

MEMORANDUM OF AGREEMENT

February 11, 2021

BETWEEN: The City of Penticton

AND: The International Association of Fire Fighters, Local 1399

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE CITY OF PENTICTON (hereinafter called “The City”), AGREE TO RECOMMEND TO THE PENTICTON CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE PENTICTON PROFESSIONAL FIREFIGHTER’S UNION, LOCAL 1399 (hereinafter called “the Union”), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THE 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 terms of the previous Collective Agreement commencing January 1, 2016 and expiring December 31, 2019 (the “2016-2019 Collective Agreement”) shall apply except as specifically varied below by paragraphs 2 to 5 inclusive.

2. Term of Agreement

The term of the new Collective Agreement shall be two (2) years from January 01, 2020 up to and including December 31, 2021 both dates inclusive. Subsections (2) and (3) of the Section of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

3. SCHEDULE “A” – Salaries and Wages

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

- (a) Effective January 01, 2020, the monthly 4th Year Firefighter rate in effect on December 31, 2019, shall be increased by two and one-half percent (2 ½%) rounded to the nearest whole dollar, with the corresponding adjustments to the outlined differential monthly rates.
- (b) Effective January 01, 2021, the monthly 4th Year Firefighter rate in effect on December 31, 2020, shall be increased by two and one-half percent (2 ½%) rounded to the nearest whole dollar with the corresponding adjustments to the outlined differential monthly rates.
- (c) Retroactive payments resulting from wage adjustments outlined in Article 3(a) and (b) shall be processed 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 covered under the Collective Agreement who at the time of processing such payments have retired or are no longer employed with the City of Penticton Fire Department. The retroactive payment shall also apply to the pension adjustments for retirees.

4. Housekeeping

Effective January 01, 2020, all housekeeping items which have been, or shall be, mutually agreed to between the parties prior to or during the drafting of the new Collective Agreement, shall be included in those new Collective Agreements, Such items also include:

- a) Delete expired effective dates and related transitional wording as needed;
- b) Update wage schedules, notes and related Letters of Understanding to reflect changes made in effect when the new Collective Agreements are drafted; and
- c) Any other mutually agreed housekeeping changes made during the drafting of the new Collective Agreements.

5. 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 upon the recommendations not later than thirty (30) calendar days from the date on which the Memorandum of Agreement is signed.

Dated this 4 day of February 2021.

On behalf of:
City of Penticton

On behalf of:
IAFF Local 1399



Fire Chief, Larry Watkinson



Curtis Gibbons,
IAFF Local1399 President
