

TOWN OF FORT FRANCES

BY-LAW NO. 39/13

(Being a by-law to authorize the entering into of a collective agreement with the Fort Frances Professional Fire Fighters Association for the three-year period January 1, 2013 to December 31, 2015 - *Fire Protection and Prevention Act*, 1997, S.O.1997, c.4, Section 2.)

WHEREAS on July 8th, 2013, Council approved a report dated June 27th, 2013 by the Manager of Human Resources to authorize the execution of a collective agreement with the Fort Frances Professional Fire Fighters Association and directed that this by-law be prepared.

NOW THEREFORE Council for the Corporation of the Town of Fort Frances HEREBY ENACTS as follows:

1. That the agreement dated July 8th, 2013 with the Fort Frances Professional Fire Fighters Association for the term January 1, 2013 to December 31, 2015, in the form of Schedule "A" attached hereto and forming part of this by-law be approved for the Mayor, Chief Administrative Officer and Clerk to sign and affix the Corporate Seal thereto.

This by-law shall come into force and take effect on the final passing thereof.

READ THREE TIMES and finally passed in open Council this 22nd day of July 2013.

MEMORANDUM OF AGREEMENT made this 2nd day of July 2013

BETWEEN:

THE CORPORATION OF THE TOWN OF FORT FRANCES
Hereinafter called the "EMPLOYER "

Of the First Part, -and -

THE FORT FRANCES FIRE FIGHTERS ASSOCIATION
Hereinafter called the "ASSOCIATION"

Of the Second Part

WHEREAS the parties hereto have agreed to enter into these presents for the purpose of more effectually defining duties, privileges, working conditions and remuneration, and to establish the best possible working conditions so as to develop and maintain a spirit of cooperation between the Employer and the Association and to promote and establish an efficient Fire Department.

NOW THEREFORE THIS AGREEMENT WITNESSETH:

ARTICLE 1 - RECOGNITION

- a) The Employer recognizes the Association as the exclusive bargaining agent for all permanent employees of the Fort Frances Fire Department with the exception of the Chief and this Agreement shall be applicable to all such employees.
- b) All employees of the Fort Frances Fire Department who are now members of the said Fort Frances Fire Fighters Association shall remain members of the said local Association in good standing as a condition of continued employment. All new employees of the said Fire Department shall become members of the Fort Frances Fire Fighters Association upon immediate employment and shall continue their membership in good standing in the said local Association as a condition of continued employment.

Termination of any fire fighter shall be in accordance with Part IX section 44 of the FPPA, RSO. 1997 and provisions of the Employment Standards Act.

- c) The employer agrees to deduct Association Contributions from each employee's salary each month and send the amount so deducted to the Secretary of the Association.

ARTICLE 2 - DISCRIMINATION AND COERCION

- a) There shall be no discrimination against any employee because of the employee's membership in the Association or by virtue of their holding office in the Association.
- b) Provisions of this Agreement shall be applied to all employees without discrimination.

ARTICLE 3 - HOURS OF WORK

- a) The hours of work shall be forty-two (42) hours per week based on a twelve (12) hour shift or in a form agreed upon in writing by the Fire Chief and Association.
- b) The shifts on duty shall be scheduled to commence at 7:00 a.m. to 7:00 p.m. and 7:00 p.m. to 7:00 a.m. A working day shall be from 7:00 a.m. to 7:00 a.m. the next day or in a form agreed upon in writing by the Fire Chief and the Association.
- c) Any continuous time worked more than twelve (12) hours after any working shift shall be worked at the rate of time and one half (1½) with a minimum of one (1) hour pay.
- d) Association members will take a minimum of fifty (50) percent of all overtime as lieu time at time and one half (1.5) to a maximum of 60 hours. The remainder will be taken as pay at time and one half (1.5). Time off taken will not create additional overtime. Accumulated Lieu Time as at December 31st will be used prior to May 31st of the following year.
- e) The shifts on duty shall alternate in a form agreed upon by the Fire Chief and Association.

ARTICLE 4 - VACATIONS

- a)
 - (i) Less than one (1) years' employment - 1/6 of a week per month to a maximum of two (2) weeks;
 - (ii) One (1) or more years of service, but less than three (3) years - two (2) weeks;
 - (iii) Three (3) or more years of service, but less than nine (9) years - three (3) weeks;
 - (iv) Nine (9) or more years of service, but less than seventeen (17) years - four (4) weeks;
 - (v) Seventeen (17) or more years of service, but less than twenty five years (25) - five (5) weeks;
 - (vi) After twenty-five (25) years of service - six (6) weeks.
- b) All vacations shall be on calendar year basis.
- c) One week vacation is defined as forty-two (42) hours.
- d) Vacation periods shall be taken on a system agreed upon by the Fire Chief and the Association.
- e) No vacation time shall be lost by any employee as a result of an accident or occupational illness incurred as resulting from the performance of duty.
- f) Employees shall take all cumulated vacation time prior to their normal retirement date.
- g) When an employee is absent from work on any leave of absence without pay (excluding Pregnancy / Parental leave as defined in the Employment Standards Act) in excess of 30 calendar days (120 calendar days for employees collecting short term disability benefits), the employee's vacation and vacation pay will be pro-rated in accordance with the amount of time worked.

ARTICLE 5 - STATUTORY HOLIDAYS

- a) Members shall be granted eleven (11) shifts pay (132 hours), at straight time for statutory holidays. In no event shall the member be granted or be allowed a time-off option in lieu of eleven (11) shifts pay. This amount shall be paid on the first payday in December.

The aforementioned statutory holidays shall comprise:

- | | | | |
|----|----------------|-----|------------------|
| 1. | New Year's Day | 6. | Thanksgiving Day |
| 2. | Good Friday | 7. | Christmas Day |
| 3. | Victoria Day | 8. | Boxing Day |
| 4. | Canada Day | 9. | Civic Holiday |
| 5. | Labour Day | 10. | Remembrance Day |
| | | 11. | Family Day |

- b) A member shall also be entitled to two (2) floating holidays (two (2) twelve (12) hour shifts) when mutually arranged and agreed upon by the Fire Chief and employee.

ARTICLE 6 - SALARIES

Classification:

Classification		July 1, 2012 2%	January 1, 2013 1.5%	January 1, 2014 1.5%	January 1, 2015 1.5%
Captain	110% of First Class	\$82,288	\$83,522	\$84,775	\$86,046
1 st Class	100% of First Class	\$74,807	\$75,929	\$77,068	\$78,224
2 nd Class	90% of First Class	\$67,326	\$68,336	\$69,361	\$70,401
3 rd Class	80% of First Class	\$59,845	\$60,743	\$61,653	\$62,578
4 th Class	70% of First Class	\$52,366	\$53,150	\$53,948	\$54,757
5 th Class	60% of First Class	n/a	\$45,557	\$46,240	\$46,934

- a) Should an employee be temporarily required to execute the duties of a rank higher than their regular position, they should be paid according to the rate of pay for such rank for the period so employed.
- b) Effective January 1, 2013, any new employee will work at the classification of their rank, and progress through the rank structure as identified in 6d), subject to appropriate service and testing as identified by the Fire Chief.
- c) Subject to the prior clause, fire fighters achieving First Class status will be eligible to write for a Captains position after one year of service at the rank of First Class. This will make them eligible to fill a vacancy when one becomes available.

- d) After service satisfactory to the Council of the Town of Fort Frances and the Chief of the Fire Department for twelve (12) calendar months, a Probationary Fire Fighter shall be entitled to the rank and pay of a Fourth Class Fire Fighter. After a further twelve (12) months of satisfactory service as aforesaid, they shall be entitled to the rank and pay of a Third Class Fire Fighter. After a further twelve (12) months of satisfactory service as aforesaid, they shall be entitled to the rank and pay of a Second Class Fire Fighter. After a further twelve (12) months of satisfactory service as aforesaid, they shall be entitled to the rank and pay of a First Class Fire Fighter.
- e) All employees' payroll cheques shall be directly deposited into their bank accounts.

ARTICLE 7 - SICK LEAVE

- a) Cumulative sick leave benefit for permanent employees shall accumulate at the rate twelve (12) hours per month of work to an absolute limit of six (6) shifts (72 hours). Sick time shall accumulate only while an employee is actually at work.

Permanent employees shall be permitted to carry the unused portion of sick leave from year to year to an absolute limit of six (6) shifts (72 hours). Balances on record are not vested and have no buy out value at termination of employment.

Sick leave days may be used to offset the waiting period(s) under the Weekly Indemnity Plan.

- b) Weekly Indemnity Insurance/Long Term Disability Insurance coverage:

The Corporation will pay the premium costs plus P.S.T. and G.S.T. if applicable for Weekly Indemnity Insurance and for Long Term Disability Insurance for all regular full time employees. A description of some of the terms and conditions of such insured plans are set out below for informational purposes only:

1. Weekly Indemnity Insurance Coverage of: 1st day hospital; 1st day accident; 4th day of sickness; 75% weekly earnings, maximum of \$1200.00 weekly; 17 week duration of 120 days; and
2. Long Term Disability Insurance Coverage of: starts 121st day; 75% of earnings, maximum \$4000 monthly; 2 year own occupation; primary C.P.P. carve out only, payable to age 60 or earlier recovery.

The Corporation also reserves the right to change the carrier of any of the benefit plans provided that the level of benefit coverage is not decreased. Notice of such change of carrier will be communicated to the Association prior to the change.

Only for purposes of receiving weekly indemnity insurance benefits and long-term disability insurance benefits pursuant to Article 7(b), the pay for Fire Fighters will be deemed to have been calculated and paid biweekly on a 42 hour work week (2184/annum) on a seven day a week basis or 6 hours per day.

ARTICLE 8 - MEDICAL, HOSPITAL AND LIFE INSURANCE BENEFITS

The Corporation agrees to pay:

- a) One hundred percent (100%) of the cost of premiums for Life Insurance and AD&D coverage that will include the following coverage: Employee one hundred thousand dollars (\$100,000); spouse five thousand dollars (\$5,000); each dependent two thousand five hundred dollars (\$2500) fourteen (14) days to age twenty-one (21), twenty-five (25) if in University or College. AD&D coverage is equal to the Employee Basic Life Coverage.

Such insurance premiums will be paid by the Corporation up to a twelve (12) month period while on sick leave; optional additional coverage available at employee cost; no insurance at retirement.

- b) Dental

One hundred percent (100%) of the cost of premiums for dental plan equivalency of Blue Cross No. 9 with rider three (3); riders two (2) and four (4) - one thousand five hundred dollars (\$1500) maximum per year; current fee guide; two (2) year continuation for surviving dependents; 6 months continuation on illness; 9 month recall.

- c) Extended Health Care

One hundred percent (100%) of the premium cost for an Extended Health program that will include the following coverage:

- i) Covered Services & Supplies at 100% reimbursement (annual deductible Single \$10 / Family \$20)
- ii) Prescription Drugs (\$5.00 / prescription deductible) at 100% reimbursement; mandatory generic substitution; fertility drugs and oral contraceptives are not covered.
- iii) Vision Care (nil deductible) at 100% reimbursement, maximum of \$300 every 24 months (\$150 every 12 months for dependents under 18 years); one eye exam every 24 months.
- iv) Semi-Private Hospital room coverage (nil deductible) at 100% reimbursement
- v) Deluxe Travel at 100% reimbursement of eligible charges

Two (2) year continuation for surviving dependents; six (6) months continuation on illness. Coverage is subject to the terms of the Master Policy between the Corporation and the insurance carrier.

- d) The employer agrees to contribute one hundred percent (100%) of the cost of members' welfare benefits in article 8 for retired members except for life, AD&D and deluxe travel as provided in this article, up to a maximum age of 65 or until provided by a government plan, which ever occurs sooner, provided that the member is eligible for pension benefits under OMERS requirements and is within 10 years of the normal retirement date.
- e) The Corporation will provide a single master policy as it relates to the Fire Department upon written request from the Association.

ARTICLE 9 - LEAVE OF ABSENCE

- a) Reasonable leave of absence without pay may be granted to any employee for a period not exceeding thirty days (30) except in cases of exceptional circumstance.

Employees taking a leave of absence for employment outside the bargaining unit (other than for Association business) will forfeit their standing on the seniority list unless agreement has been made between the employee, the Fire Chief, and the Association.

- b) The employer will grant the Association 4-12 hour shifts with pay per calendar year to tend to Association matters subject to the following conditions:
 - (i) The Association will notify the Employer in writing of the day(s) or shift(s) of such leave and the employee, for whom same is requested, at least one (1) calendar week prior to the day(s) or shift(s) of leave of absence requested; and
 - (ii) No more than one (1) employee shall be absent on such leave for the same day(s) or shift(s).

ARTICLE 10 - BEREAVEMENT LEAVE OF ABSENCE

Each employee shall be granted four (4) consecutive twelve (12) hour shifts off work at their regular rate of pay in the event of the death of a family member. Family is defined as spouse, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, or grandchild. One (1) of these days must be the day of the funeral.

The Corporation shall pay for an emergency return trip from Ontario Fire College or other Fire Department authorized business trip for members attending same, with respect to family members listed in the bereavement leave article.

ARTICLE 11 - PENSIONS

- a) Each employee shall be entitled to benefits and privileges of any pension which has been or may hereafter be adopted by Agreement between the Employer and the Association.

ARTICLE 12 - UNIFORMS AND EQUIPMENT

- a) All Fire Department personnel shall be supplied with uniforms and equipment in the following manner:
 - (i) One pair of blue serge (uniform) trousers to be replaced as determined to be required by the Fire Chief;
 - (ii) One uniform tunic to be replaced as determined to be required by the Fire Chief;
 - (iii) Full time Fire Fighters who are required to wear safety footwear on the job shall receive one hundred and sixty dollars (\$160) per year for safety footwear providing paid invoices are presented for payment to the Town.

- iv) One parka, of good quality, to be replaced as determined to be required by the Fire Chief;
- (v) Two pair of fatigue trousers and two shirts annually;
- (vi) One uniform cap to be replaced as determined to be required by the Fire Chief;
- (vii) One uniform tie to be replaced as determined to be required by the Fire Chief;
- b) Bunker Gear as provided in current legislation C.G.S.B. - 155.1 .M88
- c) All articles of clothing and equipment supplied to Fire Department personnel shall have the Union label attached, whenever possible.

ARTICLE 13 - GRIEVANCE PROCEDURE

a) Settling of Grievances

Should a dispute arise between the Corporation and any employee(s) regarding the interpretation, meaning, operation or application of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, or should any other dispute arise, an earnest effort shall be made to settle the dispute in the following manner:

- STEP I** Within five (5) working days of an alleged grievance, the employee shall first seek to settle their grievance through the Association President or designate, with the Fire Chief or designate.
- STEP II** Failing satisfactory settlement within seven (7) working days after the dispute was submitted under Step I, the Grievance Committee of the Association, if it considers the grievance to be justified, shall seek to settle the dispute with the Division Manager or Designate who shall, within five (5) days, give their decision in writing to the Grievance Committee.
- STEP III** Within seven (7) days after failing to reach satisfactory agreement under Step II, application in writing shall be made to a regular meeting of the Council or if not a regular meeting of Council, then a Committee of Council which shall include Council members stating the grievance concerned as well as a copy of the decision of the Division Manager or Designate. The Committee of Council or Council shall hear the appeal within twenty (20) days and shall give their decision within thirty (30) days after the conclusion of the hearing.
- STEP IV** If the Grievance Committee is not satisfied with the decision of the Council and so notifies said Council, the Grievance Committee may, within thirty (30) days of the last step of the Grievance Procedure, submit the matter to Arbitration.

- b) Replies in Writing
Replies to grievances shall be in writing at all stages except Stage I.
- c) Grievances Settled Satisfactorily
Grievances settled satisfactorily shall date from the time the grievance was filed.
- d) Time Limits
Time limits specified in above steps shall be deemed to be exclusive of Saturdays, Sundays and those holidays described in Article 5.
- e) Decision between Council and Grievance Committee
All decisions arrived at by agreement between the Council and the Grievance Committee with respect to any grievance shall be final and binding on the Council and on the Association.
- f) Meetings between Grievance Committee and Employer
Once a grievance has been filed by the Grievance Committee under Step II, there shall be no direct communications between individual members of the Grievance Committee or any employee with Mayor or Council. Meetings between the Grievance Committee and Officials shall take place only at mutually appointed times and places. This does not prohibit joint meetings between both parties in an attempt to solve the issue prior to the matter being heard at arbitration.

ARTICLE 14 - ARBITRATION

- a) When either party requests that a grievance be submitted to Arbitration, the request shall be made in writing addressed to the other party of the Agreement.

Within fifteen (15) calendar days after referral to Arbitration the parties will attempt to select a sole Arbitrator to hear the matter and for that purpose will exchange nominations.

Failing agreement between the parties on a sole Arbitrator as per above, either party may refer the matter to a three-person Board of Arbitration and notify the other party of the name and address of its appointee. The two appointees shall select an impartial Chairman by mutual agreement, and should the two appointees fail to agree upon a Chairman within five (5) days, the Minister of Labour upon the request of either party shall make an appointment.

- b) Expenses of the Board
Each party shall pay: 1) The fees and expenses of the Arbitrator it appoints.
2) One-half (½) the fees and expenses of the Chairman.

ARTICLE 15 - SENIORITY

In the event of a reduction in the staff, the employee with the least years of service shall be laid off first. If a vacancy occurs within fifteen (15) months of the layoff, said employee shall be recalled, provided the employee has the required qualifications.

This clause will not include Fire Fighters included in Article 1 of this agreement if they are still in their probationary period as defined by Part IX Section 44 of the FPPA.

ARTICLE 16 - PRIVILEGES

Any privileges enjoyed by the members of this Association shall remain in effect during the term of this Agreement.

ARTICLE 17 - RECALLS

- a) Employees recalled to duty after completion of shift in respect to any of the following:
 - a) Any of the emergency provisions as provided in Part 1X Fire Fighters Employment and Labour Relations, Section 43(7) of The Fire Prevention and Protection Act R.S.O. 1997, or as provided by future amendments, shall be paid at the rate of one and one-half (1½) times the regular hourly rate of pay for each hour or portion thereof with a minimum of two (2) hours for each such recall.
- b) Employees recalled to duty for any cause or reasons other than the foregoing shall be paid at the rate of one and one half (1½) times the regular hourly rate of pay for each hour or portion thereof with a minimum of two (2) hours for each such recall.

ARTICLE 18 - RECOGNITION PAY

Effective January 1, 2011, the Corporation will provide for all fire fighters recognition pay of 2%, 4%, 6% after 8, 17 and 23 years of service respectively.

Effective January 1, 2012, the Corporation will provide for all fire fighters recognition pay of 3%, 6%, 9% after 8, 17 and 23 years of service respectively.

Recognition pay will form part of the member's annual salary for purposes of determining the hourly rate, will be included as pensionable earnings and will be used to determine all entitlements calculated on the bases of a member's hourly rate or annual salary.

ARTICLE 19 - PROTECTION

- a) The Employer agrees to indemnify the full-time Fire Fighters and save them harmless from all suits for damages, costs, charges, expenses or proceedings where they suffer an allegation as a result of anything they did or failed to do in the performance of their duties, excluding always negligence by the said full-time Fire Fighter.
- b) The Employer agrees to compensate Employees for loss of, damage to, or destruction of eyeglasses, contact lenses, dentures, or watches (equivalent value of watch destroyed up to a maximum of \$200). In addition, agrees to repair, replace, or dry-clean personal clothing damaged or stained beyond normal usage. All loss, damage, destruction must be a result of regular performance of duties.

ARTICLE 20 - DURATION

This Agreement shall be effective as from January 1, 2013 and shall continue in full force and effect until December 31, 2015 and it shall be deemed to continue in force and effect from year to year, and shall be reopened for discussion of amendment only on notice to the proper official of the other party within ninety (90) days of the expiration date. The employer and the bargaining unit shall meet within fifteen (15) days after the notice is given, or within such longer periods as they may agree upon.

If the parties are unable to negotiate a final agreement all unresolved issues shall be referred to a board of arbitration as per Part IX of the Fire Prevention and Protection Act, R.S.O. 1997, collective Bargaining, Section 50.

ARTICLE 21 - TECHNOLOGICAL CHANGE

- a) At least ninety (90) days prior to the introduction or implementation of substantial technological change, or substantial changes in mechanization affecting employees, the Corporation shall, by written notice, furnish the Association with the full information of the planned change or changes. Such prior notice shall contain relevant information respecting the nature and degree of change; the date or dates on which the Corporation plans to effect the change, the location or locations involved.
- b) Within fifteen (15) days after the foregoing notice has been given, the Corporation shall make disclosure to the Association of the effects of the change or changes on any employee.
- c) Following the said disclosure, representatives of the parties shall meet forthwith for the purpose of negotiating with a view to resolving any issue which may concern the employment status of any employee.
- d) If agreement has not been reached within fifteen (15) days after disclosure by the Corporation of the effects of the change or changes on any employee, either party may submit any outstanding issue to a Board of Arbitration which shall be constituted in the manner provided for by Part IX of the Fire Prevention and Protection Act, R.S.O. 1997, Collective Bargaining, Section 50.
- e) No change shall be made in the employment status of any employee consequent upon introduction or implementation of substantial technological change or substantial changes in mechanization, until either the parties have reached an agreement through negotiation, or the Board of Arbitration constituted hereunder has issued its award.

ARTICLE 22 - TRAINING

- a) Any employee required by the Employer to attend a course of five (5) weeks or longer shall be entitled to one (1) return airfare to Fort Frances. The cost of the airfare shall be paid by the Employer provided a copy of the ticket is supplied.

- b) All training outside of regularly scheduled working hours will be paid at the rate of time and one half (1½). Members will take fifty percent (50%) as lieu time and fifty percent (50%) in accordance with Article 3(d).

ARTICLE 23 - DEPARTMENT

It is agreed that persons in authority when addressing employees shall refrain from using abusive or obscene language, and no employee shall use abusive or obscene language to authorized personnel having supervisory authority. Employees shall not during working hours, discuss policy or give opinions relative to the work in progress that may be prejudicial to the good and order of the Town.

ARTICLE 24 - CONTRACTING OUT

Work customarily performed by Fire Fighters covered by this agreement shall not be performed by another employee of the Corporation (except in cases of emergency or training) or by a person who is not an employee of the Corporation except as may be agreed upon by the parties. This clause shall take affect upon ratification.

IN WITNESS WHEREOF the employer has hereunto caused its Corporate Seal to be affixed under the hands of its duly authorized officers, and the Association has caused this instrument to be executed by their proper officers hereunto duly authorized the day and year first above written.

DATED this _____ day of _____ 2013.

SIGNED FOR THE FORT FRANCES PROFESSIONAL
FIRE FIGHTERS ASSOCIATION



Wayne Ricks

SIGNED FOR THE CORPORATION OF
THE TOWN OF FORT FRANCES

Mayor

Chief Administrative Officer

Clerk

SCHEDULE "A" – LETTER OF UNDERSTANDING

BETWEEN:
THE CORPORATION OF THE TOWN OF FORT FRANCES
(Hereinafter referred to as the Employer)

AND
FORT FRANCES PROFESSIONAL FIRE FIGHTERS ASSOCIATION
(Hereinafter referred to as the Association)

PART TIME EMPLOYEES

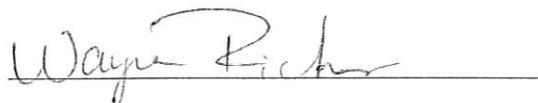
The Corporation of the Town of Fort Frances and The Fort Frances Professional Fire Fighters Association formally recognize the use of part-time employees under the following terms and conditions;

1. A part-time Fire Fighter is defined as a person(s) who is called upon to work a regular scheduled shift, or part thereof, to cover the absence of a full time Fire Fighter due to illness, with the Fort Frances Fire and Rescue Service.
2. The collective agreement between the Corporation and the Association will not apply to a part-time Fire Fighter.
3. A part-time Fire Fighter may be called upon to replace a full time Fire Fighter's absence for a period of up to four (4) months with the option to extend upon agreement between the Fire Chief and the Association.
4. A part-time Fire Fighter who becomes a full time Fire Fighter and successfully completes his/her probation period will receive pro-rated seniority credits for the number of shifts worked as a part-time Fire Fighter.

DATED this _____ day of _____ 2013.

SIGNED FOR THE FORT FRANCES PROFESSIONAL
FIRE FIGHTERS ASSOCIATION





SIGNED FOR THE CORPORATION OF
THE TOWN OF FORT FRANCES

Mayor

Chief Administrative Officer

Clerk

SCHEDULE "B" – LETTER OF UNDERSTANDING

BETWEEN:
THE CORPORATION OF THE TOWN OF FORT FRANCES
(Hereinafter referred to as the Employer)
AND
FORT FRANCES PROFESSIONAL FIRE FIGHTERS ASSOCIATION
(Hereinafter referred to as the Association)

PROMOTIONAL PROCEDURE

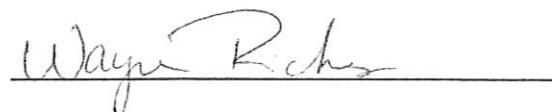
After a minimum period of five (5) years of continuous full time service, a First Class Fire Fighter will be eligible to enter the promotional procedure to achieve the rank of Captain. This procedure will include a written exam, an interview and other practical components based on the Ontario Fire Fighter Curriculum for Competency Standard for the position of Captain.

Seventy Percent on all components will be considered a qualification mark (or as required by the province). Once qualified the Fire Fighter will be placed on a promotional list and Captain vacancies will be filled from that list on the basis of seniority. This clause does not include the temporary nature of promotion identified in Article 6, Clause a).

DATED this _____ day of _____ 2013.

SIGNED FOR THE FORT FRANCES PROFESSIONAL
FIRE FIGHTERS ASSOCIATION





SIGNED FOR THE CORPORATION OF
THE TOWN OF FORT FRANCES

Mayor

Chief Administrative Officer

Clerk

SCHEDULE "C" – LETTER OF UNDERSTANDING

BETWEEN:
THE CORPORATION OF THE TOWN OF FORT FRANCES
(Hereinafter referred to as the Employer)
AND
FORT FRANCES PROFESSIONAL FIRE FIGHTERS ASSOCIATION
(Hereinafter referred to as the Association)

EMPLOYEE ASSISTANCE PROGRAM

The Parties believe that the health and well being of all employees is vital to the success of the organization and also recognizes that a duty to accommodate and an obligation to cooperate exists on both the part of the Employer, the Employee, and the Association. This cooperation may exist in the form of self-referrals, assisted referrals and job performance referrals. Therefore, the Corporation will work closely with the Association and any employee in providing an Employee Assistance Program (EAP).

DATED this _____ day of _____ 2013.

SIGNED FOR THE FORT FRANCES PROFESSIONAL
FIRE FIGHTERS ASSOCIATION



Wayne Richards

SIGNED FOR THE CORPORATION OF
THE TOWN OF FORT FRANCES

Mayor

Chief Administrative Officer

Clerk

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