THE CITY OF WINNIPEG

-and-

THE WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

MEMORANDUM OF AGREEMENT

SEPTEMBER 1, 2021 to DECEMBER 31, 2024

Errors and Omissions Excepted

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF WINNIPEG
and
WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

ERRORS AND OMISSIONS EXCEPTED

1. GENERAL

It is understood and agreed that the negotiating committees of The City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association (WFPSOA) shall recommend ratification of the amended Agreement to their respective principals. The City of Winnipeg and WFPSOA agree, subject to ratification by both parties, to extend and amend the Collective Agreement that expired August 31, 2021 as follows:

A. All amendments to the Agreement will take effect upon ratification by both parties unless otherwise specifically stated.
B. All provisions of the Collective Agreement remain status quo except as specifically stated.
C. All provisions of the Collective Agreement that require amendment to reflect changes in the term of the Agreement, salary adjustments and re-numbering of articles shall be made without change to the underlying intent or meaning of those provisions.
D. The date of ratification of this Agreement shall be the first date on which both parties have ratified the Memorandum of Agreement.

2. Term of Agreement

September 1, 2021 — December 31, 2024 (40 months)

3. General Wage Increase

The City shall increase all bi-weekly/hourly rates in effect as follows:

Effective August 31, 2022 – 2.00%
Effective August 31, 2023 – 2.00%
Effective August 31, 2024 – 1.90%

4. Gender-Neutral Language

The parties will amend the agreement to incorporate gender-neutral language throughout the collective agreement.

5. **Amendments to the Collective Agreement — Appendix A**

Article 1 – Recognition
Article 13 – Job Posting
Article 14 – Leave of Absence
Article 17 – Personal Equipment and Uniforms
Article 18 – Hours of Work
Article 19 – Overtime
Article 20 – General Holidays
Article 21 – Vacations
Article 24 – Sick Leave
Article 25 – Training and Standards
Article 26 – Class Specifications
Article 29 – Welfare and Group Insurance
Article 31 – Duration of Agreement
Article 39 – Labour/Management Committee (NEW)
Appendix 1 Re: Article 13 – Job Posting (Promotions)
Appendix 2 (DELETE)

6. **Memorandum of Agreement**

<u>Amend</u>:

MEMORANDUM OF AGREEMENT RE: Part-Time Employees

7. **Letters of Understanding**

<u>Delete</u>:

LETTER OF UNDERSTANDING RE: Premium Payment

Renew:

LETTER OF UNDERSTANDING RE: Wellness and Fitness
LETTER OF UNDERSTANDING RE: Maternity/ Parental Leave

<u>Add</u>:

LETTER OF UNDERSTANDING RE: Modified Work Week in the Training Branch
LETTER OF UNDERSTANDING RE: Additional Compensation for PCPOs Managing Platoons 5 and 6
LETTER OF UNDERSTANDING RE: Flex Benefits Program
LETTER OF UNDERSTANDING RE: Equity, Diversity and Inclusion

8. **Schedule D – Wages**

Delete:

Pay Back Hours (Established in WFPSOA Implementation Document May 3, 2007)

9. **Salary Schedules**

Update titles of classifications and rates of pay in accordance with this memorandum.

Agreed this 15th day of June 2022.

FOR THE CITY OF WINNIPEG

Allan Beach
Senior Manager of Labour Relations
and Negotiation Services
City of Winnipeg

FOR THE ASSOCIATION

Chris Rollwagen
President
WFPSOA

Rich Gray
Vice-President
WFPSOA

APPENDIX A

Amendments to the Collective Agreement

ERRORS AND OMISSIONS EXCEPTED

ARTICLE 1 – RECOGNITION

Amend 1.03 to read as follows:

1.03 Plural ~~or Feminine~~ Terms – whenever the singular ~~or masculine~~ is used in this Agreement, it shall be considered as if plural ~~or feminine~~ has been used where the context of the party or parties hereto so require. ~~Whenever a noun, pronoun, or adjective indicating gender or sex is used, it shall be considered to apply to and deemed to include any person regardless of gender identity of sexual orientation~~.

ARTICLE 13 – JOB POSTING

Add to the end of 13.03 the following paragraph:

13.03 [...]

When a member from Group A is promoted to a position listed in Group B (as per Appendix 1), previous time acting will be considered for the purposes of determining annual increments, where applicable. The maximum number of acting hours that can be recognized is either 2184 or 2080 hours (as determined by the hours of work for the Group B position), and the maximum benefit that can be realized is the top step of the applicable salary scale. Only acting hours accumulated after the date of ratification of this collective agreement will be recognized.

ARTICLE 14 – LEAVE OF ABSENCE

Amend 14.05 3 a) to read

a) At least **four (4)** ~~**two (2)**~~ weeks prior to returning to work, following **their** Maternity Leave, an employee shall [...]

Change "Job Classifications" title on page 17 to 'Administration and Reassignment'

Add new article as follows:

14.06 Parental Leave

a) The City will grant a leave of absence not to exceed sixty-three (63) continuous weeks to any employee who has completed seven (7) months of

service with the City for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent.

b) The employee shall submit an application, in writing, stating the duration of leave requested, to their department head for parental leave at least four (4) weeks before the day on which leave is intended to commence, except in the case of an employee intending to take maternity leave, in which case the employee shall submit her application for parental leave at the same time as her application for maternity leave.

c) Parental leave must commence no later than the first anniversary of the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee. However, where an employee intends to take parental leave in addition to maternity leave, the employee must commence the parental leave immediately on expiration of the maternity leave without a return to work after expiration of the maternity leave.

d) Parental leave shall be considered leave of absence without pay.

e) Sick leave credits, annual leave credits, long service pay, statutory holiday and clothing issue will not accrue for any period of time the employee is absent on parental leave.

f) During the period of parental leave, the employee may, on request in advance of the leave, pay both their portion and the City's portion of fringe benefit costs within the policies and regulations governing said benefits.

g) The employee returning to work after parental leave shall provide the City with at least four (4) weeks' notice, in writing, prior to the date of returning to work except in the case of an employee taking more than seventeen (17) weeks of parental leave, in which case at least twelve (12) weeks' notice, in writing, shall be required.

h) On return from parental leave, the employee will be placed in a comparable position at not less than the same wages as their position prior to the commencement of parental leave and without loss of seniority.

i) An employee on parental leave shall remain eligible for promotion providing the employee is available when required by the Department.

Renumber existing 14.06 as 14.07

ARTICLE 17 – PERSONAL EQUIPMENT AND UNIFORMS

Delete "dark blue" from Articles 17.02(d) and 17.03(d).

ARTICLE 18 – HOURS OF WORK

Amend first paragraph of Article 18.02 as follows:

18.02 Unless otherwise agreed by the parties, employees in the Training, Light Fleet, Public Education Branches, or in the position**s** of Communications Training and Quality Officer, **Service Quality and Patient Safety Officer**, shall work forty (40) hours weekly on a Monday to Friday, 8:30 – 16:30 or 8:00 – 16:00 schedule.

[...]

Replace existing 18.05 with the following:

18.05 Employees in the Communications Centre shall be paid a shift premium of one dollar and twenty cents ($1.20) per hour for each hour that an employee is required to be on duty on night shift. All other employees covered by this agreement shall be paid a shift premium of ninety cents (90¢) per hour for each hour that an employee is required to be on duty on night shift.

Add to the end of Article 18.06 the following paragraph:

18.06 [...]

In the event the employee is required to change Platoon on a long-term basis (for example balancing Platoons due to extended absences, retirements or resignations) the employer will make reasonable efforts to provide notice to the employee three (3) tours in advance where practicable. In the case of mutual agreement between the employer and the employee the notice requirement to change Platoon may be shortened.

ARTICLE 19 – OVERTIME

Add the following to the end of 19.01 (c):

19.01 c) [...]

In consideration of overtime hours conversion to pensionable earnings the Association agreed to a reduction in the hours of training to a minimum of six (6) hours with an unpaid lunch period.

Amend Article 19.02 as follows:

19.02 Employees in the positions of WFPS-WRHA Liaison and Planning Officer, ~~and Manager~~ **Director** of Communications and **Director- Paramedic Education & Training** shall be granted five (5) additional days relief from duty ~~shall be granted~~ as additional recognition of the nature of and the responsibilities of the positions within the scope of this Agreement which commonly involve variable work schedules and additional work hours. These days are to be taken in the calendar year in which they are granted and cannot be accumulated. The time at which these days are to be taken will be at the discretion of the Chief or designate. If the number of months worked by an employee during the calendar year is less than twelve (12) months, then the five (5) days shall be reduced

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proportionately to the number of months worked, calculated to the nearest one-half (½) day. ~~[2017]~~

ARTICLE 20 – GENERAL HOLIDAYS

Amend Article 20.01 as follows:

Rename 'Canada Day' to 'July 1' in Article 20.01(a)

Add 'National Day for Truth and Reconciliation' to the list of General Holidays in Article 20.01(a), inserting between Labour Day and Thanksgiving Day.
Change 'twelve (12) General Holiday' to 'thirteen (13) General Holiday' in Article 20.01(b).

Add new article as follows:

20.05 Employees desiring to observe recognized religious holidays will be permitted time off on the basis of a deduction from general holiday or vacation credits in accordance with the following:

a) The employee shall submit a written request to the Fire Paramedic Chief (or designate) specifying the date or dates at least sixty (60) days prior to the religious holiday and indicating on what basis the time off is to be taken, and the employer shall provide their response no later than fourteen (14) days before the date(s) requested.

b) Where, in the opinion of the Fire Paramedic Chief (or designate), such time off will not adversely affect the operation of the Service, the employee's request will be granted.

c) Religious observances shall be interpreted as major religious holidays normally observed by the employee and designated as a date of obligation by the employee's religious traditions.

ARTICLE 21 – VACATIONS

Replace Article 21.12 as follows:

21.12 Annual vacations of two (2) weeks or less will be taken in one (1) unbroken period unless authorized by the Department and concurred with by the Association.

Vacations of three (3) weeks or more must be used in full week increments. Each period shall not exceed three (3) weeks, unless by mutual agreement of all those selecting vacation within the platoon or division. Choice of the first period shall be in the order of seniority. Any subsequent periods shall also be selected by seniority from amongst vacation periods available after all first choices have been satisfied.

Add new article as follows:

21.14 The Service shall allow two (2) District Chiefs – Paramedic Operations or a District Chief – Paramedic Operations and Platoon Chief – Paramedic Operations to be on vacation leave each scheduled tour for that leave year.

ARTICLE 24 – SICK LEAVE

Add new article as follows:

24.05 Effective date of ratification, employees who have accumulated the applicable maximum sick leave credits set out in Article 24.04 shall be allowed to accumulate further credits at the applicable rate set out in Article 24.01, which shall be recorded as an 'excess accrual', separate from their usual sick leave accrual. The employee may draw upon these 'excess accrual' sick leave credits only in the event they have exhausted their usual sick leave accrual as set out in Article 24.04. For clarity, sick leave accumulated in the 'excess accrual' bank will not apply to the determination of an employee's entitlement to cash payment for any unused accumulated sick leave pursuant to Article 25.06.

Renumber remaining articles accordingly.

Add new article as follows:

24.12 Integration of Manitoba Public Insurance Corporation P.I.P.P. Benefits with Sick Leave Benefits

The City of Winnipeg and the Association agree that as a result of the introduction of the Personal Injury Protection Plan (hereinafter referred to as "P.I.P.P.") by the Manitoba Public Insurance Corporation, any employee covered by this Agreement who is in receipt of benefits under the P.I.P.P. Program and who chooses to concurrently claim sick leave benefits under the provisions of Article 24 – Sick Leave must integrate and coordinate those benefits to ensure that the total benefits provided under both Programs do not exceed one hundred percent (100%) of net take home pay. This integration and coordination of benefits shall occur in the following manner:

a) The total value of income top-up provided shall be charged against the employee's accumulated sick leave. Should the employee not have sick credits to their standing at the time of application for the integration and coordination of benefits, they shall be entitled to utilize other available credits to provide top-up. An employee who has exhausted all accumulated sick leave or other leave shall be entitled to only those benefits provided under P.I.P.P.

b) For the integration and coordination of benefits to occur, an employee must be injured in an automobile accident and as a result of their injury be unable

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to perform the duties of their normal classification and are therefore eligible to receive sick pay benefits.

c) **Employees will be required to release all necessary information regarding the benefits received under P.I.P.P., prior to the coordination of benefits, to ensure that benefits are calculated and provided in accordance with the above. Employees who fail to provide the information necessary to coordinate these benefits shall not be entitled to receive any sick pay top-up. Should an employee collect benefits under the P.I.P.P. and simultaneously claim for and receive full sick pay benefits, where the value of P.I.P.P. benefits and sick leave benefits exceeds one hundred percent (100%) of net take home pay, the City will be entitled to recover the full value of all sick pay benefits that when coordinated with P.I.P.P. benefits exceeded one hundred percent (100%) of net take home pay. The Association shall be consulted prior to the commencement of the recovery of excessive benefits.**

d) **Employees who choose to integrate P.I.P.P. benefits with paid sick leave shall be entitled to receive all other benefits set out under this Agreement during the period that one hundred percent (100%) of net take home pay is provided under this Agreement, for a maximum period of six (6) months or until approved for disability benefits through the Winnipeg Civic Employee Benefits Program, whichever occurs first.**

e) **Employees receiving such benefits shall be advised by the City within thirty (30) days of having their P.I.P.P. and sick pay benefits integrated and coordinated, that they may apply for disability benefits through the Winnipeg Civic Employee Benefits Program.**

f) **Further the City and WFPSOA agree to establish a joint work group consisting of no more than two (2) representatives appointed by the City and no more than two (2) representatives appointed by WFPSOA, responsible for developing processes and calculations that will ensure the proper and accurate calculation and payment of sick pay top up to one hundred percent (100%) of net take home pay.**

ARTICLE 25 – TRAINING AND STANDARDS

Delete the following from 25.04:

~~In consideration of overtime hours conversion to pensionable earnings the Association agreed to a reduction in the hours of training to a minimum of six (6) hours with an unpaid lunch period.~~

ARTICLE 26 – CLASS SPECIFICATIONS

Amend title and first paragraph of Article 26.02 as follows:

26.02 New **Positions/**Classifications

When new positions**/classifications** are created that fall within the scope of this Agreement, the rate of pay shall conform to the rates established by this Agreement when the duties are relatively the same. If no similar **position/**classification exists for comparative purposes, the City will determine the rate of pay for the new position**/classification** and advise the Association in writing. If the Association is not in agreement with the rate established, the following procedure shall apply:

[...]

Add new article as follows:

26.03 Existing Positions/Classifications

When compensation for an existing position/classification is adjusted, the City shall within 14 days, provide the Association with all relevant documents and information, and particularly the reasoning for decisions made. If the Association is not in agreement with the rate established, the following procedure shall apply:

a. Within fifteen (15) working days of receipt of the City's written notice, the Association shall write to the City requesting a meeting and include the written reasons for their disagreement;

b. The City will meet with the Association to discuss the concerns raised within ten (10) working days of receipt of the Association's written notice;

c. Within ten (10) working days of the meeting, the City will write to the Association to confirm the City's position on the rate of pay. Should the Association remain in disagreement, the matter may be handled beginning with Step 2 of the grievance procedure in accordance with Article 6; and

d. The time lines specified in this Article are mandatory and are subject to extension as outlined in Article 6.02.

Renumber remaining articles accordingly.

ARTICLE 29 – WELFARE AND GROUP INSURANCE

Amend first paragraph of Article 29.03 as follows:

29.03 Vision Care

Effective January 1, 1990, introduce a standard ~~Blue Cross~~ Vision Care Plan for eligible employees and their eligible dependent~~s~~(s), with one hundred percent (100%) of the cost of the Plan to be paid by the City.

[...]

ARTICLE 31 – DURATION OF AGREEMENT

Amend Article 31.01 as follows:

31.01 This Agreement shall become effective on **September 1, 2021** and shall remain in effect up to and including **December 31, 2024.**

Add new articles as follows:

31.03 If negotiations in regard to the matters outlined in Article 31.02 do not result in an agreement for the terms of a revised Collective Agreement and at least three (3) months have elapsed since the notice to commence collective bargaining was provided, any outstanding proposals between the City and the Association regarding wages and working conditions shall be settled by reference by either party to a three (3) person Arbitration Board, unless the parties agree to the use of a single arbitrator. The parties agree that there shall be no strike or lockout if a referral is made under this section, and if there is a strike or lockout it shall be immediately terminated by such referral.

31.04 Pursuant to Article 31.03, the three (3) person Arbitration Board shall be made up of one (1) arbitrator chosen by the City and one (1) arbitrator chosen by the Association. The third (3rd) member, who shall be Chairperson of the Arbitration Board, shall be selected by the two (2) other arbitrators chosen by the City and Association.

31.05 The selection of an arbitrator by each party to the arbitration board shall be made within twenty (20) days after the written request for arbitration has been received, and the other party shall be notified of such selection forthwith.

31.06 If either party fails to appoint its arbitrator as herein provided, then the other party may request a judge of the Court of Queen's Bench to select such arbitrator.

31.07 The two (2) arbitrators appointed shall meet without delay to select a third (3rd) member, who shall be Chairperson of the Arbitration Board. If the two (2) arbitrators appointed fail to reach agreement on who shall be the third (3rd) arbitrator within fourteen (14) days from the date of their first meeting, the two (2) arbitrators shall then forthwith request a judge of the Court of Queen's Bench to select the third (3rd) member, who shall be Chairperson of the Arbitration Board.

31.08 Where the parties agree to a single arbitrator, they shall be selected by mutual consent. In the event the parties cannot agree on a single arbitrator within twenty (20) working days, the arbitration will revert to a three (3) person board.

31.09 A board of arbitration or a single arbitrator appointed pursuant to this Article, shall meet and hear evidence from the Association and the City, and shall issue an Award within ninety (90) calendar days after completion of hearing the evidence, unless the parties hereto agreed to extend or abridge the time for issuance of the Award. An Award issued by a majority in the case of a board of arbitration, or by an arbitrator in the case where a single arbitrator is appointed, shall be deemed to be final and binding on all parties to the arbitration. Unless the arbitration board otherwise orders, the award shall become effective as and from the expiry of the

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then current Collective Agreement. The parties shall prepare a Collective Agreement giving effect to the Award and any previously agreed upon items, and the parties shall execute the Collective Agreement and deliver, each to the other, a copy of executed Collective Agreement.

31.10 A board of arbitration or a single arbitrator shall have the authority to determine whether any matter referred to it is arbitrable.

31.11 The City and the Association agree that, in the case of a board of arbitration, each will be responsible for the fees and expenses of their respective appointees and that each will bear an equal share of the fees and expenses of the Chairperson of the board of arbitration. In the case of an appointment of a single arbitrator, each will bear an equal share of the fees and expenses incurred.

31.12 Should any law now existing or hereafter enacted or any proclamation, regulation or edict invalidate any portion of this Agreement, the entire Agreement shall not be invalidated thereby and either party hereto may reopen negotiations on the invalidated portion by giving notice to the other party.

Add new Article 39 as follows:

ARTICLE 39 – LABOUR/MANAGEMENT COMMITTEE

a) The City and the Association agree to the formation and implementation of a Labour/Management Committee. The Committee shall consist of two (2) representatives from the Association and two (2) or more members as may be required from Management. The Committee shall meet at least four (4) times per year, and by mutual agreement of the City and the Association the Committee may meet more frequently, but not more than once per month for purposes of discussing and resolving issues of common interest. Guests may be invited to attend the committee by mutual agreement of the City and the Association.

b) Participation in such meetings by designated Association Appointee(s) shall occur wherever reasonably possible during duty time. Appointee(s) shall be permitted to attend on duty time to such meetings without loss of pay or benefits. Shift start times may be adjusted with reasonable notice, and mutual consent, however weekly leave will not be modified. Should attendance/participation occur on other than duty time, the employee shall be compensated at straight time, plus one (1) hour, for all time so engaged. Such time shall be banked to the Appointee's credit for use at a mutually agreeable time.

c) Should an Association Appointee refuse to accept a reasonable shift start modification, and attends the meeting, the Service is not obligated to provide compensation as noted above in section b) for such attendance.

d) Participation of Association Appointees for the following Committees shall also be administered as per (b):

- Medical Advisory Committee
- Labour Management Committee

- Clothing Committee
- Protocol Review Committee
- SOP Committee
- Health and Safety Committee

APPENDIX 1 – RE: Article 13 – Job Posting (Promotions)

Rename 'Communications Supervisor' to 'District Chief – Communications'
Rename 'Supervisor of Light Fleet' to 'Manager of Light Fleet'
Rename 'Manager of Communications' to 'Director of Communications'

APPENDIX 2 - Delete

MEMORANDUM OF AGREEMENT RE: PART-TIME EMPLOYEES

Amendments to Section 2 as follows:

Change 'four point eight (4.8%)' to 'five point two (5.2%)' in 2 e) General Holidays.

Delete "dark blue" from references to Articles 17.02(d) and 17.03(d) in 2 g) Personal Equipment and Uniforms.

Add NEW Letter of Understanding as follows:

LETTER OF UNDERSTANDING

Between
The City of Winnipeg
and
The Winnipeg Fire Paramedic Senior Officers' Association

RE: MODIFIED WORK WEEK IN THE TRAINING BRANCH

The purpose of this Letter of Understanding ("LOU") is to implement a modified work week in the Training Branch. The intent is to alter the hours of work only, and is not intended to increase benefits beyond those received if employees worked the normal work-week as defined in paragraph 2 below.

1. **With the exception of the Director position, all employees must participate in the modified work week set out in this LOU.**

2. **The normal work week is defined in Article 18.02 and is forty (40) hours weekly on a Monday to Friday schedule.**

3. **The rates of pay for the classifications in the branch shall remain as set out in the Salary Schedule in the collective agreement.**

4. **The Training Branch shall implement a modified work week as follows:**

   a. **Members of the Branch will be equally divided into two groups;**
   b. **Each group will be assigned a Modified Day Off on either Monday or Friday, with the exception of those weeks in which there is a General Holiday, in which case there will be no Modified Day Off assigned to those weeks;**
   c. **To earn Modified Days Off, the Director will schedule each group four (4) x nine and one half (9.5) hour work days, with the exception of any week in which there are two General Holidays in which case the Director will schedule each group three (3) x nine and one half (9.5) hour work days;**
   d. **All work days shall include a thirty (30) minute paid lunch and a fifteen (15) minute morning and afternoon paid break period. For clarity, the provisions of Article 18.02(b) shall not apply;**
   e. **Each employee will be required to work on what would otherwise be their scheduled Modified Day Off, totaling nine and one-half (9.5) hours per calendar year at a time mutually agreed to between the employee and the Director. The nine and one-half (9.5) hours per calendar year may also be satisfied through the working of occasional additional daily hours during the year, or through such other arrangement as may be mutually acceptable to the employee and the Service.**

5. **Overtime worked shall be paid in accordance with Article 19, and will apply only to those hours worked in excess of the daily hours set out in Section 4(c) of this LOU.**

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6. **Sick Leave shall accrue in accordance with Article 24, consistent with the accrual that would occur in the normal work-week defined in paragraph 2 above. For clarity, employees shall accumulate sick leave credits on the basis of ten (10) hours per month actually worked.**

7. **Vacation Leave shall accrue in accordance with Article 21. For the purposes of this LOU, one (1) week of vacation will equate to forty (40) hours, consistent with vacation hours that would occur in the normal work-week defined in paragraph 2 above.**

8. **General Holidays shall be observed in accordance with Article 20.**

9. **Use of sick leave, vacation leave and/or accumulated overtime shall be deducted from an employee's accumulation based upon actual use. Should a single day of vacation, sick leave or accumulated overtime be taken, the employee's bank shall be reduced by nine and one half (9.5) hours.**

10. **On a case by case basis, the Director may reassign a scheduled Modified Day Off for any employee to meet operational requirements.**

11. **Employees may initiate a reciprocal trade with another Employee for a Modified Day Off within the same work week subject to the approval of the Director.**

12. **All other applicable provisions of the collective agreement continue to be in effect.**

13. **Article 18.04 shall continue to apply to the Training Branch. The City shall have the right to place an employee on the five (5) day work week stipulated in Article 18.02 of the Collective Agreement for training, attending conferences or educational courses for instructor development or to address unexpected staff shortages.**

14. **The parties agree that this LOU will be reviewed annually and will be renewed by agreement of both parties. Either party can terminate this Letter of Understanding by providing no less than ninety (90) days' notice.**

Agreed this day of , 2022

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FOR THE CITY OF WINNIPEG

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FOR WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

Add NEW Letter of Understanding as follows:

LETTER OF UNDERSTANDING

Between
The City of Winnipeg
and
The Winnipeg Fire Paramedic Senior Officers' Association

RE: ADDITIONAL COMPENSATION FOR PCPOs MANAGING PLATOONS 5 AND 6

The Service and WFPSOA recognize that there are some additional demands associated with managing Platoons 5 and 6, and hereby agree that this Letter of Understanding shall provide for full compensatory recognition for these additional demands and responsibilities.

1. **PCPOs who manage Platoons 5 and 6 shall be entitled to four (4) days of paid time off each year (May 1 to April 30). The scheduling of these days will be considered after lieu tour requests are considered in accordance with Article 38.01 c).**

2. **Employees who have not taken these days within the year they are earned, shall have them assigned by the Department except by mutual agreement of the employee and the Department. These days may not be 'cashed-out'.**

3. **The Service retains the right to change the staff assigned as Platoon Chief for Platoons 5 and 6 at any time.**

4. **The Association acknowledges that the circumstances giving rise to this Letter of Understanding does not alter in any way the classification rating of the position of Platoon Chief – Paramedic Operations.**

Agreed this day of , 2022

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FOR THE CITY OF WINNIPEG

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FOR WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

Add NEW Letter of Understanding as follows:

LETTER OF UNDERSTANDING

Between
The City of Winnipeg
-and-
The Winnipeg Fire Paramedic Senior Officers' Association

RE: FLEX BENEFITS PROGRAM

The parties agree to meet during the life of this Collective Agreement to review options to implement flexible benefits.

The parties may agree, in writing, to make changes to the medical/health benefits provided for in the Collective Agreement.

These changes may be implemented during the life of this Collective Agreement.

Agreed this day of , 2022

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG FIRE PARAMEDIC
SENIOR OFFICERS' ASSOCIATION

Add NEW Letter of Understanding as follows:

LETTER OF UNDERSTANDING

Between
The City of Winnipeg
-and-
The Winnipeg Fire Paramedic Senior Officers' Association

RE: EQUITY, DIVERSITY AND INCLUSION

The City of Winnipeg and The Winnipeg Fire Paramedic Senior Officers' Association believe that equity, diversity and inclusion strengthen the community and workplace. A diverse and inclusive workforce enhances excellence, innovation and creativity. The City and the Association are committed to ensuring we have a workforce that is representative of the community we serve.

The parties are committed to building education and awareness regarding programs to assist in creating a culture of inclusion and valuing diversity at the City of Winnipeg.

During the life of this Collective Agreement the City will undertake to develop an Equity, Diversity and Inclusion Program. The City will engage the Association in meaningful consultation as this Program is developed.

Agreed this day of , 2022

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

SCHEDULE D – WAGES

Delete section:

Pay Back Hours (Established in WFPSOA Implementation Document May 3, 2007)

SALARY SCHEDULE

Rename 'Supervisor of Light Fleet' (Class Code 078922) to 'Manager of Light Fleet'.
Rename 'Manager of Communications' (Class Code 078732) to 'Director of Communications'
Rename 'Training Officer – Paramedic Education' (Class Code 078955) to 'Training Officer - Field'

Per the terms of the Memorandum of Settlement dated April 13, 2021 between the City and WFPSOA, revise the salary scale for Communications Supervisor (Class Code 078795) as follows:

Effective August 31, 2021		
2.00%		
HRLY	**BWKLY**	**ANNUAL**
$48.45	$4,069.80	$105,814.80
$49.94	$4,195.75	$109,068.96
$51.49	$4,325.16	$112,454.16
$53.10	$4,460.50	$115,973.02
$54.75	$4,599.30	$119,581.86

Rename 'Communications Supervisor' (Class Code 078795) to 'District Chief - Communications'