

This is a Without Prejudice offer which is open for acceptance until 4:00 PM on Thursday, September 14, 2025. If this Memorandum of Settlement is not signed by both parties by that date and time, it will be automatically withdrawn. The parties will re-commence collective bargaining for a revised agreement to the 2019-2023 collective agreement. This offer must not be construed as a position, and the proposal and discussions related to this offer shall not be relied on by either party in future bargaining or in Arbitration.

---

## **MEMORANDUM OF SETTLEMENT**

BETWEEN:

**THE CITY OF EDMONTON**

(the "City")

- and -

**Edmonton Fire Fighters Union**

("EFFU")

---

The parties agree to the terms of this Memorandum of Settlement as constituting full settlement of all issues between the parties. Unless otherwise specified within this Memorandum of Settlement, changes to terms and conditions will be effective on the first day of the pay period following ratification by both parties.

The undersigned representatives of the parties do hereby agree to present and support, as the best offer, to their respective principals the following changes to the previous December 23, 2018 - December 16, 2023 Collective Agreement.

**1. Term**

The Collective Agreement will have a four (4) year term, commencing on December 17, 2023 and ending on December 13, 2027 (pay period #26).

**2. General Wage Increase**

Appendix I – Schedule of Wages – shall be subject to a general wage increase as follows:

**2024**

December 17, 2023 (pay period #26) - 3.75%

**2025**

December 15, 2024 (pay period #26) - 4%

**2026**

December 14, 2025 (pay period #26) - 4%

**2027**

December 13, 2026 (pay period #26) - 3.4%

Unless otherwise specified within this Memorandum of Settlement, retroactivity shall apply in accordance with Article 7.02 of the Collective Agreement.

**3. Overtime****6.02 Overtime Work****6.02.01 Pay For Shift Extension**

Where a member is required to work hours in excess of their shift, they shall be paid at the rate of two (2) times their regular rate of pay for each hour or portion thereof.

**6.02.01.01 Pay for Work on an Off Day**

A member of Fire Prevention who is required to work on a regular off day shall be paid two (2) times their regular rate of pay for each hour worked.

**6.02.01.02 Pay for Attendance in Court**

A member who is required to appear in Court during off-duty hours to give evidence pertaining to their duties, shall receive overtime pay for not less than two (2) hours for each such attendance, provided that no member shall be paid for more than one (1) court appearance in the A.M. and one (1) in the P.M. of any one (1) calendar day.

**6.02.01.02.01**

If any prescribed witness fee is payable for court attendance, the same shall be remitted to the City.

**6.02.01.03**

Insofar as the efficient operation of the City permits, members of Fire Prevention and Fire Training shall be given the option of taking lieu time off, rather than overtime pay, and approval of such requests shall not be unreasonably denied.

**6.02.02 Call-Out**

All members shall be eligible for call-out. A member called out for work outside their shift, but not immediately preceding it, shall be paid overtime rates for the period called out, with a minimum payment of two (2) hours' pay at two (2) times their regular rate of pay. During call-out, a member shall be required to perform only

those duties for which they were called out, including those necessarily incidental and related thereto.

#### 6.02.03 Call-In

All members shall be eligible for call-in. Where it is necessary to maintain minimum staffing levels by replacing a member who is away, the member called in shall be paid at the rate of two (2) times their regular rate of pay for the period of the call-in.

#### 6.02.04 Pre-Scheduled Overtime

**Regardless of 6.02.01 through and including 6.02.03, when a member is pre-scheduled for overtime outside of their regularly scheduled duties, to participate in committee(s) and/or leadership meetings, overtime shall be computed at one and one half times (x1.5) their regular hourly rate of pay for all off duty hours spent actually performing said duties.**

**The City must provide, from the originally scheduled date, a minimum of fourteen (14) calendar days' notice for the purposes of 6.02.04, otherwise Members shall be paid in accordance with 6.02.01 through and including 6.02.03**

### 4. Retroactivity

7.02.01 Members in the service as of the implementation date of this agreement will receive a retroactive payment of the regular rate of pay back to ~~December 23, 2018~~ **December 17, 2023**, based on their employment in a rank or ranks coming within the scope of this Agreement.

7.02.02 Past employees, who were in the service between ~~December 23, 2018~~ **December 17, 2023**, and the implementation date of this Agreement will receive a retroactive payment based on their period of employment in a rank or ranks coming within the scope of this Agreement in accordance with the retroactive payment provided in 7.02.01 if they apply for same in writing within sixty (60) days of the effective date of this Agreement.

7.02.03 Past employees who retired from the service between ~~December 23, 2018~~ **December 17, 2023**, and the implementation date of this Agreement will receive a retroactive payment based on their period of employment in a rank or ranks coming within the scope of this Agreement in accordance with the retroactive payment provided in 7.02.01.

7.02.04 For the purposes of Part I Article 7.02, regular rate of pay will include the member's regular pay, any overtime payments, statutory holiday pay, and acting pay, unless otherwise indicated.

5. **Increased Shift Differential**

7.04.01 Shift Differential

Members who work ten (10) and fourteen (14) hour shifts averaging forty-two (42) hours per week and members in Fire Prevention, and Fire Apparatus Maintenance Services, and Logistics shall receive a shift differential for each hour of work performed between 18:00 and 08:00 hours of ~~eighty cents (\$0.80) until December 25, 2005, ninety cents per hour (\$0.90) until June 26, 2006, and one dollar (\$1.00)~~ until **December 13, 2026, and one dollar and ten cents (\$1.10)** thereafter. A member shall not be eligible for shift differential for hours worked at premium rates such as overtime hours or hours worked on a statutory holiday.

6. **Maternity Leave**

Top up to 100% for 16 weeks. See the attached [signing page](#)

7. **Apparatus Staffing (New)**

6.06.01

**In order to ensure adequate personnel and equipment arrive quickly on scene for the safety of the public and firefighters, all Pumps and Rescues will be staffed with at least four (4) fire fighters.**

8. **Increased Tool Allowance - Appendix IV**

The tool allowance outlined within Appendix IV of the Collective Agreement - Required Tool List - Fire Apparatus Technicians - will be increased by 15% to a value of \$543.38. This amendment shall be effective December 13, 2026

9. **Domestic Violence Leave (new)**

**Part II 1.03 Domestic Violence Leave**

**An employee experiencing domestic violence, as defined in the *Employment Standards Code*, shall be entitled to up to 10 days of paid leave in a calendar year.**

~~4.03~~ **1.04** Participation in Benefit Plans While on Leave of Absence



Employees granted leave of absence without pay for a period of one (1) complete pay period or more shall continue to be covered under all City benefit plans for which the member is eligible based on the member's regular rate of pay. Before their leave of absence commences, they shall make appropriate arrangements through payroll to pay both the City and employee portions of the applicable Benefit Plans. Such employees shall not be eligible to receive benefits from the Short Term Disability Plan or the Long Term Disability Plan until the period of approved leave has expired.

~~1.03.01~~ **1.04.01** It is specifically provided that employees shall be obligated to continue coverage in all of those plans of which the employee was a member immediately prior to the commencement of the leave of absence.

~~1.03.02~~ **1.04.02** The Union shall be notified prior to the commencement of the leave of absence. Employees shall make arrangements with the Union to prepay any union dues.

## **10. 11.06 Qualifying Process**

11.06 Qualifying Process Fire Operations, Fire Prevention, Fire Investigation, ERCC, Fire Training, and Fleet Services

11.06.01 There shall be a qualifying process within each grouping as required and the terms and conditions are identified below. Once qualified a member is placed on the promotional eligibility list for the applicable grouping. That member shall be entitled to the acting as provided in Part I Article 6.05.

11.06.02 For each qualifying process there shall be a Promotional Eligibility Board (Board) consisting of **two (2)** ~~four (4)~~ persons, comprised of **one (1)** ~~two (2)~~ City representatives appointed by the Fire Chief and **one (1)** ~~two (2)~~ representatives appointed by the Union. All appointed members of the Board shall have a rank equal to or above the promotional eligibility of the grouping under consideration.

11.06.03 Insofar as is reasonably possible all Promotional Eligibility Board members shall be selected from within the applicable grouping for the qualifying process. In the event it is necessary to appoint members from outside the grouping the Union and City shall mutually agree on the composition of the Board.

11.06.04 The Promotional Eligibility Board shall:

a) mark the examination both written and where required oral,

- b) evaluate and score the job history,
- c) evaluate and score the promotional potential,
- d) compile the results from a), b), and c) for a final mark, and
- e) forward the results to the Fire Chief or equivalent with a copy to the Union

11.06.05 If any candidate who has completed an examination does not meet the requisite pass mark, the Board shall meet forthwith to review the examination before the identity of the candidate is known. If upon consideration the Board determines that an adjustment should be made, the mark shall be adjusted accordingly. Otherwise, the original mark shall stand.

11.06.06 Each exam shall be marked in a fair and impartial manner. Each candidate shall be informed in writing (by the Deputy Chief or equivalent of the applicable grouping) of the candidate's individual mark within ten (10) calendar days of the examination results being known. Where a member disagrees with the mark and wishes to commence a grievance the time limits in accordance with the grievance procedure shall apply.

11.06.07 Qualifying for a promotional eligibility list shall be in accordance with Part Articles 11.06.08, 11.06.09, 11.06.10, 11.06.11, 11.06.12 and 11.07.01, and is subject to the provisions of Part I Articles 11.01 and 11.02.

11.06.08 To have their name placed on the appropriate promotional eligibility list, a member shall participate in the qualifying procedure of **a written, practical and oral examination based on a provided study guide** and must achieve a minimum overall score of **seventy percent (70%) in all areas.** ~~sixty-five percent (65%);~~

**Should a member achieve a score of less than seventy percent (70%), but more than fifty percent (50%) in any of the examinations, the member will be able to retake that exam one time.**

~~11.06.09 The overall score shall be weighted based on sixty five percent (65%) of the written examination mark, fifteen percent (15%) of job performance and twenty percent (20%) of the promotional potential assessment, subject to the member passing the written examination with a minimum mark of sixty five percent (65%);~~

~~11.06.10 The job performance shall be based on the scores of the member's latest four (4) annual evaluations. In the event there is an insufficient number of evaluations, the Board shall assign a mark for job history. The Promotional Eligibility Board shall meet and discuss the available annual evaluations for the candidate and attempt to agree on a unanimous mark. In the event a~~

~~unanimous mark can not be agreed the Promotional Eligibility Board shall each submit a recommendation to the Fire Chief who shall make a final decision.~~

~~11.06.11 The value of the promotional potential credit percentage shall be determined by a personal interview of each candidate conducted by the Board. The interview shall take place following the written exam. The Board may require a demonstration of practical skills. In the process the Board shall consider relevant skills such as supervisory ability, leadership skills, decision making ability, and communication skills.~~

~~11.06.12 In the event that an examination consists of both written and oral questions, the value of the written portion of the examination shall be sixty five percent (65%) and the value of the oral portion of the examination shall be thirty five percent (35%), the combination of both written and oral thereby totaling one hundred percent (100%).~~

## **11. Increased Major Medical Benefits**

8.02.05 The Plan shall pay a maximum of one thousand dollars (\$1,000) **until December 15, 2025, and two thousand five hundred (\$2,500) thereafter** per calendar year for the services of a clinical psychologist engaged in the treatment of a mental or emotional illness of a member or their dependents except that the member may only submit for reimbursement, eighty percent (80%) of the hourly costs for each treatment session. However, submitted expenses shall be one hundred percent (100%) paid for by the Plan.

8.02.07 Usual and reasonable charges for colostomy, ileostomy, urostomy and adult incontinence supplies upon written order of a physician. Usual and reasonable charges for the supplies required for the administration of insulin (syringes and needles) and testing materials used by diabetics **(including Continuous Glucose Monitoring Devices effective December 13, 2026)**, upon written order of a physician.

8.02.08 The Plan shall pay a maximum of one thousand dollars (\$1,000) **until December 13, 2026, and one thousand five hundred (\$1,500) thereafter** per calendar year for services rendered by a qualified physiotherapist. The Plan shall not make any payment for services rendered that such person is entitled to at no cost under the Provincial Community Rehabilitation Program as defined by the Alberta Health Authorities (April 1 - March 31).



**8.02.10 Effective December 13, 2026, the Plan shall pay a maximum of one thousand dollars (\$1,000) per calendar year for services rendered by a qualified massage therapist. Submitted eligible expenses shall be 80% paid by the Plan.**

~~8.02.10~~ **8.02.11** The Plan shall pay a maximum of five hundred dollars (\$500) per calendar year for services rendered by a licensed podiatrist. The Plan shall not pay for such services until the allowable limits under the Alberta Health Care Plan have been reached. A letter from Alberta Health Care stating the date the maximum was attained shall be submitted with the claim.

~~8.02.11~~ **8.02.12** Effective May 5, 2005, the Plan shall pay a maximum of five hundred dollars (\$500) per calendar year for acupuncture services, provided it is administered as a pain reliever or anaesthetic. Members may only submit for reimbursement eighty percent (80%) of the costs for each treatment session. However, submitted expenses shall be one hundred percent (100%) paid for by the Plan.

~~8.02.12~~ **8.02.13** The Plan shall pay a maximum of two thousand five hundred dollars (\$2,500) in any five (5) consecutive calendar year period for the purchase and repair of hearing aids as prescribed by a physician. Members may only submit for reimbursement of fifty percent (50%) of incurred costs. Maintenance, batteries and recharging devices are excluded. However, submitted expenses shall be one hundred percent (100%) paid for by the Plan.

~~8.02.13~~ **8.02.14** The Plan shall pay eighty dollars (\$80) **until December 13, 2026, and ninety dollars (\$90) thereafter** per covered person in any two (2) consecutive calendar year period for eye examinations administered by an optometrist or ophthalmologist. Reimbursement shall be based only on amounts not paid by Alberta Health Care.

~~8.02.14~~ **8.02.15** The supplies noted in this article will only be provided under this Plan if they are not provided by the Alberta Aids to Daily Living Plan or any similar plan which provides these benefits to members at no cost.

~~8.02.15~~ **8.02.16** The Plan shall pay a maximum of three hundred fifty dollars (\$350) for each covered person once in each two-year period for the usual and reasonable costs of orthopaedic appliances, upon the written order of a physician. All such appliances must be required to treat an existing medical condition. Submitted expenses shall be one hundred percent (100%) paid for by the Plan.



- ~~8.02.16~~ **8.02.17** Once all government funding has been fully accessed, the Plan shall pay a maximum of five hundred dollars (\$500) per calendar year for services provided by a speech therapist. Services provided by a speech therapist for members, their spouses or dependents over the age of eighteen (18) years shall not be covered. Submitted expenses shall be one hundred percent (100%) paid for by the Plan.
- ~~8.02.17~~ **8.02.18** Claims must be received no later than April 30 of the calendar year following the year in which the expense was incurred and shall include all receipts, drug names, first and family names of individuals receiving drugs or services and dates when services were provided. Claims received on or after May 1 will not be eligible for reimbursement.
- ~~8.02.18~~ **8.02.19** The Plan shall pay a maximum of five thousand dollars (\$5,000) in a five (5) year period for insulin pumps. The Plan shall pay for insulin pump supplies (excluding transmitters and sensors). Submitted eligible expenses shall be 80% by the Plan.
- ~~8.02.19~~ **8.02.20** For the purpose of adjudicating eligibility for major medical benefits, effective January 1, 2024, the City will accept medical documentation from a licensed Nurse Practitioner for benefits that currently require a written prescription from a physician, as outlined in the Collective Agreement. Medical documentation will only be accepted from a licensed Nurse Practitioner when the assessment of the need for a prescribed product and/or service falls within the licensed Nurse Practitioner's scope of practice.

## **12. Increased Health Care Spending Account**

### **Part II - 10 Health Care Spending Account**

- 10.01 Each eligible permanent full-time employee will be provided with a Health Care Spending Account in the amount of \$900- **until December 13, 2026, and one thousand and one hundred dollars (\$1100) thereafter** commencing the first pay period of each year.
- 10.02 To be eligible for the \$900 ~~and~~ **until December 13, 2026, and one thousand and one hundred dollars (\$1100) thereafter**, permanent full-time employees must have completed the 90 day waiting period for benefits and be actively at work during the first pay period of each year. Actively at work means those employees who are at work for all or a portion of the first pay period of the year and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on leave without pay within the first pay period of the year.

10.03 Permanent full-time employees who complete the 90 day waiting period for benefits after the first pay period in each year but before the pay period in which July 1 falls in the payroll year will be provided with a Health Care Spending Account of \$450.00 **until December 13, 2026 and five hundred and dollars (\$550) thereafter** for permanent full-time employees providing that they are actively at work during the pay period in which July 1 occurs. Actively at work means those employees who are at work for all or a portion of the pay period in which July 1 occurs and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on leave without pay within the pay period in which July 1 occurs.

10.12 For the purposes of the administration of the Health Care Spending Account the phrase "Policy Year" refers to the period from the beginning of the first pay period of the year until the end of the pay period immediately prior to the first pay period of the next year. ~~For instance, the 2008 Policy Year begins December 23, 2007 and ends December 21, 2008.~~

**13. The parties agree to renew the existing letters of understanding #1-7 except for #4 Public Safety Training Captain, which will be deleted and moved into the body article 16 ([see signing page for article 16](#)).**

**14. Signed Amendments**

All previously negotiated and signed amendments to the previous December 23, 2018 - December 16, 2023 Collective Agreement shall form part of this agreement.

All articles in the previous December 23, 2018 - December 16, 2023 Collective Agreement including letters of understanding, not amended by this Memorandum or as previously otherwise agreed to in bargaining, are brought forward with no changes to the new Collective Agreement.

The Parties agree that in final editing of the renewed Collective Agreement, the Parties may agree to other editorial changes to address clerical errors.

This Memorandum Of Settlement, if accepted and ratified, shall become effective in accordance with the provisions of the Alberta *Labour Relations Code*.

SIGNED THIS 12 day of August, 2025

**EFFU**

**CITY OF EDMONTON**



Name: Greg Rehman



Name: Kent Sorochnik

**Attachment to the Memorandum of Agreement between  
Edmonton Firefighters Union - Local 209  
and  
The City of Edmonton  
2025 Negotiations**

Reference: U04

The undersigned parties agree to AMEND Article 3 and Clause 3.22 as follows:

3.22 Promotional Seniority

7	Logistics	<ul style="list-style-type: none"><li>• Captain of Logistics <del>and Services</del></li><li>• Fire <del>Apparatus</del> Equipment Technician</li></ul>
8	Logistics and Services	<ul style="list-style-type: none"><li>• Chief of Logistics and Services</li></ul>
9	Workforce Support	<ul style="list-style-type: none"><li>• Chief of Workforce Support</li></ul>

AGREED:

Date:

13<sup>th</sup> Sep August 7, 2025

  
EDMONTON FIREFIGHTERS UNION

\_\_\_\_\_  
Greg Kenman

CITY OF EDMONTON

  
\_\_\_\_\_  
Kent Sorochnik



**Attachment to the Memorandum of Agreement between**

**Edmonton Firefighters Union - Local 209**

**and**

**The City of Edmonton**

**2025 Negotiations**

Reference: U08

The undersigned parties agree to AMEND Article 5 and Clause 5.03 as follows:

**5.03 Check-Off of Union Dues**

The City agrees to deduct from the wages of all members covered by this Agreement union dues equal to one point ~~thirty~~-five per cent **(1.5%) (1.35%)** of the bi-weekly regular rate of pay of a First Class Fire Fighter. Deductions shall be made from each pay cheque and shall commence with the first pay period and shall be forwarded to the Union at the end of each pay period together with a list of members from whom deductions have been made.

Where the Union indicates that an alteration of the dues' structure is required, the Union shall provide written notice to the City of the alterations desired not less than thirty (30) days prior to the desired implementation date.

AGREED:

Date: May 27, 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Rehman

**CITY OF EDMONTON**



Kent Sorochuk

**Attachment to the Memorandum of Agreement between**

**Edmonton Firefighters Union - Local 209**

**and**

**The City of Edmonton**

**2025 Negotiations**

Reference: U09

The undersigned parties agree to AMEND Article 5 , Clause 5.04 as follows:

**5.04 Employee Information Reports**

The City shall provide the Union with the following information regarding employees in positions that fall within the Union's jurisdiction:

- a list of employee names, **status**, payroll numbers, telephone numbers, **City email** and **mailing** addresses in June and December each year, with updates as required from the Fire Service; and
- ~~an annual list of retiring employees and current year retirement dates, with updates as required from the Fire Service.~~
- **Edmonton Fire Rescue Services will provide an updated electronic list of employees as they resign, are terminated, or are retiring, including their current year retirement date and /or resignation or termination.**

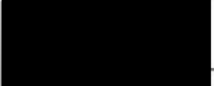
This information is provided with the mutual understanding that the Union will use such personal information for the express purpose of carrying out the Union's responsibilities as the exclusive agent of employees covered by this Agreement, as these responsibilities relate to their members' employment relationship with the City of Edmonton.

The Union shall take all reasonable steps to store and manage this information to prevent its use in a way that is not authorized by this collective agreement and/or applicable privacy legislation.

AGREED:

Date: August 7 2025

**EDMONTON FIREFIGHTERS UNION**

  
Greg Rehman

**CITY OF EDMONTON**

  
Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

**This proposal is being presented on a without prejudice or precedent basis**

Reference: U11

The undersigned parties agree to AMEND Article 6, Clause 6.01.05.0 as follows:

**6.01.05.01 Temporary Assignments (90 days or less)**

When a member is temporarily assigned to a special project or training program of ninety (90) days or less and can be accommodated within a seven (7) day block, Monday through Sunday, they shall assume the days of work and the off days associated with the project or training program. However, the City shall balance the hours of work on a shift for shift basis for the special project or training program against the member's normal hours of work and any hours in excess which would increase the member's average hours over the cycle of their normal work schedule shall be paid at the applicable overtime rate. During such time as the member is reassigned, they shall receive the bi-weekly salary and benefits as if they had continued in their regular position, unless the assignment is outside of the scope of this Collective Agreement. If the position is posted and filled, the successful applicant shall accept the terms and conditions in the posting. Special projects exceeding ninety (90) days in duration shall be posted in accordance with clause 12.03 of this Agreement.

**Prior to any 90 day or less assignment, The City shall advise the union outlining the details of the temporary assignment, including;**

- **Scope of Work to be completed**
- **Hours of work, rate of pay and location.**
- **Any changes to current working conditions that the member would have normally been entitled to had they not accepted the temporary assignment .**

AGREED:

Date: August 7, 2025

  
**EDMONTON FIREFIGHTERS UNION**

\_\_\_\_\_  
Greg Renman

**CITY OF EDMONTON**

\_\_\_\_\_  
Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: U18

The undersigned parties agree to AMEND Article 6, Clause 6.10.01 as follows:


6.10.01 There will be a Captain in charge of and part of the crew when the following emergency apparatuses are staffed: pumps, ladders, rescues, hazardous materials unit, aerials, tankers, **All Terrain Pumps (ATP), Winter Decontamination Units, and Medical Response Units.**

On every platoon a Senior Captain will be assigned to a pump in each fire station and will be the Station Captain. The Station Captain will be paid in accordance to Appendix I Schedule of Wages.

AGREED:

Date: August 7, 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Rehman

**CITY OF EDMONTON**



Kent Sorochuk



**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: C36

The undersigned parties agree to AMEND Article 6.10 and Clause 6.10.01.02 as follows:

6.10.01.02    The ~~twelve (12)~~ **sixteen (16)** Senior FireFighters Qualified on each platoon shall be assigned to stations in order of promotional seniority and be paid in accordance with Appendix 1 - Schedule of Wages. The Senior FireFighters Qualified on each platoon will be the first to act as Captain in their assigned station. In the event a Senior FireFighter Qualified is not available to act for a vacancy on a Platoon created by the absence of a Captain, a FireFighter Qualified will be assigned by order of seniority to act as Captain on that platoon. In the event that there are no FireFighters Qualified to fill a vacancy a Captain shall be called-in to fill the role.

AGREED:

Date: April 24 2025

**EDMONTON FIREFIGHTERS UNION**

  
\_\_\_\_\_  
Greg Rehman

**CITY OF EDMONTON**

  
\_\_\_\_\_  
Kent Sorochnik

**Attachment to the Memorandum of Agreement between**

**Edmonton Firefighters Union - Local 209**

**and**

**The City of Edmonton**

**2025 Negotiations**

Reference: U21/C07

The undersigned parties agree to AMEND Article 6, Clause 6.10.01.02 as follows:

~~6.10.01.02 The twelve (12) **sixteen (16)** Senior FireFighters Qualified on each platoon shall be assigned to stations in order of promotional seniority and be paid in accordance with Appendix 1 - Schedule of Wages. The Senior FireFighters Qualified on each platoon will be the first to act as Captain in their assigned station. In the event a Senior FireFighter Qualified is not available to act for a vacancy on a Platoon created by the absence of a Captain, a FireFighter Qualified will be assigned by order of seniority to act as Captain on that platoon. In the event that there are no FireFighters Qualified to fill a vacancy a Captain shall be called in to fill the role.~~

**Each platoon shall have sixteen (16) Senior Firefighters Qualified (SFFQ), assigned to stations based on promotional seniority and compensated as per Appendix 1 - Schedule of Wages. These SFFQs will be the individuals to act as Captains within their assigned stations. However, if a more senior SFFQ is not already acting, and if all SFFQs are not assigned, in-station acting shall not be assigned, and the more senior SFFQ will act instead of the in-station actor. If a SFFQ is unavailable to act as Captain due to a vacancy on a platoon, a Firefighter Qualified (FFQ) will be assigned based on seniority to act as Captain on that platoon. If no FFQs are available to fill the vacancy, a Captain will be called in.**

AGREED:

Date: June 23<sup>rd</sup>, 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Kenman

**CITY OF EDMONTON**



Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: C09a and C09b

The undersigned parties agree to AMEND Article 8 and Clause 8.02.13 as follows:

8.02.13      Vacation leave for members shall be allocated on a rotating basis in groups by platoon, **referring to platoon 1, 2, 3, 4 or A / B platoon.** These groups shall be drawn in accordance with seniority and the method of rotation is to be arranged between the Union and the Fire Chief or equivalent **designate.**

AGREED:

Date: June 25 2020

**EDMONTON FIREFIGHTERS UNION**

[Redacted Signature]

Greg Rehman

**CITY OF EDMONTON**

[Redacted Signature]

Kent Sorochuk

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: U33

The undersigned parties agree to AMEND Article 8.07.01 as follows:

8.07.01      A member who uses their private motor vehicle on a continuing basis in order to perform business for the City of Edmonton shall have access to **register an** ~~identification card~~ for their vehicle, which will allow them to park at designated City meters free of charge, in accordance with the terms of the **parking program.** ~~identification card.~~

AGREED:

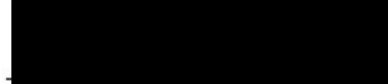
Date: June 25 2025

EDMONTON FIREFIGHTERS UNION



Greg Kenman

CITY OF EDMONTON



Kent Sorochnik



**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: C13 & U34

The undersigned parties agree to AMEND Article 8 and Clause 8.08 as follows:

8.08 Tool Allowance  
The City may require Fire Apparatus Technicians, Welders and apprentices to supply a basic tool kit. Where these employees are required to supply tools, the City shall provide an annual tool allowance, paid ~~on the pay day closest to April 30 each year on~~ **pay period 8 each year.**

When the parties agree to review the value of the basic tool kit, the list of required tools shall be costed and the tool allowance will be a payment of seven and one-half percent (7.5%) of the resulting total cost.

AGREED:

Date: April 24 2025

**EDMONTON FIREFIGHTERS UNION**

[Redacted Signature]

Greg Rehman

**CITY OF EDMONTON**

[Redacted Signature]

Kent Sorochuk

# Attachment to the Memorandum of Agreement between

Edmonton Firefighters Union - Local 209

and

The City of Edmonton

## 2025 Negotiations

Reference: U36

The undersigned parties agree to AMEND Article 9 and Clause 9.02.01 as follows:

9.02.01 In Fire Operations, members shall be required to write an examination:

1. **Mid-Term Recruit Training School Exam at or near the mid point of the formal Recruit Training school program;**
2. **Final Recruit Training School Exam** at the completion of the formal Recruit Training school program **achieving a pass mark of seventy-five percent (75%);**
3. **Mid-Term Probation Exam** in the month they have completed 6 months of probationary service after completion of training school (mid-term examination); and
4. **Final Probation Exam** prior to the completion of the 1 year probationary period (final probationary/seniority examination) **achieving a pass mark of seventy-five percent (75%).**

Members who fail to achieve ~~the~~ a pass mark **of seventy-five percent (75%) on the Final Recruit Training School Exam or Final Probation Exam exam** shall be deemed to have failed their probation and shall be released from employment with the City.

Scores from the ~~mMid-tTerm Probation Exam~~ and ~~fFinal Probation Exam~~ examinations shall be used to determine the member's permanent seniority order, weighted at 20% for the ~~mMid-tTerm Probation Exam~~ examination and 80% for the ~~fFinal Probation Exam~~ examination.

~~Members shall be required to achieve a pass mark of seventy-five percent (75%) on:~~

~~the examination which is administered at the completion of the formal Recruit Training school program; and on~~

~~the final probationary/seniority examination. Members who fail to achieve the pass mark shall be deemed to have failed their probation and shall be released from employment with the City.~~

AGREED:

Date: May 27, 2025

EDMONTON FIREFIGHTERS UNION

  
Greg Rehman

CITY OF EDMONTON

  
Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: U37

The undersigned parties agree to AMEND Article 9 and Clause 9.04 as follows:

9.04            In the event that the normal probationary period is extended, the member and the Union shall be advised **in writing** of the City's reasons.

AGREED:

Date: April 24 2025

**EDMONTON FIREFIGHTERS UNION**

  
\_\_\_\_\_  
Greg Kenman

**CITY OF EDMONTON**

  
\_\_\_\_\_  
Kent Sorochnik

**Attachment to the Memorandum of Agreement between**

**Edmonton Firefighters Union - Local 209**

**and**

**The City of Edmonton**

**2025 Negotiations**

Reference: U38

The undersigned parties agree to AMEND Article 10 and Clause 10.01.01 as follows:

10.01.01

The **Mid Term and Final Probation Exam** ~~probationary/seniority examination~~ **as per article 9.02.01** for groupings 1, 3, and 5 in Part I Article 3.22.

AGREED:

Date: June 23 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Rehman

**CITY OF EDMONTON**



Kent Sorochnik



**Attachment to the Memorandum of Agreement between**

**Edmonton Firefighters Union - Local 209**

**and**

**The City of Edmonton**

**2025 Negotiations**

Reference: U39

The undersigned parties agree to AMEND Article 10 and Clause 10.01.02 as follows:

10.01.02

The entrance criteria/examination for grouping 2, 4, **6 and 7 and ~~6~~** in Part I Article 3.22.  
**Current members shall be deemed senior to those hired within the same posting.**

AGREED:

Date: June 23, 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Rehman

**CITY OF EDMONTON**



Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: U47

The undersigned parties agree to AMEND Article 13 and Clause 13.01 as follows:

13.01 If the permanent staff of any seniority grouping is to be reduced, the City shall first determine the number of positions to be reduced within each rank of the seniority grouping. Those members within the seniority grouping who were last appointed to a position within a rank to be reduced shall be the first members removed from such rank for the purposes of layoff.

In the event staff reductions should occur during a member's probationary period, the member's most recent examination mark, **referred to in 9.02.01** administered by Edmonton Fire Rescue shall be utilized to determine the order of layoffs.

AGREED:

Date: May 27, 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Rehman

**CITY OF EDMONTON**



Kent Sorochuk

**Attachment to the Memorandum of Agreement between**

**Edmonton Firefighters Union - Local 209**

**and**

**The City of Edmonton**

**2025 Negotiations**

Reference: C38

The undersigned parties agree to AMEND Article 14 and Clause 14.01.01.01 as follows:

14.01.01.01 Employees, representatives of the Department and Union representatives are committed to solving issues through face-to-face **discussions** with the people directly affected.

AGREED:

Date: April 24 2025

**EDMONTON FIREFIGHTERS UNION**



Greg Renman

**CITY OF EDMONTON**



Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: C19a-f

The undersigned parties agree to AMEND Article 16 as follows:

**16 Class Specific Terms and Conditions**

The City and Union agree that the following terms and conditions of employment shall apply to the classes listed below. Unless modified below, all other terms and conditions of the Collective Agreement between the City of Edmonton and the Edmonton Fire Fighters' Union shall apply.

**16.01 Operations**

**16.01.01 Platoon Chief**

The Platoon Chief is established with one Platoon Chief per platoon.

**HOURS OF WORK**

Employees of the Platoon Chief class shall work in accordance with the Shift Schedule (Appendix II of the Collective Agreement), ten (10) and fourteen (14) hour shifts to average forty-two (42) hours per week.

**OVERTIME**

When Fire Rescue Services requires a Platoon Chief to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Platoon Chief shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 48 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

**POSTING AND FILLING VACANCIES**

When Fire Rescue Services proceeds to fill a vacant Platoon Chief position, on a permanent basis or on a temporary basis for longer than 90 calendar days, promotion to the rank of Platoon Chief shall be made in accordance with the following provisions:

- a. The 24 senior members at the rank of District Chief **in addition to the 8 senior members of** ~~and from~~ the **Station** Captain Qualified group, or Other "Chiefs of" at the 153% rate of pay, who have not formally tendered their letter of retirement, are eligible



- to apply for the position of Platoon Chief.
- b. The selection of a successful candidate to a Platoon Chief position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.
- c. The City and the Union agree that only one position shall be posted at a time and in the event that fewer than six (6) qualified applications are received for a Platoon Chief position, from those who have applied under paragraph a. above, the parties mutually agree that further applications may be considered in order of seniority from within the remainder of the Fire Captains Qualified group. The process would be to consider the applications in consecutive numerical order, starting with the most senior member in the remaining Fire Captains Qualified group and continuing until 6 applications have been received.

#### 16.01.02 Special Operations Chief

##### HOURS OF WORK

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.

##### OVERTIME

When Fire Rescue Services requires the Special Operations Chief to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Special Operations Chief shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

##### POSTING AND FILLING VACANCIES

When Fire Rescue Services proceeds to fill a vacant Special Operations Chief position, on a permanent basis, promotion to the rank of Special Operations Chief shall be made in accordance with the following provisions:

- a. The 24 senior members at the rank of District Chief **in addition to the 8 senior members of—and from the Station** Captain Qualified group, or Other "Chiefs of" at the 153% rate of pay, who have not formally tendered their letter of retirement, are eligible to apply for the position of Special Operations Chief.
- b. The selection of a successful candidate to a Special Operations Chief position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.
- c. The City and the Union agree that only one position shall be posted at a time and in the event that fewer than six (6) qualified applications are received for the Special Operations Chief position, from those who have applied under paragraph a. above, the

parties mutually agree that further applications may be considered in order of seniority from within the remainder of the Fire Captains Qualified group. The process would be to consider the applications in consecutive numerical order, starting with the most senior member in the remaining Fire Captains Qualified group and continuing until 6 applications have been received.

#### 16.01.03 Chief of Logistics and Services

##### ~~HOURS OF WORK~~

~~This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.~~

##### ~~OVERTIME~~

~~When Fire Rescue Services requires the Chief of Logistics and Services to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Chief of Logistics and Services shall be paid at the double time (x 2) rate.~~

~~An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.~~

##### ~~POSTING AND FILLING VACANCIES~~

~~When Fire Rescue Services proceeds to fill the vacant Chief of Logistics and Services position on a permanent basis, selection to the rank of Chief of Logistics and Services shall be made in accordance with the following provisions:~~

- ~~a. The 24 senior members at the rank of District Chief and from the Captain Qualified group, or Other "Chiefs of" at the 153% rate of pay, who have not formally tendered their letter of retirement, are eligible to apply for the position of Chief of Logistics and Services.~~
- ~~b. The selection of a successful candidate to the Chief of Logistics and Services position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.~~
- ~~c. The City and the Union agree that only one position shall be posted at a time and in the event that fewer than six (6) qualified applications are received for a Chief of Logistics and Services position, from those who have applied under paragraph a. above, the parties mutually agree that further applications may be considered in order of seniority from within the remainder of the Fire Captains Qualified group. The process would be to consider the applications in consecutive numerical order, starting with the most senior member in the remaining Fire Captains Qualified group and continuing until 6 applications have been received.~~

#### 16.02 Fire Prevention

##### 16.02.01 Fire Marshal



#### HOURS OF WORK

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.

#### OVERTIME

When Fire Rescue Services requires a Fire Marshal to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Fire Marshal shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

#### POSTING AND FILLING VACANCIES

When Fire Rescue Services proceeds to fill the vacant Fire Marshal position on a permanent basis, promotion to the rank of Fire Marshal shall be made in accordance with the following provisions:

- a. The Assistant Fire Marshal, Captains in Public Safety and Education and Captains of Prevention, who have not formally tendered their letter of retirement, are eligible to apply for the position of Fire Marshal; and
- b. The selection of a successful candidate to a Fire Marshal position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.
- c. In the event that fewer than six (6) qualified applications are received for the Fire Marshal position, from those who have applied under paragraph a. above, the parties mutually agree that further applications may be considered in order of seniority from within the remainder of the Fire Captains Qualified group. The process would be to consider the applications in consecutive numerical order, starting with the most senior member in the remaining Fire Captains Qualified group and continuing until 6 applications have been received.

16.02.02 Assistant Fire Marshal, Captain Fire Prevention, Fire Prevention Officer and Public Education Officer

#### HOURS OF WORK - FIRE PREVENTION

The shift schedule for members in these positions shall consist of an "A" and "B" ~~platoon~~ **shift** schedule. "A" ~~Platoon~~ **shift** will be ~~Tuesday through Friday~~ **Monday through Thursday** and "B" ~~Platoon~~ **shift** will be ~~Monday through Thursday~~ **Tuesday through Friday**. The hours of work shall be 80 hours bi-weekly inclusive of a paid 20 minute lunch. The increase in bi-weekly hours would not result in a corresponding adjustment to the annual salary. A work day shall consist of 10 continuous hours between 0800 and 1800.

#### HOURS OF WORK - FIRE EDUCATION

Public Education Officers shall work flexible hours based on operational requirements.

Hours of work shall total 80 hours bi-weekly on either the "A" or "B" ~~Platoon~~ **shift** schedule. The work day shall consist of any 10 continuous hours between 0600 and 2200.

#### ACTING PROTOCOL

Acting assignments on each "A" and "B" ~~Platoon~~ **shift** shall be determined by selecting the senior available qualified ~~Platoon~~ member on duty. The Senior Captain Qualified on each of the "A" and "B" ~~Platoon~~ **shift** will act for the Assistant Fire Marshal on that ~~Platoon~~ **shift**. The senior available qualified Fire Prevention or Public Education Officer on each "A" and "B" **shift** will act for the Captain Fire Prevention Officers on their ~~Platoon~~ **shift**. In the event there are an insufficient number of qualified members available, the senior available member on the affected ~~Platoon~~ **shift** shall act (in accordance with Article 11.02). Members who choose not to participate in, or fail a qualifying process, will not be eligible to act.

#### SHIFT SCHEDULE CHANGES

Assistant Fire Marshal and Captain Fire Prevention Officers will select their position based on seniority.

The City reserves its management right to transfer members between ~~Platoon~~ **shifts** as required by the operation.

All members in Fire Prevention may be scheduled for up to 3 shift changes per calendar year to perform Fire Prevention duties at straight time.

#### WAGE RATE

The most senior Captain Fire Prevention Officer Qualified on each "A" and "B" ~~Platoon~~ **shift** will be paid at the 128% rate of pay. The most senior Fire Prevention Officer Qualified on each "A" and "B" ~~Platoon~~ **shift** will be paid at the 115% rate of pay. This increased rate of pay will require additional duties as assigned by the City of Edmonton.

### 16.02.03 Public Safety Training Captain

#### HOURS OF WORK

**The Public Safety Training Captain will work schedules consisting of four (4), 10 hour days, calculated as eighty (80) hours bi-weekly\*. The shifts will be between 0800 and 1800 hours. Employees will work either Monday to Thursday or Tuesday to Friday. Hours and days to be arranged to meet operational requirements within the parameters herein.**

#### POSTING AND FILLING VACANCIES

**Rotational assignment opportunities shall be posted.**

**A minimum of four (4) years of experience within EFRS Public Safety is required for eligibility for application to these rotational assignment opportunities.**

**Captains, Senior Captain Fire Prevention Qualified, Shift Captain Investigators and Captain Fire Investigators, Chief Fire Investigator, Assistant Fire Marshal and Fire Marshal incumbents shall not be eligible to apply for the Public Safety Training Captain rotational assignment opportunities.**

**Selections to these rotational assignments shall be made in consideration of the**



particular programs being delivered during that term, candidate suitability for the role, qualifications, demonstrated skills and abilities, and experience. Selected candidates will be given an overview to the position prior to their acceptance.

Where two or more applicants are deemed to be equally qualified for the opportunity, seniority will be the determining factor.

Current Public Safety Training Captains are not eligible to reapply for the position, unless there are no qualified applicants.

Current Public Safety Training Captains are not eligible to act for the duration of the assignment.

#### **WAGE RATE**

Employees placed into these roles will be paid at the 125% of the 5th year firefighter annual rate.

#### **STATUTORY HOLIDAYS**

Incumbents are not eligible for statutory holiday pay, as per 8.01.04. Members in one of these rotational assignments shall receive the statutory holiday day off with pay at the 125% rate.

#### **ASSIGNMENT LENGTH**

The maximum term of any one rotational assignment will be ~~up to two (2) years~~ ~~two one (2 1) years~~ less a day. Two weeks written notice will be provided to the affected employee if the assignment will be terminated prior to the normal two year term. These rotational assignments are not considered promoted positions; however reversion rights will be in effect for the first six (6) months of the assignment.

#### **SHORT / LONG TERM DISABILITY**

Employees who are selected for this role and who are absent from work due to a disability shall receive Short Term Disability benefits up to the date the assignment term ends. If the disability continues after this date, the employee will be compensated at the appropriate Fire Prevention Officer rate as per Appendix I.

Should the employee be moved onto Long Term Disability during the term of the rotational assignment, the employee will receive LTD benefits based on the appropriate Fire Prevention Officer rate.

**\*Hours of work are 80 hours effective April 14, 2022.**

### **16.03 Fire Investigation**

#### **16.03.01 Chief of Investigations**

#### **HOURS OF WORK**

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.

#### **OVERTIME**

When Fire Rescue Services requires the Chief of Investigations to work outside the normal scheduled shift, such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Chief of Investigations shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

#### POSTING AND FILLING VACANCIES

When Fire Rescue Services proceeds to fill a vacant Chief of Investigations position on a permanent basis, it shall be made in accordance with the following provisions:

- a. The four (4) senior members at the rank of Shift Captain and from the Captain Qualified group, who have not formally tendered their letter of retirement, are eligible to apply for the position of Chief of Investigations; and
- b. The selection of a successful candidate to the Chief of Investigations position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.
- c. In the event that fewer than four (4) qualified applications are received for the Chief of Investigations position, from those who have applied under paragraph a. above, the parties mutually agree that further applications may be considered in order of seniority from within the remainder of the qualified members within that grouping. The process would be to consider the applications in consecutive numerical order, starting with the most senior member in the remaining qualified member and continuing until four (4) applications have been received.

#### 16.03.02 Investigators

##### HOURS OF WORK

As outlined in Part I Article 6.01.01, Fire Investigators shall work a shift schedule: 10, and 14 hour shifts to average 42 hours per week.

##### POSTING AND FILLING VACANCIES

The Investigator position shall be filled in consideration of qualifications, knowledge, and skills required for the position. When more than one applicant is qualified seniority shall be the determining factor. The parties agree to further review and define the qualifications, knowledge, and skills required and create a program of qualification including training and learning opportunities.

##### WAGE PROGRESSION

The Fire Investigator employees will progress through an incremental system based on experience and training. The City will make every reasonable effort to ensure the training is available for the Investigators. Movement through the increments will not be delayed due to not attaining the required training as long as the Investigators make every reasonable effort to participate in the available training. If an employee is unable to complete the timelines for any of the below, due to lack of course availability, they shall still progress regardless of completion of the necessary training. Training shall be done



on work time.

- a. Upon selection into the Investigator I position, an employee will receive 108% of the 5th year fire fighter annual rate.
- b. Investigator II – Having served at least two years as Investigator I and attaining the Fire Safety Codes Officer Investigator Level I, the employee will receive 115% of the 5th year fire fighter annual rate.
- c. Investigator III – Having served at least one year as Investigator II and attaining the Fire Safety Codes Officer Investigator Level 2, the employee will receive 120% of the 5th year fire fighter annual rate.
- d. Captain of Investigations – Having served at least one year as Investigator III and successfully attaining their International Association of Arson Investigators Fire Investigation Technician (FIT) designation or equivalent, the employee will receive 126% of the 5th year fire fighter annual rate.

#### 16.04 Emergency Communication Centre

For the purpose of acting, there is no differentiation between Senior Captains and Captains; that is, incumbents will act in temporary Senior Captain Emergency Communication Specialist vacancies at the rate of pay of the Captain Emergency Communication Specialist - 126% of the 5th year fire fighter rate.

##### 16.04.01 Chief of Emergency Communications

###### HOURS OF WORK

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.

###### OVERTIME

When Fire Rescue Services requires the Chief of Emergency Communications to work outside the normal scheduled shift, such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Chief of Emergency Communications shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

###### POSTING AND FILLING VACANCIES

When it is necessary to fill the position of Chief of Emergency Communications, on a permanent basis or on a temporary basis, promotion to the rank of Chief of Emergency Communications shall be made through a competition in accordance with the following provisions:

- a. The six (6) senior members at the rank of Senior Captain and Captain Emergency Communication Specialist who have not formally tendered their letter of

retirement, are eligible to apply for the position of Chief of Emergency Communications; and

- b. The selection of a successful candidate to the Chief of Emergency Communications position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.
- c. The City and the Union agree in order to receive a minimum of 6 qualified applications, that further applications from Senior Captain and Captain Emergency Communication Specialist members below the rank of Captain in order of seniority may be considered. The process would be to consider the applications in consecutive numerical order, starting with the most senior qualified member until six (6) applications have been received.

#### 16.04.02 Day Shift Emergency Communication Specialist

##### HOURS OF WORK

A work day shall consist of 10.5 continuous hours between 0730 and 1830, on a shift cycle of Monday to Thursday on week 1 and Tuesday to Friday on week 2, working 84 hours bi-weekly. Hours to be arranged within these parameters as mutually agreed and meeting the needs of the City. The incumbent will be eligible for statutory holiday pay, as per 8.01.04.

##### POSTING AND FILLING VACANCIES

It is agreed that only members who have not held the position previously shall be eligible to apply should the position become vacant. In the event there are no applications, members who have previously held the position would become eligible to apply.

##### ACTING PROTOCOL

The incumbent will forego all acting rights for the term of this assignment.

##### ASSIGNMENT LENGTH

The maximum term of any one rotational assignment will be one (1) year. Two weeks written notice will be provided to the affected employee if the assignment will be terminated prior to the normal one year term.

##### WAGE RATE

The wage rate shall be in accordance with the Emergency Communication Specialist listed in Appendix I in the current collective agreement.

#### 16.04.03 Dispatch Training Captain and Technical Support Captain

##### HOURS OF WORK

The Dispatch Training Captain **and Technical Training Captain** will work a schedule consisting of four (4), 10.5 hour days, calculated as forty-two (42) hours weekly, 84 hours bi-weekly. The shifts will be between 0600 and 2000 hours. Employees will work either Monday to Thursday or Tuesday to Friday. Hours and days to be arranged to meet operational requirements within the parameters herein, taking into consideration employee preference.



## POSTING AND FILLING VACANCIES

Rotational assignment opportunities shall be posted.

Senior Captains, Captains Emergency Communication Specialists, Senior Emergency Communication Specialist Qualified and Day Shift Emergency Communication Specialist incumbents shall not be eligible to apply for the Dispatch Training Captain or Technical Support Captain rotational assignment opportunities.

Selections to these rotational assignments shall be made in consideration of the particular programs being delivered during that term, candidate suitability for the role, qualifications, demonstrated skills and abilities, and experience. Selected candidates will be given an orientation to the position prior to their acceptance.

Where two or more applicants are deemed to be equally qualified for the opportunity, seniority will be the determining factor.

Regarding the Dispatch Training Captain and Technical Support Captain, it is agreed that only members who have not held the position previously shall be eligible to apply should the position become vacant. In the event there are no applications, members who have previously held the position would become eligible to apply.

Regarding the Dispatch Training Captain and Technical Support Captain, it is agreed that members must return to an Emergency Communication Specialist position for a minimum of one (1) year before applying for the other Dispatch Training Captain or Technical Support Captain position.

## STATUTORY HOLIDAYS

Incumbents are not eligible for statutory holiday pay, as per 8.01.04. Members in one of these rotational assignments shall receive the statutory holidays off with pay at the 125% rate.

## ASSIGNMENT LENGTH

The maximum term of any one rotational assignment will be ~~two one (2 +) years~~ **less a day**. Two weeks written notice will be provided to the affected employee if the assignment will be terminated prior to the ~~normal one-year~~ **two (2) years less a day** term.

These rotational assignments are not considered promoted positions; however reversion rights will be in effect for the first six (6) months of the assignment.

## SHORT TERM DISABILITY

Emergency Communication Specialists who are selected for either staff development opportunity and who are absent from work due to disability shall receive Short Term Disability benefits up to the date the assignment term ends. If the disability continues after this date, the Emergency Communication Specialist will be compensated at the current Emergency Communication Specialist rate as per Appendix I.

If the disability extends past the Long Term Disability waiting period (85 days) during the term of the rotational assignment, the disabled employee will receive LTD benefits based on the current Emergency Communication Specialist rate.

## WAGE RATE

Emergency Communication Specialists who are selected for either staff development opportunity shall be temporarily transferred to a Training Captain or Technical Support Captain position and paid at 125% of the 5th year firefighter rate for the duration of the assignment.

### 16.05 Training

#### 16.05.01 Chief Training Officer

## HOURS OF WORK

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.

## OVERTIME

When Fire Rescue Services requires the Chief Training Officer to work outside the normal scheduled shift, such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene, the Chief Training Officer shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

## POSTING AND FILLING VACANCIES

When it is necessary to fill the position of Chief Training Officer, on a permanent basis, promotion to the rank of Chief Training Officer shall be made through a competition in accordance with the following provisions:

- a. The four (4) qualified senior members at the rank of Lead Training Officer who have not tendered their letter of resignation are eligible to apply for the position of Chief Training Officer.
- b. The City and the Union agree in order to receive a minimum of 4 applications that further applications below the rank of Lead Training Officer may be considered. The process would be to consider the applications of members permanently assigned to the Training School until 4 applications have been received. Subject to Article 11.02, Interim Provisions.
- c. The selection of the successful candidate to the Chief Training Officer position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.

### 16.06 Logistics

#### 16.06.01 Chief of Logistics and Services

## HOURS OF WORK

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay



period.

#### OVERTIME

When Fire Rescue Services requires the Chief of Logistics and Services to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Chief of Logistics and Services shall be paid at the double time (x 2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

#### POSTING AND FILLING VACANCIES

When Fire Rescue Services proceeds to fill the vacant Chief of Logistics and Services position on a permanent basis, selection to the rank of Chief of Logistics and Services shall be made in accordance with the following provisions:

- a. The 24 senior members at the rank of District Chief **in addition to the 8 senior members of** ~~and from~~ the Captain Qualified group, or Other "Chiefs of" at the 153% rate of pay, who have not formally tendered their letter of retirement, are eligible to apply for the position of Chief of Logistics and Services.
- b. The selection of a successful candidate to the Chief of Logistics and Services position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.
- c. The City and the Union agree that only one position shall be posted at a time and in the event that fewer than six (6) qualified applications are received for a Chief of Logistics and Services position, from those who have applied under paragraph a. above, the parties mutually agree that further applications may be considered in order of seniority from within the remainder of the Fire Captains Qualified group. The process would be to consider the applications in consecutive numerical order, starting with the most senior member in the remaining Fire Captains Qualified group and continuing until 6 applications have been received.

### 16.07 Chief of Workforce Support

#### HOURS OF WORK

**This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.**

#### OVERTIME

**When Fire Rescue Services requires the Chief of Workforce Support to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x 1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Chief of Workforce Support shall be paid at the double time (x 2) rate.**

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

#### **POSTING AND FILLING VACANCIES**

When it is necessary to fill the position of Chief of Workforce Support, on a permanent basis, promotion to the rank of Chief of Workforce Support shall be made through a competition in accordance with the following provisions:

- a. EFFU members with a minimum Captain Quailified.
- b. The selection of a successful candidate to the Chief of Workforce Support position will be based on the qualifications, knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.

#### **WAGE RATE**

Chief of Workforce Support will be paid at the 153% of the 5th year firefighter.

AGREED:

Date: August 12 2025

EDMONTON FIREFIGHTERS UNION

Greg Rehman

CITY OF EDMONTON

Kent Sorochnik



**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: C29

The undersigned parties agree to AMEND Appendix V: - Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement as follows:

**APPENDIX V - Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement**

**INTRODUCTION**

The parties to this collective agreement are participants in the City of Edmonton – Civic Union Workplace Relationship Agreement, and the Duty to Accommodate Framework Agreement (“the Framework Agreement”) entered into under the auspices of the Working Relationship Agreement.

In the Framework Agreement, the participants agree to establish specialized grievance and arbitration mechanisms to resolve disputes over the duty to accommodate, modifying, or in lieu of, the grievance and arbitration provisions in their collective agreements. The reasons and purposes for such specialized processes include recognition that:

- The duty to accommodate can involve obligations and remedies that transcend bargaining unit boundaries, and thus involve a need for dispute resolution where additional parties can participate so as to avoid multiple proceedings.
- The duty to accommodate is a process not just a result; that it is time sensitive; and that the rights and obligations can change over time; all of which can favour informal, expedited and specialized processes.
- While statutory human rights procedures exist, collective agreement arbitration provides a parallel procedure which, if suitably adapted, offers a more flexible and timely way of resolving accommodation issues for the civic workforce; and
- Although expedited procedures will normally be the chosen option for resolving such disputes, parties may at times choose instead to follow their more formal arbitration procedures, which they should remain free to pursue, subject to modifications for individual and affected union participation and a pre-arbitration mediation process.

Therefore:

The parties to the collective agreement agree to use the following alternative grievance and arbitration procedure for cases falling within the scope of this Appendix.

**1 SCOPE**

- 1.1 This procedure applies to grievances concerning the duty to accommodate employees on the basis of physical or mental disability.
- 1.2 This procedure does not apply to:
  - 1.2.1 Cases where employees seek accommodation as a result of an addiction said to be a

- physical or mental disability, or
- 1.2.2 Cases where employees raise accommodation issues only after being terminated by the City of Edmonton.

## 2 INITIATING A GRIEVANCE

- 2.1 Grievances may be initiated during the course of an accommodation process to obtain a decision on a particular decision point in that process even though other steps remain to be taken.
- 2.2 A grievance may concern:
- 2.2.1 Whether an employee seeking accommodation has a mental or physical disability that gives rise to a need for accommodation
- 2.2.2 What, if any, restrictions or requirements arise from the employee's disability.
- 2.2.3 A decision by the City of Edmonton not to accept a measure that might be undertaken to accommodate the employee's needs in their existing job or some other job (whether modified or not), whether based on undue hardship or any other reason.
- 2.2.4 A decision by an Employee or the Union to decline to accept as a reasonable or suitable accommodation, a measure proposed by the City of Edmonton.
- 2.2.5 The failure or refusal by any Union or Association to give any necessary consent to any aspect of a proposed measure that might be undertaken to accommodate an employee's needs, whether that failure or refusal is based on conflicting collective agreement provisions, undue hardship, or otherwise.
- 2.2.6 The assignment of an employee to a position within a different bargaining unit or any terms and conditions attached to that assignment; or
- 2.2.7 Whether any trial period for an accommodation measure has succeeded.
- 2.3 In these procedures, "parties" mean the parties to this collective agreement and any other affected Union or Unions. It does not include an individual with a right to be represented or heard separately during any arbitration procedure.
- 2.4 Prior to filing a grievance under Article 2.2 of this ~~Letter~~ **Appendix** the party will follow the provisions for precipitating a decision on a decision point in the Framework Agreement and shall first advise all affected parties of their wish for a decision on the issue.
- 2.5 On receipt of a request for a decision, the City's Disability Management Consultant, the Union or Unions involved, and such other persons whose presence may be necessary or appropriate to the decision, will meet for a full and frank discussion in an attempt to reach agreement on the question.
- 2.6 If the initial request or, following discussion, the agreed upon issue, is a question of the employee's disability, capacity, or the requirement of any job or proposed job, the parties will initiate the process of obtaining an independent report on the issue in accordance with the procedures in the Framework Agreement. Any professional opinion or factual report obtained as a result of those processes shall be accepted as prima facie proof in any subsequent arbitration proceedings.
- 2.7 The party requesting a decision and the party whose decision is sought may agree in writing to continue to assess the matter in an agreed upon manner.
- 2.8 Following the meeting referred to in ~~Article~~ **clause** 2.4, and unless ~~Articles~~ **clauses** 2.5 and 2.6 (all in this ~~Letter~~ **Appendix**) apply, the party required to make a decision will provide that decision in writing within fifteen (15) working days of the initial request.
- 2.9 If a decision on a decision point is agreed to, it will be implemented forthwith, according to the terms. If no grievance disputing the decision is initiated within fifteen (15) working days following the decision, it will be treated as agreed upon and any proposed action may be implemented unilaterally. A grievance over any decision described in ~~Article~~ **clause** 2.2 of this



affected by the decision. The dispute shall be submitted in writing to the roster Coordinator, with a copy of the dispute provided to the Director, **Disputes and Advisory Services, Employee Relations and Compensation Branch.** ~~of Labour Relations, Human Resources-Branch~~

### 3 SEPARATE REPRESENTATION

- 3.1 Where an individual is directly affected by the subject matter of a decision, and their interests may conflict with the position being advanced by their bargaining agent, they may be separately represented in any arbitration process. The form of that separate representation shall be determined by their bargaining agent. Separately represented employees shall not have the authority to advance a matter to arbitration or to insist on formal rather than expedited arbitration.

### 4 EXPEDITED ARBITRATION

- 4.1 All grievances will be heard initially by a member of the expedited arbitration roster. Unless the parties agree to a particular member of the roster, the roster coordinator will assign a member **from the City's arbitration roster** to hear the grievance **as specified in the Framework Agreement.**
- 4.2 **The members of the expedited arbitration roster shall be reviewed periodically by the Duty to Accommodate Joint Committee and are outlined in the Framework Agreement, clause 4.7.**
- 4.23 The roster member assigned to hear the grievance will convene a meeting of the parties and any individual entitled to separate representation. The purpose of that meeting will be to:
- 4.23.1 Ensure the issues in dispute are defined;
  - 4.23.2 Determine whether the parties agree to expedited arbitration or wish to have all or part of the issue resolved by a formal process;
  - 4.23.3 If the parties accept expedited arbitration, to set a time, date and place for an expedited arbitration hearing with that roster member;
  - 4.23.4 If a party selects formal arbitration, set a time, place and date for a "without prejudice" pre-arbitration mediation with the roster member or any other agreed upon mediator;
  - 4.23.5 Discuss any other matter that, in the opinion of the roster member, is appropriate;
  - 4.23.6 Unless formal arbitration has been selected, grant interim orders where there are substantial reasons for doing so and where the order can be made in a manner that accords with the Framework Agreement;
  - 4.23.7 Where the parties agree, do anything at the first meeting that might be done at the expedited arbitration or mediation stages.
- 4.34 Every attempt will be made to hold the meeting referred to in ~~Article~~ **clause 4.23** of this Appendix within ten (10) working days of the date the grievance is received by the roster Coordinator, and may be in person or, with the consent of the affected parties, by teleconference. A failure to hold the meeting within ten (10) working days will not constitute loss of jurisdiction.
- 4.45 The roster member will provide participants with minutes of the first meeting, including any agreements reached, along with directions for a mediation meeting or an expedited arbitration hearing.

### 5 EXPEDITED ARBITRATION

- 5.1 The Roster member shall hear the grievance informally and expeditiously, providing the parties and any separately represented member the opportunity to adduce evidence and be heard, following which the member will issue a summary award on the grievance. The award will be provided in writing.

- 5.2 The parties will implement the award forthwith, according to its terms.
- 5.3 Awards under the expedited process will be confined to the issue raised in the grievance on the particular decision point. Any further issues that arise in respect to the duty to accommodate that same individual will be dealt with through a continuation or resumption of the Framework Agreement processes and if needed, by a further grievance on any subsequent decision point, rather than through the expedited arbitrator remaining seized with the matter.

## 6 GRIEVANCE MEDIATION

- 6.1 Where the parties have selected formal arbitration, the arbitration board will be appointed and scheduling commenced as outlined in Article 14.02.03 - Arbitration Stage, following the first meeting referred to in Article 4.23 of this Appendix. At the same time, the parties and any separately represented employee will participate in a "without prejudice" mediation meeting with the Roster member or another agreed upon mediator.
- 6.2 Participants in the mediation will each be represented by a person or persons familiar with the matter who will make good faith efforts to resolve the matter and who have decision making authority.
- 6.3 Settlements reached through informal mediation shall, where they resolve the full issue, be incorporated into a consent award of the Roster member as an arbitrator, or where they resolve some issues only, be incorporated into an agreed statement of facts or position to be placed by consent before the formal arbitrator or arbitration panel.
- 6.4 Other than the documents referred to in ~~Article~~ **clause** 6.3 of this Appendix, the discussions during informal mediation shall be privileged and shall not be referred to in any subsequent arbitration or other proceedings.
- 6.5 The cost of the roster Coordinator's administrative duties shall be paid by the City of Edmonton. The cost of the mediation or expedited arbitration duties of the panel members will be shared jointly between the City of Edmonton and the Union or Unions involved in individual cases. Where there is more than one Union involved in a particular case, the Union's half of the costs shall be divided equally between them unless the mediator or expedited arbitrator orders some different appointment.

## 7 FORMAL ARBITRATION

- 7.1 Where a party insists on formal arbitration, that arbitration will be established and conducted in accordance with the arbitration procedure in this collective agreement, modified as necessary to comport with the Framework Agreement.
- 7.2 Where, in addition to the Union under this collective agreement, there is another affected Union in respect of the dispute, the following provisions will apply.
  - 7.2.1 The decision of the arbitration board will be final and binding on all parties;
  - 7.2.2 Except to the extent this agreement provides for, or other parties agree upon, a single arbitrator, the Unions will attempt to agree upon a single nominee, failing which a Union nominee will be selected by the Roster member assigned to conduct the informal mediation.
  - 7.2.3 The costs of any nominee, and of the Chair, will be shared by the Unions equally, unless the arbitrator or arbitration board awards some different apportionment.
- 7.3 In addition to any other powers provided by law or by the Collective Agreement, the arbitrator or arbitration board may, on the request of any affected party, by interim order, direct what ought to be done, or not be done, pending the arbitration hearing or ruling. Interim orders shall only be granted where there are substantial reasons for doing so, and shall be made in a manner that best accords with the provisions of the Framework Agreement.



- 7.4 Arbitrators shall be selected from the ~~following list~~ **agreed list** of arbitrators **listed in the Duty to Accommodate Framework, clause 4.9**, either by agreement, or on the basis of the rotation provided for in the Framework Agreement.
- 7.5 Where an arbitrator or arbitration board, appointed under this collective agreement, finds that the matter or any part of the matter arising in that arbitration properly falls within the scope of the **Appendix** ~~letter of understanding~~, the arbitrator or arbitration board may direct the parties to pursue the matter in accordance with the provisions of this **Appendix** ~~letter of understanding~~.
- 7.6 The arbitrator or arbitration board may make any directions as to timeliness or other procedural issue that appears just in all the circumstances. An application under this clause may be made by any party affected by the issue in question whether or not that party is a party signatory to the collective agreement. No such application may be made by an individual employee.

#### 8 DURATION AND TERMINATION

- 8.1 This Appendix shall continue in force beyond the expiry date of the Collective Agreement, and shall be renewed with each successor agreement if both parties mutually agree.
- 8.2 In the event a party to the Duty to Accommodate Framework Agreement withdraws from participation in the Agreement, this Appendix shall cease to be in force on the date the notice period expires. Grievances currently in progress shall continue to utilize the process outlined in this **Appendix** ~~letter of understanding~~ until the decision of the roster member is received.

AGREED:

Date: April 27 2025

**EDMONTON FIREFIGHTERS UNION**

  
Greg Rehman

**CITY OF EDMONTON**

  
Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

The undersigned parties agree to AMEND Part II Article 2 and Clause 2.01 as follows:

**2.01 Maternity Leave**

Maternity leave shall be granted by the City in accordance with the following:

2.01.01 To a pregnant employee who is either permanent or has been employed with the City for a period of at least 90 days, upon the member's application to the City. Except in unforeseen and unpredictable circumstances, should no application be made by the employee for maternity leave, the employee will be deemed to have resigned their position and the City will be under no obligation to provide future employment.

2.01.02 Except in the case of employees, as stipulated below, maternity leave shall be without salary. However, employees on such leave will not lose seniority.

2.01.03 Employees who are members of the City's Disability Plans as provided for in this Agreement and provide medical evidence satisfactory to the City to substantiate their disability for the valid, health-related portion of their pregnancy may, subject to the terms of the City of Edmonton Supplemental Unemployment Benefits Plan (SUB PLAN), qualify for SUB PLAN benefits for the duration of the aforementioned valid, health-related period. In any event, receipt of such SUB PLAN benefits shall commence no sooner than the date of delivery, subject to the provisions contained in the SUB PLAN. Employees who are members of the City's Disability Plans and who otherwise do not meet the conditions for eligibility for SUB PLAN benefits during the valid, health-related portion of their pregnancy will be governed by the terms of the City's Disability Plans.

**SUB PLAN PAYMENTS**

**Birth mothers shall be eligible for SUB Plan payments based on the difference between the Employment Insurance benefits plus any other earnings received by the member and:**

- a) For the valid health related period - 100% of the member's gross earnings (normally the first 6 weeks, which includes the 1 week Employment Insurance waiting period); and**
- b) For the balance of the sixteen (16) week maternity leave period - 100% of the member's gross weekly earnings if the member continues to receive Employment Insurance benefits. During this period, should the member wish to continue benefits coverage, she shall be responsible for both the employee and employer share of the cost.**

**Medical evidence satisfactory to the City/EFFU shall be provided to substantiate the health related portion of the maternity leave period.**



2.01.04 Maternity leave shall be applied for in writing, at the earliest possible date, but not less than six (6) weeks prior to the date upon which maternity leave is to commence. The employee shall provide the City with a medical certificate giving the estimated date of delivery. Such leave shall commence at any time up to thirteen (13) weeks prior to the estimated date of delivery. If, in the opinion of the City, the employee is unable to perform the duties of their position or such alternative position which may be available for which they are qualified, and in the absence of any valid, health-related disability attributable to the pregnancy, the employee shall be required to immediately commence maternity leave. An employee who is a member of the City's Disability Plans and who subsequently experiences a maternity complication related to the valid, health-related portion of their pregnancy after the conclusion of the maximum period during which SUB PLAN benefits may be available, shall be entitled to receive the balance of disability benefits paid at the applicable level.

2.01.05 Maternity leave shall be in accordance with the Alberta Employment Standards Code, or up to ~~fifteen (15)~~ **sixteen (16)** weeks in duration, including any valid, health related portion that may be encompassed during this period, whichever is greater. Birth mothers may apply for and be granted up to ~~thirty-seven (37)~~ **sixty-two** additional weeks of unpaid parental leave for a combined total of ~~fifty-two (52)~~ **seventy-eight (78)** weeks leave, or in accordance with the Alberta Employment Standards Code, whichever is greater.

2.01.06 Whenever the employee is absent for more than the approved period of maternity leave, unless the absence is due to a maternity complication related to the valid, health-related portion of their pregnancy and is substantiated by medical evidence satisfactory to the City, the employee shall automatically be deemed to have terminated their employment when said period expires.

2.01.07 An employee returning from maternity leave within the approved period shall be given the same position, if available, or a comparable position, at the former rate of pay, provided as much notice as possible of return is given to the City. In any event, said notice shall not be less than four (4) weeks.

NOTE: For the purposes of this article, the City's Disability Plans shall include the Short Term Disability Plan, Supplementary Unemployment Benefit Plan and Long Term Disability Plan. "Valid health-related portion" shall mean that period of an eligible employee's pregnancy during which they are disabled (in accordance with the terms of the City's Disability Plans) and such disability is substantiated by medical evidence satisfactory to the City.

AGREED:

Date: August 12, 2025

EDMONTON FIREFIGHTERS UNION



Greg Kenman

CITY OF EDMONTON



Kent Sorochnik

**Attachment to the Memorandum of Agreement between**  
**Edmonton Firefighters Union - Local 209**  
**and**  
**The City of Edmonton**  
**2025 Negotiations**

Reference: U09 LOU

**LETTER OF UNDERSTANDING**

*Between*

**The City of Edmonton** (the "City")

*And*

**Edmonton Fire Fighters Union Local 209** (the "Union")

**Managing Members' Interests in the Long Term Disability (LTD) Plan**

Whereas the Parties have a joint interest in managing the LTD Plan efficiently and the Union has a responsibility to its members to monitor and ameliorate the Plan when possible, the Parties agree as follows:

- The City will provide to the Union quarterly, a list showing the names of all EFFU members receiving benefits from the Plan.
- The list will include information for each member showing the length of time they have been receiving benefits and if they are classified as own occupation or any occupations.
- The parties agree to meeting quarterly or at such longer intervals as jointly agreed; to discuss the list provided.

AGREED:

Date: August 7, 2025

**EDMONTON FIREFIGHTERS UNION**

  
\_\_\_\_\_  
Greg Kehman

**CITY OF EDMONTON**

  
\_\_\_\_\_  
Kent Sorochnik



## LETTER OF UNDERSTANDING

*Between*

### **The City of Edmonton**

A Municipal Corporation  
(hereinafter called the "City")

*-And-*

### **Edmonton Firefighters Union Local 209**

(hereinafter called the "Union")

### **Chief of Workforce Support**

Without prejudice and without precedence basis

The mandate of the Workforce Support program within EFRS is to support the needs of EFRS members who are experiencing a work transition. Currently the program focuses on being the EFRS connection for members on leave in collaboration with Disability Management, returning members from leave, overseeing the work reintegration program and effectively transitioning members back into the workplace with extended support. This program also supports the coordination of the three OH&S committees in EFRS promoting a safe environment in the service.

#### Background

As part of the resolution to the grievance regarding the creation of the Assistant Deputy Chief positions, the City agreed to create a new in-scope position. This position satisfies that aspect of the resolve.

#### Scope of Work/Purpose:

- Oversees the Workforce Support program and ensures it sufficiently meets the needs of members while operating within applicable legislation, policies and procedures in collaboration with Disability Management and the Supervisor of Health and Wellness.
- Direct supervisor to all staff on modified duties and act as the EFRS contact for staff on medical leave.
- Manage the daily activities of direct and indirect subordinate staff.
- Collaborate with all stakeholders to establish appropriate case by case pathways for members transitioning in the workplace
- Support the governance of the three Joint Health & Safety Committees within EFRS.

- Evaluate program success/effectiveness and develop recommendations to senior leadership for program improvement.
- Builds and develops support programs in collaboration with the Supervisor, Health and Wellness to enhance and expand work transition supports for EFRS members.

Identified training, as outlined in the Position Description, is to be attained within the first 90 days of appointment as available.

Unless otherwise specified below, the clauses within the collective agreement shall continue to apply. The terms of these assignments are as outlined:

Hours of Work:

This position shall participate in the compressed hours of work program, working 80 hours bi-weekly, 8.89 hours per day exclusive of an unpaid lunch break, 9 days per pay period.

Overtime:

When Fire Rescue Services requires the Chief of Workforce Support to work outside their normal scheduled shift such time worked shall be paid at the time and a half (x1.5) rate, except when Fire Rescue Services requires this position to respond to an emergency scene the Chief of Workforce Support shall be paid at the double time (x2) rate.

An employee shall have the option to receive credit for the total dollar amount of the overtime to their banked time. An employee may bank up to the time equivalent of 40 hours. The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City. However, no employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

Posting and Filling Vacancies:

When it is necessary to fill the position of Chief of Workforce Support, on a permanent basis, promotion to the rank of Chief of Workforce Support shall be made through a competition in accordance with the following provisions:

- a) EFFU members with a minimum of Captain Qualified.
- b) The selection of the successful candidate to the Chief of Workforce Support position will be based on the qualifications, demonstrated knowledge, skills, and abilities of that candidate being considered to be the most suitable to the requirements of the position.

Wage Rate:

Chief of Workforce Support will be paid at 153% of the 5th year firefighter.

AGREED:

Date: Jan 5, 2025



---

Greg Rehman, President  
Edmonton Fire Fighters Union  
Local 209



---

Kent Sorochuk, Sr. Negotiator  
City of Edmonton