

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF RICHMOND  
(hereinafter called the "City")

and the

RICHMOND FIREFIGHTERS' ASSOCIATION, LOCAL 1286 OF THE I.A.F.F.  
(hereinafter called the "Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF RICHMOND,  
AGREE TO RECOMMEND TO RICHMOND CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE RICHMOND  
FIREFIGHTERS' ASSOCIATION, LOCAL 1286 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,  
AGREE TO RECOMMEND TO THEIR UNION MEMBERSHIP;

THAT THEIR 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 2014-2019 Collective Agreement shall continue to apply  
except as specifically varied below.

**2. Article 2 – Term of Agreement**

The term of the new Collective Agreement shall be for two (2) years, commencing 2020 January  
01 and expiring 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. General Wage Increases**

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

- (a) Effective 2020 January 01, the monthly 4<sup>th</sup> Year Firefighter rate in effect on 2019  
December 31 (that is, \$8,240) shall be increased by two and one-half percent (2.50%) and  
be rounded to the nearest whole dollar (that is, to \$8,446). All other existing rank indices  
shall be maintained.

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- (b) Effective 2021 January 01, the monthly 4<sup>th</sup> Year Firefighter rate in effect on 2020 December 31 (that is, \$8,446) shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is, to \$8,657). All other existing rank indices shall be maintained.
- (c) Any retroactive payments resulting from the wage adjustments in (a) and (b) above shall be processed within sixty (60) calendar days following the date of ratification of the Memorandum of Agreement and shall include all active members, and members who have retired during the term of the Collective Agreement.

**4. Letters of Understanding**

Effective the date of ratification of the Memorandum of Agreement, the City and the Union agree to renew Letters of Understanding 1, 2, 3, 4, and 5.

**5. Housekeeping**

Effective the date of ratification of the Memorandum of Agreement, the City and the Union mutually agree to make the following housekeeping changes:

- (a) delete expired effective dates; and
- (b) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

**6. Drafting of New Collective Agreement**

The City and the Union agree that in all instances where an amendment to the Collective Agreement is effective on a specific date, only the amendment shall appear in the new Collective Agreement together with a sentence referencing its effective date.

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**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.

DATED this 5<sup>th</sup> day of March, 2021 in the City of Richmond.

BARGAINING REPRESENTATIVES ON BEHALF OF  
THE CITY OF RICHMOND:

BARGAINING REPRESENTATIVES ON BEHALF OF  
THE RICHMOND FIREFIGHTERS' ASSOCIATION,  
IAFF 1286:

*"Tim Wilkinson"*

*"Jim Dickson"*

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