Minute No. 567
Report – Executive Policy Committee – July 5, 2023

Item No. 4 **Approval of Amendment to the Collective Agreement between the City of Winnipeg and The United Fire Fighters of Winnipeg, Local 867 of IAFF ("UFFW")**

COUNCIL DECISION:

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

1. That the incorporation of the attached Letter of Understanding (LOU) as part of the current Collective Agreement between the City of Winnipeg and The United Fire Fighters of Winnipeg, Local 867 of IAFF be approved.

2. That the Chief Administrative Officer be authorized to administer and implement the addition to the Collective Agreement, namely the attached LOU, in accordance with this report, and such terms and conditions deemed necessary by the Director of Legal Services and City Solicitor to protect the interests of the City in administering and implementing the addition to the collective agreement.

3. That the Proper Officers of the City be authorized to implement the intent of the foregoing.

Report – Executive Policy Committee – July 5, 2023

DECISION MAKING HISTORY:

Moved by His Worship Mayor Gillingham,

That the recommendation of the Executive Policy Committee be adopted by consent.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On July 5, 2023, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: Approval of Amendment to the Collective Agreement between the City of Winnipeg and The United Fire Fighters of Winnipeg, Local 867 of IAFF ("UFFW")

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
A. Beach	A. Cusson	C. Kloepfer	M. Jack

EXECUTIVE SUMMARY

There are currently no provisions in the Collective Agreement (effective January 1, 2021, to December 31, 2023) with the United Fire Fighters of Winnipeg, Local 867 of the International Association of Fire Fighters (UFFW), to allow for a paid leave of absence for their elected President. The Public Service recommends a provision in the Collective Agreement for a paid President's leave, with all costs to be fully reimbursed to the City by UFFW. The parties have agreed in principle to a Letter of Understanding (LOU) which sets out the terms of such a leave. Council must approve its incorporation into the Collective Agreement for it to be implemented.

RECOMMENDATIONS

1. That Council approve the incorporation of the attached Letter of Understanding (LOU) as part of the current Collective Agreement between the City of Winnipeg and The United Fire Fighters of Winnipeg, Local 867 of IAFF.

2. That the Chief Administrative Officer be authorized to administer and implement the addition to the Collective Agreement, namely the attached LOU, in accordance with this report, and such terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City in administering and implementing the addition to the collective agreement.

3. That the Proper Officers of the City be authorized to implement the intent of the foregoing.

REASON FOR THE REPORT

The City of Winnipeg Charter requires that Council enter into Collective Agreements between the City of Winnipeg and Civic Unions/Associations.

IMPLICATIONS OF THE RECOMMENDATIONS

The attached LOU would form part of the Collective Agreement between The City of Winnipeg and The United Fire Fighters of Winnipeg, Local 867 of IAFF. There are no financial implications to the Recommendations of this report as the UFFW will reimburse all costs to the City.

HISTORY/DISCUSSION

There are no provisions in the current Collective Agreement (effective January 1, 2021, to December 31, 2023) to allow for a paid leave of absence for the President of the United Fire Fighters of Winnipeg, Local 867 of International Association of Fire Fighters (UFFW).

This type of leave provision would normally be achieved through collective bargaining, following the expiration of a Collective Agreement. The parties wish to have a leave provision in place, with all costs to be fully reimbursed to the City by UFFW, at the earliest opportunity. Waiting for negotiations to be concluded and a successive Agreement ratified, could take well into 2024. In addition to the leave provision, the WFPS has also arrived at settlements with UFFW on a number of significant outstanding matters that can be implemented through existing delegated authority.

The parties recognize that having a union president on full-time leave can contribute to more harmonious labour relations. Amalgamated Transit Union, Canadian Union of Public Employees Local 500 and the Winnipeg Police Association all have full-time leave arrangements for their elected presidents that are at no cost to the City. In February 2023, the UFFW amended its Constitution and By-Laws to permit a full-time President.

UFFW had a prior arrangement for a full-time president leave that did not operate on a full cost recovery basis. This agreement was terminated through the last round of collective bargaining.

FINANCIAL IMPACT

Financial Impact Statement Date: May 26, 2023

Project Name:
Approval of Amendment to the Collective Agreement between the City of Winnipeg and The United Fire Fighters of Winnipeg, Local 867 of IAFF ("UFFW")

COMMENTS:

There are no financial impacts arising from the recommendations in this report. The recommendations provide for full cost recovery of any paid leave of absence for the President of the UFFW.

John Hall FCMA, CGMA
Financial Controller
Fire Paramedic Service

CONSULTATION

This Report has been prepared in consultation with:

- Winnipeg Fire Paramedic Service

OURWINNIPEG POLICY ALIGNMENT

OurWinnipeg 2045, Goal #1: Leadership and Good Governance

1.4 Integrated Knowledge and Resources
1.5 Evidence-Informed Decisions

OurWinnipeg 2045, Goal #3: Economic Prosperity

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Poverty Reduction Strategy (PRS) and its Goals and Objectives, and it was determined that the PRS is not applicable to this specific report."

SUBMITTED BY

Department: HRS
Division: Labour Relations and Negotiation Services
Prepared by: A. Beach
Date:
File No: N/A

Attachments: LOU between UFFW and City of Winnipeg Re: UFFW President's Leave