

2020

MEMORANDUM OF AGREEMENT

Between the

CITY OF DELTA (hereinafter called "the City")

and the

DELTA FIREFIGHTERS' ASSOCIATION, LOCAL 1763 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE CITY OF DELTA (HEREINAFTER CALLED "the City"), AGREE TO RECOMMEND TO THE DELTA CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE DELTA FIREFIGHTERS' ASSOCIATION, LOCAL 1763 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (HEREINAFTER CALLED "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THE AGREEMENT COMMENCING 2020 JANUARY 01 AND EXPIRING 2021 DECEMBER 31 (HEREINAFTER CALLED THE "new Collective Agreements"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions:

All of the terms of the 2012 - 2019 Collective Agreement continue except as specifically varied below by paragraphs 2 to 5 inclusive.

2. Term of Agreement:

The term of the new Collective Agreements shall be two (2) years from 2020 January 01 to 2021 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.

3. Wages:

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

- (a) Effective 2020 January 01, the 4th Year Firefighter rate in effect on 2019 December 31, 2019 (that is, \$8,238) shall be increased by two point five percent (2.5%) 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 4th Year Firefighter rate in effect on 2020 December 31, (that is, \$8,444) shall be increased by two point five percent (2.5%) and be rounded to the nearest whole dollar (that is, to \$8,655). All other existing rank indices shall be maintained.
- (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.

4. Housekeeping:

Effective 2020 January 01, all housekeeping items mutually agreed to between the parties prior to or during the drafting of the new Collective Agreements, shall be included in those new Collective Agreements. Such items also include: (a) Delete expired effective dates; and (b) Update wage schedules, notes and related Letters of Understanding to reflect changes to rates of pay in effect when the new Collective Agreements are drafted.

5. Discussion Items:

The parties agree to meet in good faith, upon the completed signing of this Memorandum of Agreement, to discuss mutually agreed upon items including but not restricted to the following: Article IX Employee Benefits Section 9.08 Workers' Compensation and Schedule "B" FireFighters' Gratuity Plan.

6. 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 15 day of DECEMBER, 2020

BARGAINING REPRESENTATIVES FOR THE
THE CITY

BARGAINING REPRESENTATIVES FOR
THE UNION



