

2018

MEMORANDUM OF AGREEMENT

Between the

CITY OF BURNABY

(hereinafter called “the City”)

and the

THE BURNABY FIREFIGHTERS’ UNION LOCAL 323

(hereinafter called “the Union”)

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE CITY OF BURNABY (HEREINAFTER CALLED “the City”), AGREE TO RECOMMEND TO THE BURNABY CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE BURNABY FIREFIGHTERS’ UNION LOCAL 323 (HEREINAFTER CALLED “the Union”), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING ON 2016 JANUARY 01 AND EXPIRING ON 2019 DECEMBER 31 (HEREINAFTER CALLED THE “new Collective Agreements”), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions:

All of the terms of the 2012 – 2015 Collective Agreement continue except as specifically varied below by paragraphs 2 to 7, both inclusive.

2. Term of Agreement:

The term of the new Collective Agreement shall be for four (4) years from 2016 January 01 to 2019 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

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3. Rates of Pay

Schedule "A" Rates of Pay For Burnaby Firefighters' Union, Local 323, I.A.F.F.:

Effective 2016 January 01, rates of pay shall be increased by two point five percent (2.5%).

Effective 2017 January 01, rates of pay shall be increased by two point five percent (2.5%).

Effective 2018 January 01, rates of pay shall be increased by two point five percent (2.5%).

Effective 2019 January 01, rates of pay shall be increased by two point five percent (2.5%).

4. Schedule "A" Rates of Pay

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Effective 2016 January 01 the percentage differential for the "Chief Training Officer", "Chief Fire Prevention Officer", and "Assistant Fire Chief" shall be capped at "147%."

The current confirmed Assistant Fire Chiefs will continue with their increments of 147, 152 and 157 and the current incumbents in the acting positions of Chief Fire Prevention Officer and Chief Training Officer shall be capped at their existing percentage differentials effective the date of ratification of the Memorandum of Agreement.

5. Conversion of four (4) Lieutenants to Captains

Effective date of ratification of the Memorandum of Agreement, one (1) Fire Lieutenant per platoon, for a total of four (4) Fire Lieutenants shall be converted to the position of Fire Captain. These Fire Captains replace the Fire Lieutenants currently assigned to Rescue 2. The responsibilities for the Fire Captain on Rescue 2 will include Rescue Company Officer, Incident Safety Officer, shift Training Officer and the shift Health and Safety Officer.

6. Four (4) Senior Captains

Effective date of ratification of the Memorandum of Agreement, one (1) Fire Captain per platoon for a total of four (4) Fire Captains shall be reclassified as Senior Fire Captain and shall receive a pay rate of 127% based on 10th year Firefighter rate. The role of the Senior Captain shall be to support the Assistant

Fire Chief in the execution of command staff functions including administrative duties, supervisory activities, senior leadership and mentoring and personnel accountability.

If no qualified personnel are available for the Senior Fire Captain position, the position will be filled by a Fire Captain at their current rate of pay (i.e. 122%).

Prior to the appointment to Senior Fire Captain, the successful candidate must have already obtained and satisfied the additional certifications and training required as determined by the Fire Chief.

7. Ratification

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which the Memorandum of Agreement is signed.

Signed this 18th day of April, 2018:

BARGAINING

REPRESENTATIVES

FOR THE CITY

BARGAINING

REPRESENTATIVES

FOR THE UNION



