

BUBHASY FIRE FIGHTERS ASSOCIATION

LOCAL 323

The International Association of Fire Fighters



1968 WAGE PROPOSALS

WORKING CONDITIONS

1. Overtime to be paid to employee at twice (2) times the regular rate of pay with a minimum of up to 1/2 hr. at 1 hrs. pay up to 1 hr. at 2 hrs. pay over 1 hr. to be considered the same as call out.

CALL OUT

To be paid at double time for the entire period spent at the place of work in response to a call out with a minimum of 3 hrs. at the rate of twice (2) times the regular rate of pay.

REMUNERATION

1. That the salaries of all classification of fire-fighters be increased by 15 percent over the present level.
2. The mechanic to be paid the same scale of remuneration as a first class Fire Fighter.

VACATIONS

All annual vacations to start on the first shift back at work. (on our present work schedule this would be the first day of a day shift) Paid annual vacations to be allowed as follows.

1. After the first year up to and including the 5th calendar year-2 weeks.
2. During the sixth up to and including the fifteenth calendar year of service-3 weeks.
3. During the sixteenth and all subsequent calendar years of service 4 weeks except that after 25 consecutive years of service each employee shall receive 8 additional weeks in addition to his regular leave, and an additional 8 weeks every five years thereafter.

STATUTORY HOLIDAYS

Eight duty shifts in lieu of 10 statutory holidays.

BENEFITS

1. Sick Leave- Premiums to be fully paid for by the Corporation.
2. Any employee not sick for one calendar year will receive three (3) gratuity shifts paid to M.A.F.
3. Death and disability-Premiums to be shared 50% by Employee and the Corporation on twice annual salary.
4. M.S.A.-Premiums to be fully paid for by the Corporation.

BURLINGTON FIRE FIGHTERS ASSOCIATION

LOCAL 223

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WORK COVERAGE

The employer shall not as a condition of the employees job as a Fire Fighter require him, nor shall any employee covered by this agreement be required to perform any work or duty not in any way connected with;

- A. The prevention and suppression of fire.
- B. Normal rescue and safety services.
- C. The routine house keeping, painting and maintenance of equipment and real property related thereto.

GRIEVANCE PROCEDURES

1.01 In this Agreement, unless the context otherwise requires, "grievance" means:

(i) Any dispute of difference between the Corporation and the Association governing the dismissal or suspension of an employee bound by the Agreement, and

(ii) any difference between the parties to or persons bound by the Agreement concerning its interpretation, application, operation, or any alleged violation thereof, including any question as to whether any matter is arbitrable.

If any grievance arises it shall be finally and conclusively settled, without stoppage of work, in the following manner:

(a) the Union, on its own behalf, or on behalf of any aggrieved employee shall first take the matter up with the Fire Chief or his representative.

(b) If such grievance is not settled within three (3) days.....