THE CITY OF WINNIPEG

-and-

THE WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS ASSOCIATION

MEMORANDUM OF AGREEMENT

JANUARY 1, 2025 to DECEMBER 31, 2029

Errors and Omissions Excepted

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF WINNIPEG
and
THE 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 (the "City") and the Winnipeg Fire Paramedic Senior Officers Association (WFPSOA) shall recommend ratification of the amended Collective Agreement, as set out in this Memorandum of Agreement, to their respective principals. The City of Winnipeg and WFPSOA agree, subject to ratification by both parties, to renew and amend the Collective Agreement that expired December 31, 2024 as follows:

A. All amendments to the Collective Agreement will take effect on the date on which both parties have ratified this Memorandum of Agreement, 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

January 1, 2025 — December 31, 2029 (60 months)

3. General Wage Increase (GWI)

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

- April 6, 2025 – 1.5% GWI *(paid retroactively to all employees who are bargaining unit members as of ratification date.)*
- December 28, 2025 – 1.5% GWI *(paid retroactively to all employees who are bargaining unit members as of ratification date.)*
- April 1, 2026 – 1.1% GWI
- December 31, 2026 – 1.5% GWI
- July 1, 2027 – 1.0% GWI
- December 31, 2027 – 1.0% GWI

- July 1, 2028 -1.0% GWI
- December 31, 2028 – 1.0% GWI
- July 1, 2029 – 1.0% GWI
- December 31, 2029 – 1.0% GWI

4. Scale Adjustments (SA)

The City shall increase all biweekly/hourly rates in effect as follows:

- December 28, 2025 - 0.5% SA
- April 1, 2026 - 0.5% SA
- December 31, 2026 – 0.5% SA
- July 1, 2027 – 0.570% SA
- December 31, 2027 – 0.570% SA
- July 1, 2028 – 0.570% SA
- December 31, 2028 – 0.570% SA
- July 1, 2029 – 0.825% SA
- December 31, 2029 – 0.825% SA

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

5. Special Wage Adjustments

Effective December 28, 2025, amend the Salary Schedules as follows:

Manager of Light Fleet (Class Code 078922)
Increase top step by 3.40% and establish the seven steps below the top step with a differential of 3.09% between steps.

Communications Training and Quality Officer*
Match the hourly rates of pay of the Communications Training and Quality Officer (Class Code 078982) classification with the District Chief – Communications classification (Class Code 078795).

*It is agreed between the parties that, at the Department's sole discretion, employees in the Communications Training and Quality Officer position may be assigned to work in the District Chief – Communications position from time to time, which includes assigning the employee, as required, to hours of work as per Article 18.01. The job description of the Communications Training Officer position will be amended to include this requirement to work in the District Chief – Communications position at the Department's discretion.

For clarity, these special wage adjustments will be applied after the general wage increase and scale adjustment is applied.

6. **Amendments to the Collective Agreement – Appendix A**

ARTICLE 3 – ASSOCIATION SECURITY
ARTICLE 5 – ASSOCIATION REPRESENTATION
ARTICLE 11 – PROBATION
ARTICLE 13 – JOB POSTINGS
ARTICLE 16 – SAFETY AND HEALTH
ARTICLE 17 – PERSONAL EQUIPMENT AND UNIFORMS
ARTICLE 18 – HOURS OF WORK
ARTICLE 19 – OVERTIME
ARTICLE 21 – VACATIONS
ARTICLE 24 – SICK LEAVE
ARTICLE 25 – TRAINING AND STANDARDS
ARTICLE 29 – WELFARE AND GROUP INSURANCE
ARTICLE 30 – CIVIL AND CRIMINAL LIABILITY
ARTICLE 31 – DURATION OF AGREEMENT
ARTICLE 37 – STAFFING
ARTICLE 40 (NEW) – INTEREST ARBITRATION

7. **Appendix 1, Memorandum of Agreement and Letters of Understanding, Schedule D**

The parties agree to amend, renew or delete as follows:

Amend:

Appendix 1 – Re: Article 13 – Job Posting (Promotions)
Memorandum of Agreement – Re: Part-Time Employees
Letter of Understanding: Equity, Diversity and Inclusion
Schedule D – Wages

Renew:

Letter of Understanding - Re: Maternity/Parental Leave
Letter of Understanding - Re: Modified Work Week in the Training Branch
Letter of Understanding – Re: Flex Benefits Program

Delete:

Letter of Understanding: Wellness and Fitness
Letter of Understanding - Re: Additional Compensation for PCPO's Managing Platoons 5 and 6

8. **Salary Schedules**

Amend as follows:

a) Update Job Title for **WFPS-WHRA Liaison and Planning Officer** classification (Class Code 078902) – change to **Director Community Paramedicine & Health Systems Liaison**

b) Update Job Title for **Director – Communications** classification (Class Code 078732) – change to **Director of 9-1-1 Communications**

c) Delete the Classification of **Quality Improvement Officer (Class Code 078892)**

d) Update Job Title and Class Code for **Training Officer – Field, Class Code: 078955** – change to **WFPS Field Training Officer, Class Code: 070725**

e) Update Job Title for **Service Quality and Patient Safety Officer** classification (Class Code 078992) – change to **District Chief Research and Data Intelligence**

Agreed this 27th day of November 2025.

FOR THE CITY OF WINNIPEG

Bliss Yang
Labour Relations Officer
Labour Relations and Negotiation Services
City of Winnipeg

Matt Levitt
Sr. Manager of Labour Relations
and Negotiation Services
City of Winnipeg

FOR THE WFPSOA

Chris Rollwagen
President
Winnipeg Fire Paramedic Senior Officers
Association

APPENDIX A

Amendments to the Collective Agreement

ERRORS AND OMISSIONS EXCEPTED

ARTICLE 3 – ASSOCIATION SECURITY
Amend as follows:

3.01 Except as otherwise hereinafter provided, all employees covered by this Collective Agreement, as defined in Article 1 — Recognition, shall, as a condition of employment, become and remain members in good standing of the Association. ~~**In the case of present employees covered by this Agreement who are not members of the Association, such employees shall have thirty (30) days following the signing of this Agreement to become members. In the case of new employees hired after the effective date of this Agreement from outside the civic service and into a position covered by this Agreement, such employees shall have thirty (30) days following the date of hiring to become a member of the Association. The Association agrees that it will not unreasonably deny membership in the Association to any employee who makes application therefore.**~~

3.03 The amount of dues deducted, accompanied by a statement of deductions from individuals, shall be remitted to the **Treasurer** ~~**Secretary**~~ of the Association within fifteen (15) days after the aforementioned deductions are made.

ARTICLE 5 – ASSOCIATION REPRESENTATION
Amend as follows:

~~**5.03 The parties agree to establish a committee consisting of three (3) representatives of the Association and the Senior Management of the Department to meet on an as required basis to discuss operational matters of mutual interest.**~~

~~**5.04**~~ **5.03** It is agreed that the Association Committee members have regular duties to perform in connection with their Association function; for the purposes of negotiations, attending to and processing grievances. Reasonable time off from regular duty shall be provided for such functions without loss of pay.

ARTICLE 11 – PROBATION
Add NEW Article 11.02 c) as follows:

11.02 Suitability Period

NEW c) During the suitability period set out in Article 11.02 (a) and (b) above, and where in the opinion of the Chief or Designate the circumstances so warrant, the City may extend the suitability period by an additional six (6) months. The City will notify the Association of its intention to extend the suitability period.

The City will provide written notice to the Employee on the extension and a copy will be provided to the Association.

ARTICLE 13 – JOB POSTINGS

Amend as follows:

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 2,184 or 2,080 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 **July 21, 2022** ~~**the date of ratification of the Collective Agreement**~~ will be recognized.

13.07 An employee absent with permission from their assigned base shall be notified of any posting within the bargaining unit **upon submitting a request prior to the start of their leave of absence from the workplace** ~~**via the employee's City email account**~~.

13.08 It will not be necessary to bulletin a position where it is mutually agreed between the City and the Association ~~**that, because of extenuating circumstances, a bulletin is not appropriate**~~.

NEW 13.10 Where the City has elected to establish a list of qualified employees for a bulletined position, and a vacancy occurs for a similar position with the same qualifications, it may not be necessary to bulletin the position within a period of up to six (6) months from the date the list was established. The timeline may be extended beyond six (6) months where WFPSOA provides written agreement.

ARTICLE 16 – SAFETY AND HEALTH

Amend as follows:

16.04 ~~**A Safety Committee consisting of one (1) member each from the Department and the Association shall meet a minimum of six (6) times per year. This Committee shall make recommendations to the Department and the Association as to policies and conduct in respect of safety and health matters brought to their attention through sickness and accident reports, safety inspections, correspondence and other means at their disposal. Worker members assigned to the Committee shall be provided time off from regular duties without loss of pay in order to attend meetings or carry out Committee functions. Committee functions shall be assigned by the mutual agreement of the Co-Chairs. Members attending Committee meetings or conducting Committee work (other than training or education) during other than their scheduled work hours shall be compensated at straight time for all meetings and assigned work with one (1)**~~

~~additional hour prior to, and one (1) additional hour after, added to the total time for the purposes of such compensation for Committee activities.~~

The Association shall allocate one (1) member as a Safety & Health Representative. Time will be allocated at each regularly scheduled Labour-Management meeting to discuss areas of concern and recommendations to policies and conduct in respect of safety and health matters brought to the attention through sickness and accident reports, safety inspections, correspondence and other means available. The Safety & Health Representative shall be provided time off from regular duties without loss of pay in order to attend meetings or to carry out any functions and activities mutually assigned by the Association and Department.

REPLACE Article 16.05 with the following (and re-number the existing Article 16.05 to Article 16.06):

16.05 In addition to 16.04, the Association agrees to attend and actively participate in any multi-bargaining agent and Service Safety and Health Committee meetings. Worker members assigned to the Committee shall be provided time off from regular duties without loss of pay in order to attend meetings or carry out Committee functions. Committee functions shall be assigned by the mutual agreement of the Co-Chairs. Members attending Committee meetings or conducting Committee work (other than training or education) during other than their scheduled work hours shall be compensated at straight time for all meetings and assigned work with one (1) additional hour prior to, and one (1) additional hour after, added to the total time for the purposes of such compensation for Committee activities.

ARTICLE 17 – PERSONAL EQUIPMENT AND UNIFORMS

Amend as follows:

17.01 Dress Uniforms and Identifiers

On appointment to a temporary position or assignment an employee will only be **provided items on an as required basis** ~~**issued one (1) breast badge and one (1) name tag**~~.

17.02 Personnel Assigned to Field Operations Roles

The following items will be provided, on an as required basis **unless a different replacement period is noted below**, maintained and paid for by the City for each employee at no expense to the employee:

i) One (1) uniform sweater **or substitute item approved by the department and agreed to by the Association** - maximum one (1) every two (2) year period. The employee is to identify if they require a lined or unlined uniform sweater **or such substitute item.**

o) One (1) rain jacket with identifiers - maximum one (1) every (5) year period.

On appointment to a temporary position or assignment, an employee will only be **provided items on an as required basis** ~~**issued items in Article 17.02 (d) (five shirts), (i), and (k)**~~.

17.03 Personnel Assigned to Non-Field Operations Roles

The following items will be provided, on an as required basis **unless a different replacement period is noted below**, maintained and paid for by the City for each employee at no expense to the employee:

g) One (1) uniform sweater **or substitute item approved by the department and agreed to by the Association** - maximum one (1) every two (2) year period. The employee is to identify if they require a lined or unlined uniform sweater **or such substitute item**.

~~**i) One (1) fleece jacket with WFPS identifier - maximum one (1) every (5) year period**~~

On appointment to a temporary position or assignment an employee will only be **provided items on an as required basis** ~~**issued items in Article 17.03 (d) (five shirts), (g), (h) and (j)**~~.

ARTICLE 18 – HOURS OF WORK

Amend as follows:

18.01 a) Employees in the Emergency Operations Division, **Field Training Officers in the Training Academy,** and employees in the Communications Centre who work shifts, shall work one of the following shift arrangements:

18.03 The hours of work for the positions of ~~**WFPS-WHRA Liaison and Planning Officer**~~ **Director of Community Paramedicine and Health Systems Liaison** and ~~**Manager of Communications**~~ **Director of 9-1-1 Communications** shall be 08:00 to 16:30, Monday to Friday with a half hour (½) unpaid lunch break.

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 that an employee is required to be on duty on night shift.**~~

ARTICLE 19 – OVERTIME

Amend as follows:

19.02 Employees in the positions of ~~**WFPS-WHRA Liaison and Planning Officer**~~ **Director of Community Paramedicine and Health Systems Liaison,** Director of **9-1-1** Communications and Director – Paramedic Education and 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 proportionately to the number of months worked, calculated to the nearest one-half (½) day.

ARTICLE 21 – VACATIONS

Amend as follows:

21.03 b) ~~**An employee's**~~ **For employees who work a 40-hour work week, the** vacation days in (a) above shall not include scheduled days off and statutory holidays which may occur during the vacation period selected by the employee.

21.06 In the event that a General Holiday falls during an employee's vacation period such employee shall **not be deducted vacation credits for each such General Holiday and will receive the General Holiday as time off work** ~~be granted one (1) extra day of vacation to compensate for each such General Holiday either at the beginning or at the end of their vacation~~. **This does not apply to employees who are assigned to a twelve (12) hour shift in continuous operations.**

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.**~~ **For employees in the Emergency Operations Division and employees in the Communications Center who are assigned to a twelve (12) hour shift in continuous operations**, each annual vacation week must be in a continuous unbroken period unless authorized by the department. 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.

ARTICLE 24 – SICK LEAVE

Amend as follows:

24.05 Effective July 21, 2022, 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 **24.06** ~~**25.06**~~.

24.06 ~~**c) Upon resignation from the Department, an employee shall be entitled to a cash payment for their unused accumulated sick credits to their standing as of January 1, 1980 in an amount equivalent to fifty percent (50%) of the amount as calculated in accordance with the above cash out provisions in Paragraph (a).**~~

ARTICLE 25 – TRAINING AND STANDARDS

Amend as follows:

25.01 The Service will provide at no cost to the employee, the necessary training, or access to training, that ensures the core skills and certifications required to perform the specific duties of each bargaining unit job role are maintained. ~~**within the required timelines. Without limitation, the following are examples of the core courses that the Service would provide employees subject to job requirements:**~~

- ~~**Advanced Cardiac Life Support - ACLS**~~
- ~~**Basic Life Support - BLS**~~
- ~~**Pre-Hospital Trauma Life Support - PHTLS**~~
- ~~**Pediatric Advanced Life Support - PALS**~~
- ~~**Neonatal Resuscitation Program — NRP**~~
- ~~**International Academy of Emergency Dispatch Courses - IAED**~~
- ~~**Instructor Certification Courses.**~~

****Bargaining Note: In regards to Article 25.01, the intent related to providing training to ensure that employees have the core skills and certifications required includes ensuring they have the qualifications associated with supervising and/or training employees that report to them.**

25.02 The Service is committed to providing ongoing learning and continuing education for employees. Continuing education courses/training/professional development will be based on the outputs of Service Quality Initiatives, changes to operational equipment, or needs of the Service. Without limitation the following are examples of Continuing Education Sessions:

- Maintenance of certifications
- Clinical rotation and skill maintenance
- Simulated training experiences
- Leadership development training
- Corporate Education programs.

25.03 The Service reserves the right to modify, change, or substitute the training **delivered** ~~**in articles**~~ pursuant **to** Articles 25.01 and 25.02. Prior to making changes the Service will consult with the Association.

25.04 The terms and conditions contained within Article 25 are separate and independent of any requirements imposed by legislation or by a regulatory body established by the Province of Manitoba on an individual to obtain licensure/registration in order to practice paramedicine.

25.05 ~~**The Parties agree that the Service will maintain a platform for maintenance of licensure until such time as self-regulation is fully implemented.**~~ Should the Service decide to offer a licensure/registration credit platform to WFPS employees, WFPSOA members will have access to the content of the platform.

25.06 WFPSOA members are responsible for any ~~**registration**~~ fees **and costs associated with their paramedic license** ~~**once self-regulation of paramedicine is implemented in the Province**~~.

ARTICLE 29 – WELFARE AND GROUP INSURANCE

Amend as follows:

29.01 The City shall provide a contract ~~**with Blue Cross**~~ for its Extended Health Benefits, Ambulance and Hospital Semi-Private with a ten dollar ($10.00) deductible provision and the City shall pay one hundred percent (100%) of the premium as the case may be for such combined Plan.

The parties agree that the City of Winnipeg may contract with **a any** benefit provider **and/or change the benefits plans** ~~**other than Blue Cross**~~ provided that:

i) the benefit plan contains comparable provisions and service;

ii) prior to changing providers and/or benefit plans, WFPSOA is provided **notice of the change** with an opportunity to review the proposed changes ~~**and assess comparability**~~.

iii) ~~**In the event**~~ where the Association does not agree that the new benefit plan is comparable, the Association may refer the matter to arbitration. The arbitrator will be appointed in accordance with Article 6.01 Step 3-A b), unless the parties agree otherwise.

29.05 **Group Life Insurance Plan**

The Civic Employees' Group Life Insurance By-Law (By-Law No. ~~**5644/91**~~ **80/2015) or any superseding bylaw and the carrier contract** must be consulted for the purpose of interpreting or applying the provisions of the Civic Employees' Group Life Insurance Plan (hereinafter referred to as the "Plan"). In accordance with the By-Law, the Plan is administered by **the party(s) delegated per the by-law** ~~**The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Pension Fund).**~~ Information on the Plan is available by contacting **your Human Resources Department** ~~**the Winnipeg Civic Employees' Benefits Program at (204) 986-2516 or at https://www.wcebp.com/**~~

ARTICLE 30 – CIVIL AND CRIMINAL LIABILITY

Amend as follows:

30.01 Civil Liability

If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort committed by them in the performance of their duties, whether on or off duty, then:

a) The member, upon being served with any legal process or upon receipt of any notification of any action or proceeding as hereinbefore referred to being commenced against them, shall advise the Fire and Paramedic Chief or designate of any such notification or legal process.

b) The City shall pay any damages or costs awarded against any such member in any such action or proceeding and shall, in a manner prescribed by the City, provide legal counsel at no cost to the employee; and/or

c) The City shall pay any sum required to be paid by such member in connection with the settlement of any claim made against such member if such settlement is approved by the City through the Office of the City Solicitor before same is finalized.

Provided such actions do not constitute a gross disregard or neglect of their duties ~~**as an Emergency Medical Attendant/Supervisor**~~.

ARTICLE 31 – DURATION OF AGREEMENT

Amend as follows:

31.01 This Agreement shall become effective on ~~**September 1, 2021**~~ **January 1, 2025** and shall remain in effect up to and including **December** 31, ~~**2024**~~ **2029**.

Remove Article 31.03 to Article 31.12 and move into a NEW Article 40 – Interest Arbitration.

ARTICLE 37 – STAFFING

Amend as follows:

37.01 Staffing Positions/Assignments on a Temporary Basis

a) Positions and assignments may be filled on a temporary basis without a Bulletin for a period not to exceed nine (9) months **unless WFPSOA agrees to an extension of the assignment in writing**. Subject to operational requirements and when practicable, qualified WFPSOA members will be given preference to cover positions or assignments in accordance with this Clause.

A position or assignment that is known to exceed nine (9) months **or other period of time as agreed to by WFPSOA** under this Clause shall be posted and will follow the principles of Article 13.

b) Notwithstanding Article 37.01(a), the Service may offer ~~"acting"~~ **acting** assignments to non-bargaining unit employees that may not exceed three (3) months unless WFPSOA agrees to an extension of the assignment in writing.

37.02 b) A qualified employee from outside the bargaining unit who is on duty may be moved to fill the position on an ~~"acting"~~ **acting** basis so long as additional overtime is not called within their bargaining unit as a result of the acting assignment;

ARTICLE 40 (NEW) – INTEREST ARBITRATION

Amend as follows:

ADD Article 31.03 to Article 31.12 into a NEW Article 40 and renumber the articles as follows:

~~**31.03**~~ **40.01** 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**~~ **40.02** Pursuant to Article ~~**31.03**~~ **40.01**, 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 the Association.

~~**31.05**~~ **40.03** The selection of an arbitrator by each party to the Arbitration Board shall be made within twenty (20) calendar days after the written request for arbitration has been received, and the other party shall be notified of such selection forthwith.

~~**31.06**~~ **40.04** If either party fails to appoint its arbitrator as herein provided, then the other party may request a judge of the Court of King's Bench to select such arbitrator.

~~**31.07**~~ **40.05** 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) calendar days from the date of their first meeting, the two (2) arbitrators shall then forthwith request a judge of the Court of King's Bench to select the third (3rd) member, who shall be Chairperson of the Arbitration Board.

~~31.08~~ **40.06** 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) calendar days, the arbitration will revert to a three (3) person board.

~~31.09~~ **40.07** 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 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 an executed Collective Agreement.

~~31.10~~ **40.08** A Board of Arbitration or a single arbitrator shall have the authority to determine whether any matter referred to it is arbitrable.

~~31.11~~ **40.09** 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~~ **40.10** 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.

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

Amend as follows:

Group A

District Chief – Paramedic Operations
~~**Service Quality and Patient Safety Officer**~~ **District Chief Research and Data Intelligence**
Training Officer – Paramedic Education
WFPS Field Training Officer
Communications Training and Quality Officer
District Chief - Communications
Clinical Education Coordinator
Paramedic Public Education Coordinator
Manager of Light Fleet

Group B

Platoon Chief – Paramedic Operations
Director – Paramedic Education and Training
~~Director of Communications~~ **Director of 9-1-1 Communications**
~~WFPS-WRHA Liaison and Planning Officer~~ **Director Community Paramedicine & Health Systems Liaison**

MEMORANDUM OF AGREEMENT – RE: PART-TIME EMPLOYEES

Amend as follows:

2. Provisions:

g) Personal Equipment and Uniforms

On appointment to a temporary position or assignment an employee will only be issued items in Article 17.03(d) (~~five~~ **two** shirts), (g), (h), and (j).

17.02 Personnel Assigned to Field Operations Roles

The following items will be provided, on an as required basis **unless a different replacement period is noted below**, maintained and paid for by the City for each employee at no expense to the employee:

i) One (1) uniform sweater **or substitute item approved by the department and agreed to by the Association** - maximum one (1) every four (4) year period. The employee is to identify if they require a lined or unlined uniform sweater **or such substitute item.**

17.03 Personnel Assigned to Non-Field Operations Roles

The following items will be provided, on an as required basis **unless a different replacement period is noted below**, maintained and paid for by the City for each employee at no expense to the employee:

g) One (1) uniform sweater **or substitute item approved by the department and agreed to by the Association** - maximum one (1) every four (4) year period. The employee is to identify if they require a lined or unlined uniform sweater **or such substitute item.**

~~**i) One (1) fleece jacket with WFPS identifier - maximum one (1) every (5) year period; and**~~

j) Benefits

ii) Part-time employees would not be eligible for **employer-paid** Extended Health benefits.

LETTER OF UNDERSTANDING – EQUITY, DIVERSITY AND INCLUSION

Amend as follows:

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 belonging,** 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.**~~

During the life of this Collective Agreement, the City will continue developing Equity, Diversity and Inclusion Programming. These will include but not be limited to, strategies and initiatives to attract, recruit and retain employees from the six under-represented equity groups: Indigenous Peoples, Women, Racialized Peoples, Persons with Disabilities, Newcomers and 2SLGBTQQIA+ Peoples. The City will engage the Association in meaningful collaboration as this programming continues to be developed.

SCHEDULE D - WAGES

Amend as follows:

General Wage Increase

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

~~a) Effective August 31, 2022:~~

~~Increase wages by two percent (2.0%).~~

~~b) Effective August 31, 2023~~

~~Increase wages by two percent (2.0%).~~

~~c) Effective Pay August 31, 2024:~~

~~Increase wages by one point nine percent (1.90%).~~

a) **Effective April 6, 2025 – 1.5%**
b) **Effective December 28, 2025 – 1.5%**
c) **Effective April 1, 2026 – 1.1%**

d) Effective December 31, 2026 – 1.5%
e) Effective July 1, 2027 – 1.0%
f) Effective December 31, 2027 – 1.0%
g) Effective July 1, 2028 – 1.0%
h) Effective December 31, 2028 – 1.0%
i) Effective July 1, 2029 – 1.0%
j) Effective December 31, 2029 – 1.0%

Scale Adjustments

The City shall increase all biweekly/hourly rates in effect as follows:

a) Effective December 28, 2025 - 0.5%
b) Effective April 1, 2026 - 0.5%
c) Effective December 31, 2026 – 0.5%
d) Effective July 1, 2027 – 0.570%
e) Effective December 31, 2027 – 0.570%
f) Effective July 1, 2028 – 0.570%
g) Effective December 31, 2028 – 0.570%
h) Effective July 1, 2029 – 0.825%
i) Effective December 31, 2029 – 0.825%