

DECISION/DIRECTION NOTE

Title: Ratification of the Collective Agreement Between the City of St. John's and IAFF Local 1075

Date Prepared: November 14, 2024

Report To: Regular Meeting of Council

Councillor and Role: Councillor Ron Ellsworth, Finance & Administration

Ward: N/A

Decision/Direction Required:

That Council ratify the negotiated collective agreement between the City of St. John's and IAFF Local 1075.

Discussion – Background and Current Status:

The City and IAFF Local 1075 have reached a tentative Collective Agreement for the period of January 1, 2023 – December 31, 2026. The Union ratified the agreement on November 13, 2024. It is now being brought to Council for a ratification vote.

In addition to some language changes that will create operational efficiencies, the key terms of the agreement are as follows:

Tentative Agreement Between the City of St. John's and IAFF Local 1075	
Duration	4 years
General Wage Increase	1%; 1%; 2%, 3%

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Key Considerations/Implications:

1. Budget/Financial Implications:

The estimated cost of the negotiated general wage increases are as follows:

- 2023 – \$134,000
- 2024 - \$402,000
- 2025 - \$809,000
- 2026 - \$1,499,000

Total estimated cost: \$2,844,000

2. Partners or Other Stakeholders: This also results in salary cost increases for the regional and standby partners who avail of the regional fire service.

3. Is this a New Plan or Strategy: No

If yes, are there recommendations or actions that require progress reporting?

If yes, how will progress be reported? (e.g.: through the strategic plan, through Cascade, annual update to Council, etc.)

4. Alignment with Strategic Directions:

A Sustainable City: Be financially responsible and accountable.

An Effective City: Work with our employees to improve organizational performance through effective processes and policies.

5. Alignment with Adopted Plans:

6. Accessibility and Inclusion:

4. Legal or Policy Implications:

5. Privacy Implications:

6. Engagement and Communications Considerations:

7. Human Resource Implications:

8. Procurement Implications:

9. Information Technology Implications:

10. Other Implications:

Recommendation:

That Council ratify the Collective Agreement negotiated between the City of St. John's and IAFF Local 1075.

Prepared by:

Sarah Hayward, Director – Human Resources

Approved by:

Derek Coffey, Acting City Manager

Report Approval Details

Document Title:	Ratification of the Collective Agreement between the City of St. John's and IAFF Local 1075.docx
Attachments:	
Final Approval Date:	Nov 21, 2024

This report and all of its attachments were approved and signed as outlined below:

Derek Coffey - Nov 21, 2024 - 10:09 AM