



MEDIA RELEASE

City Receives Arbitration Award for Firefighters

For Immediate Release – January 15, 2008 – 7:30 p.m.

Welland – The Welland Professional Firefighters Association and the City of Welland have a new collective bargaining agreement covering the period January 1, 2005 to December 31, 2008.

The City of Welland began contract negotiations with the Welland Professional Firefighters Association (WPFFA) in January 2005 with some of the issues, such as valuation of accumulated sick leave, a new uniform policy, and a new education policy, as well as some housekeeping matters, being negotiated between then and 2007.

The issues that remained unresolved were put before an arbitrator in March 2007 and included “3-6-9 experiential pay”, which was the matter most hotly debated during the bargaining process. Failing to resolve this issue between the parties through the collective bargaining process made it mandatory for it, and all other unresolved issues, to proceed to binding arbitration.

“3-6-9 experiential pay” was originally introduced as “retention pay” by the Toronto Police Department as a way to retain officers on their force, which has since spilled over to the Toronto Fire Service and further spread as part of arbitration Awards to fire and police services across the province.

On January 11, 2008, arbitrator David Starkman issued his decision, with the WPFFA being awarded “3-6-9”. “Welland’s arbitration Award with respect to “3-6-9” is consistent with other arbitrated Awards throughout the province,” stated Welland’s Fire Chief, Denys Prevost. The issue of wage increases was also placed before Mr. Starkman and resulted in an average wage increase of 3.25% per year retroactive to January 1, 2005.

While a new contract is now in place, the parties will soon be back at the bargaining table as the new collective bargaining agreement expires at the end of 2008.

- 30 -

For further information please contact:

Rosanne Mantesso, General Manager
Human Resources
(905) 735-1700 ext. 2270

Corporation of the City of Welland
60 East Main Street
Welland, ON L3B 3X4