

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF FORT ST JOHN  
(hereinafter called "the Employer")

and the

CITY OF FORT ST JOHN FIREFIGHTERS' UNION, LOCAL 2143 OF THE IAFF  
(hereinafter called "the union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF FORT ST JOHN (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE CITY OF FORT ST JOHN MUNICIPAL COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF FORT ST JOHN FIREFIGHTERS' UNION, LOCAL 2143 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter called "the Union"), AGREE TO RECOMMEND TO THEIR UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2020 JANUARY 01 AND EXPIRING 2021 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

**1. Previous Conditions**

All of the terms of the 2016 – 2019 Collective Agreement continue except as specifically varied below.

**2. Term of Agreement**

The term of the new Collective agreement shall be for two (2) years from 2020 January 01 to 2021 December 31, both dates inclusive.

**3. General Increase – Schedule "A" (Salary Rates)**

The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2020 January 01, the monthly 1<sup>st</sup> Class Firefighter rate in effect on 2019 December 31 (that is \$8,238) shall be increase by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is, to \$8,444). All other existing rank indices shall be maintained.
- (b) Effective 2021 January 01, the monthly 1<sup>st</sup> Class Firefighter rate in effect on 2020 December 31 (that is \$8,444) shall be increase by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is, to \$8,655). All other existing rank indices shall be maintained.

2020 MEMORANDUM OF AGREEMENT  
CITY OF FORT ST JOHN – IAFF 2143 (cont'd)

(c) Retroactive payments resulting from the wage adjustments from item (a) above shall be processed as soon as possible following the date of ratification of this Memorandum of Agreement, but in any event no later than ninety (90) days following the date of ratification of this Memorandum of Agreement, and shall include all employees who at the time of processing such payments have retired or are no longer working for the City of Fort St John Fire Department.

**4. 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.

DATED this 20 day of DECEMBER, 2020 in the City of Fort St John.

BARGAINING REPRESENTATIVES ON BEHALF OF  
THE EMPLOYER:

R. Hasan  
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\_\_\_\_\_

BARGAINING REPRESENTATIVES ON BEHALF OF  
THE UNION:

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