Mr. Alex Forrest
[redacted]

Dear Alex,

Re: Return to Work for Promotion to Lieutenant

Further to our discussions last year regarding your pending promotion to Lieutenant with the Winnipeg Fire Paramedic Service/Winnipeg Fire Department, and seeing the date for your pending promotion is in the not too distant future, we must work to ensure this promotional process occurs in a timely fashion and ensure it falls within accepted Department practices and policies.

As you have not been in the workforce for a considerable period of time in an operational capacity; years in fact under an agreement you allegedly had with former Chief James Brennan; and given the highly important responsibility all our officers bear for both the leadership and safety of our staff in a highly dangerous profession, the following will apply prior to your promotion occurring or becoming permanent.

1. You will then be eligible for promotion to the position of Lieutenant upon receipt of proper medical clearance from the Occupational Health doctor.
2. You will report to the Training Academy on (XXXX Date) for a period of (XXX weeks) for re-orientation into the Operations Branch and to be retrained in the changes in both policies and procedures as well as an assessment of your firefighting and Incident Command skills given the changes that may have occurred since your last time in the Operations Branch.
3. Following your return to the Operations Branch, you will serve the customary 1 year probation period prior to being confirmed into the position on a permanent basis.
4. Your promotion is effective the date you return to work in the Operations Branch on a full time basis.
5. Any length of time away from the Operations Branch for reasons other than Annual Leave, Statutory Vacation, or Paid Union Leave will be added to the time required to constitute your 1 year probation period.

It should be noted that for the lengthy term of your absence from Operations the City of Winnipeg has been maintaining your status as active on the roster and payroll. If it is your desire to remain on permanent union leave rather than returning to work, your promotion would become effective the date you return to active service. Since over the past year the department has had to back fill your position with an overtime call in on many occasions, we are not prepared to continue with this "arrangement" you had with the former Chief. You will be placed on an unpaid leave of absence until that time and it will then be your option to seek compensation for the responsibility of paying your salary from the membership of the United Firefighters of Winnipeg. This would be similar to how it is done with the presidents of the Winnipeg Police Association and CUPE Local 500. You are entitled as well to be included in City paid union leave for union business as outlined in the Collective Agreement to a maximum of 1050 hours total.

I would encourage your return to work in a timely fashion to enable your promotion and return to being a valuable officer in the Operations Branch of the Winnipeg Fire Department.

Sincerely,
Chief