

COLLECTIVE BARGAINING UPDATE

Edmonton Fire Fighters Union Tentative Agreement Ratification

Recommendation

That the Memorandum of Agreement between the City of Edmonton and Edmonton Fire Fighters Union dated August 12, 2025, as set out in Attachment 1 of the September 16, 2025, Employee and Legal Services report ELS03199, be approved.

Requested Action	Decision required		
ConnectEdmonton's Guiding Principle	ConnectEdmonton Strategic Goals		
CONNECTED This unifies our work to achieve our strategic goals.	N/A		
City Plan Values	N/A		
City Plan Big City Move(s)	N/A	Relationship to Council's Strategic Priorities	N/A
Corporate Business Plan	Managing the Corporation		
Council Policy, Program or Project Relationships	N/A		
Related Council Discussions	<ul style="list-style-type: none"> • ELS03006, Collective Bargaining Update Verbal Report, City Council, April 8, 2025 		

Executive Summary

- A tentative Memorandum of Agreement has been reached between the City of Edmonton and Edmonton Fire Fighters Union (EFFU) (Attachment 1) and is being recommended for Council's approval. The proposed Agreement is in accordance with the mandate direction provided by City Council on April 8, 2025.

COLLECTIVE BARGAINING UPDATE - Edmonton Fire Fighters Union Tentative Agreement Ratification

REPORT

The term of the Agreement will be from December 17, 2023, to December 13, 2027. The tentative Agreement is within the Council approved mandate and provides the following increases on base wages (in addition to monetary items 3, 4, 5, 6, 8 and 11 of Attachment 1):

- 2024 - 3.75 per cent effective December 17, 2023
- 2025 - 4.0 per cent effective December 15, 2024
- 2026 - 4.0 per cent effective December 14, 2025
- 2027 - 3.40 per cent effective December 13, 2026

EFFU voted to ratify the proposed Agreement on August 27, 2025. Council's approval is required to finalize the Agreement.

Budget/Financial Implications

The tentative agreement aligns with the mandate approved by Council and is within the approved budget for 2024 to 2026. The 3.40 per cent settlement for 2027 and associated monetary items will require an estimated \$7.8 million or 0.34 per cent tax increase in 2027. By approving this tentative agreement, Council will pre-commit a required tax increase in 2027 that will be incorporated into the 2027-2030 operating budget.

Community Insight

Community insights are not available because collective bargaining is not to be conducted in public and the mandate was set previously by Council.

GBA+

The City and EFFU have previously reviewed language within the collective agreement and updated language related to gender neutrality in general.

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Risk Assessment

Risk Category	Risk Description	Likelihood	Impact	Risk Score (with current mitigations)	Current Mitigations	Potential Future Mitigations
If recommendation is not approved						
Governance	If Council does not approve the recommendation, it is likely that the union will advance the negotiation to mediation and then arbitration, requiring additional costs, and the relationship between the City and the union will be significantly damaged.	4 - likely	5 - worst case	20 - high	N/A	N/A - The City cannot prevent the EFFU from advancing the matter to arbitration after mediation.

Attachment

1. Memorandum of Agreement between the City of Edmonton and Edmonton Fire Fighters Union