

taken. Employees should be told about the extra hours and the pay situation. Selected influential members of A and B shifts should be asked for their opinion and encouraged to talk favorably of the plan to their peers. He felt that it would be best to make the decision and impose the rotation rather than conduct a poll.

Julie pointed out that it would be wise to impact bargain before a rotation was implemented and an MOU signed detailing the impact on pay.

Chief Callahan concluded by stating that he would consider his options.

" The opportunity of this consultation was also taken to discuss two other issues with Mr. Feinberg:

1. Article 21.13 of the current agreement had modified the no pyramiding clause of the previous agreements by the introduced a new payment of 30¢ per hour to EMTs, Driver Engineers and others who were also receiving seat pay for certain other assignments. A subsequent MOU had extended this payment to EMTs serving on ALS engines who were also driving provided that there was only one EMT on the unit. The MOU resulted in no one receiving the full EMT differential if there were two EMTs on the ALS engine and one of them was driving. In order to remedy the situation Julie agreed to redraft the MOU so that one EMT would be able to receive the payment regardless of the number of EMTs assigned to the unit.
2. Julie and Rick Feinberg discussed Article 24.7 of the agreement concerning the Union's responsibility to use all of the City's premium contribution for the purchase of Life and AD&D insurance. They discussed Irene Frazier's concerns with the MOU and Julie agreed to revise the MOU and fax it to the Union for signature. Rick handed over a Union cheque for 433 dollars as a refund of the overpayment of City Insurance contributions not used by the Union.

Notes by Kevin Moloney, Labor Relations Officer.