

**Memorandum of Understanding
Between Sir Sandford Fleming College and OPSEU Local #352**

Approved by the Academic Union/College Committee on January 19, 2016

Ratified by the General membership on February 4, 2016

This agreement shall remain in effect until renegotiated at a time to be mutually agreed to by the College and the Union but shall not continue in effect beyond the term of the current collective agreement.

Firefighter Job Evaluation Qualifications

This agreement refers to the qualifications required for hiring teachers (i.e. Professors and Instructors) in the Firefighter program.

The College has established consistent qualifications for Firefighter teachers; further, the College requires the National Fire Protection Association (NFPA) 1041 Fire Service Instructor Level 1 certification. This certification will be deemed equivalent to 2 years for formal education in the step calculation process. It is agreed that education credit and maximum step will be granted in accordance with the chart below:

Education	Education Credit for Step Calculation	Maximum Step Attainable (applicable to Professors only)
No formal relevant education and Possess NFPA 1041 Fire Service Instructor Level 1	2 years	2 below maximum (Step 18)
Possess formal relevant education	Minimum 1 year (but no greater than maximums specified in the Academic Collective Agreement)	Per Academic Collective Agreement maximum salary table, but no lower than 2 steps below maximum
AND	PLUS	
Possess NFPA 1041 Fire Service Instructor Level 1	2 years	

In any case, steps awarded for NFPA 1041 Fire Service Instructor Level 1 will not be double-counted with steps awarded for relevant experience. Where 2 years are counted for this credential, 2 years will be deducted from experience and this will be shown on the step calculation form.

For the Union:



Liz Mathewson

President, OPSEU Local #352



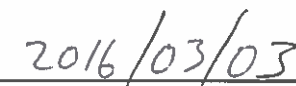
Date

For the College:



Tony Tilly

President, Fleming College



Date