**Minute No. 264**
**Report "A" - Executive Policy Committee - March 17, 2004**

**Item No. 5 Winnipeg Fire Paramedic Senior Officers Association – Memorandum of Agreement**
**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 Agreement agreed to by the negotiating committees of the City and the Winnipeg Fire Paramedic Senior Officers Association (WFPSOA) be ratified.

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

**Report "A" - Executive Policy Committee - March 17, 2004**

DECISION MAKING HISTORY:

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

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On March 17, 2004, the Executive Policy Committee concurred in the administrative recommendation and submitted the matter to Council.

**Re: Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association (WFPSOA)**

**For Submission To:** Executive Policy Committee

**Submitted By:** Annitta Stenning
Chief Administrative Officer

**Report Date:** March 8, 2004

**RECOMMENDATION(S):**

1. That City Council ratify the Memorandum of Agreement agreed to by the negotiating committees of the City and the WFPSOA.

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

## Report Summary

**KEY ISSUES:**

The Memorandum of Agreement between the City and WFPSOA includes changes involving significant terms and material costs as follows:

1. Term of Agreement – February 14, 2001 to February 22, 2004 (36 months)

2. Salary Adjustments:
   - February 4, 2001 (PP # 4) – 2.5%
   - February 10, 2002 (PP # 4) – 3.0%
   - November 17, 2002 (PP # 24) 1.0% (non-cumulative)
   - February 16, 2003 (PP # 4) 3.0%

3. Vacation Entitlement
   - Four (4) weeks after 5 years
   - Five (5) weeks after 13 years
   - Six (6) weeks after 21 years

4. Sick Leave Accrual
   - Provide for accrual at the rate of 15 days per year of service for 12-hour shift personnel

**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, in part, determine wage and benefit increases to other Civic bargaining units. |

**Policy Implications**

| | |
|---|---|
| √ | None |
| | Yes |
| | Comment(s): |

**Environmental Implications**

| | |
|---|---|
| √ | None |
| | Yes |
| | Comment(s): |

**Human Resources Implications**

| | |
|---|---|
| | None |
| √ | Yes |
| √ | Comment(s): Ratification of the proposed Agreement will have influence on wage and benefit increases to other Civic bargaining units particularly those representing employees in the Winnipeg Fire Paramedic Service. |

**Financial Implications**

| | |
|---|---|
| √ | Within approved current and/or capital budget |
| | Current and/or capital budget adjustment required |
| √ | Comment(s): The total cost of the Agreement for the period 2001-2004 is $460,516. |

**REASON FOR THE REPORT:**

It is required that City Council ratify all collective agreements negotiated between the City of Winnipeg and bargaining agents representing civic employees before they take effect.

**HISTORY:**

1. The Collective Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association expired on February 13, 2001. The parties had deferred bargaining until the City concluded an Agreement with the Professional Paramedics of Winnipeg (PPAW).

2. Following interest arbitration hearings, Arbitrator Peltz issued an award for the PPAW bargaining unit in 2003.

3. The parties commenced bargaining on October 10, 2003.

4. Following extensive bargaining, the parties concluded a Memorandum of Agreement on February 13, 2004.

**DISCUSSION:**

1. In determining an appropriate general wage and benefit increase to members of the WFPSOA, consideration was given to:
   - The financial impact on the City of Winnipeg
   - The negotiated Agreements with WAPSO, CUPE Local 500 and ATU Local 1505.
   - The Peltz arbitration award to PPAW (2003)
   - Negotiated settlements in the local market.

2. **Financial Impact:** The cost of the proposed terms of agreement over the three years 2001 – 2004 is $ 460,516.

   The Financial Impact Statement **(see attached)** indicates that a budget adjustment will not be required to cover the total cost of the Agreement.

3. **2003 PPAW Arbitration Award:** The terms of the Memorandum of Agreement are in accordance with the negotiations mandate approved by the Executive Policy Committee. Historically, the City has extended benefits to the WFPSOA consistent with those provided to PPAW. This Agreement mirrors the wages and benefit increases awarded to PPAW.

4. **Negotiated Settlements in the Local Market:** Recent agreements in the local market include a three-year agreement signed by the Manitoba Public Insurance Corporation that provides for an average annual increase of 2.7%. Manitoba Hydro, the WCB and the Province of Manitoba have also reached agreements that provide for an increase of 3.0% in each of the first two years of the agreement followed by COLA in the third.

5. **Operational Issues:** This Memorandum of Agreement includes a number of changes affecting WFPS operations. They include:
   - A simplified grievance and arbitration process.
   - Introduction of more consistent and flexible hours of work.
   - Resolution of a dispute respecting calculation of vacation credits in accordance with the City's interpretation of Collective Agreement provisions.

**IN PREPARING THIS REPORT, THERE WAS CONSULTATION WITH AND CONCURRENCE BY THE CITY TREASURER'S OFFICE AS TO THE BUDGET IMPLICATIONS OF THIS PROPOSAL:**

Jo-Anne Ferrier
City Treasurer
Corporate Finance Department

**THIS REPORT SUBMITTED BY:**

Sudhir Sandhu
Senior Labour Relations Specialist
Labour Relations and Compensation Division
Corporate Services Department

## Financial Impact Statement

**Date:** February 13, 2004

**Winnipeg Fire Paramedic Senior Officers Association (WFPSOA) - Memorandum of Agreement**

| ($ millions) | 2001 | 2002 | 2003 | 2004 | Total |
|---|---|---|---|---|---|
| **Capital** | | | | | |
| Capital Expenditures Required | $ - | $ - | $ - | $ - | $ - |
| Less: Existing Budgeted Costs | - | - | - | - | - |
| Additional Capital Budget Required | $ - | $ - | $ - | $ - | $ - |
| **Funding Sources:** | | | | | |
| Reserves, Equity, Surplus | - | - | - | - | - |
| Other - Enter Description Here | - | - | - | - | - |
| Total Funding | $ - | $ - | $ - | $ - | $ - |
| Total Additional Capital Budget Required | $ - | | | | |
| Total Additional Debt Required | $ - | | | | |
| **Current Expenditures/Revenues** | | | | | |
| Direct Costs | $ 0.04 | $ 0.09 | $ 0.16 | $ 0.17 | $ 0.46 |
| Less: Incremental Revenue/Recovery | $ - | $ - | $ - | $ - | $ - |
| Net Cost/(Benefit) | $ 0.04 | $ 0.09 | $ 0.16 | $ 0.17 | $ 0.46 |
| Less Existing Accruals | $ 0.04 | $ 0.09 | $ 0.21 | $ - | $ 0.34 |
| Less: Existing Budget Amounts | $ - | $ - | $ - | $ 0.12 | $ 0.12 |
| Net Budget Adjustment Required | $ - | $ - | $ (0.05) | $ 0.05 | $ - |

There is a total agreement cost of $0.46 million over a four-year period. The anticipated 2003 year-end accrual is sufficient to cover the projected cost of the agreement for the years 2001, 2002 and 2003. The 2004 provision (the Budget for 2004 has not yet been adopted by Council) is not sufficient to cover the anticipated cost of the agreement for 2004, however, the 4-year impact of the agreement is offset by the accrual. We are anticipating that a portion (approximately 25%) of the 2003 and 2004 costs of the agreement will be recoverable from the Winnipeg Regional Health Authority (WRHA).

Manager of Finance & Administration