## LETTER OF UNDERSTANDING NO. 3

**Between the City of Winnipeg and**
**The United Fire Fighters of Winnipeg, Local 867 of IAFF**

**RE: BARGAINING PROTOCOL**

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The City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of IAFF agree to the following protocol:

1. If, at any time, Management of the Winnipeg Fire Department deems it necessary to communicate with members of branches on bargaining issues, such communication will only take place with the concurrence of, and in the presence of, representatives of UFFW, Local 867.

2. Issues, which are the subject of ongoing negotiations between UFFW, Local 867 and the Winnipeg Fire Department, will be held in confidence until resolved. If enquiries are made concerning those issues it shall be noted that such issues are the subject of ongoing negotiations between the UFFW, Local 867 and the Winnipeg Fire Department, and shall not be discussed further.

3. Once the Management of the Winnipeg Fire Department has developed a proposed change in a management system that impacts on the Collective Agreement within the Winnipeg Fire Department, Management shall:

   **a)** make a presentation to the affected branch/staff in regard to the proposed change, concept and reasons and clarify any questions that the affected branch/staff may have. These discussions will take place with the concurrence and in the presence of UFFW, Local 867 Representatives.

   **b)** Any actions that impact the Collective Agreement flowing from the proposed change will be negotiated with UFFW, Local 867.

4. The City and the UFFW, Local 867 acknowledge that any breach of this protocol is a serious matter and any breach hereof shall be dealt with expeditiously by contacting the City's Labour Relations Officer who shall take appropriate action.

   It should be further noted that a copy of this protocol shall be provided to all members of the Management of the Winnipeg Fire Department and all supervisory ranks within the Winnipeg Fire Department and a copy shall be posted at each Fire Station and kept on file.

SIGNED at the City of Winnipeg, in the Province of Manitoba this **26th** Day of **April, 2017**

FOR THE CITY OF WINNIPEG

FOR THE UNITED FIRE FIGHTERS OF WINNIPEG
LOCAL 867 OF IAFF