Agenda – Executive Policy Committee – November 13, 2024

REPORTS

Item No. 16 Negotiations – City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of the International Association of Fire Fighters

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That Council approve and enter into the Memorandum of Agreement agreed to by the negotiating committees of the City and the United Fire Fighters of Winnipeg Local 867 (UFFW) and a subsequent collective agreement with UFFW in accordance with said Memorandum of Agreement.

2. That the Chief Administrative Officer be authorized to administer and implement the collective agreement in accordance with the Memorandum of Agreement and 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 collective agreement.

3. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

ADMINISTRATIVE REPORT

Title: Negotiations – City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of the International Association of Fire Fighters

Critical Path: Executive Policy Committee - Council

AUTHORIZATION

Author	Department Head	CFO	CAO
A. Beach	T. Chatel	T. Graham	S. Armbruster, Interim CAO

EXECUTIVE SUMMARY

The United Fire Fighters of Winnipeg's (UFFW) collective agreement expired on December 31, 2023. The parties exchanged proposals on September 29, 2023, after which the parties met and commenced collective bargaining. A memorandum of agreement between the parties was signed on September 13, 2024, reflecting the terms of a tentative agreement.

RECOMMENDATIONS

1. That Council approve and enter into the Memorandum of Agreement agreed to by the negotiating committees of the City and the United Fire Fighters of Winnipeg Local 867 (UFFW) and a subsequent collective agreement with UFFW in accordance with said Memorandum of Agreement.

2. That the Chief Administrative Officer be authorized to administer and implement the collective agreement in accordance with the Memorandum of Agreement and 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 collective agreement.

3. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

REASON FOR THE REPORT

The City of Winnipeg Charter, SM 2002, c 39 requires that Council enter into Collective Agreements between the City of Winnipeg and Civic Unions/Associations.

IMPLICATIONS OF THE RECOMMENDATIONS

The Memorandum of Agreement ("MOA") between the City and the United Fire Fighters of Winnipeg Local 867 includes changes involving significant terms, material and other costs as follows:

1. Term of Agreement – January 1, 2024 – December 31, 2028 (60 Months) (MOA Clause 2)

2. General Wage Increase (MOA Clause 3)

General Wage Adjustment	Date of Increase	Amount
1	June 30, 2024	1.5%
2	December 31, 2024	1.5%
3	July 1, 2025	1.1%
4	December 31, 2025	1.5%
5	July 1, 2026	1.0%
6	December 31, 2026	1.0%
7	July 1, 2027	1.0%
8	December 31, 2027	1.0%
9	July 1, 2028	1.0%
10	December 31, 2028	1.0%

3. Scale Adjustment (MOA Clause 4)

Scale Adjustment	Date of Increase	Amount
1	December 31, 2024	0.5%
2	July 1, 2025	0.5%
3	December 31, 2025	0.5%
4	July 1, 2026	0.57%
5	December 31, 2026	0.57%
6	July 1, 2027	0.57%
7	December 31, 2027	0.57%
8	July 1, 2028	0.825%
9	December 31, 2028	0.825%

   Scale adjustments and general wage increases that occur on the same effective date are not compounded.

4. Special Wage/Premium Adjustments

   Effective December 31, 2024, amend the Salary Schedule as follows:

   - Platoon Chief (Class Code 070515) amend steps as follows:
     - Step 1 – 152%

   - Public Education Officer (Class Code 073383) amend steps as follows:
     - Step 1 – 109% Rank Differential (0 to 6 months)
     - Step 2 – 115% Rank Differential (6 to 24 months)
     - Step 3 – 117% Rank Differential (24 to 30 months)

- Emergency Equipment Utility Person (Class Code 074212) add new two steps at 3% increase each

- Director of Health & Safety (Class Code 073413) increase Step 3 rank differential to 152%

- Amend Fire Fighter-PCP premium as follows:

    - 4% rank differential at start of being licensed and designated to function at the PCP level in Suppression.
    - 6% rank differential after 9 years of service in the bargaining unit serving as a Fire Fighter – PCP
    - 8% rank differential after 12 years of service in the bargaining unit serving as a Fire Fighter – PCP

5. New Classifications and Reclassifications (MOA Appendix A Articles 4.3 and 4.4)

   Language added to the collective agreement specifying the City can create new positions/classifications, or reclassify existing positions, and establish rates of pay for such during the life of the agreement. The revised language includes a clear and orderly process for resolving a dispute over the rate of pay established. Prior language restricted the reclassification of existing classifications and the establishment of rates of pay for new positions except as a result of negotiations or mutual agreement between the parties.

6. Clothing (MOA Appendix A Article 5)

   Upon conclusion of fire-resistant (FR) clothing trials, the City and Union agreed to retain 100% cotton station wear shirts and pants and t-shirts (that meet NFPA standards) for Operations staff and not convert to FR fabric for these items.

   Following two years' experience issuing clothing on an as required basis, the City and Union agreed to changes to the issuance of clothing to include an annual issue for station wear shirts and pants, t-shirts, and footwear, and an annual points allocation to acquire other specified clothing and equipment items. Changes are intended to improve supplying sufficient clothing and equipment items in an efficient manner.

7. Return to Operations (MOA Appendix A Article 9)

   The parties clarified the process for fire fighters who spend time working in support branches and return to fire rescue and suppression duties in the Operations Branch.

8. Safety Footwear (MOA Appendix A Article 11.12)

   Employees of the Emergency Mechanical Services Branch may, in lieu of receiving their safety footwear annual issue, elect to purchase appropriate safety footwear and be reimbursed up to $350 per year upon production of a receipt.

9. Hours of Work (MOA Appendix A Article 13)

   (Article 13.6) Language established in the collective agreement that allows the department to modify the work day of employees in the Public Education Branch in order to fulfil the normal requirements of their job without incurring overtime costs.

   (Article 13.12) Language established in the collective agreement to schedule workers in the PPE Maintenance Branch for non-standard hours which allows for the back-fill for short term absences without incurring overtime costs.

10. Overtime (MOA Appendix A Article 14.7)

    Language added to clarify how overtime is administered for support branches.

11. Supplement to Parental Leave (MOA Appendix A Article 17.23)

    A fire fighter who has met all of the qualifying criteria for Maternity Leave under Plan B and who has received such benefit, may receive a supplement to their Parental Leave consisting of 15 weeks of salary top-up. Salary top-up is equal to the difference between Employment Insurance parental leave benefits the employee is entitled to receive and 93% of their weekly rate of pay.

12. Wellness and Fitness (MOA Appendix A Article 27)

    Amendments expand use of the safety and equipment fund to include maintenance and repair of exercise equipment and health and wellness programming. Changes also allow for the provision of a 10-visit pass for City fitness facilities for users who do not require a full unlimited (annual) pass.

13. Letters of Understandings (LOUs) (MOA LOUs)

    a. Paul LaFrance Mental Health Treatment Fund (New)

       The City will continue to contribute $88,000 annually to a fund to be utilized by union members for residential addiction and mental health treatment. The fund will be jointly administered by the City and the Union.

    b. Reasonable Accommodation (New)

       The parties affirm their commitment to reasonable accommodation principles under the Manitoba Human Rights Code, and affirm that the process is shared responsibility of the employee, employer and the union.

    c. UFFW President’s Leave

       Incorporates into the collective agreement the LOU Re: UFFW President’s Leave adopted by Council on July 13, 2023. The provision provides for a leave of absence with pay for the full-time president of UFFW without cost to the City (all costs are reimbursed by the union).

d. Implementation of a New Annual Leave Schedule (New)

   Language permits discussion and the implementation of a new annual leave schedule, during the life of the agreement, that reasonably addresses the needs and objectives of both the department and the union.

e. Special Working Group Re: Feasibility of Implementation of a 24-Hour Shift

   The City and UFFW will form a Special Working Group (SWG) to review and investigate the feasibility of a 24-hour shift and to identify issues and concerns arising from such a shift being utilized by the Winnipeg Fire Paramedic Service. The SWG will prepare a report for the Fire and Paramedic Chief as information, and is not binding upon the City or UFFW.

Many of the language changes may result in operational efficiencies but any fiscal savings would be difficult to cost given they would be based on assumptions which may not be realized in ongoing operations. The MOA includes a number of other changes to collective agreement articles and letters of understanding. With the exception of items 2, 3, 4, 6, 8, and 11, these items, and those identified above, have been assumed:

- to have no (or no immediate) financial impact; or
- that costs could not be reasonably estimated at this time; or
- that costs are deemed to be immaterial; or
- that changes are a reflection of the City of Winnipeg's existing operations; or
- that costs relate to statutory/legislative obligations.

Unless otherwise stated, the changes in this collective agreement are effective on the date of ratification. The date of ratification of the agreement shall be the first date on which both parties have ratified the Memorandum of Agreement.

The total cost of the agreement over five years is estimated at $60.5 million.

HISTORY/DISCUSSION

The current collective agreement between the parties expired on December 31, 2023. The parties commenced collective bargaining on October 31, 2023, and a tentative MOA was signed on September 13, 2024.

The Consumer Price Index for Manitoba is projected to increase by 11.1% from 2024 to 2028 (over five years). The UFFW Memorandum of Agreement includes general wage increases over the five-year term that total 11.6% (an average of 2.3% per annum). This five-year average is above the Manitoba Consumer Price Index (MB CPI) by an average of 0.1% per year over the term of the Collective Agreement.

	2024	2025	2026	2027	2028	Average/year
UFFW ^	1.5% 1.5%	1.1% 1.5%	1.0% 1.0%	1.0% 1.0%	1.0% 1.0%	2.3%
MB CPI ^^	1.5%	3.0%	2.2%	2.2%	2.2%	2.2%
+/- CPI	+1.5	-0.40%	-0.2%	-0.2%	-0.2%	+0.1%

^ Calculation does not include the scale adjustments. Including the nine additional wage increases for scale adjustment, the increases over the five-year term totals 17.03% (an average of 3.41% per annum). This five-year average is above the MB CPI by an average of 1.21% per year over the term of the collective agreement.

^^ Source: CPI Forecast from Oxford Economics September 2024 forecast. The 2024 and 2025 forecasts consider the provincial fuel tax holiday extended to the end of 2024.
Projected Manitoba CPI annual average based on five years ending December 31, 2028.

The UFFW Memorandum of Agreement includes a Scale Adjustment that addresses the historic relationship between Fire Fighter and Police Constable salaries. The gap between the two comparator salaries had grown considerably and merited an adjustment to reduce the gap in these particular circumstances, taking into account factors including Police Constable increases and prior results of consensual bargaining with UFFW.

Salary increases over the previous 36-month collective agreement totaled 5.9% (an average of 1.97% per annum). This was less than the average rise in the Manitoba Consumer Price Index by 2.93% per annum over the three years ending December 31, 2023.

	2021	2022	2023	Average/year
UFFW	2.0%	1.9%	2.0%	1.97%
MB CPI	3.3%	7.9%	3.5%	4.9%
+/- CPI	-1.3%	-6.0%	-1.5%	-2.93%

The City has eight collective agreements with its Unions:

- A tentative agreement for revision and renewal has been reached for the United Fire Fighters of Winnipeg for a five-year contract.
- The Winnipeg Association of Public Service Officers (WAPSO) four-year agreement expired on December 31, 2023, and revisions are currently being negotiated.
- The Manitoba Government and General Employees' Union (MGEU) three-year contract expired on February 29, 2024, and revisions are currently being negotiated.
- The Winnipeg Fire Paramedic Senior Officers' Association (WFPSOA) 40-month collective agreement will expire December 31, 2024.
- The Canadian Union of Public Employees (CUPE) four-year collective agreement will expire February 28, 2025.
- The four-year contracts with the Winnipeg Police Association (WPA) and the Winnipeg Police Senior Officers' Association (WPSOA) expire on December 31, 2025.
- Amalgamated Transit Union's (ATU) four-year contract will expire on January 10, 2027.

City Collective Agreements – General Wage Increases

Union	2020	2021	2022	2023	2024	2025	2026	2027	2028	Annual Avg.^
UFFW					1.50% 1.50%	1.10% 1.50%	1.00% 1.00%	1.00% 1.00%	1.00% 1.00%	2.32%
WAPSO	0.00%	0.50%	0.50% 1.00%	0.75% 1.25%						1.00%
MGEU			1.00% 1.50%	1.00% 1.50%	2.00%					2.33%
WFPSOA			2.00%	2.00%	1.90%					1.97%
CUPE		1.70%	1.00% 1.50%	1.50% 1.50%	1.50% 1.50%					2.55%
WPA			1.25% 1.50%	1.15% 2.10%	1.15% 2.10%	1.15% 2.10%				3.13%
WPSOA			1.25% 1.50%	1.15% 2.10%	1.15% 2.10%	1.15% 2.10%				3.13%
ATU					3.00%	3.00%	3.00%	3.00%		3.00%

^ Effective date of increases occur at some time in year indicated. Annual average based on increases over the term of the current or recent agreement (if expired) for the respective union or association.

FINANCIAL IMPACT

Financial Impact Statement

Date: October 22, 2024

Project Name:

First Year of Program **2024**

Negotiations – City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of the International Association of Fire Fighters

	2024	2025	2026	2027	2028
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	$ 1,047,858	$ 7,216,440	$ 12,438,889	$ 17,305,716	$ 22,495,566
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ 1,047,858	$ 7,216,440	$ 12,438,889	$ 17,305,716	$ 22,495,566
Less: Existing Budget Amounts	1,047,858	7,216,440	12,438,889	17,305,716	22,495,566
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. Direct costs represent the cost increases associated with implementing the United Fire Fighters of Winnipeg, Local 867 of the International Association of Fire Fighters collective agreement.
2. The total financial impact of all increases from January 1, 2024 to December 31, 2028 is $60,504,469.
3. The 2024 existing budget is from the 2024 adopted budget with 2025 to 2028 from the 2025 draft submission. The budget years for 2025 to 2027 have been reviewed and balanced by City Council. 2028 has not been reviewed yet. Budget amounts are subject to change as the annual budget and decision-making process moves forward.

Randy Bernard

Randy Bernard, CPA, CMA
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- Corporate Finance Department
- Audit Department
- Legal Services Department (as to legal issues)
- External Auditor – KPMG LLP

OURWINNIPEG POLICY ALIGNMENT

OurWinnipeg 2045, Goal #1: Leadership and Good Governance

1.4 Integrated Knowledge and Resources
1.5 Evidence-Informed Decisions

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: Human Resource Services
Division: Labour Relations
Prepared by: A. Beach, Senior Manager of Labour Relations and Negotiation Services
Date: October 22, 2024
File No: N/A

Attachments:

Attachment 1 – Letter from City Auditor, City of Winnipeg

Attachment 2 – Letter from KPMG LLP

Attachment 3 – Memorandum of Agreement

Attachment 4 – City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of International Association of Fire Fighters January 1, 2021 to December 31, 2023