



Employee and Legal Services

Edmonton

Council Presentation September 16, 2025 - ELS03199 EFFU Tentative Agreement Ratification

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Tentative Edmonton Fire Fighters Union Agreement

- EFFU voted in favor of accepting the tentative agreement reached:
 - Four year term:
 - 2024: 3.75%
 - 2025: 4.0%
 - 2026: 4.0%
 - 2027: 3.40%

EFFU Agreement (Continued)

Other Highlights Include:

- Benefit enhancements, effective Dec 13, 2026:
 - Health Care Spending Account increase, Massage Therapy (new), Physiotherapy, Addition of Continuous Glucose Monitoring Devices to the benefits package
- Maternity Leave Top-Up, 100% gross earnings for 16 weeks, effective upon ratification
- Increased Psychological benefits, effective December 15, 2025
- Increase to Shift Differential, effective December 13, 2026

Ratification

- EFFU confirmed on August 27 that the majority (98.45%) of their members voted in favour of ratification
- Next Step: Council's ratification vote

Questions?

The logo for the City of Edmonton, featuring the word "Edmonton" in white text on a blue square background.

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