



# Staff Report to Council - for Information

**Title:** Results of Interest Arbitration Award with OPSEU Local 250 (Paramedic Services)

**From:** Jenn Robinson, Director of Human Resources

**Date:** June 5, 2025

**Report Number:** HR-2025-007

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## Report Purpose:

This report is for information.

## Report Summary:

Negotiations for the renewal of the collective agreement between Bruce County and OPSEU Local 250, representing Paramedic Services occurred over seven (7) dates including: September 20 and 21, 2022; November 14 and 16, 2022; January 16 and 17, 2023. Conciliation occurred on April 3, 2023 with a no-board report issued on April 11, 2023.

An additional day of bargaining occurred on June 3, 2024. With the parties unable to successfully bargain an agreement, the decision was put forward to a board of arbitration chaired by Arbitrator Mark Wright. Arbitration dates occurred on October 28, 2024 and January 21, 2025. The arbitration board held executive sessions on February 18, 2025 and April 14, 2025, with the Interest Arbitration award received on April 16, 2025.

The results of the interest arbitration award and the other issues that were successfully negotiated between the parties will establish a new collective agreement for the period of April 1, 2022 - March 31, 2025.

## Background/Analysis:

A copy of the interest arbitration award dated April 16, 2025 is attached.

## Financial/Staffing/Legal/IT Considerations:

It is estimated that the arbitration award impact to the paramedic services salary and benefits is 11.54%, which is inclusive of actual costs for the 3-year wage increases and includes the annual impact of other compensation and benefit increases.

**Table 1: Compensation Adjustments:**

Item	Amount
2022	\$261,949
2023	\$571,174
2024	\$905,653
Stat & Shift Premiums	\$134,979
Health and Dental Benefits adjustments	\$63,842
Long Term Disability Benefits adjustments	\$50,403

Retroactive payments were issued on Friday, May 23, 2025, for all active OPSEU members - within the mandated timeline of the award.

**Interdepartmental Consultation:**

Paramedic Services and the Office of the CAO have been consulted.

**Link to Strategic Goals and Objectives:**

Culture and Capacity - Be an employer of choice

**Departmental Approval:**

Jenn Robinson, Director of Human Resources

**Approved for Submission:**

Sean Morphy, Deputy Chief Administrative Officer

**Attachments:**

Attachment 1: Bruce County and OPSEU Local 250 Interest Arbitration Award dated April 16, 2025