AND DISABLEMENT BENEFITS

For the purpose of the Article, the following definitions shall apply:

"Salary" shall mean the basic rates of pay as from time to time set forth in the Schedules forming part of this Agreement and where the Schedule sets forth pay ranges it shall refer to the step in the range enjoyed by the employee at the time of death or disability.

"Dependent Child" of an employee means an unmarried child who is less than eighteen (18) years of age or is eighteen or more years of age but less than twenty-five (25) years of age and is in full time attendance at a school or university having been in school continuously since the later of the time he reached the age of eighteen (18) or the employee died, or is eighteen (18) or more years of age and is disabled, having been continuously disabled since the time he reached the age of eighteen (18) or the employee died, whichever is later.

"Disability" or "Disabled" means a physical condition which the City, on the basis of medical evidence submitted to it, considers to be so severe that the employee is unable to perform his own duties or the duties of any other position within the jurisdiction of this agreement for which he is reasonably well qualified by education, training and experience.

(a) Death Benefits

- (i) a. In the event of the death of a probationary or permanent employee, the City shall guarantee to the widow and dependent children an amount equal to the amount of the monthly salary such employee would have received if living and continuing in the employ of the City in the same or equivalent classification and step in the pay range in which he was employed at the time of his death.
- b. In the event of the subsequent death of the widow, the benefit shall, continue to be payable, effective the first day of the month following the death of the widow, at the rate of 20% of the gross applicable monthly salary for each dependent child with the maximum benefit payable under this provision not to exceed 80% of the gross applicable monthly salary.
- c. In the event of the death of a probationary or permanent employee leaving no widow but a dependent child or children, the benefit shall be payable effective immediately at the rate of 20% of the gross applicable monthly salary for each dependent child with the maximum benefit payable under this provision not to exceed 80% of the gross applicable monthly salary.
- (ii) In calculating the amount to be paid by the City in any month, the following items may be deducted from the salary from time to time in effect:
 - a. Any taxes or other deductions required by law.

- b. The amount of any pension, annuity or insurance settlement not personally contracted for by such deceased employee, his widow or dependent children otherwise than by virtue of the employment of such employee. Such deductible amounts shall include but not be specifically limited to any benefits paid by the Workers' Compensation Board, the City or Regina, the Canada Pension Plan, the Criminal Injuries Compensation Board or a claim or suit in tort made against any person in respect of the death of such employee. In the event the foregoing benefits take the form of a lump-sum settlement rather than a monthly allowance, such amounts shall be spread over a ten-year period to determine the monthly amount deductible. With the exception of proceeding with litigation, it shall be the responsibility of the employee's estate to apply for every benefit available before taking advantage of the provisions of this Clause.
- (iii) The City's liability hereunder shall continue:
- a. In the event of the death of an employee leaving a widow until the remarriage of the widow.
 - b. In the event of the death of an employee leaving a widow and dependent child or children until the remarriage of the widow.
 - c. In the event of the death of an employee leaving no widow but a dependent child or children until they cease to be considered dependents under the definition hereinbefore set forth in this Article.
 - d. In no event beyond the date at which such deceased employee would have been entitled to full and compulsory pension retirement from the department had his death not occurred.
- (iv) In the event a widow abandons or deserts any dependent children the City shall have the right to direct that any payment forthcoming, by virtue of these provisions, shall be paid to the benefit of such children.
- (v) Notwithstanding any of the foregoing, the City shall not be liable hereunder with respect to the death of any employee which shall occur:
- a. As a direct result of an accident obviously not related to his duties and employment as an employee of the Department, or
 - b. As a direct result of an illness obviously not contracted by reason of his duties and employment as an employee of the Department.

(b) Disablement Benefits

- (i) In the event a probationary or permanent employee becomes disabled and is unable to perform his duties or the duties of another position within the jurisdiction of this Agreement, upon application by the employee, or in the event he is disabled to the extent he is unable to do so, by the spouse, or where there is no spouse, the head of the department, the City shall guarantee that he receives his full salary; provided that if the employee does perform the duties of such other position, then the City shall guarantee that he receive no less than his full salary in the same or equivalent classification and step in the pay range in which he was employed at the time he became so disabled.
- (ii) In calculating the amount to be paid by the City in any month, the following items may be deducted from the salary from time to time in effect.
 - a. Any taxes, or other deductions required by law.
 - b. The amount of any pension, annuity or insurance settlement not personally contracted for by such employee, his spouse or dependent children otherwise than by virtue of the employment of such employee. Such deductible amounts shall include, but not be specifically limited to, any benefits paid by the Worker's Compensation Board, the City of Regina, the Canada Pension Plan, the Criminal Injuries Compensation Board or a claim or suit in tort made against any person in respect of the disablement of such employee. In the event the foregoing benefits take the form of a lump sum settlement rather than a monthly allowance, such amounts shall be spread over a ten (10) year period to determine the monthly amount deductible. With the exception of proceeding with litigation, it shall be the responsibility of the employee to apply for every benefit available before taking advantage of the provisions of this clause.
 - c. Fifty (50) percent of the gross amount of any remuneration an employee receives should he become gainfully employed provided the said 50% is less than the benefit payable under the provisions of this clause.
- (iii) The City shall not be liable under the provisions of Section (b) under the following conditions:
 - a. In the event of an employee securing gainful employment, the remuneration for which exceeds the benefit payable under the provisions of this Clause by 50% or more.
 - b. In the event the disablement resulted from an accident obviously not related to his duties and responsibilities as an employee of the City.
 - c. In the event the disablement resulted from an illness obviously not contracted by reason of his duties and employment as an employee of the City.
 - d. On and after the date such employee would have been compulsory retired under the provisions of the Civic Pension Plan.

- e. In the event, and on the date that an Income Continuance Plan is implemented, provided the benefits of such plan are at least equal to the provisions of this Clause. However, should such Income Continuance Plan subsequently be terminated, the provisions of this Article shall forthwith be restored.
- f. On death of the employee, in which event, the provisions of Section (a) will apply.

(c) Medical Tribunal

- (i) Where there is any doubt as to the validity of the claim under the provisions of this section on medical grounds the dispute may be referred to a tribunal.

The request to establish a tribunal must be submitted by the Association not later than sixty (60) days following the date the decision of the City respecting the claim has been forwarded to the Association.

The tribunal shall consist of a doctor nominated by the Association, a doctor nominated by the City and a doctor appointed as Chairman by the Regina District Medical Society.

The majority decision of the tribunal shall be final and binding upon all parties concerned.

- (ii) The expense of each party's nominee shall be borne by them and the expenses of the Chairman shall be shared equally.

ARTICLE 11 – WORKERS' COMPENSATION SUPPLEMENT

- (a) When a probationary or permanent employee is injured in the course of his employment with the City and it is deemed that Workers' Compensation benefits are payable under *The Workers' Compensation Act*, the City shall pay to such employee an amount per day based on his regular basic wage rate at the date of injury.

The calculated amount of payment per day shall, when added to the amount of Workers' Compensation payment, be equal to the net amount that such employee would have received as net income after deduction for Income Tax, Canada Pension Plan, Civic Pension Plan, Unemployment Insurance, Group Insurance and Association Dues would have been made.

Notwithstanding the foregoing, if a person is acting in a higher position at the time of injury, he shall receive a pro rata acting rate of pay based on his acting history for the immediately previous twelve months.

Disability benefits payable from any other government agency or board, and any amount of income received from payments awarded as compensation from the loss of earnings because of third party liability, are directly offset from the said benefits payable.

In the event the Workers' Compensation Board determines that the injury is not compensable under the Act, the amount advanced by the City, under this policy, shall be reimbursed by the employee.

- (b) The workers' compensation benefits, as referred to in clause (a), shall not be considered to include "pension payments" or "cash settlement payments" or "an award for permanent physical impairment" or "workers' compensation board long term earnings loss".
- (c) The City's obligations under this policy shall cease when the Workers' Compensation Board adjudicates that the employee is fit for suitable employment excepting where employment assistance payments are paid by the Workers' Compensation Board.

ARTICLE 12 – PUBLIC HOLIDAYS

- (a) Public Holidays means any of the following days; namely:
 - New Year's Day
 - Family Day
 - Good Friday
 - Easter Monday
 - Victoria Day
 - Canada Day
 - Saskatchewan Day
 - Labour Day
 - Thanksgiving
 - Remembrance Day
 - Christmas Day
 - Boxing Day (or any other day declared or proclaimed in lieu thereof)
 - Any further day or portion thereof other than those specified above becoming a public holiday in accordance with the provisions of *The Cities Act* or when proclaimed by Federal or Provincial Authority.
- (b) Twelve (12) single day public holidays will be allowed in each calendar year for employees not designated as members of the Active Operations Branch or Platoon Dispatchers. Time off for such public holidays shall be arranged by the Fire Chief.
- (c) All employees designated as members of the Operations Branch or Platoon Dispatchers shall be paid twelve (12) days pay per year in lieu of public holidays. Such payment shall be made bi-weekly and included with their regular pay.

ARTICLE 13 – ANNUAL VACATION

- (a) All permanent employees shall accumulate vacation leave credits from the day they last entered the service of the City:
 - (i) Forty-two (42) Hour Work Week

Vacation leave credits shall be accumulated on a bi-weekly basis and shall be calculated based on hours worked at the following rates:

<u>Service</u>	<u>Vacation Credit Per Hour of Service</u>
First 7 years	0.065935
Start of Year 8 to end of Year 15	0.087913
Start of Year 16 to end of Year 23	0.109900
Start of Year 24 and thereafter	0.131869

- a. Employees shall be divided into four (4) Platoons and each member shall be assigned a group in accordance with his seniority on the Platoon. Starting date of each group, where possible, shall commence on the first working day following a six (6) day rest period. Employees entitled to twelve (12) working shifts may elect to choose a six (6) day rest period immediately before or immediately after their working shifts. The last vacation and day rest period shall, wherever possible, include Christmas and New Year's Days. Employees may change from group to group and/or trade groups with other members with the approval of the Fire Chief, or his designate.
- b. After five (5) years of continuous employment, vacations may be accumulated up to twenty-four (24) working shifts and with the permission of the Fire Chief, may be accumulated up to the following vacation hours based on their years or service:

<u>Service</u>	<u>Vacation Hours</u>
First 7 years	288
Start of Year 8 to end of Year 15	384
Start of Year 16 to end of Year 23	480
Start of Year 24 and thereafter	576

- c. A copy of the rules governing the rotating annual vacation schedule shall be attached to this agreement.

(ii) Forty (40) Hour Work Week

Vacation leave credits shall be accumulated on a bi-weekly basis and shall be calculated based on hours worked at the following rates:

<u>Service</u>	<u>Vacation Credit Per Hour of Service</u>
First 7 years	0.057692
Start of Year 8 to end of Year 15	0.076923
Start of Year 16 to end of Year 23	0.096153
Start of Year 24 and thereafter	0.115385

- a. After five (5) continuous years of employment, vacations may be accumulated up to thirty (30) working shifts and, with the permission of the Fire Chief, may be accumulated up to the following vacation hours based on their years of service:

<u>Service</u>	<u>Vacation Hours</u>
First 7 years	240
Start of Year 8 to end of Year 15	320
Start of Year 16 to end of Year 23	400
Start of Year 24 and thereafter	480

(iii) 5/5/4 Work Week

Vacation leave credits shall be accumulated on a bi-weekly basis and shall be calculated based on hours worked at the following rates:

<u>Service</u>	<u>Vacation Credit Per Hour of Service</u>
First 7 years	0.061539
Start of Year 8 to end of Year 15	0.081731
Start of Year 16 to end of Year 23	0.102404
Start of Year 24 and thereafter	0.122597

- a. After five (5) continuous years of employment, vacations may be accumulated up to thirty (30) working shifts and, with the permission of the Fire Chief, may be accumulated up to the following vacation hours based on their years of service:

<u>Service</u>	<u>Vacation Hours</u>
First 7 years	256
Start of Year 8 to end of Year 15	340
Start of Year 16 to end of Year 23	426
Start of Year 24 and thereafter	510

- (b) If, at any time during the calendar year, an employee becomes eligible to receive sixteen (16), twenty (20), twenty-four (24), twenty-five (25) or thirty (30) working shifts of annual vacation, he shall be included in the appropriate vacation schedule for that year.
- (c) In the event of a permanent employee leaving the employ of the city at any time in his holiday year before he has had his vacation, he shall be entitled to appropriate payment of salary in lieu of such vacation.
- (d) Employees may split their vacation in units of less than one (1) week or four (4) working shifts at the discretion of the Fire Chief.
- (e) For the purpose of this Article, the following shall be applicable to an employee working the 5/5/4 work week:

One (1) day annual vacation credit – 8.5 hours (Effective January 3, 1990)
One (1) day annual vacation usage – 8.5 hours

(f) Rules to govern vacation schedule for Schedule "A" Employees:

- (i) Twelve (12) and sixteen (16) working shifts will consist of ten (10) groups.
- (ii) Twenty (20) and twenty-four (24) working shifts will consist of seven (7) groups.
- (iii) Each group consists of either four (4), eight (8) or twelve (12) working shifts.
- (iv) If possible a maximum of twelve (12) per cent of a Platoon in one group.
- (v) When possible only three (3) officers to a group.
- (vi) When a member has been assigned his group number, he shall retain that group number for the entire cycle with the exception of being transferred from Platoon to Platoon or when a member has qualified for twenty (20) or twenty-four (24) working shift vacation schedule.
- (vii) When a transfer takes place during the vacation schedule, members will be given consideration of retaining their assigned vacation groups for the current year, providing the operation of the department is not affected.
- (viii) Scheduled vacation dates, including days off before and after dates, shall not be interrupted unless it is mutually agreed.

For these rules "Platoon" shall mean members from within the scope of this agreement.

ARTICLE 14 – PAYMENT OF WAGES

- (a) Employees shall be paid on a bi-weekly basis every second **Friday**, via direct deposit.
- (b) On each payday the department shall make available, to each employee, information indicating the gross amount to which he is entitled, net wages paid, all deductions made from his wages and the purpose for which such deductions were made.
- (c) Wage Schedules to Govern
 - (i) Whenever there is any conflict between any schedule hereto and the terms of the within Agreement, the provisions of the schedule shall govern.
 - (ii) Unless specifically set out in the schedule hereto attached, where graduated rates of pay are provided for, the employee shall receive an increase in pay only on the approval of the Fire Chief.
 - (iii) Where new permanent positions are hereafter created by the City they shall be included in the appropriate schedule hereto.

ARTICLE 15 – OVERTIME

- (a) All overtime shall be paid at the rate of double time. For overtime periods of less than or equal to fifteen (15) minutes, payment shall be made for fifteen (15) minutes. When overtime is in excess of fifteen (15) minutes, payment will be made for the actual number of minutes worked. Overtime means any time worked by an employee before or after such employee's regular hours of work and refers specifically to a situation where an employee receives prior notification.
- (b)
 - (i) In the event employees are called back to work and having left the job before being called back, they shall be paid at the rate of double their regular rate of pay for each hour or portion thereof or a minimum of four (4) hours at their regular rate of pay, which ever is the greater, for each call-back provided for in this clause.
 - (ii) If a call-back occurs on the day shift, the Platoon that will work that night will be the call-back Platoon. If a call-back occurs on the night shift, the Platoon that worked that day will be the call-back Platoon.
 - (iii) If a call-back occurs at the commencement of a shift, and it is determined to be for the entire shift, a platoon that is not scheduled to work immediately prior to or following the shift that is being called back for, will be the call-back platoon.
 - (iv) Notwithstanding Clause (ii) and (iii) hereof, when the Fire Chief or designate determines it is necessary to call back off duty employees for staffing purposes, such overtime shall be distributed as equitably as possible among employees of the branch concerned.
- (c) When any member of the Fire Department is required to work overtime, Service Pay shall not be considered in such overtime pay computations.
- (d) Notwithstanding the provisions of this Article, an employee covered by this collective agreement, at the discretion of the Fire Chief or designate, may take time off calculated at the appropriate overtime rates in lieu of overtime pay. The following shall apply:
 - (i) Time off in lieu will be taken at a mutually agreed upon time prior to the end of the following calendar year. In the event any time off in lieu exceeds that date, the department can schedule time off to be taken.
 - (ii) For Schedule “A” employees, time to the next calendar year begins when a minimum of twelve (12) hours time off in lieu has been accumulated and will be calculated in blocks of twelve hours.
 - (iii) For Schedule “A” employees, time off in lieu shall be granted whenever it does not predetermine an apparatus to come out of service.

ARTICLE 16 – BENEFIT PLANS

(a) Group Life Insurance

- (i) The City agrees to maintain a Group Life Insurance Plan for the protection of probationary and permanent employees the terms and conditions of which shall be agreed by the parties hereto.
- (ii) All probationary and permanent employees who now or hereafter participate as members of the Group Life Insurance Plan shall, as a condition of their continuing in the employ of the City, maintain their membership in the Plan during their entire employment with the City.
- (iii) All new employees who are appointed to permanent positions shall, upon entering the City's employ, as a condition of their employment, make application for Group Life Insurance.
- (iv) The premium cost of the insurance coverage shall be shared equally by the employee and the City.
- (v) In the event of total and permanent disability prior to age 65, the insurance coverage will continue, but the required premiums will be waived. In the event of recovery and subsequent return to work, the employee will be required to resume payment of the premiums.
- (vi)
 - a. Group life insurance for all employees shall be at the level of 250% of annual salary.
 - b. Notwithstanding Clause a. hereof, where an employee elected to remain at a lesser amount of insurance coverage, such lesser amount shall be applicable.
- (vii) For employees who retire prior to age 65 the life insurance protection in force at date of retirement shall be maintained at the level in effect at the date of retirement, and such person shall be required to contribute his regular monthly premium until age 65.

(b) Pension Plan

The Pension Plan, in respect of members of the Association, shall be that adopted by the Council of the City of Regina under Bylaw No. 3125 and amendments hereto.

(c) Long Term Disability Plan

The Long Term Disability Plan, in respect of members of the Association, shall be that adopted by the Council of the City of Regina under Bylaw No. 9566 and amendments hereto.

(d) Dental Plan

- (i) Effective October 29, 1986, the City agrees to maintain a dental care plan for all probationary and permanent employees covered by this Agreement.

- (ii) All probationary or permanent employees who now or hereafter participate as members of the dental care plan, as a condition of their continuing in the employ of the City, maintain their membership in the dental care plan during their entire employment with Regina Fire & Protective Services.
- (iii) All probationary or permanent employees hired on or after October 29, 1986 shall be required to enrol in the dental care plan as a condition of employment.
- (iv) The cost of the dental care plan, including administration costs, shall be shared equally by the employee and the City.
- (v) Benefits shall be limited to "covered expenses" not exceeding the maximum fee level of the Saskatchewan suggested fee guide in effect on the date the expense is incurred.
- (vi) The maximum lifetime benefit for orthodontia shall be \$2,000.00 and for routine/major treatments the maximum annual benefit shall be \$1,500.00 (the above benefits shall be prorated for 1986.)

(e) Medical Plan

Effective January 1, 2014, the City of Regina shall provide an Employer funded plan for all employees covered by this agreement.

ARTICLE 17 – COMMITTEES TO BE HEARD

Any committee of the Association shall, upon written request, be accorded a prompt hearing by the Fire Chief, by the City Manager and by the Council, in their respective order.

ARTICLE 18 – RESOLUTIONS OF COUNCIL

All resolutions of the City Council, which affect Civic Employees, shall be forwarded to the Recording Secretary of the Association thereby affected and to the Secretary of the Civic Employees' Federation by the City Clerk.

ARTICLE 19 – CLASSIFICATION, RATES OF PAY AND HOURS OF WORK

Occupational Classification, Rates of Pay and Hours of Work shall be set forth in the applicable schedules attached hereto and such schedules shall form part of this Agreement.

ARTICLE 20 – SPECIAL CONDITIONS

(a) Termination of Service

Notwithstanding the times at which or the manner in which an employee is paid, every permanent employee shall, unless he is dismissed for just cause, be entitled to receive two (2) weeks' written notice that his services are no longer required and, in turn, each employee shall, unless otherwise permitted by the Fire Chief, be required to give two (2) weeks' written notice of his intention to terminate his employment with the department.

(b) Layoff and Recall

(i) When a reduction in staff becomes necessary in the department, the employee last engaged, where practicable, shall be the first to be laid off, and to the extent that the organization of the department permits, the principle of progressive demotion in relation to comparative lack of seniority shall apply. It being understood and agreed, seniority will not accumulate during any period of lay off.

(ii) a. Employees shall be recalled in order of seniority, provided they possess the qualifications and ability to perform the work which is available.

b. When employees are to be recalled to work they shall, except in emergency situations, be so notified at least fourteen (14) days prior to the date they are scheduled to report to work. Notice of their recall to work shall be directed to them by telephone and if such employee cannot be contacted, a registered letter will be sent to their last known address on record with the Human Resources Department.

c. It shall be the responsibility of each employee to notify the Human Resources Department of any change in his home address and telephone number.

d. If the employee returns to employment within twelve (12) consecutive months of lay off, he shall be credited the sick leave entitlement he had at the date of lay off.

(c) General Increases

Subject to Article 21 hereto, general increases shall be forthcoming to all personnel covered by this Agreement as Council may determine.

(d) Misconduct

For misconduct, absence without leave not due to sickness, or for refusal or wilful neglect to carry out the instructions of anyone in authority to give such instructions, any employee may be suspended pending dismissal without notice or benefits he would otherwise have on retirement, or with such notices and allowances as the City Manager may authorize; notwithstanding such suspension pending dismissal, the employee shall have all the rights of appeal provided in this agreement.

(e) Service Pay

- (i) All employees of the Fire Department, covered by this Agreement, shall receive service pay of five (\$5.00) dollars per month after five (5) years of employment with the Department and an additional five (\$5.00) dollars per month service pay for each successive five (5) year period.
- (ii) If an employee commences employment between the first and fifteenth of the month, the anniversary date for service pay purposes shall be the first day of the month in which he commenced employment. If an employee commences employment between the sixteenth and the end of the month, the anniversary date for service pay purposes shall be the first day of the month following his date of appointment.

(f) Stand-by Pay

In addition to other benefits payable to employees, any off-duty employee required to be on stand-by that is to be immediately available to return to work, shall receive the following supplement:

- (i) \$10.00 per day for each day or part thereof that the employee is required to be on stand-by;
- (ii) If an employee is required to be on stand-by on a scheduled day off, the employee shall receive \$25.00 for such day or part thereof.

(g) Special Duties

When an employee is called upon to perform special duty, outside his regular employment with the Department, he shall be paid at a minimum of three (3) hours' pay. The rate of pay shall be two (2) times the regular hourly rate of a First Class Fire Fighter.

(h) Superior Duties

- (i) a. For the purpose of this Clause, the Fire Chief shall in January of each year, and at such times as employees are promoted or demoted, assign members of the Operations Branch to Fire Stations and Platoons utilizing seniority as the basis for assignments as far as may be practicable having regard to the efficient operation of the department.

The general intent of this procedure is to provide the senior eligible employee with the opportunity to perform superior duties when the need arises subject to the following:

- i. The senior eligible employee on the Platoon for which substitution is required shall act, notwithstanding that there may be a more senior eligible employee on another Platoon.
- ii. Notwithstanding the provisions of sub-clause i. hereof, in the event that substitution is required during a working shift, the senior eligible employee at the station, so affected shall act for the balance of that working shift.
- iii. It is hereby agreed, wherever possible, when a substitution is required, the substitution will be made from the rank immediately below the rank being substituted for.

- b. i. If an employee is required to perform the duties of any position, within the scope of this agreement, higher than the rank of the 15th Year Fire Fighter (hereinafter called superior position) for a period in excess of twelve (12) working shifts, he shall be paid a rate which has been established for this superior position. Notwithstanding the foregoing, after an employee has performed the duties of the superior position for a total period of twelve (12) working shifts, he shall, in all subsequent performance of duties in such superior position, receive the rate of pay for that superior position.
 - ii. If an employee in Schedule "B" or Schedule "C" is required to replace another employee temporarily, in any higher paid position, he shall after completing his qualification period of fifteen (15) working shifts, be paid the minimum rate which has been established for the higher paid position. However, if the employee's own regular rate of pay exceeds the minimum rate which has been established for the higher paid position, he shall be paid at a rate of pay equivalent to one step higher than his own rate of pay.
 - c. Notwithstanding sub-clause b. hereof, an employee shall be entitled to receive superior duty pay where the duties of the superior position have been performed for six (6) or more hours in any given shift. Employees shall not be alternated in a superior position to avoid the payment of Superior Duty Pay.
 - d. When employees are required to replace the incumbent of any decertified position, he shall be paid an additional amount equal to 10% of his normal rate of pay subject to the qualifications outlined in sub-clause b. and c. above.
- (ii) The personnel of every piece of "In Service" apparatus shall be directed by an Officer. The Officer in charge of a pumper shall be a Captain. It is understood and agreed that superior duties pay shall not apply when an employee is required to act on a specific piece of apparatus. The only provisions for superior duties pay shall be under the foregoing paragraph b.i. of this Clause.

(i) Seniority

- (i) **Seniority will be established based on recruitment evaluation results and will be assigned prior to any platoon assignments.**
- (ii) An employee shall lose seniority, as acquired under clause (i) hereof, by reason of:
 - a. Resignation;
 - b. Dismissal for just cause;
 - c. When an employee has been notified to report for work in accordance with Clause (b)(ii)b. (Layoff and Recall) hereof, and he fails to do so at the appointed time and place, he shall forfeit his right to further recall, unless his failure to report is proven to have been occasioned by circumstances beyond his control. Failing such proof, his failure to report to work shall be considered on his part as a voluntary severance of his employment with the City of Regina;

d. Continuous lay off for a period of twelve (12) consecutive months.

(j) Medical Examinations

- (i) Prior to October 31st all employees of the Operations Branch, Inspectors and Training Captains shall be required to undergo a medical examination once every two (2) years at the expense of the City. It is to be understood if such medical reveals that an employee suffers from Respiratory Problems, High Blood Pressure and/or Coronary Conditions which are found to have been caused by his duties, such employee may be subject to the provisions of the Agreement.
- (ii) In the event that a medical problem arises as a result of the compulsory medicals, it shall be the responsibility of the employee to attempt to take corrective measures.
- (iii) Notwithstanding Clause (i) hereof, employees of the Operations Branch, Inspectors and Training Captains shall undergo such medicals by a doctor of their choice during non-working hours.

(k) Time Off For Voting

- (i) In the case of a Federal Election, every employee who is qualified to vote, shall have three (3) consecutive hours for the purpose of casting his ballot. In the case of Provincial or Municipal Elections, he shall be allowed three (3) consecutive hours for the purpose of casting his ballot.
- (ii) If the hours of his employment do not allow for three (3) hours specified in paragraph (i), he shall be allowed such additional time for voting as may be necessary to provide the three (3) consecutive hours.
- (iii) The hours for voting referred to in paragraph (i) above shall be at the convenience of the City.
- (iv) No deductions shall be made from pay of any employee mentioned in paragraph (i) above, nor shall any penalty be imposed or exacted from him by reason of his absence from work during the time required for voting.

(l) Indemnification

The City will indemnify any member of the Association from any action, claim, cause or demand whatsoever that may be made or arise out of the employee carrying out his duties as an employee of the Fire Department, except where such action constitutes a wilful or wanton disregard or a wilful or wanton dereliction of his duty as an employee of the Fire Department.

ARTICLE 21 – EFFECTIVE DATE

This agreement shall be effective from JANUARY 1, 2016 and shall remain in force and effect until DECEMBER 31, 2018 and shall continue in force thereafter, unless written notice of a request to negotiate a revision thereof is given by either party to the other, not less than thirty (30) days nor more than sixty (60) days prior to the anniversary date hereof.

Such notice shall set forth the requested changes in the Agreement and no other shall later be introduced unless mutually agreed by the parties hereto.

This agreement further provides for its continuation during any negotiation period and all terms and conditions shall apply unless otherwise stated retroactive to JANUARY 1, 2016; it being understood and agreed, however, that any employee who has his employment terminated by the City of Regina for just cause prior to the signing date of this agreement, shall not be entitled to the retroactive conditions herein contained.

IN WITNESS WHEREOF the City has hereunto caused to be affixed in its Corporate Seal under the hands of the City Clerk and the Regina Professional Fire Fighters' Association, Local #181, I.A.F.F. has hereunto duly executed the said agreement under the hands of its proper officers in that behalf the day and year above written.

CITY SEAL

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THE REGINA PROFESSIONAL FIRE FIGHTERS'
ASSOCIATION, LOCAL NO. 181, I.A.F.F.

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(Sgd.) K. TETLOW, PRESIDENT

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(Sgd.) T. PACKHAM, SECRETARY

ASSOCIATION SEAL

SCHEDULE "A"

Effective January 1, 2016

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-weekly</u>	<u>Annual</u>
Probationer (Training – 40 hr/week)		65%	\$ 28.71	\$ 2,297	\$ 59,952
Probationer (Platoon – 42 hr/week)		65%	\$ 28.71	\$ 2,402	\$ 62,696
4 th Class Fire Fighter		70%	\$ 30.92	\$ 2,587	\$ 67,519
3 rd Class Fire Fighter		80%	\$ 35.33	\$ 2,956	\$ 77,164
2 nd Class Fire Fighter		90%	\$ 39.75	\$ 3,326	\$ 86,810
1 st Class Fire Fighter		100%	\$ 44.16	\$ 3,696	\$ 96,455
10 th Year Fire Fighter		104%	\$ 45.93	\$ 3,843	\$ 100,313
15 th Year Fire Fighter		107%	\$ 47.26	\$ 3,954	\$ 103,207
Lieutenant	1st Year	116%	\$ 51.23	\$ 4,287	\$ 111,888
	2nd Year	117%	\$ 51.67	\$ 4,324	\$ 112,852
Captain	1st Year	126%	\$ 55.65	\$ 4,656	\$ 121,533
	2nd Year	127%	\$ 56.09	\$ 4,693	\$ 122,498
Senior Captain	1st Year	135%	\$ 59.62	\$ 4,989	\$ 130,214
	2nd Year	137%	\$ 60.51	\$ 5,063	\$ 132,143

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-weekly</u>	<u>Annual</u>
Dispatcher					
1 st Year		60%	\$ 26.50	\$ 2,217	\$ 57,873
2 nd Year		70%	\$ 30.92	\$ 2,587	\$ 67,519
3 rd Year		80%	\$ 35.33	\$ 2,956	\$ 77,164
4 th Year		90%	\$ 39.75	\$ 3,326	\$ 86,810
5 th Year		100%	\$ 44.16	\$ 3,696	\$ 96,455
10 th Year		104%	\$ 45.93	\$ 3,843	\$ 100,313
15 th Year		107%	\$ 47.26	\$ 3,954	\$ 103,207
Senior Alarm Dispatcher		115%	\$ 50.79	\$ 4,250	\$ 110,923

SCHEDULE "A"

Effective January 1, 2017

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-weekly</u>	<u>Annual</u>
Probationer (Training – 40 hr/week)		65%	\$ 29.49	\$ 2,359	\$ 61,570
Probationer (Platoon – 42 hr/week)		65%	\$ 29.49	\$ 2,468	\$ 64,409
4 th Class Fire Fighter		70%	\$ 31.76	\$ 2,658	\$ 69,364
3 rd Class Fire Fighter		80%	\$ 36.30	\$ 3,037	\$ 79,273
2 nd Class Fire Fighter		90%	\$ 40.83	\$ 3,417	\$ 89,182
1 st Class Fire Fighter		100%	\$ 45.37	\$ 3,797	\$ 99,091
10 th Year Fire Fighter		104%	\$ 47.19	\$ 3,948	\$ 103,055
15 th Year Fire Fighter		107%	\$ 48.55	\$ 4,062	\$ 106,027
Lieutenant	1st Year	116%	\$ 52.63	\$ 4,404	\$ 114,946
	2nd Year	117%	\$ 53.08	\$ 4,442	\$ 115,936
Captain	1st Year	126%	\$ 57.17	\$ 4,784	\$ 124,855
	2nd Year	127%	\$ 57.62	\$ 4,822	\$ 125,846
Senior Captain	1st Year	135%	\$ 61.25	\$ 5,125	\$ 133,773
	2nd Year	137%	\$ 62.16	\$ 5,201	\$ 135,755

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-weekly</u>	<u>Annual</u>
Dispatcher					
	1 st Year	60%	\$ 27.22	\$ 2,278	\$ 59,455
	2 nd Year	70%	\$ 31.76	\$ 2,658	\$ 69,364
	3 rd Year	80%	\$ 36.30	\$ 3,037	\$ 79,273
	4 th Year	90%	\$ 40.83	\$ 3,417	\$ 89,182
	5 th Year	100%	\$ 45.37	\$ 3,797	\$ 99,091
	10 th Year	104%	\$ 47.19	\$ 3,948	\$ 103,055
	15 th Year	107%	\$ 48.55	\$ 4,062	\$ 106,027
Senior Alarm Dispatcher		115%	\$ 52.18	\$ 4,366	\$ 113,955

SCHEDULE "A"

Effective January 1, 2018

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-weekly</u>	<u>Annual</u>
Probationer (Training – 40 hr/week)		65%	\$ 30.14	\$ 2,411	\$ 62,927
Probationer (Platoon – 42 hr/week)		65%	\$ 30.14	\$ 2,522	\$ 65,826
4 th Class Fire Fighter		70%	\$ 32.46	\$ 2,716	\$ 70,890
3 rd Class Fire Fighter		80%	\$ 37.10	\$ 3,104	\$ 81,017
2 nd Class Fire Fighter		90%	\$ 41.73	\$ 3,492	\$ 91,144
1 st Class Fire Fighter		100%	\$ 46.37	\$ 3,880	\$ 101,271
10 th Year Fire Fighter		104%	\$ 48.22	\$ 4,035	\$ 105,322
15 th Year Fire Fighter		107%	\$ 49.62	\$ 4,152	\$ 108,360
Lieutenant	1st Year	116%	\$ 53.79	\$ 4,501	\$ 117,474
	2nd Year	117%	\$ 54.25	\$ 4,540	\$ 118,487
Captain	1st Year	126%	\$ 58.43	\$ 4,889	\$ 127,601
	2nd Year	127%	\$ 58.89	\$ 4,928	\$ 128,614
Senior Captain	1st Year	135%	\$ 62.60	\$ 5,238	\$ 136,716
	2nd Year	137%	\$ 63.53	\$ 5,316	\$ 138,741

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-weekly</u>	<u>Annual</u>
Dispatcher					
	1 st Year	60%	\$ 27.82	\$ 2,328	\$ 60,763
	2 nd Year	70%	\$ 32.46	\$ 2,716	\$ 70,890
	3 rd Year	80%	\$ 37.10	\$ 3,104	\$ 81,017
	4 th Year	90%	\$ 41.73	\$ 3,492	\$ 91,144
	5 th Year	100%	\$ 46.37	\$ 3,880	\$ 101,271
	10 th Year	104%	\$ 48.22	\$ 4,035	\$ 105,322
	15 th Year	107%	\$ 49.62	\$ 4,152	\$ 108,360
Senior Alarm Dispatcher		115%	\$ 53.33	\$ 4,462	\$ 116,462

Upon the satisfactory completion of the probationary period, a Fire Fighter shall, upon the successful completion of examinations conducted by the department, pass from one salary class to another on the date of the annual anniversary of his entrance in the Fire & Protective Services Department. Officers shall receive the salary attached to their rank as of the date of their promotion.

HOURS OF WORK

FIRE FIGHTER AND PLATOON DISPATCHER

The hours of work for these members shall be on the basis of a four (4) platoon, two (2) shift system, and a forty-two (42) hour week shall prevail. Where reference is made, in this Agreement, to an active Fire Fighter and Platoon Dispatcher's day, it shall be calculated on the basis of a twelve (12) hour day. The working schedule for these members shall be on the basis of 2 days, 2 nights, 2 days off: 2 days, 2 nights, 6 days off. The schedule shall rotate every sixteen (16) weeks.

A copy of the four (4) platoon, two (2) shift forty-two (42) hour week schedule shall be attached to this Agreement.

SCHEDULE "B"

Effective January 1, 2016

<u>Position</u>	<u>Position</u>	<u>Index</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Annual</u>
Training Captain	1st Year	126%	\$ 58.43	\$ 4,656	\$ 121,533
	2nd Year	127%	\$ 58.89	\$ 4,693	\$ 122,498
Emergency Medical Training Captain	1st Year	126%	\$ 58.43	\$ 4,656	\$ 121,533
	2nd Year	127%	\$ 58.89	\$ 4,693	\$ 122,498
Inspector I		102%	\$ 47.30	\$ 3,770	\$ 98,384
Inspector II		105%	\$ 48.69	\$ 3,880	\$ 101,278
Inspector III	1st Year	116%	\$ 53.79	\$ 4,287	\$ 111,888
	2nd Year	120%	\$ 55.65	\$ 4,435	\$ 115,746
Senior Inspector	1st Year	126%	\$ 58.43	\$ 4,656	\$ 121,533
	2nd Year	127%	\$ 58.89	\$ 4,693	\$ 122,498
Hazmat Inspector	1st Year	126%	\$ 58.43	\$ 4,656	\$ 121,533
	2nd Year	127%	\$ 58.89	\$ 4,693	\$ 122,498
Fire Support Services Coordinator	1st Year	102%	\$ 47.30	\$ 3,770	\$ 98,384
	2nd Year	105%	\$ 48.69	\$ 3,880	\$ 101,278
	3rd Year	115%	\$ 53.33	\$ 4,250	\$ 110,923
Public Education Officer	1st Year	102%	\$ 47.30	\$ 3,770	\$ 98,384
	2nd Year	105%	\$ 48.69	\$ 3,880	\$ 101,278
	3rd Year	115%	\$ 53.33	\$ 4,250	\$ 110,923

SCHEDULE "B"

Effective January 1, 2017

<u>Position</u>	<u>Position</u>	<u>Index</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Annual</u>
Training Captain	1st Year	126%	\$ 60.03	\$ 4,784	\$ 124,855
	2nd Year	127%	\$ 60.50	\$ 4,822	\$ 125,846
Emergency Medical Training Captain	1st Year	126%	\$ 60.03	\$ 4,784	\$ 124,855
	2nd Year	127%	\$ 60.50	\$ 4,822	\$ 125,846
Inspector I		102%	\$ 48.59	\$ 3,873	\$ 101,073
Inspector II		105%	\$ 50.02	\$ 3,986	\$ 104,046
Inspector III	1st Year	116%	\$ 55.26	\$ 4,404	\$ 114,946
	2nd Year	120%	\$ 57.17	\$ 4,556	\$ 118,909
Senior Inspector	1st Year	126%	\$ 60.03	\$ 4,784	\$ 124,855
	2nd Year	127%	\$ 60.50	\$ 4,822	\$ 125,846
Hazmat Inspector	1st Year	126%	\$ 60.03	\$ 4,784	\$ 124,855
	2nd Year	127%	\$ 60.50	\$ 4,822	\$ 125,846
Fire Support Services Coordinator	1st Year	102%	\$ 48.59	\$ 3,873	\$ 101,073
	2nd Year	105%	\$ 50.02	\$ 3,986	\$ 104,046
	3rd Year	115%	\$ 54.79	\$ 4,366	\$ 113,955
Public Education Officer	1st Year	102%	\$ 48.59	\$ 3,873	\$ 101,073
	2nd Year	105%	\$ 50.02	\$ 3,986	\$ 104,046
	3rd Year	115%	\$ 54.79	\$ 4,366	\$ 113,955

SCHEDULE "B"

Effective January 1, 2018

<u>Position</u>		<u>Index</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Annual</u>
Training Captain	1st Year	126%	\$ 61.35	\$ 4,889	\$ 127,601
	2nd Year	127%	\$ 61.83	\$ 4,928	\$ 128,614
Emergency Medical Training Captain	1st Year	126%	\$ 61.35	\$ 4,889	\$ 127,601
	2nd Year	127%	\$ 61.83	\$ 4,928	\$ 128,614
Inspector I		102%	\$ 49.66	\$ 3,958	\$ 103,296
Inspector II		105%	\$ 51.12	\$ 4,074	\$ 106,335
Inspector III	1st Year	116%	\$ 56.48	\$ 4,501	\$ 117,474
	2nd Year	120%	\$ 58.43	\$ 4,656	\$ 121,525
Senior Inspector	1st Year	126%	\$ 61.35	\$ 4,889	\$ 127,601
	2nd Year	127%	\$ 61.83	\$ 4,928	\$ 128,614
Hazmat Inspector	1st Year	126%	\$ 61.35	\$ 4,889	\$ 127,601
	2nd Year	127%	\$ 61.83	\$ 4,928	\$ 128,614
Fire Support Services Coordinator	1st Year	102%	\$ 49.66	\$ 3,958	\$ 103,296
	2nd Year	105%	\$ 51.12	\$ 4,074	\$ 106,335
	3rd Year	115%	\$ 55.99	\$ 4,462	\$ 116,462
Public Education Officer	1st Year	102%	\$ 49.66	\$ 3,958	\$ 103,296
	2nd Year	105%	\$ 51.12	\$ 4,074	\$ 106,335
	3rd Year	115%	\$ 55.99	\$ 4,462	\$ 116,462

Effective January 1, 2003

The Hours of Work of the Training Captains shall be the same as the Inspectors, Fire Support Services Coordinator and Public Education Officer.

HOURS OF WORK – TRAINING CAPTAINS, INSPECTORS, FIRE SUPPORT SERVICES COORDINATOR AND PUBLIC EDUCATION OFFICER

- (i) The hours of work for the Training Captains, Inspectors, Public Education Officer, and Fire Support Services Coordinator shall be on the basis of eight (8) hours per day, five (5) days per week, Monday through Friday.
- (ii) Notwithstanding Clause (i) hereof, the Training Captains, Inspectors, Public Education Officer, and Fire Support Services Coordinator under the 5/5/4 work week shall work two (2) weeks of forty-two (42) hours and thirty (30) minutes and one (1) week of thirty-four (34) hours in a three (3) week period with one-half (1/2) hour for the luncheon period under the following conditions:
 - a. Employees would receive an earned day off in a three week period.
 - b. The earned day off would be scheduled adjacent to the employee's day off and day of rest and predetermined on a yearly basis wherever possible.
 - c. There shall be no banking of earned days off except under special circumstances and with the approval of the Fire Chief.

SCHEDULE "C"

Effective January 1, 2016

<u>Position</u>		<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
Maintenance Person – Electrician	Hourly	\$ 41.37	\$ 43.81	\$ 46.31	\$ 48.64
Maintenance Person	Bi-weekly	\$ 3,297	\$ 3,492	\$ 3,690	\$ 3,876
Mechanic	Annual	\$ 86,047	\$ 91,135	\$ 96,317	\$ 101,176
Assistant Maintenance Person	Hourly	\$ 37.38	\$ 39.61	\$ 41.81	\$ 44.02
Assistant Mechanic	Bi-weekly	\$ 2,979	\$ 3,156	\$ 3,332	\$ 3,508
	Annual	\$ 77,753	\$ 82,382	\$ 86,964	\$ 91,552
Utilityperson	Hourly	\$ 29.58	\$ 31.25	\$ 33.04	\$ 34.74
	Bi-weekly	\$ 2,357	\$ 2,491	\$ 2,633	\$ 2,768
	Annual	\$ 61,523	\$ 65,006	\$ 68,720	\$ 72,250

SCHEDULE "C"

Effective January 1, 2017

<u>Position</u>		<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
Maintenance Person – Electrician	Hourly	\$ 42.50	\$ 45.01	\$ 47.57	\$ 49.97
Maintenance Person	Bi-weekly	\$ 3,387	\$ 3,587	\$ 3,791	\$ 3,982
Mechanic	Annual	\$ 88,396	\$ 93,623	\$ 98,946	\$ 103,938
Assistant Maintenance Person	Hourly	\$ 38.40	\$ 40.69	\$ 42.95	\$ 45.22
Assistant Mechanic	Bi-weekly	\$ 3,060	\$ 3,243	\$ 3,423	\$ 3,603
	Annual	\$ 79,876	\$ 84,631	\$ 89,338	\$ 94,051
Utilityperson	Hourly	\$ 30.39	\$ 32.11	\$ 33.94	\$ 35.68
	Bi-weekly	\$ 2,422	\$ 2,559	\$ 2,705	\$ 2,844
	Annual	\$ 63,203	\$ 66,781	\$ 70,596	\$ 74,222

SCHEDULE "C"
Maintenance Branch

Effective January 1, 2018

<u>Position</u>		<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
Maintenance Person – Electrician	Hourly	\$ 43.43	\$ 46.00	\$ 48.62	\$ 51.07
Maintenance Person	Bi-weekly	\$ 3,461	\$ 3,666	\$ 3,874	\$ 4,070
Mechanic	Annual	\$ 90,341	\$ 95,683	\$ 101,123	\$ 106,225
Assistant Maintenance Person	Hourly	\$ 39.25	\$ 41.58	\$ 43.90	\$ 46.21
Assistant Mechanic	Bi-weekly	\$ 3,128	\$ 3,314	\$ 3,498	\$ 3,683
	Annual	\$ 81,633	\$ 86,493	\$ 91,303	\$ 96,120
Utilityperson	Hourly	\$ 31.05	\$ 32.81	\$ 34.69	\$ 36.47
	Bi-weekly	\$ 2,475	\$ 2,615	\$ 2,764	\$ 2,906
	Annual	\$ 64,593	\$ 68,250	\$ 72,149	\$ 75,855

HOURS OF WORK

- (i) The hours of work for all employees covered by this Schedule shall be from 8:00 a.m. to 12:00 noon and from 1:00 p.m. to 5:00 p.m., Monday through Friday.
- (ii) Notwithstanding Clause (i) hereof, the employees under the 5/5/4 work week shall work two (2) weeks of forty-two (42) hours and thirty (30) minutes and one (1) week of thirty-four (34) hours in a three (3) week period with one-half (1/2) hour for the luncheon period under the following conditions.
 - a. Employees would receive an earned day off in a three week period.
 - b. The earned day off would be scheduled adjacent to the employee's day off and day of rest and predetermined on a yearly basis wherever possible.
 - c. There shall be no banking of earned days off except under special circumstances and with the approval of the Fire Chief.

SCHEDULE "D"

Employees shall be supplied with articles of uniforms at the entire cost of the department on the basis outlined in this schedule.

Any changes to this clothing schedule in the eight year cycle will be carried out through mutual agreement between the Fire Department and the Association.

It is the intent that all items in this clothing schedule will be tendered for March 1st delivery.

Prior to tenders being awarded for Fire Department clothing, the supplier shall furnish a proto-type of the article as specified, to the Fire Department and Association for approval.

Prior to distribution of the clothing issue, the Association and the Fire Department will inspect the articles to ensure that they meet the requirements and specifications that were previously agreed to.

The clothing cycle shall be on an eight year ongoing rotation with 2017 being year one of the cycle.

CLOTHING CYCLE (8 YEARS)
Schedule "A" and Training Captains

Year 1 (2017) will receive the following:

- 1 – pair of work shoes (black)
- 3 – work shirts (navy blue)
- 3 – work pants (navy blue) – wash and wear

Year 2 (2018) will receive the following:

- 3 – work shirts (navy blue)
- 3 – work pants (navy blue)
- 1 – sweater (navy blue)
- 2 – t-shirts (navy blue)
- 1 – pair of gloves (black)
- 3 – long-sleeve crew neck t-shirts (navy blue)

Year 3 (2019) will receive the following:

- 1 – pair of work shoes (black)
- 2 – work shirts (navy blue)
- 2 – work pants (navy blue)
- 1 – sweat suit (navy blue)
- 3 – t-shirts (navy blue)

Year 4 (2020) will receive the following:

- 2 – work shirts (navy blue)
- 2 – work pants (navy blue)
- 1 – pair of gloves (black)
- 1 – regular parka (navy blue)
- 2 – sweat shorts (navy blue)

Year 5 (2021) will receive the following:

- 1 – pair of work shoes (black)
- 2 – work shirts (navy blue)
- 2 – work pants (navy blue)
- 1 – belt (black)
- 3 – long-sleeve crew neck t-shirts (navy blue)

Year 6 (2022) will receive the following:

- 2 – work shirts (navy blue)
- 2 – work pants (navy blue)
- 1 – sweater (navy blue)
- 1 – sweat suit (navy blue)
- 2 – t-shirts (navy blue)
- 1 – pair of gloves (black)
- 1 – light jacket (navy blue)

Year 7 (2023) will receive the following:

- 1 – pair of work shoes (black)
- 2 – work shirts (navy blue)
- 2 – work pants (navy blue)
- 1 – sweat suit (navy blue)
- 3 – t-shirts (navy blue)

Year 8 (2016) will receive the following:

- 1 – belt (black)
- 1 – pair of dress shoes (black)
- 1 – dress shirt (white)
- 1 – dress pant (navy blue)
- 1 – tunic (navy)

Work shoes (black) shall be a choice of one of the following: one pair of boots, shoes, winter boots, or the issue mutually agreed upon by Management and the Association, except for Year 8 where the dress shoe will be required.

i.e. as per agreement – Redwing 2001

CLOTHING CYCLE (8 YEARS)
Schedule "B" & "C" (excluding Training Captains)

Year 1 (2017) will receive the following:

- 1 – pair of work shoes (black)
- 3 – work shirts (navy blue)
- 3 – work pants (navy blue) – wash and wear *1

Year 2 (2018) will receive the following:

- 3 – work shirts (navy blue)
- 1 – sweater (navy blue)
- 1 – t-shirt (navy blue)
- 1 – pair of gloves (black)
- 3 – work pants (navy blue) – wash and wear *1
- 3 – long-sleeve crew neck t-shirts (navy blue)

Year 3 (2019) will receive the following:

- 1 – pair of work shoes (black)
- 1 – work shirt (navy blue)
- 2 – t-shirts (navy blue)
- 2 – work pants (navy blue) – wash and wear *1
- 1 – light jacket (navy blue)

Year 4 (2020) will receive the following:

- 3 – work shirts (navy blue)
- 1 – pair of gloves (black)
- 1 – sweater (navy blue)
- 2 – work pants (navy blue) – wash and wear *1
- 1 – regular parka (navy blue)

Year 5 (2021) will receive the following:

- 1 – pair of work shoes (black)
- 2 – work shirts (navy blue)
- 1 – belt (black)
- 2 – work pants (navy blue) – wash and wear *1
- 3 – long-sleeve crew neck t-shirts (navy blue)

Year 6 (2022) will receive the following:

- 3 – work shirts (navy blue)
- 1 – sweater (navy blue)
- 2 – t-shirts (navy blue)
- 1 – pair of gloves (black)
- 2 – work pants (navy blue) – wash and wear *1
- 1 – light jacket (navy blue)

Year 7 (2023) will receive the following:

- 1 – pair of work shoes (black)
- 2 – work shirts (navy blue)
- 3 – t-shirts (navy blue)
- 3 – work pants (navy blue) – wash and wear *1

Year 8 (2016) will receive the following:

- 1 – belt (black)
- 1 – pair of dress shoes (black)
- 1 – dress shirt (white)
- 1 – dress pant (navy blue)
- 1 – tunic (navy)

*1 Inspectors and Public Education Officers will be issued dress pants in place of work pants.

Inspectors, as required, will be issued any of the following items: dress uniform, light jacket and winter parka.

Work shoes (black) shall be a choice of one of the following: one pair of boots, shoes, winter boots, or the issue mutually agreed upon by Management and the Association, except for (Year 8) where the dress shoe will be required.

i.e. as per agreement – Redwing 2001

In addition to the above clothing cycle, the following items are to be included as identified:

- (a) One (1) uniform cap as required
- (b) One (1) hat badge for Regina Fire & Protective Services identification
- (c) Employees covered by Schedule “C” shall have the option of one (1) pair of boots, shoes, winter boots or steeled toe, oil resistant boots, except in Year 8 where dress shoes will be required
- (d) All insignia as required
- (e) Fire Fighters’ turnout coat, knee boots, night lines (braces), turnout mitts, balaclava and helmet as required

Employees of the Operations Branch, upon commencement of training, shall be furnished with clean and serviceable issue of protective clothing, including pants (night lines), turnout coat, knee boots and general fire fighting equipment, and after appointment will be issued the following clothing:

- 1 – pair of work shoes (black)
- 3 – work shirts (navy blue)
- 3 – work pants (navy blue) – wash and wear
- 3 – t-shirts (navy blue)
- 1 – sweater (navy blue)
- 1 – sweat suit (navy blue)
- 1 – belt (black)
- 1 – regular parka (navy blue)
- 1 – pair of gloves (black)
- 1 – dress uniform consisting of a tunic, 2 dress shirts, 1 dress pant, two ties (clip-on or regular) and dress shoes
- 1 – muskrat fur hat

The new recruit will then fall into the regular rotation with the following exceptions:

- (a) If the new recruit is hired in Year 6 or Year 7, he will not receive the dress uniform in Year 8 including dress shoes.
- (b) If a new recruit is hired in Year 2 or Year 3, he will not receive a regular parka in Year 4.

REGINA FIRE & PROTECTIVE SERVICES – 42 – HOUR WEEK WORK SCHEDULE

4 PLATOONS – 2 SHIFTS – 10 & 14 HOUR WORK PERIODS

2 Days – 2 Nights – 2 Days Off: 2 Days – 2 Nights – 6 Days Off

SCHEDULE ROTATES EVERY 16 WEEKS

WEEK OFF	SHIFT	SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.
	8 a.m. – 6 p.m.	1	1	3	3	2	2	4
	6 p.m. – 8 a.m.	2	2	1	1	3	3	2
	8 a.m. – 6 p.m.	4	3	3	1	1	4	4
	6 p.m. – 8 a.m.	2	4	4	3	3	1	1
	8 a.m. – 6 p.m.	2	2	1	1	3	3	2
	6 p.m. – 8 a.m.	4	4	2	2	1	1	3
	8 a.m. – 6 p.m.	2	4	4	3	3	1	1
	6 p.m. – 8 a.m.	3	2	2	4	4	3	3
	8 a.m. – 6 p.m.	4	4	2	2	1	1	3
	6 p.m. – 8 a.m.	1	1	4	4	2	2	1
	8 a.m. – 6 p.m.	3	2	2	4	4	3	3
	6 p.m. – 8 a.m.	1	3	3	2	2	4	4
	8 a.m. – 6 p.m.	1	1	4	4	2	2	1
	6 p.m. – 8 a.m.	3	3	1	1	4	4	2
	8 a.m. – 6 p.m.	1	3	3	2	2	4	4
	6 p.m. – 8 a.m.	2	1	1	3	3	2	2
	8 a.m. – 6 p.m.	3	3	1	1	4	4	2
	6 p.m. – 8 a.m.	4	4	3	3	1	1	4
	8 a.m. – 6 p.m.	2	1	1	3	3	2	2
	6 p.m. – 8 a.m.	4	2	2	1	1	3	3
	8 a.m. – 6 p.m.	4	4	3	3	1	1	4
	6 p.m. – 8 a.m.	2	2	4	4	3	3	1
	8 a.m. – 6 p.m.	4	2	2	1	1	3	3
	6 p.m. – 8 a.m.	1	4	4	2	2	1	1
	8 a.m. – 6 p.m.	2	2	4	4	3	3	1
	6 p.m. – 8 a.m.	3	3	2	2	4	4	3

WEEK OFF	SHIFT	SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.
	8 a.m. – 6 p.m.	1	4	4	2	2	1	1
	6 p.m. – 8 a.m.	3	1	1	4	4	2	2
	8 a.m. – 6 p.m.	3	3	2	2	4	4	3
	6 p.m. – 8 a.m.	1	1	3	3	2	2	4
	8 a.m. – 6 p.m.	3	1	1	4	4	2	2
	6 p.m. – 8 a.m.	4	3	3	1	1	4	4

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

THE REGINA PROFESSIONAL FIRE FIGHTERS ASSOCIATION, LOCAL #181

Re: Changing Hours of Work

This schedule sets out the rules to govern an employee within the association to have their regular schedule of hours adjusted for alternate assignments. It is the intention of the Management of the Regina Fire Department to balance the day to day staffing needs of the department with these initiatives. It is our desire to maintain front line apparatus in service whenever possible.

A. ALTERNATE ASSIGNMENTS

Alternate assignments which have a direct relationship to the service programs within the department's service mandate may be but not exclusive to the following areas:

- | | | |
|-------------------------------|---|--|
| Training | - | This includes the training an individual would receive, as well as the instruction he would then pass on to suppression and rescue personnel. |
| Education | - | This includes any courses, workshops, seminars, etc. which an individual would attend. |
| Committee Requirements | - | This includes meetings and work related to committee needs. |
| Orientation | - | This includes the meetings, training, related work to establishing the work plans and assignments of any division. |
| Public Education | - | This includes work assignments related to the delivery of our departments public education programs. |
| Planning Sessions | - | This includes the development, introduction and follow up evaluation of programs implementation within our department. |

B. CHANGING HOURS OF WORK:

The following shall be applicable to employees who are required to change their schedule of hours of work to accommodate assignments outside an employee's normal schedule.

- 1. Notice of required changes in hours or shifts shall be given to employees 30 days in advance of the shift change. In situations where sufficient notice is not given, Management will contact the Association Executive outlining the details of the proposed initiative. The parties will then contact the affected individuals and, if mutual agreement for changing the hours of**

work is reached, the initiative may go forward. It is the intent, where possible, for greater notice up to 30 days to be given.

2. **Regular vacation schedules will remain unchanged unless altered through mutual agreement.**
3.
 - (a) **When an employee's schedule is adjusted, the employee will not be required to report for duty on a night shift prior to the start of an assignment (inclusive of travel day), and no employee will be scheduled to work more than five consecutive days (not including travel days). The combination of the work and travel will not be required to exceed twelve hours in a twenty-four hour period. Travel time to or from Brandon will be calculated as 4.5 hours. Travel time to or from Vermillion will be calculated as 6.5 hours. Travel will not be required if the training class is completed in Brandon after 3 p.m. or in Vermillion after 1 p.m. at the completion of the training. Sufficient time away from the employee's work schedule will be granted to meet travel schedules.**
 - (b) **Notwithstanding (a) above, an employee's regular work schedule may be adjusted up to 8 times per calendar year. In addition, up to two times per year a Training Captain's earned day off may be adjusted by the Administration with it not being considered a "change in hours of work."**
 - (c) **Situations which may occur that have needs which are beyond the scope of the terms and conditions set out in this Schedule will be mutually agreed to by the parties.**
4. **An employee whose schedule is adjusted will receive compensation based on a shift for shift for all non-scheduled days the employee is required to work. A shift is one scheduled period of time in the affected employee's permanently held position.**

When calculating the time off in lieu credited to such employee, it will be done in the following manner:

Number of shifts required for the assignment, inclusive of approved travel time (where applicable), minus the employee's normally scheduled shifts, equals the number of shifts credited to the employee's time off in lieu bank. Normally scheduled shifts include the shifts immediately prior to and following the assignment.

5. **These changes will apply to periods of greater than 50% of a shift for periods of up to and including 32 days. Those assignments of 50% and less of the employee's normal shift will not require an adjustment to their schedule.**
6. **All employees will receive their regular rate of pay for their permanent position, plus their normal benefits in such position as per the Collective Agreement. Changing hours of work under the terms and conditions of this schedule will not result in a loss of superior duty pay for an affected employee.**

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

THE REGINA PROFESSIONAL FIRE FIGHTERS ASSOCIATION, LOCAL #181

Re: Employment Equity

The Parties are committed to Employment Equity and the joint development, implementation, monitoring, evaluation and updating of the Employment Equity Plan as approved by the Saskatchewan Human Rights Commission.

The Parties agree to promote employment equity opportunities and equitable treatment for persons of Aboriginal ancestry, persons with disabilities, visible minority persons, women and such other groups as may be identified and/or agreed to by the Parties.

President, Local #181, I.A.F.F.

Director of Human Resources

Secretary, Local #181, I.A.F.F.

Date