

Town of Riverview

COUNCIL REPORT FORM

Presented to: Mayor and Council

Department: Colin Smith

Date: December 11, 2017

Subject: Ratification of IAFF Agreement



Agenda Item:

Meeting Date:

For use by Office of the Town Clerk only

BACKGROUND

The Town and IAFF Local 2549 have been in negotiations since March 2016. While the process has been long, the discussions have been amicable and have resulted in a tentative agreement that both negotiation parties have endorsed. Town Council is being asked to formally ratify the tentative agreement that was negotiated with the IAFF. The IAFF has already signed off on the terms of the agreement. The current contract ended March 31, 2016

The proposed five-year contract includes the following key terms:

- Wage increase over the five years: For Firefighters/Paramedics - April 1, 2016 – 3.07%; April 1, 2017 – 2.97%; April 1, 2017; April 1, 2018; April 1, 2019. For Administrative Assistant Position – 1.75% each year for the five years of the agreement.
- The Town agreed to hire one new firefighter/paramedic a year for the next four years, starting in 2018. With this provision the IAFF agreed that the overtime rate for medical and fire calls be reduced from 3 hours to 2 hours. The change in overtime rate would take effect after the first new fire fighter passes their probation period.
- The Town and IAFF agreed the Training Coordinator position would be eliminated and the Training Coordinator premium would be paid to Firefighters/Paramedics when they are providing training to internal staff. (in their area of expertise)

From a salary increase perspective, the settlement that the Town's negotiating team is recommending is consistent with what has been awarded in the market place for firefighters in the Province. Below is a summary of the current settlements or arbitration awards:

- Moncton 2.97% a year for 4 years.
- Oromocto 2.97% a year for 4 years.
- Fredericton 2.97% a year for 4 years.
- Bathurst 2.5% a year for 3 years with improvements to benefits and wellness programs.
- Dieppe 2.97% a year for 4 years with an additional 2.5% in year two; 1.5% in year three; 1.0% in year four. Dieppe's was an arbitration award.

Attached is the tentative agreement for Council's reference.

CONSIDERATIONS

Legal: contract expired March 31, 2016

Financial: The settlement has been included in the current budget and projections for the future.

Policy: N/A

Stakeholders: Residents; IAFF members; volunteers; management in the Fire Department

Strategic Plan: Fiscal Responsibility and Service Excellence

Interdepartmental Consultation: Fire Department; CAO; HR

Communication Plan: N/A

Recommendation:

That Town Council of the Town of Riverview ratify the tentative agreement with IAFF Local 2549 for a five year term expiring March 31, 2020, including the proposed wage settlement of - April 1, 2016 – 3.07%; April 1, 2017 – 2.97%; April 1, 2017; April 1, 2018; April 1, 2019 for Firefighter/Paramedics and 1.75% each year for the Administrative Assistant Position.