

The Edmonton Fire Fighters' Union had long embraced the principles of the Working Relationship Agreement and were proud of what it represented. We believe in and strive to uphold the values of it in order to have effective and collaborative relations with the City of Edmonton. Collaboration, mutual respect, and trust are values that are the foundation of maintaining a strong relationship. We continue to hold those values high and were proud that we were often asked to share this WRA with other Fire Unions from across North America and beyond. As a Union we have experienced the success of the WRA in the past, by adopting and living up to these principles in our work with the City of Edmonton, and we believe that the City has enjoyed those same successes.

We have witnessed the erosion of these principles and relationships since 2020. Our experience, like that of other Unions, is that the City is not cooperating with its Unions. Our specific encounters with Fire Leadership echoes this overall experience of no collaboration or relationship.

Considering the current climate within the City and what we perceive as an ongoing disregard to the WRA, we will no longer remain a signatory to this document. The City Manager has a strong desire and need to re-sign the WRA. Given the actions of the City, that is not possible at this point and any effort to do so would simply be a mockery of what the WRA represents. If you refer to the document attached to this letter ("History of the WRA") you will see that this agreement wasn't just signatures on paper, it was a commitment to a method of problem solving based on mutual respect and trust, which does not currently exist.

A positive and productive working relationship is more than words, it is the actions that matter most. The Edmonton Fire Fighters' Union has removed all copies of the WRA from our office and we insist that the City do the same. While we are open to re-examining this issue in the future, there will have to be considerable