

**IN THE MATTER OF AN INTEREST ARBITRATION PURSUANT TO THE  
*AMBULANCE SERVICES COLLECTIVE BARGAINING ACT***

BETWEEN

**The Corporation of the County of Essex**

(the "Employer")

and

**Canadian Union of Public Employees Local 2974.2**

(the "Union")

**SOLE ARBITRATOR: James Hayes**

**APPEARANCES**

**For the Union**

John McLuckie, Counsel  
Ian Nash, President  
Shawn Arrand, Unit Chair, Local 2974.2  
Dustin Anderson, Unit Chair, Local 2974.2  
Barry Mannell, Recording Secretary  
Mark Ward, Negotiating Committee Member  
Jeff Culver, Steward

**For the Employer**

B. Richard Baldwin, Counsel  
Shawn Adkins, Counsel  
Greg Schlosser, Director of Human Resources  
Bruce Krauter, Chief, Emergency Medical Services  
Debbie Strajnic, Management of Administration, EMS

A hearing was held in Windsor, Ontario on July 7, 2016.

## **AWARD**

### **Introduction**

1. This is an interest arbitration that will establish the terms of a renewed collective agreement for the period between April 1, 2015 and March 31, 2017.
2. The Union states that there are approximately 170 full-time paramedics, 130 part-time paramedics and four non-paramedic staff in the bargaining unit at the present time.
3. The parties engaged in five days of bargaining between June 25, 2015 and August 26, 2015 followed by conciliation on September 10, 2015. Certain items were agreed upon with many remitted to this Board.
4. I was assisted by comprehensive written briefs and oral submissions of high quality. I have considered all of that information and have had reference to the many comparators suggested by the parties. I have endeavoured to apply generally accepted principles of interest arbitration, most notably replication, and the statutory criteria. While I have not dismissed other comparators as of no relevance, I have paid closer attention to those found in South Western Ontario with paramedics.
5. The renewal collective agreement shall consist of all the terms and conditions of the expired collective agreement except as modified by this Award and the matters agreed to by the parties in collective bargaining. Any proposal not referred to in this Award is dismissed. Any matter awarded is effective from the date of this Award unless expressly stated otherwise.

### **Wages**

6. April 1, 2015: 1.75%  
April 1, 2016: 2.0%

7. Retroactivity on wages to be paid to all current and former employees within 60 days of the issue of this Award.

### **Vacations**

8. Union proposed amendments to Articles 18.01 (a) and (b), improving vacation entitlement after 27 years, are granted.

### **Benefits**

9. Proposal to increase annual chiropractic coverage: denied.

10. Proposal to add major restorative dental care: referred back to parties for further discussion.

11. Reference to Clarica to be removed from collective agreement.

12. Massage maximum of \$1,000 per year.

### **Student Wage Rate Language**

13. To be retained.

### **Letter of Understanding re: Lunch Periods**

14. Current LOU to be renewed.

### **Job Postings and JJEC**

15. Issues referred back to the parties.

### **STD Plan/STIPP Plan**

16. County proposal denied. The County's position that the cost of the current plan is significant and that its design and administration require change is noted.

### **Part-time Staff Scheduling**

17. County proposal denied.

### **Probationary Employee Terminations**

18. County proposal denied.


### **Clearing of Record**

19. Article 11.04 to be amended as per County proposal.

### **Conclusion**

20. I remain seized with respect to the implementation of this Award.

Dated at Toronto, Ontario this 20<sup>th</sup> day of July, 2016.

  
James Hayes