

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF LANGLEY
(the "Employer")

and the

LANGLEY CITY FIREFIGHTERS' UNION, LOCAL 3253 OF THE IAFF
(the "Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CITY OF LANGLEY (hereafter the "Employer") AGREE TO RECOMMEND TO THE LANGLEY CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE LANGLEY CITY FIREFIGHTERS' UNION, LOCAL 3253 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereafter the "Union") AGREE TO RECOMMEND TO THEIR UNION MEMBERSHIP;

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

1. Previous Conditions

All of the terms and conditions of the Collective Agreement commencing 2016 January 01 and expiring 2019 December 31 shall apply except as specifically varied below.

2. Term of Agreement – Article XIV

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. Wages – Schedule "A"

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

- (a) Effective 2020 January 01, the monthly 4th 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.

- (b) Effective 2021 January 01, the monthly 4th 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 as soon as possible following the date of ratification of the Memorandum of Agreement.

5. Section 602 – Medical Plan and Extended Health Benefits

Effective as soon as practicable following the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Section 602(b) to read as follows:

“All employees, after a period of one (1) month, may voluntarily be covered by an Extended Health Benefits Plan. The City will pay one hundred percent (100%) of the premium and the plan shall include a deductible of one hundred fifty dollars (\$150.00). The Extended Health Benefits Plan includes coverage for the following:

- (1) Physiotherapy, Massage, Chiropractor, Naturopath, Acupuncture, Podiatrist, Speech Therapy at a combined amount of one thousand five hundred dollars (\$1500.00) per calendar year;
- (2) Psychologist at one thousand dollars (\$1000.00) per calendar year;
- (3) Laser Eye Surgery at a lifetime maximum of five hundred dollars (\$500.00) per eye;
- (4) Vision Care at four hundred dollars (\$400.00) every two (2) calendar years;
- (5) Eye Exams at one hundred dollars (\$100.00) every two (2) calendar years;
- (6) Hearing Aids at five hundred dollars (\$500.00) every five (5) calendar years.”

6. Section 605 – Sick Leave

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete Section 605(d).

7. Section 709 – Maternity Leave

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Section 709 to read as follows:

“Section 709 – Maternity and Parental Leave

An employee shall be entitled to Maternity and Parental Leave in accordance with the provisions of Part 6 of the Employment Standards Act.”

8. Section 712 – Retirement

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add a new Section 712 to read as follows:

“Each employee who is enrolled in Group 5 of the Municipal Pension Plan shall, upon reaching the maximum retirement age of sixty (60) years, be retired from the Fire Department effective the end of the calendar month in which the employee reaches their sixtieth (60th) birthday.”

9. Clothing

The Parties agree to meet within one (1) month of the date of ratification to engage in good faith discussion with the intention to reach agreement on a clothing allocation commencing in 2022. The Parties agree that any changes to the issue as outlined in Section 609 shall not result in an increase in cost.

10. Housekeeping

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to make the following amendments:

- (a) change the title of Article IV to “Grievance Procedure”;
- (b) amend Section 710 – Adoption Leave to read as follows:

“An employee shall be entitled to adoption leave in accordance with the maternity and parental leave provisions of this Collective Agreement.”
- (c) delete expired effective dates as agreed between the parties; and
- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

11. 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, only the amended or new provision shall appear in the new Collective Agreement, together with a sentence referencing its effective date.

12. 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) days from the date on which the Memorandum of Agreement is signed.

DATED this 8th day of October, 2021 in the City of Langley.

BARGAINING REPRESENTATIVES FOR THE EMPLOYER:

[Redacted signature]

[Redacted signature]

[Redacted signature]

[Redacted signature]

Francis Cheung

Beckett Zeller

Scott Kennedy

Rory Thompson

BARGAINING REPRESENTATIVES FOR THE UNION:

[Redacted signature]

[Redacted signature]

[Redacted signature]

Dan Gray

Rob Rabby

Ryan Nordon