

E.&O.E.

2020 - 2021

MEMORANDUM OF AGREEMENT

between the

CITY OF MAPLE RIDGE
(herein after called the "Employer")

and the

MAPLE RIDGE FIREFIGHTERS' UNION, LOCAL 4449 OF THE IAFF
(herein after called the "Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CITY OF MAPLE RIDGE (hereinafter the "Employer") AGREE TO RECOMMEND TO THE CORPORATION OF THE CITY OF MAPLE RIDGE MUNICIPAL COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE MAPLE RIDGE FIREFIGHTERS' UNION, LOCAL 4449 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter the "Union") AGREE TO RECOMMEND TO THEIR UNION MEMBERSHIP;

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

1. Previous Conditions

All of the terms and conditions of the Collective Agreement commencing 2013 January 01 and expiring 2019 December 31 (hereafter the 2013-2019 Collective Agreement) shall apply except as specifically varied below.

2. Article 2 - Term of Agreement

The Employer and the Union agree that the term of the new Collective Agreement shall be for two (2) years, commencing 2020 January 01 and expiring 2021 December 31.

It is further agreed that Subsections 50(2) and 50(3) of the Labour Relations Code shall be specifically excluded from and shall not be applicable to the new Collective Agreement.

3. **General Increases**

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

- (a) Effective 2020 January 01, the rounded monthly 4th Year Firefighter rate in effect on 2019 December 31 shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar. All other existing rank indices shall be maintained.
- (b) Effective 2021 January 01, the rounded monthly 4th Year Firefighter rate in effect on 2020 December 31 shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar. All other existing rank indices shall be maintained.

4. **Article 11.02 – Extended Health Care Plan**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree that:

- (a) an annual deductible of twenty dollars (\$20.00); and
- (b) The plan also includes total coverage of up to three thousand dollars (\$3000.00) payable per person per calendar year for the services of any one or any combination of the following practitioners: Psychologist, Chiropractor, Naturopath, Physiotherapist, Massage Therapist, Acupuncturist, Speech Language Pathologist and Podiatrist, all subject to the provisions of the Plan.

5. **Letter of Understanding – Extra Shifts**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to renew the Letter of Understanding titled Extra Shifts. In the Fall 2021, a joint committee will be formed to review the LOU and decide on its dissolution.

6. **Letter of Understanding – Policy for Working Consecutive Shifts**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to renew the Letter of Understanding titled Policy for Working Consecutive Shifts. In the Fall 2021, a joint committee will be formed to review the LOU and decide on its dissolution.

7. **Letters of Understanding**

The Employer and the Union agree that all other Letters of Understanding, as listed below, between the parties which are in effect as of the date of ratification of the Memorandum of Agreement are subject to the cancellation provisions contained within each Letter of Understanding. However, in the Fall 2021, a joint committee will be formed to review the LOUs and decide on their dissolution. The LOU's that remain in effect and unchanged are:

- | | |
|---|--|
| Career Training | Health and Wellness |
| Introductions of New Fire Halls | Policy for Acting Officer Pool |
| Policy for Promotions to Officer Ranks | Policy for Promotion of Training Officer |
| Sick Leave Bridging to Long term Disability | Training Division Secondment |
| Uniforms | Movement Due to Long Term Illness |
| Secondment | |

8. **Housekeeping**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree that the parties may make housekeeping changes by mutual agreement during the drafting of the Collective Agreement, i.e. Article 8 – Promotions, Date of the LOU.

9. **Drafting of New Collective Agreement**

The Employer and the Union agree that in all instances where an amendment to the Collective Agreement is effective on the date of ratification of this Memorandum of Agreement, then for the purposes of drafting the new Collective Agreement, the amended or new provision only shall appear in the new Collective Agreement, together with a sentence referencing its effective date.

10. **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 forty (40) calendar days from the date on which the Memorandum of Agreement is signed.

DATED this 21st day of Dec, 2020 in the City of Maple Ridge.

BARGAINING REPRESENTATIVES ON BEHALF OF
THE EMPLOYER:

[Redacted signature area for Employer]

BARGAINING REPRESENTATIVES ON BEHALF OF
THE UNION:

[Redacted signature area for Union]