Minute No. 429
Report – Executive Policy Committee – May 16, 2007

Item No. 2 Winnipeg Fire Paramedic Service - Negotiations between the City of Winnipeg and the Professional Paramedics Association of Winnipeg File GU-4.9

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Memorandum of Settlement agreed to by the Negotiating Committees of the City and the Professional Paramedics Association of Winnipeg be ratified.

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with Professional Paramedics Association of Winnipeg consistent with the terms of the Memorandum of Settlement.

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DECISION MAKING HISTORY:

Moved by His Worship Mayor Katz,
That the recommendation of the Executive Policy Committee be adopted.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On May 16, 2007, the Executive Policy Committee concurred in the administrative recommendation and submitted the matter to Council.

RE: Winnipeg Fire Paramedic Service – Negotiations between the City of Winnipeg and the Professional Paramedics Association of Winnipeg (PPAW)

FOR SUBMISSION TO: EXECUTIVE POLICY COMMITTEE

ORIGINAL REPORT SIGNED BY: Cliff Jeffers, Acting Director of Internal Services

REPORT DATE: May 15, 2007

RECOMMENDATION(S):

1. That City Council ratify the Memorandum of Settlement agreed to by the Negotiating Committees of the City and the Professional Paramedics of Winnipeg (PPAW).

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with PPAW consistent with the terms of the Memorandum of Settlement.

Report Summary

KEY ISSUES:

The settlement proposed by the Administration includes changes involving significant terms and material costs as follows:

1. Financial Adjustments: The City will pay Intermediate Care (ICP) and Advanced Care (ACP) paramedics additional premiums as follows:

    - Increase ACP premium to 12%
    - Add a four (4) percent premium for ICP's who have five years of service with the WFPS.

2. Operational Issues – The City has negotiated changes whereby fire apparatus staff will include Primary Care Paramedics and 24 Hour Emergency Ambulances personnel will be upgraded to provide advanced life support.

3. The City has negotiated changes to vacation scheduling for PPAW members to allow for more efficient staffing and delivery of training programs.

IMPLICATIONS OF THE RECOMMENDATION(S):

General Implications

	None
√	For the organization overall and/or for other departments
√	For the community and/or organizations external to the City of Winnipeg
√	Involves a multi-year contract

Comment(s): Ratification of the proposed Agreement will resolve key and difficult issues that have been in dispute for almost a decade.

Policy Implications

√	None
	Yes

Regulatory Implications

√	None
	Eliminates or reduces regulatory impact
	Proposes regulatory impact

Environmental Implications

√	None
	Yes

Human Resources Implications

	None
√	Yes

Comment(s): The proposed settlement would resolve a longstanding and contentious dispute between the parties.

Financial Implications

√	Current and/or capital budget adjustment required.
√	There is no budget provision for the projected annual cost of $ 0.483 million upon full implementation in 2009 and each year thereafter.

REASON FOR THE REPORT:

It is required that the Executive Policy Committee provide a negotiations mandate to the Administration and that City Council ratify all Collective Agreements entered into by the City of Winnipeg and Civic Unions/Associations.

HISTORY:

1. Efforts to integrate the Fire and Ambulance Departments commenced in 1998.
2. Protracted discussion and negotiations over several years have failed to produce a settlement.
3. Working relationships between all the parties have been adversely impacted by the level of uncertainty caused by events over the past ten years.
4. The parties were engaged in a series of legal disputes both at the Labour Board and by way of grievances that were at various stages of litigation.
5. On February 21, 2007, the Labour Board ruled that it would hear the City's application to review the appropriateness of existing bargaining units in light of overlapping duties as alleged by the City. This would have required over 30 days of hearings involving several parties.
6. Over the past few weeks and particularly following the February 21 ruling, the parties had been engaged in informal discussions towards reaching a negotiated settlement of outstanding issues.
7. On April 25th, the City reached a tentative settlement with UFFW and PPAW to resolve all outstanding issues arising from integration efforts.

DISCUSSION:

1. In determining the proposed salary and benefit revisions, due consideration was given to:
    - The financial impact on the City.
    - Cost sharing arrangement between the City and the WRHA for deliver of para-medicine by members of PPAW and the WFPSOA.
    - The operational efficiencies required by the WFPS.
    - Expected concessions and enhancements sought by the Unions, as expressed during the informal discussions.
    - The expenditure necessary to address material issues and to increase the likelihood of a negotiated settlement.
    - The necessity of ending exhausting disputes and resulting litigation that has distracted from the essential and critical work of the WFPS.

2. **Financial Impact:** The annual cost of the proposed terms of settlement after full implementation in 2009 is $ 0.483 million per year.

3. **Market Survey –** The City of Winnipeg is the first Canadian jurisdiction to negotiate comprehensive work sharing agreements between firefighters and paramedics. Therefore, there is no comparator market data available.

Financial Impact Statement

Date: May 9, 2007

Project Name:

First Year of Program 2007

WFPS - PPAW Negotiations 2007 - Memorandum of Settlement

(in $Millions)	2007	2008	2009	Total
Capital				
Capital Expenditures Required	$ -	$ -	$ -	$ -
Less: Existing Budgeted Costs	-	-	-	-
Additional Capital Budget Required	$ -	$ -	$ -	$ -
Funding Sources:				
Debt - Internal	$ -	$ -	$ -	$ -
Debt - External	-	-	-	-
Grants (Enter Description Here)	-	-	-	-
Reserves, Equity, Surplus	-	-	-	-
Other - Enter Description Here	-	-	-	-
Total Funding	$ -	$ -	$ -	$ -
Total Additional Capital Budget Required	$ -			
Total Additional Debt Required	$ -			
Current Expenditures/Revenues				
Direct Costs	$ 0.190	$ 0.468	$ 0.483	$ 1.141
Less: Incremental Rev/Recovery	$ -	$ -	$ -	$ -
Net Cost/(Benefit)	$ 0.190	$ 0.468	$ 0.483	$ 1.141
Less: Existing Budget Amounts	$ -	$ -	$ -	$ -
Net Budget Adjustment Required	$ 0.190	$ 0.468	$ 0.483	$ 1.141

Additional Comments:

1. The costs for 2007 were prorated over 15 Pay Periods based on the assumption that the effective date of the increases is the ratification date May 16, 2007.

2. It is expected that costs would be subject to the existing cost sharing formula.

3. The above costs include 25.74% benefits (based on 2006 Actual) and an estimated annual 3.0% CPI increase.

4. As per the terms of the agreement (Item #13 of the Memorandum of Settlement), renaming the Ambulance branch of WFPS to "Winnipeg Emergency Medical Services" could result in additional costs for replacing WFPS crests on all Medical Equipments, Uniforms, Hat Badges, and all other identifiers issued to or worn by members of PPAW. The impact of this change is to be minimized through a planned phased in approach. The associated costs have not been quantified and, therefore, not included in the costs above.

5. There is no budget provision for this agreement.

Radhika Abeysekera
Manager of Finance & Administration
Corporate Services Dept.

IN PREPARING THIS REPORT THERE WAS:

Internal Consultation With and Concurrence By:

City Treasurer's Office as to the budget implications of this proposal.

External Consultation With:

External Auditor – Ernst & Young

THIS REPORT SUBMITTED BY:

Department	Internal Services
Division	Labour Relations and Compensation
Prepared By:	Sudhir Sandhu, Acting Manager, Labour Relations
File No.	

WFPS - PPAW Negotiations 2007

Incremental Cost - Memorandum of Settlement

Effective Date of Agreement May 16, 2007

Wage Adjustments	Year	PP #	Negotiated % Increase
	2007	1	0.00%
		1	0.00%
	2008	1	0.00%
		1	0.00%
	2009	1	0.00%
		1	0.00%
Cumulative			**0.0%**

Base Wage Negotiated Costs:		**2007**	**2008**	**2009**	**Total**
Incremental Wage Adjustment		-	-	-	-
Roll Over Effect		-	-	-	-
Annual Incremental financial impact		**-**	**-**	**-**	**-**
Cumulative financial Impact For Fiscal Year		**-**	**-**	**-**	**-**
Base Wage	**$0**	**0.0%**	**0.0%**	**0.0%**	
Blue Cross Benefit Improvements					
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
Annual Incremental financial impact		**-**	**-**	**-**	**-**
Cumulative financial Impact For Fiscal Year		**-**	**-**	**-**	**-**
Other Significant Benefit Improvements:					
Premium increase for Paramedics with ACP (Note 1 & 2)		150,166	389,597	401,285	941,048
Emergency Paramedic II ICP to be compensated at 4% Premium (Note 1 & 2)		40,190	78,667	81,027	199,883
		-	-	-	-
Annual Incremental financial impact		**190,356**	**468,264**	**482,311**	**1,140,931**

Notes:

See attached list of notes and assumptions used in the calculation.

1) The effective date of the premium increase is the ratification date, which is assumed to be May 16, 2007 and the costs for 2007 were prorated accordingly.

2) The above costs include 25.74% benefits (based on 2006 Actual) and an estimated annual 3.0% CPI increase.

3) As per the terms of the agreement (Item #13 of the Memorandum of Settlement), renaming the Ambulance branch of WFPS to "Winnipeg Emergency Medical Services" could result in additional costs for replacing WFPS crests on all Medical Equipments, Uniforms, Hat Badges, and all other identifiers issued to or worn by members of PPAW. The impact of this change is to be minimized through a planned phased in approach. The associated costs have not been quantified and, therefore, not included in the costs above.

WFPS – PPAW Negotiations 2007
Memorandum of Settlement
Notes and Assumptions

1. The Memorandum of Settlement includes the following items which have financial implications:

- *Paramedics 2 ACP to be compensated at total 12% premium and that a complement of seventy-two (72) ACP's is maintained by WFPS.*
- *WFPS shall increase its complement of Intermediate Care Paramedics (ICP) to twenty-five (25) and maintain a roster at that level. ICP's are to be paid a premium of 4% above the five (5) year rate of the regular Emergency Paramedic 2. The premium is to be paid to employees with at least 5 years of service with WFPS.*

2. *The effective date of the premium increases is the ratification date, which is assumed to be May 16, 2007; and the costs for 2007 were prorated accordingly.*

3. *A benefits rate of 25.74%, based on 2006 Actual, and an annual 3.0% CPI increase have been applied.*

4. *Wages have been upgraded to 2007 level according to the Werier Arbitration Award March 30, 2007, prior to the application of the above increases.*

5. *As per the terms of the agreement (Item #13 of the Memorandum of Settlement), renaming the Ambulance branch of WFPS to "Winnipeg Emergency Medical Services" could result in additional costs for replacing WFPS crests on all Medical Equipments, Uniforms, Hat Badges, and all other identifiers issued to or worn by members of PPAW. The impact of this change is to be minimized through a planned phased in approach. The associated costs have not been quantified and, therefore, not included in the reported costs.*