

**APPENDIX B**

**CITY ISSUES SUBMITTED TO ARBITRATION**

<b>ISSUES</b>	<b>POSITION</b>	<b>AWARD RESULT</b>
<b>Term of the Agreement</b>	<ul style="list-style-type: none"> <li>• 5 years</li> </ul>	<ul style="list-style-type: none"> <li>• Awarded 5 years – January 1, 2010 to December 31, 2014</li> </ul>
<b>Ability to Pay</b>	<ul style="list-style-type: none"> <li>• Board must consider the City's ability to pay when considering his award</li> <li>• Deputy City Manager &amp; CFO made a presentation of the City's current and projected financial position</li> </ul>	<ul style="list-style-type: none"> <li>• Board rejected the City's ability to pay argument</li> </ul>
<b>Wages</b>	<p><b>2010</b>            Effective January , 2010 - 2.00%            Effective July 1, 2010- 0.91%            Effective December 1, 2010 - 0.25%  <b>(Compounded annual increase 3.19%)</b></p> <p><b>2011</b>            Effective January 1, 2011 - 2.25%</p> <p><b>2012</b>            Effective January 1, 2012 - 2.00%</p> <p><b>2013</b>            Effective January 1, 2013 - 2.00%</p> <p>Total Increase – 9.44% over 4 years</p> <p><b><u>Alternative Proposal</u></b></p> <p><b>2010</b>            Effective January , 2010 - 3.16%</p> <p><b>2011</b>            Effective January 1, 2011 - 3.19%</p> <p><b>2012</b>            Effective January 1, 2012 - 2.15%</p>	<ul style="list-style-type: none"> <li>• Awarded the Toronto Police Settlement, as submitted by the Association – 14.26%</li> </ul>

	<p><b>2013</b> Effective January 1, 2013 - 2.00%</p> <p><b>2014</b> Effective January 1, 2014 - 2.00%</p> <p>Total – 12.5% over 5 years</p>	
<b>Vacation</b>	<ul style="list-style-type: none"> <li>• Vacation to be scheduled based on 42 hours per week</li> </ul>	No award
<b>Benefits – Cost Containment Measures</b>	<ul style="list-style-type: none"> <li>• Implement Dispensing fee cap of \$9.00</li> <li>• Line of Duty Death Benefit (LODD) – reduce from 4x salary to 3x salary</li> </ul>	<ul style="list-style-type: none"> <li>• Awarded \$9.00 dispensing fee cap</li> <li>• Awarded LODD at 3 times salary</li> <li>• Net impact – cost neutral</li> </ul>
<b>Hours of Work – Communications Shift Schedule</b>	<ul style="list-style-type: none"> <li>• Proposed a new shift schedule for the Communications Division that would adjust staffing levels in accordance with call volumes in order to improve efficiency and customer service</li> </ul>	<ul style="list-style-type: none"> <li>• Awarded the new Communications shift schedule</li> </ul>
<b>Sick Pay</b>	<ul style="list-style-type: none"> <li>• Proposed to eliminate the current sick credit accumulation plan and replace it with the Illness or Injury Plan (IIP), similar to Local 416 and Local 79.</li> <li>• In the alternative, proposed to change the Sick Pay Gratuity payout formula from 100% of the available sick credits, to ½ of the available sick credits, to a maximum of six months payout</li> </ul>	<ul style="list-style-type: none"> <li>• Awarded the change to the Sick Pay Gratuity formula applicable to all employees, effective immediately</li> <li>• This change is now consistent with Toronto Police</li> <li>• Sick Pay Gratuity savings of \$9.4 M, subject to actuarial valuation</li> </ul>
<b>Red-circling</b>	<ul style="list-style-type: none"> <li>• Proposed to delete language which ensured red-circling of dispatchers transferring from Toronto EMS to Toronto Fire</li> </ul>	<ul style="list-style-type: none"> <li>• No award</li> </ul>