



CLOSED

Governance and Priorities Committee Report **For the Meeting of October 23, 2014**

To: Governance and Priorities Committee **Date:** October 17, 2014
From: Paul Bruce; Fire Chief
Subject: Collective Bargaining Negotiations; International Association of Firefighters,
Local 730, City of Victoria

Closed Meeting Rationale

This report contains information regarding Labour Relations and related information on issues concerning negotiations. The items deal with matters specified in Sections 12 (3) (c) of the Council bylaw – Labour relations or employee relations.

Executive Summary

Staff are pleased to report due to Council's earlier directive in expediting the collective bargaining process for the International Association of Firefighters, Local 730 Victoria, we have successfully concluded bargaining for a four-year term expiring December 31, 2015. During this bargaining session, significant changes to the Collective Agreement will provide the City of Victoria increased efficiencies and more effective succession planning in the operations of the department. Highlights include:

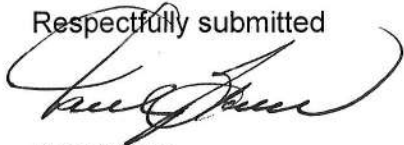
- 4 year term; January 1, 2012 – December 31, 2014
- 2.5 % per year wage increase on January 1 of each year
- Battalion Chief competitions; opened up to "qualified" members at the rank of Captain or above, no longer "lock step" seniority
- Reduction in "acting" rates for members acting in senior positions, Captain 122% - 117%; Battalion Chief 142% - 130% with a minimum of 6 hours
- Eight (8) Flex-firefighter positions which provide for scheduling efficiencies to address shift scheduling effectiveness with a reduction in potential overtime costs
- Increase to paramedical benefits
- Increased management oversight in Officer promotions through promotional language changes
- "Cost neutral" shift in promotion of four (4) Lieutenants to Captains; meeting industry standard and increased rating through Fire Underwriter's Survey

These gains were significant in the implementation of operational change to the department. Staff acknowledges the work of the Executive members of Local 730 in their collaboration and understanding of the issues of importance relating to the department.

Recommendation:

That Council supports ratification at the Greater Victoria Labour Relations Association board meeting scheduled for November 5, 2014, for the renewal of the Collective Agreement between the City of Victoria and The International Association of Firefighters, Local 730 for the years 2012 - 2015.


Respectfully submitted



Paul Bruce
Fire Chief

Report accepted and recommended by the City Manager:

Date:



October 17, 2014