

APPENDIX A

ASSOCIATION ISSUES SUBMITTED TO ARBITRATION

ISSUES	POSITION	AWARD RESULT
Term of the Agreement	<ul style="list-style-type: none">• 5 years	<ul style="list-style-type: none">• Awarded 5 years – January 1, 2010 to December 31, 2014
Wages	<p>Same as Toronto Police Settlement :</p> <p>2010 Effective January 1 – 2.0%; Effective July 1 – 0.91% Effective December 1 – 0.25% (compounded annual increase 3.19%)</p> <p>2011 Effective January 1 - 2.75% Effective October 1 - 0.44% (compounded annual increase 3.2%)</p> <p>2012 Effective January 1 - 1.5% Effective July 1 - 1.48% (compounded annual increase 3.0%)</p> <p>2013 Effective January 1 - 1.80%; Effective December 1 - 1.05% (compounded annual increase 2.87)</p> <p>2014 Effective January 1 - 2.00%</p> <p>Total – 14.26% over 5 years</p>	<ul style="list-style-type: none">• Awarded the Toronto Police Settlement – 14.26%
Vacation	<ul style="list-style-type: none">• increase to 7 weeks after 27 years (same as Toronto Police)	<ul style="list-style-type: none">• No award
Family Day	<ul style="list-style-type: none">• add Family Day and delete Float Day	<ul style="list-style-type: none">• Awarded Family day in exchange for deleting 1 Float day

Designated Holiday Pay	<ul style="list-style-type: none"> • increase premium for working on designated holiday from 1.3 times to 1.5 times 	<ul style="list-style-type: none"> • No award
Benefit Enhancements	<ul style="list-style-type: none"> • Synvisc Entitlement include minutes of settlement in the collective agreement • Naturopath – add to the allowable paramedicals at \$750 • Paramedicals – increase entitlement to \$750 per specialty • Psychologist – increase to \$2,500.00 • Vision Care – increase to \$550 per year 	<ul style="list-style-type: none"> • Awarded Synvisc agreement • Awarded services of Naturopath • No award to increase paramedical maximum (\$500.00) • No award to increase in Psychologist coverage • Add eighty (\$80) benefit to cover cost of eye exams • Net impact – cost neutral
OMERS Supplement	<ul style="list-style-type: none"> • increase pension calculation to 2.33% per year 	<ul style="list-style-type: none"> • No award
Post-65 Retiree Benefits	<ul style="list-style-type: none"> • continue pre-65 retiree benefits for life for all retired Fire fighters. <p>In the alternative provide a \$3,000 Health Care Spending Account after age 65, for 10 years, for all retired Fire fighters who are not in receipt of grandparented post 65 benefit plan (i.e., grandparented Fire fighters from the former North York and former City of Toronto would continue to receive the grandparented post 65 retiree defined benefit plan).</p>	<ul style="list-style-type: none"> • Awarded \$3,000 Post 65 Health Care Spending Account for 10 years (same as Toronto Police) – for all Fire fighters • Eliminated Grandparented Post 65 Retiree Benefit Plan (i.e., Former NY and Former Toronto Fire fighters), except for grandparented Fire fighters who are within 1 year of being eligible to retire with an unreduced pension. • Grandparented Fire fighters within 1 year of being eligible to retire with an unreduced pension will have the option to elect the HCSA or maintain their grandparented retiree benefit plan. • Net Liability savings of approximately \$1.8M, subject to actuarial valuation.

Succession Planning	<ul style="list-style-type: none"> • Delete clause 56.01, giving the Chief discretion to promote District Chiefs in a new District 17, based on interview and assessment and not limited by seniority. 	<ul style="list-style-type: none"> • Board directed that Letter of Agreement be maintained
Retirees Attending Court	<ul style="list-style-type: none"> • payment of \$75 per day 	<ul style="list-style-type: none"> • Awarded \$75 per day
Payment for Medical Certificates	<ul style="list-style-type: none"> • Association proposed to amend article 15.01 by expanding scope to all certificates and remove existing cap 	<ul style="list-style-type: none"> • Increased cap to \$40