

The 29th COLLECTIVE AGREEMENT

between

THE CITY OF SURREY



and

THE SURREY FIRE FIGHTERS' ASSOCIATION

IAFF LOCAL 1271



2025 - 2026

Table of Contents

Article

	Page
PREAMBLE	1
 1 BARGAINING AGENCY	
1.1 Recognition	2
1.2 Soliciting of City Council.....	2
1.3 Meetings	2
1.4 Bargaining Authority.....	2
 2 EMPLOYER’S RIGHTS	
2.1 Management and Direction	3
2.2 Hiring and Discipline	3
2.3 Number of Permanent Employees	3
2.4 Living Boundaries	3
 3 UNION SECURITY	
3.1 Cooperation	4
3.2 Check Off	4
 4 ADJUSTMENT OF GRIEVANCES	
4.1 Grievances Steps.....	5
4.2 Arbitration.....	6
4.3 Time Limits.....	6
4.4 Policy Grievances	6
4.5 Union Representation.....	6
 5 VACATIONS AND STATUTORY HOLIDAYS	
5.1 Annual Vacation.....	7
5.2 Statutory Holidays.....	10

6 EMPLOYEE BENEFITS

6.1	Sick Leave	11
6.1.1	Earned Time	12
6.2	Group Life Insurance.....	12
6.3	Medical Health Plan & Extended Health Benefit Plan	13
6.4	Dental Plan.....	13
6.5	Long Term Disability	14
6.6	Municipal Pension Plan.....	14
6.7	Supplementary Employment Insurance Benefit (SEIB)	14
6.8	On-The-Job Accident Compensation (WSBC)	15
6.9	Leave of Absence	15
	(a) Bereavement Leave.....	15
	(b) Court Appearances.....	16
	(c) Maternity Leave	17
	(d) Parental Leave	18
	(e) Leave of Absence for Union Duties	18
	(f) Leave for Public Office.....	19
	(g) Compassionate Care Leave	19
	(h) Military Leave	19
	(i) Earned Days Off.....	20
	(j) Entitlements During Unpaid Leave of Absence.....	20
6.10	General Effects Clause	21
6.11	Nourishment	21
6.12	Legal Protection	21
6.13	Retirement	21
6.14	Access to Personnel Files	21
6.15	Fit for Duty	21
6.16	Employee Wellness.....	22
6.17	Employee Family Assistance Program	22
6.18	Shift Trades	22
6.19	Line of Duty Death Benefit.....	23

7 CLOTHING

7.1	Uniforms	24
	(a) Uniform for Full Time Staff.....	24
	(b) Uniform for Full Time Support Services Division Staff	25
	(c) Uniform for All Casual Staff	25
	(d) Triennial Block Clothing Purchase	25
	(e) Uniform Adjustments	26
7.2	Safety Equipment for Firefighters.....	26

7.3	Clothing for Maintenance Division	26
7.4	Cleaning Allowance.....	26

8 SENORITY

8.1	Seniority List.....	27
8.2	Probation	27
8.3	Postings.....	27
8.4	Operations Division Inter Branch Transfer Postings	28
8.4.2	Suppression to Fire Prevention or Training	28
8.4.3	Discretionary Lateral Transfers	29
8.4.4	Operational Transfers Acting Fire Prevention Officers.....	30
8.5	Promotional Protocols	30
8.5.1	Operations Division.....	32
	Fire Officer Program	32
	Platoon Captain and Battalion Chief Program	34
	Prevention Branch Promotions	34
	Training Branch Promotions.....	35
8.5.2	Senior Radio Operator Promotions	35
8.5.3	Emergency Vehicle Technician Classifications.....	36
8.5.4	Promotions.....	36
8.6	Layoff	37
8.7	Transfers Outside the Bargaining Unit.....	37
8.8	Recall.....	38
8.9	Loss of Seniority	39

9 SALARIES AND WAGE BENEFITS

9.1	Relief of Higher Rank	40
9.2	Shift Extension	40
9.3	Overtime	40
9.4	Replacement Staffing.....	40
9.5	Emergency Call Out and Coverage.....	41
9.6	Payment for Partial Duty Shifts and Banked Time.....	41
9.7	Casual Communication/Clerical/Support Employee	41
9.8	Instructor Pay.....	42
9.9	Standby Pay.....	42
9.10	Professional Fees	42
9.11	Recruit Training Period	42

10 HOURS OF WORK

10.1	Suppression Branch	43
10.2	Prevention Branch	43
10.3	Training Branch	43
10.4	Maintenance Division	43
10.5	Flexible Hours – Prevention Branch and Maintenance Division	43
10.6	Communication Division	43
10.7	Support Services Division	44
10.7.1	Stockroom Clerk	44
10.8	56 Day Cycle	44
10.9	Definition of Duty Shifts and Work Week	44

11 EMERGENCY VEHICLE TECHNICIANS

11.1	Certification	45
------	---------------------	----

12 TERM OF AGREEMENT

46

SCHEDULE A - SALARIES AND WAGE SCHEDULES

January 1, 2025 and January 1, 2026	47
---	----

LETTERS OF UNDERSTANDING

#1	Introduction of New Items to Order Form and Clothing Points	51
#2	Contracting Out	53
#8	Uniform Funding for the Surrey Fire Service Honour Guard and the Surrey Firefighters’ Pipe and Drum Band	54
#9	Performance Pay Incentive	55
#11	Exempt Acting Opportunities in the Administrative Development Program	57
#12	Casual Employee Seniority	59
#13	Grant Funding for Local 1271 Fire Chaplain	61
#14	Community Engagement Fund	63
#15	EI Disability Benefit Top Up for LTD Waiting Period	64
#16	Platoon Captain to Platoon Chief	65
	24 hour Shift Trial	68

THIS IS AN AGREEMENT entered into in Surrey, B.C.

BETWEEN:

THE CITY OF SURREY

(hereinafter called the City)

OF THE FIRST PART

AND

THE SURREY FIREFIGHTERS' ASSOCIATION, LOCAL 1271

(hereinafter called the "Association")

OF THE SECOND PART

PREAMBLE

The purpose of this Agreement is to secure for the City, the Association and the employees of the City covered by this Agreement the full benefit of orderly and legal collective bargaining and to ensure to the fullest extent possible, the safety and physical welfare of the employees, economy of operation and protection of property. It is recognized by this Agreement to be the duty of the City and the Association and the employees to cooperate fully, individually and collectively, for the advancement of said conditions.

The City and the Association agree to abide by the terms set out in this Agreement. The Association further agrees that it will at all times instruct its members to act in accordance with the terms contained in this Agreement. The City agrees, in the exercise of the functions of the management that the provisions of this Agreement will be carried out.

ARTICLE 1

BARGAINING AGENCY

1.1 Recognition

The City recognizes the Association as the duly certified Bargaining Authority for all employees of the City employed in the Fire Department excepting the Fire Chief, Deputy Fire Chiefs, Assistant Deputy Chiefs, Assistant Fire Chiefs, Chief Mechanic, Assistants to the Fire Chief, Strategic Analyst, Financial Administrator, Operational Support Analyst, Communications Manager, Assistant Communications Managers, Administration Coordinator, Fleet Manager, Community Engagement Coordinator, Executive Assistant, Paid on Call Fire Fighters (or similar) and Emergency Support Services (ESS personnel).

1.2 Soliciting of City Council

The Association agrees that there shall be no soliciting by any of its members to individual members of the City Council for the purpose of obtaining special privileges in respect to rates of pay, working conditions, or any other matter covered by this Agreement.

1.3 Meetings

- (a) The City and the Association will meet at such times and place as may be mutually agreed upon for the purpose of discussing working conditions and adjusting any matters within the confines of this Agreement.
- (b) In the event of discussions being considered necessary by either party during the term of this Agreement relating to new classifications, rates of pay, hours of work, or other working conditions not provided for in this Agreement, it is agreed that either party shall meet the other party in order to carry out such discussions as soon as possible, and in any event, not later than thirty (30) days from the date of the written request by one party to an officer of the other party.

1.4 Bargaining Authority

The City agrees that the bargaining authority of the Association shall not be impaired during the term of this Collective Agreement.

ARTICLE 2 EMPLOYER'S RIGHTS

2.1 Management and Direction

The management, operation and the direction of the working force is vested exclusively in the City provided, however, that this will not be used for purposes of discrimination against employees and provided that it is not against or contrary to the articles of this Agreement.

2.2 Hiring and Discipline

The City shall have the right to select, promote, discipline or discharge its employees for proper cause, provided that employees shall retain the right of appeal under the Grievance Procedure contained in this Agreement.

2.3 Number of Permanent Employees

The City shall have the right to declare the number of employees who shall be classified as permanent employees.

2.4 Living Boundaries

All employees of the fire service shall report to the administration and provide or keep their living address and contact phone numbers current at all times.

Employees of the fire service shall be restricted to living within the regions confined by the Metro-Vancouver area, including:

- East of Surrey up to and including Hope or alternate location no further in travel time, and
- North to Squamish or alternate locations no further in travel time, and
- South limited by the Canada - USA Border, and
- West of Surrey excluding Vancouver Island, the Gulf Islands and the Sunshine Coast.

The employees living in permanent residences outside of the defined living boundaries at the date of signing the memorandum will become grand parented at their existing locations. The number of employees living outside the boundaries as a rate of total employees will be a percentage cap of five (5) percent for future exceptions to the living boundaries as approved by the Fire Chief or designate.

ARTICLE 3 UNION SECURITY

3.1 Cooperation

- (a) The City will cooperate with the Association in obtaining and retaining as members, the employees as defined in this Agreement, and it is agreed that all employees who are, at present, members of the Association shall remain so as a condition of employment. It is further agreed that employees who are employed by the City shall become members of the Association as soon as reasonably possible following the beginning of their employment and shall remain members of the Association as a condition of employment. This section shall apply only to those persons engaged to fill regular and permanent positions for which the Association is the certified bargaining authority.
- (b) In the event of the Association intending to suspend a member for non-maintenance of membership, or for any other reason, the City shall be notified by the Association in writing at least seven (7) days before such suspension.

3.2 Check Off

The City agrees to the voluntary check-off of all dues of the Association in accordance with the by-laws of the Association and employees with one (1) month service shall be required to execute an assignment of wages, by appropriate check-off authorization, for the payment of an amount equal to the regular monthly Association dues.

The City shall honour written assignments of wages and salaries in favour of the Association when the assignments are submitted in substantially the following form:

_____20_____

TO: The City of Surrey

I hereby authorize you to deduct from my wages and salary the following assessments assigned to the Surrey Firefighters' Association, Local 1271, and pay to the Surrey Firefighters' Association, Local 1271:

1. Association initiation fees in the amount of \$ _____ .
2. Association dues in the amount as specified in the Constitution and By-laws of Local 1271.

The City shall remit dues deducted pursuant to such assignment to the Association once each month. The dues will be submitted to the Association by means of direct deposit on the same pay date as when the deduction occurs, with a statement of the names of the employees for whom the deductions have been made and the amount of each deduction.

The City will agree to make payroll deductions for employees who choose to make a donation to the Surrey Fire Fighters Charitable Society. The association will provide the City a signed donation authorization form for either lump sum or bi-weekly payroll deductions along with an excel spreadsheet including names and amounts. The City will remit all lump sum donations to the Surrey Fire Fighters Charitable Society as soon as possible and all bi-weekly donations after each pay period.

ARTICLE 4 ADJUSTMENT OF GRIEVANCES

The City of Surrey and the Union support the provision of a respectful, safe, healthy and rewarding work environment for all employees by embracing the City of Surrey values of community, innovation, integrity, service and teamwork and by supporting equity, diversity and inclusivity in the workplace.

Where a difference arises with respect to the interpretation or application of this agreement it shall be finally and conclusively settled without stoppage of work using the following grievance process. In addition, this grievance process will be followed for any other differences which may arise and that are not covered by the collective agreement.

4.1 Grievance Steps

Step One – Informal Discussion

The Association shall initiate all grievances within fourteen (14) calendar days of either the occurrence or first knowledge of the grounds for the grievance. A representative of the Association and the employee shall first take up the grievance verbally, with the appropriate Deputy Chief. If the grievance involves a Deputy Chief where a conflict or perceived conflict of interest exists, upon request by either the Deputy Chief involved or the Union, the Fire Chief shall designate an alternate Deputy Chief to hear said grievance.

The Deputy Chief shall give a verbal response within seven (7) calendar days.

Step Two

Failing resolution, within fourteen (14) calendar days of Step One, the Association shall submit the grievance in writing, giving the general nature of the grievance with sufficient particulars to identify the dispute, to the Fire Chief or designate.

The Association shall request a meeting with the Fire Chief or designate, and at such meeting they shall attempt to resolve the grievance.

The Fire Chief or designate shall give a written response within seven (7) calendar days.

Step Three

Failing resolution, within fourteen (14) calendar days of Step Two, the Association shall request that the grievance be heard by the City Manager or designate, and at such meeting they shall attempt to resolve the grievance.

A written response shall be given by the City Manager within seven (7) calendar days.

Failing resolution at Step 3, within thirty (30) calendar days, the Association may refer the grievance to be heard at arbitration.

4.2 Arbitration

A single arbitrator shall hear all grievances unless the parties mutually agree to submit a grievance to a three-person arbitration board.

As an alternative, the parties upon mutual agreement may refer a grievance to Expedited Arbitration in accordance with the process outlined in Section 104 of the *Labour Relations Code* (B.C.).

The arbitrator shall not alter, amend or change the terms and/or conditions of the Collective Agreement. Each party shall bear their own expenses and pay half the expenses of the arbitrator.

4.3 Time Limits

If one of the parties is unable to meet within the stipulated timeframe, then the other party may refer the matter to the next step. Time limits may, however, be extended at any of the steps in the grievance procedure by mutual agreement.

4.4 Policy Grievances

Grievances arising from City Policy and or Departmental Operating Guidelines shall omit step one of the grievance procedure and commence at step two of the grievance procedure.

4.5 Union Representation

An employee shall be advised of their right to have a Union Representative with them during or prior to any investigation which may lead to disciplinary action taken against that employee or any other action that will form part of the employee's disciplinary record. Further, the Union shall be notified prior to any meeting the Employer has with unionized employees when it is reasonable to assume the meeting will lead to disciplinary action. The Union shall also be notified when verbal disciplinary action is to be taken against an employee in the bargaining unit and shall be given a copy of any written notification of disciplinary action that will form part of an employee's disciplinary record.

ARTICLE 5 VACATION AND STATUTORY HOLIDAYS

5.1 Annual Vacations

Paid annual vacation for employees covered by this Agreement shall be granted as follows:

- (a) Annual vacations shall be taken at such times as mutually agreed upon by the employee and the Fire Chief, so that efficiency and operation of the Department shall not be impaired.
- (b) Employees leaving the service either before completing one year's service or before qualifying for their next annual vacation shall be paid vacation allowance as provided by the "Employment Standards Act" for the period worked.
- (c) Employees with less than one year's service shall receive 4% vacation pay based on total earnings and no vacation time off.
- (d) Suppression branch member's holidays are to start on their first day shift and the City agrees that employees will not suffer any time loss as a result of transfer to another shift.
- (e) Calendar year for the purpose of this Agreement shall mean the twelve (12) month period January first (1st) to December thirty-first (31st) inclusive.
- (f) Vacations not used within the year will be carried over to the following year as prior year's vacation. Prior year's vacation will be used by March 1st the following year.
- (g) Vacation adjustment pay for the previous year will be processed before May 1st. Unused prior year vacation will be paid out as part of the vacation adjustment pay.
- (h) Vacation adjustment pay shall be based on total base earnings. Base earnings shall include pay received for acting in a higher rank but shall not include any other pay such as overtime, earned days off, statutory differential pay or early retirement payments.
- (i) All Employees on continuous occupational and non-occupational absence due to illness or injury for greater than 60 calendar days will have their annual vacation entitlement pro-rated during the duration of their absence up to the date they return to regular or alternate duty. Should any entitlement deficits occur as reconciled for the year, the parties will reconcile the balance owing from the next entitlement year or in the case of retirement, recover any deficit from final payments.

Operations Division - Suppression Branch Employees

Effective 2024, the annual vacation benefit for Suppression branch employees shall be as per the following chart, the vacation hours or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	96	4.4
6 through 9	144	6.6
10 through 14	192	8.8
15 through 19	240	11.0
20 through 25	288	13.2
26 or greater	336	15.3

Operations Division - Training Branch Employees

Effective 2024, the annual vacation benefit for Training branch employees shall be as per the following chart, the vacation hours or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	75	3.8
6 through 10	112.5	5.8
11 through 15	150	7.7
16 through 20	187.5	9.6
21 through 25	225	11.5
26 or greater	262.5	13.5

Operations Division - Prevention Branch Employees

Effective 2024, the annual vacation benefit for Prevention branch employees shall be as per the following three charts, the vacation hours or the percentage of the employee's total earnings for the year, whichever is greater.

5-day work week

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	105	5.8
6 through 10	140	7.7
11 through 15	175	9.6
16 through 20	210	11.5
21 through 25	210	11.5
26 or greater	245	13.5

4-day work week Permanent

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	87.5	4.8
6 through 10	122.5	6.7
11 through 15	157.5	8.7
16 through 20	192.5	10.6
21 through 25	227.5	12.5
26 or greater	262.5	14.4

4-day work week Lateral

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	70	3.8
6 through 10	105	5.8
11 through 15	140	7.7
16 through 20	175	9.6
21 through 25	210	11.5
26 or greater	245	13.5

Communication Division Employees

Effective January 1, 2024, the annual vacation benefit for Communication division employees shall be as per the following chart, the vacation hours or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	96	4.4
6 through 9	144	6.6
10 through 14	192	8.8
15 through 19	240	11.0
20 through 25	288	13.2
26 or greater	336	15.3

Maintenance Division Employees

Effective January 1, 2024, the annual vacation benefit for Maintenance division employees shall be as per the following chart, the vacation hours or the percentage of the employee's total earnings for the year, whichever is greater.

5-day work week

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	120	5.8
6 through 10	160	7.7
11 through 15	200	9.6
16 through 20	240	11.5
21 through 25	240	11.5
26 or greater	280	13.5

Support Services Division Employees

Effective January 1, 2024, the annual vacation benefit for Support division employees shall be as per the following chart, the vacation hours or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Hours	Percentage of Total Earnings
2 through 5	105	5.8
6 through 10	140	7.7
11 through 15	175	9.6
16 through 20	210	11.5
21 through 25	210	11.5
26 or greater	245	13.5

Employees Working in Other Branches

Full-Time Permanent Employees working in branches other than those described above will be entitled to the same vacation benefit as those in the Operations Division – Prevention Branch

5.2 Statutory Holidays

- (a) All non-suppression persons covered by this Agreement shall be entitled to the following Statutory Holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. And any days that may be declared a statutory holiday for all citizens by Federal, Provincial or City Governments.

All suppression persons covered by this Agreement shall be entitled to the following Statutory Holidays: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. Such days may be accumulated and taken as time off; at such times as the Fire Chief considers that the employee can best be spared.

- (b) In addition to the first paragraph of this section, any Fire Department employee covered by this Agreement who is required to work on any of the statutory holidays shall be paid at time and one-half (1½) the employee's regular rate of pay for each of the hours that the employee is on duty for such statutory holiday.
- (c) Where Statutory Holidays fall on a scheduled Prevention Branch, Training Branch, Maintenance or Support Services workday, staff working shall be given that day off. Should a Statutory Holiday fall on a members scheduled day off, a member working a 5 day per week schedule shall receive the next scheduled workday off, a member working a 4 day per week schedule shall receive the next scheduled workday off.
- (d) All new full-time employees are entitled to statutory holidays that occur after the applicable hire date without a waiting period.
- (e) All Employees on continuous occupational and non-occupational absence due to illness or injury for greater than 60 calendar days will have their annual statutory holidays pro-rated during the duration of their absence up to the date they return to regular or alternate duty. Should any entitlement deficits occur as reconciled for the year, the parties will reconcile the balance owing from the next entitlement year or in the case of retirement, recover any deficit from final payments.

ARTICLE 6 EMPLOYEE BENEFITS

With the exception of 6.8 and 6.11 through 6.17, this section shall apply only to those employees engaged to fill regular and permanent positions for which the Association is the certified bargaining authority.

6.1 **Sick Leave** (Effective February 1, 2026)

(a) Sick Leave Accrual

All regular full-time employees shall earn accrued sick leave for each month of continuous service on the basis of hours for one regular shift per month. The accrued sick balance will be available at the completion of three months service.

<u>Division/Branch</u>	<u>Earned Hours</u>
Fire Suppression	Average of 12 hours
Training	9.375 hours
Prevention – 5-day week	7 hours
Prevention – 4-day week	8.75 hours
Communication	12 hours
Maintenance/ Stockroom Clerk	8 hours
Support Staff – 5-day week	7 hours

(b) Individual Sick Bank

In the event that an employee uses no sick time in a year, the balance of hours will be added to the employee's sick leave bank. The sick leave bank accumulation is set at a maximum equivalent to ten years annual accrual of hours for their division or branch.

<u>Division/Branch</u>	<u>Maximum Hours</u>
Fire Suppression	1,440 hours
Training	1,125 hours
Prevention – 5-day week	840 hours
Prevention – 4-day week	1,050 hours
Communication	1,440 hours
Maintenance/Stockroom Clerk	960 hours
Support Staff – 5-day week	840 hours

(c) Sick Leave

An employee who uses short-term sick leave in any month will have the paid leave hours deducted from their individual sick bank up to the balance available. During short-term sick leave up to 60 calendar days, sick leave accrual continues. After 60 calendar days of absence, it is considered medium-term sick leave and sick leave accrual ceases.

If the employee sick leave balance is depleted during an absence, the employee will be coded on unpaid leave (no sick leave). Employees who have no paid sick balance may apply for Long Term Disability after the eligibility criteria is met.

(d) Recovery of Sick Cost from Third Party

An employee who has received sick leave benefits for injuries caused by a third party, shall be obliged in the event such employee undertakes an action for recovery of damages against the third party, to seek recovery of the benefits paid to the employee and shall be obliged to reimburse the City to the extent the employee succeeded in recovering such benefits.

In making a claim to the courts, the employee or the employee's representative shall request the presiding judge, or judge and jury, to specify the amount of any award, which is attributable to the recovery of sick leave benefits. The City shall reimburse the sick leave bank hours equivalent to the amount of money paid out of the bank on the employee's behalf in proportion to the total amount of money recovered.

(e) Notice to Employer

Employees are required to notify the Employer of their availability for work in a timely and reasonable manner. For both occupational and non-occupational illness and injury, the onus lies with employees to inform the Employer of their availability for regular or alternate duty. If required a physician will be used to determine any limitations or restrictions.

6.1.1 Earned Time (Effective January 1, 2024)**(a) Earned Time Accrual**

An employee who has perfect attendance (as defined in 6.9(i)) each month shall earn the hours defined in the table below as credit known as Earned Time, on completion of three months service.

<u>Division/Branch</u>	<u>Earned Hours/Month</u>
Fire Suppression	6 hours
Training	4.6875 hours
Prevention – 5-day week	4.375 hours
Prevention – 4-day week	4.375 hours
Communication	6 hours
Maintenance/Stockroom Clerk	5 hours
Support Staff – 5-day week	4.375 hours

(b) Earned Time Bank

In the event that an employee maintains perfect attendance in a month, the earned time hours will be added to the employee's earned time bank. Any balance not used as earned time taken (ETT) or scheduled as earned days off (EDO) the following year will be paid out, no later than the end of March that year.

6.2 Group Life Insurance

The parties hereto mutually agree that all employees covered by this Agreement shall participate in the Group Life Insurance Plan provided by the City after a period of three (3) months following the beginning of their employment and shall continue to participate in the said Group Life Insurance Plan as a condition of employment. The parties hereto further agree that the coverage provided by the

said Group Life Insurance Plan shall be on the basis of fifty thousand dollars (\$50,000.00) or three times the salary for each person whichever is the greater computed to the nearest \$1,000.00 coverage. Premiums payable shall be paid fully by the City.

The limits for optional purchase insurance are limited to a maximum of \$750,000.00.

6.3 Medical Health Plan & Extended Health Benefit Plan

All employees covered by this Agreement shall be entitled to medical coverage under Medical Services Plan of British Columbia Health Services.

The City will provide the Union with current copies of the benefit contracts that contain the terms, conditions and coverage provided for each benefit by the benefit provider(s). The City will provide the Union with copies of all updates/amendments to the terms, conditions and coverage provided by the benefit provider(s). If the City decides to consider changing its benefit provider(s), it will advise the Union of such plans in advance and seek Union input on the change. The responsibility to change or select benefit providers rests with the City.

The City agrees to provide an extended health benefit program. Effective date is February 1, 2026. This will include:

- Extended Health deductible is \$75.
- A lifetime maximum coverage of no limit, except for travel coverage, which remains \$3,000,000.
- A direct billing benefit card.
- An eyeglass/contact lens option which will provide a maximum of five hundred dollars (\$500.00) every twenty-four (24) months.
- Corrective eye surgery for employees and eligible dependents, to a lifetime maximum of \$2,000 per eye.
- Annual eye exam 100% coverage up to \$250.00
- Speech therapy for children to a maximum of \$1,000 per year.
- Hearing Aid coverage including battery replacement of \$3,000 every five years for adults and \$1,500 every year for children.
- Massage, acupuncture, naturopathy and chiropractic combined total limit of \$4,000 per year.
- Psychological coverage, including registered clinical counsellors and registered social workers, of \$5,000 per year.

6.4 Dental Plan

The City agrees to provide a Dental Plan, paying the full cost of premiums. The coverage provided shall be the same or similar to:

- Plan "A" - 100%
- Plan "B" - 85%
- Plan "C" - 75%
- Plan "C" – Lifetime coverage of \$7,500

6.5 Long Term Disability Plan

The City agrees to provide a Long Term Disability Plan to employees covered by this Agreement in an amount equal to 66 2/3 % of the employee's monthly rate of earned income, up to a maximum monthly benefit equal to 66 2/3% of the highest straight time rate of the Battalion Chief (highest bargaining unit rate). Qualification period is 180 calendar days. Transfer to Long Term Disability commences immediately after eligibility criteria is met.

6.6 Municipal Pension Plan

The City shall enrol eligible employees into the appropriate Municipal Pension Plan Group at the earliest eligibility date after hire.

The "Supplementary MPP Benefits" defined in previous Collective Agreements between the Parties, are provided through Municipal Pension Plan Group 5 to Fire Suppression, Prevention, Maintenance and Communication Divisions employees effective January 1, 2010. Municipal Pension Plan Group 1 or 4 benefits apply to the Support Services Division.

All Municipal Pension Plan Group 5 eligible employees will receive a Supplemental Pension Pay Allowance (SPPA) of 0.56% of pensionable earnings. These funds will be directed to a Financial Institute of the Union's choice for a Post-Retirement Benefits account.

6.7 Supplementary Employment Insurance Benefit (SEIB) Plan

An employee who is a birth parent who has applied for and is in receipt of Employment Insurance maternity benefits is entitled to receive SEIB Plan payments during their maternity leave and parental leave.

The SEIB Plan is intended to supplement the Employment Insurance benefits received by the employee while temporarily unable to work as a result of giving birth. Provided the employee submits satisfactory medical evidence to the City, they will be entitled to receive SEIB Plan payments for maternity leave up to seventeen (17) consecutive weeks. While the payments are attributable to the specific period during which the employee is unable to work, they may choose to receive such payments prior to the birth of the child, including during the two (2) week waiting period.

The employee will be eligible for SEIB payments, calculated on the basis of a standard 52-week combined maternity/parental leave, for the first 17 weeks of leave. The employee may be eligible for up to eleven (11) additional weeks of SEIB payments, for parental leave calculated at the same rate as the first 17 weeks, provided the employee: continues to receive Employment Insurance Benefits.

The SEIB Plan payments will be based on the difference between the Employment Insurance benefits received plus any other earnings received by the employee and one hundred percent (100%) of their base weekly earnings.

An employee who is the partner or spouse of the birth parent and who, due to the death of the birth parent has applied for and is in receipt of Employment Insurance benefits, shall also be entitled to receive SEIB Plan payments for up to seventeen (17) weeks.

The SEIB Plan meets the requirements of Section 38 of the Employment Insurance Regulations, as follows: the payment plus the employee's weekly EI maternity benefit does not exceed the employee's normal weekly wage, and the payment will not be used to reduce the employee's accumulated employment benefits, such as accumulated sick leave and vacation credits.

Income tax rules or regulations may require a payback of Employment Insurance earnings, depending on the tax rules in effect at the time the employee is receiving EI benefits. The City does not guarantee any specific level of earnings under the SEIB Plan but is liable only for the payment of the benefit as specified above. Under no circumstances will the City be responsible for any payback arising from the application of the tax rules or regulations, or from any changes to such rules or regulations.

6.8 On the Job Accident Compensation (WSBC)

Employees absent from duty due to injuries received in the performance of their employment shall receive normal net salary during such absence, provided the compensation payments are remitted to the City. It is understood that normal net salary includes amounts that would be received for acting in a position of higher rank, when appropriate.

When it is clear that a temporary wage loss benefit will be referred to disability awards and/or vocational rehabilitation services, provided further that when an employee is unable to return to their regular work through a compensable illness or injury and will be granted a pension by WorkSafeBC, the City shall from the date of referral to disability awards and/or vocational rehabilitation services or granting of such pension, whichever occurs first, make no further payments to the employee under this clause.

Normal net salary is defined as no net gain or no net loss to the employee on an annual reconciliation basis. Statutory deductions such as Income tax, CPP and EI etc. will be considered when determining the annual net pay as no net gain or no net loss for the employee.

Employees absent from duty due to an occupational injury or illness received in the performance of their employment with a different employer, whether currently employed by that employer or as a result of an injury or illness sustained while previously employed, must inform the City as soon as they are able and shall have all money received from WorkSafe BC remitted to the City. If the amount received from WorkSafe BC does not completely cover the employee's absence the employee will be placed on sick leave for the difference.

6.9 Leave of Absence

Employees desiring leave of absence for any reason either with or without pay shall submit an application for such leave to the Fire Chief and shall not be unreasonably denied. The Fire Chief's decision shall be final with respect to each application.

(a) Bereavement Leave (Effective January 1, 2024)

Leave of absence without loss of pay shall be granted to an employee upon the death of a member of their family, as follows: spouse, including common law spouse or partner, fiancé, child, stepchild, father, mother, stepfather, stepmother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, great grandparent, grandparent-in-law, grandchild, ward, guardian or other relative living in the employee's household

Entitlement for bereavement leaves is as follows:

Operations	48 hours	(4 shifts of 12 hours)
Communications	48 hours	(4 shifts of 12 hours)
Maintenance	40 hours	(5 shifts of 8 hours)
Support	35 hours	(5 shifts of 7 hours)
Prevention (4 day)	35 hours	(4 shifts of 8.75 hours)
Prevention (5 day)	35 hours	(5 shifts of 7 hours)
Training	37.5hours	(4 shifts of 9.375 hours)
Stockroom	40 hours	(5 shifts of 8 hours)

With approval of the Fire Chief, an employee may split their bereavement leave entitlement within the 30-day period following the date of death, to attend to matters related to the death.

Requests for bereavement leave shall be submitted to the Fire Chief for approval. In exceptional circumstances, the Fire Chief may approve additional bereavement leave at their discretion. In cases where an employee who would otherwise be granted bereavement leave is on vacation, the Fire Chief may approve replacement of vacation time with bereavement leave. In any other circumstance, an employee who is absent from work is not eligible for bereavement leave.

(b) Court Appearances

i. Jury Duty

Employees, who are called to serve as jurors in criminal or civil courts, shall be granted leave of absence for such purpose without loss of any privileges. This does not include actions to which the employee is named a party. Normal pay will continue to be issued on the usual pay dates. At the conclusion of their Court duty, the employee shall obtain a certificate from the Court showing the period of their jury or witness service and the amount of compensation received and shall deposit this certificate together with the amount of the compensation, but not including traveling allowance, with the City.

ii. Witness Subpoena - Not Work Related

Employees, who are subpoenaed as witness in criminal or civil courts, shall be granted leave of absence for such purpose without loss of any privileges. This does not include actions to which the employee is named a party. Normal pay will continue to be issued on the usual pay dates. At the conclusion of their Court duty, the employee shall obtain a certificate from the Court showing the period of their witness service and the amount of compensation received and shall deposit this certificate together with the amount of the compensation, but not including traveling allowance, with the City.

iii. Witness Subpoena - Work Related

Employees, who are subpoenaed as witness in criminal or civil courts, shall be granted leave of absence for such purpose without loss of any privileges. Normal pay will continue to be issued on the usual pay dates. At the conclusion of their court duty, the employee shall obtain a certificate from the court showing the period of their witness service and the amount of compensation received and shall deposit this certificate together with the amount of the compensation, but not including traveling allowance, with the City. It is agreed that

when an employee is appearing on witness duty on behalf of the City, or as a result of their work associated with the City, the employee shall be paid the rate of time and one half (1½) their normal pay, for the time above and beyond their normal work schedule.

Employees shall make every reasonable effort to request leave prior to such leave occurring.

(c) Maternity Leave

Entitlement - A pregnant employee shall be entitled to a leave of absence without pay for a period of seventeen (17) consecutive weeks unless the employee requests a shorter period in writing and such shorter period is approved by their physician. The employee shall continue to accrue seniority during the period of maternity leave.

Commencement - The employee shall submit a written request for maternity leave to the Fire Chief at least one (1) month prior to the day the employee wishes to commence leave. Maternity leave may commence no sooner than eleven (11) weeks prior to the expected date of birth. Where a pregnant employee gives birth before requesting maternity leave or commencing maternity leave, the maternity leave will be deemed to have started on the date of birth of the child.

Return to Work - The employee shall give written notice to the Fire Chief at least two (2) weeks prior to their return to work. Maternity leave may end no earlier than six (6) weeks after the birthdate unless a shorter period is requested in writing by the employee and is approved by the employee's physician.

Benefits During Leave - The employee may maintain benefits coverage during the period of maternity leave by making arrangements with Human Resources before commencement of the leave. In the case of benefits, which are cost-shared, the employee may maintain benefits by paying their portion of the benefit premiums and the City will pay its portion. In the case of benefits for which the City pays the entire premium cost, the City will continue to pay the full premium costs.

Temporary Transfer (Suppression)

Upon notification by a pregnant employee and the provision of satisfactory medical evidence, the City will temporarily accommodate the employee with modified duty, outside of the Suppression Branch for the duration of their pregnancy, this is for the health and safety of the employee.

The employee shall not suffer any loss of pay or benefits during the temporary transfer or relief. The City may initiate a temporary transfer or relief from specific duties if, in the opinion of the Fire Chief, the employee is no longer able to effectively perform their duties as a direct result of the pregnancy. An employee shall not suffer any loss of pay or benefits during the temporary transfer or relief.

If a temporary transfer or relief from specific duties is not reasonably feasible in the circumstances, the City may require the employee to commence leave. In such cases, the employee shall be entitled to use their accumulated sick leave, and the employee's previously scheduled leave period shall not be affected.

(d) Parental Leave

An employee who is a birth parent, who has taken leave under 6.9 (c), shall be entitled to leave of absence without pay for a period of up to thirty-five (35) consecutive weeks or an extended parental leave without pay for a period of up to (61) consecutive weeks.

In the case of a birth parent, such leave must be taken immediately following maternity leave under (c), unless mutually agreed between the employee and the Fire Chief. In the case of the partner or spouse of the birth parent, such leave must commence within one (1) year after the birth of the child. In the case of an adoptive parent, such leave must commence within one (1) year after the child is placed with the parent.

In the case of the partner or spouse of the birth parent, the employee shall be entitled to leave of absence without pay for a period of up to sixty-two (62) consecutive weeks, such leave must commence within seventy-eight (78) weeks after the birth of the child.

In the case of an adoptive parent, the employee shall be entitled to leave of absence without pay for a period of up to sixty-two (62) consecutive weeks, such leave must commence within seventy-eight (78) weeks after the child is placed with the parent.

The employee shall submit a written request for parental leave to the Fire Chief at least one (1) month prior to the day the employee wishes to commence leave. The employee shall give written notice to the Fire Chief at least two (2) weeks prior to their return to work.

An employee shall continue to accrue seniority during the period of parental leave. As well, the employee may maintain benefits coverage during the period of parental leave by making arrangements with Human Resources before commencement of the leave. In the case of benefits, which are cost-shared, the employee may maintain benefits by paying their portion of the benefit premiums and the City will pay its portion. In the case of benefits for which the City pays the entire premium cost, the City will continue to pay the full premium costs.

An employee's combined entitlement to leave for maternity and parental leave is 52 weeks for standard parental leave and 78 weeks for extended parental leave, plus if the child has a physical, psychological or emotional condition requiring an additional period of parental care, the employee is entitled to an additional 5 consecutive weeks of unpaid leave, beginning immediately after the end of the parental leave taken. A medical note may be required to support the additional Parental Leave.

(e) Leave of Absence for Union Duties

- i. Each leave of absence is at the discretion of the Fire Chief; however, approval shall not be unreasonably withheld.
- ii. The City agrees to allow on duty members of the Union leave of absence without loss of pay and/or benefits, when required to attend meetings with the City for the purpose of settling a grievance or attending Labour/Management meetings or bargaining subject to operational requirements. It is agreed that the granting of leave under this section will not obligate the City to backfill for the employee. The City agrees to pay acting time when necessary due to elevations required for Union business absences.
- iii. An employee who is elected or selected for a full-time position with the Union or any body with which the Union is affiliated shall be granted a leave of absence without pay for a

period of up to four (4) years, provided such leave does not unduly disrupt the Fire Department's operations. Such leave, each year thereafter, shall be extended during the employee's term of office.

- iv. The employee will continue to accrue seniority during the leave of absence.
- v. For the purpose of this section, it is agreed that if any employee is granted leave of absence, there shall be no cost to the City, other than acting pay.

(f) Leave for Public Office

When an employee is elected to a government public office outside the City of Surrey, the City shall grant a leave of absence without pay for the period of the elected term, provided such leave does not unduly disrupt the Fire Department's operations. Such leave may be extended for an additional term in the sole discretion of the Fire Chief but shall not exceed two (2) terms in total. In circumstances where the leave is not extended, the employee shall resign their employment with the City.

When an employee is nominated to run for election to the Council of the City of Surrey, the employee shall apply as soon as possible to the Fire Chief and shall be granted leave of absence without pay, provided such leave does not unduly disrupt the Fire Department's operations. If the employee is elected to office, the employee will resign in accordance with the provisions of the Local Government Act (B.C.). An employee running for elected public office who is in conflict of interest with the City shall resign from employment.

(g) Compassionate Care Leave

An employee is entitled to a leave of absence without pay and without loss of seniority for a term of up to one (1) year in duration for the purpose of caring for and nurturing their preschool aged children or adult dependent children, dependent parents/parent-in-law or immediate family dependant. All employees must file appropriate documentation to verify eligibility with the Fire Chief, prior to such leave being approved. The Fire Chief may delay the commencement of such leave subject to operational requirements.

An employee who requests leave, is entitled to up to 8 weeks unpaid leave to provide care or support to a family member if a medical practitioner issues a certificate stating that the family member has a serious medical condition with significant risk of death within 26 weeks. The employee must give the Employer a copy of the certificate as soon as practicable. The leave ends on the last day of the week in which the family member dies. If the family member does not die within the 26-week period, an employee can reapply for leave, subject to obtaining a new certificate from the medical practitioner.

(h) Military Leave

It is agreed that when an employee is a member of the Canadian Armed Forces Reserve and is deployed or participates in required training, the employee will be granted a leave of absence without pay for up to 20 workdays. The employee will not lose seniority for purpose of this leave. The leave may be limited based on the Fire Chief's discretion or operational requirements and efficiency. If a situation arises where multiple leaves are requested, leaves will be considered on a first come basis and then based on seniority.

(i) Earned Days Off

Employees who have perfect attendance between January 1 and August 31, may use the year to date accumulated earned time to book a week off as earned days off (EDO) in the following year. If this option is elected, the time will be deducted from their earned time bank and picked at the start of the second round of vacation selection for each branch or division. This will be coded as earned days off (EDO) and will not be part of the vacation adjustment calculation.

Perfect attendance is defined as being present at work for every scheduled workday throughout the entirety of the calendar year or calendar month for the purpose of earned time. Certain exceptions apply, as per city policy, including situations such as jury duty, bereavement leave, union time off, city-authorized training and development, family leave, compassionate care leave, vacation, statutory holidays, unpaid time during the December shutdown, and/or earned days off.

Non-Suppression/non-Communications staff may request to use accumulated hours in their earned time bank as earned time taken (ETT) throughout the year. The request must be approved by their exempt manager and must not negatively affect operational requirements of the Surrey Fire Services.

A non-Suppression/non-Communications employee must have sufficient hours in their earned time bank at the time of making a request for booking earned time taken (ETT). An employee's earned time bank cannot be put into a deficit.

Any remaining time in a non-Suppression/non-Communications employee's earned time bank at the end of the year that has not been scheduled as earned days off (EDO) the following year or earned time taken (ETT) in the current year will be paid out as outlined in Article 6.1.1(b) Earned Time Bank.

If a non-Suppression/non-Communications employee who achieved perfect attendance between January 1 and August 31 has enough earned time in their bank at the end of the year, they will have the option to take a week of earned days off (EDO) in the following year.

(j) Entitlements During Unpaid Leave of Absence

Except where specifically provided otherwise in this Agreement, an employee on an unpaid leave of absence, including maternity and parental leave, shall be subject to the following during the period of leave:

- shall maintain but shall not accrue seniority.
- shall not accrue sick leave.
- shall receive vacation pay and any other accumulated benefits on a pro-rated basis, based on actual earnings for the calendar year(s) of the leave.
- shall be eligible for any earned time on a pro-rated basis, with the period of unpaid leave of absence excluded.
- shall not receive pay for any statutory holidays which occur during the period of leave.
- may elect to maintain benefits coverage, except pension, during the period of leave by paying the total cost of the premiums in advance.
- in the case of maternity leave, parental leave, and compassionate care leave, pension contributions shall cease during the period of leave unless the employee makes arrangements prior to commencing leave to pay their contributions pursuant to the

provisions of the *Municipal Pension Plan*.

- in the case of other unpaid leaves of absence, upon return to work and completion of the time required pursuant to the provisions of the *Pension (Municipal) Act*, the employee may make arrangements to purchase pension service relevant to the period of leave in a single lump sum purchase of service by paying both the employee and Employer contributions.

6.10 General Effects Clause

It is agreed that any general conditions presently in force, but which are not specifically mentioned in this Agreement shall continue in full force and effect for the duration of said Agreement.

6.11 Nourishment

The City shall provide at the discretion of the Duty Chief nourishment at any major conflagration.

6.12 Legal Protection

Members of the Surrey Firefighters' Association shall be covered by the legal protection afforded them under Section 287 of the Local Government Act, RSBC 1996, c 323, Surrey Officer and Indemnification By-law, 2006, No. 15912, and further shall be covered by applicable City Liability Insurance Coverage.

6.13 Retirement

It is agreed that the mandatory retirement age for all Group 5 employees of the Fire Department shall be age 60.

6.14 Access to Personnel Files

An employee shall be entitled to review their personnel file(s), in accordance with the provisions of the Freedom of Information and Protection of Privacy Act (B.C.). The employee shall be entitled to obtain a photocopy of any or all material in the file(s).

The employee may provide written authorization to a Union representative to review the personnel file(s) and/or request a copy of information in the file(s) on their behalf.

6.15 Fit for Duty

Firefighting is an important and dangerous, high stress work requiring a high degree of alertness, responsibility and physical ability that requires employees to attend work in a fit condition, including being well rested.

Secondary employment, hobbies, or other interests should not hamper an employee's ability to do their job and to attend work in a "right and ready state", in other words, affecting an employee's ability to perform their job proficiently.

The Surrey Fire Service supports extracurricular off-duty time spent at related work environments, such as fire training providers, however it remains critical that this, or any other extra-curricular

activity does not impair an employee's ability to perform their work with the Surrey Fire Service proficiently. Fatigue management is the employee's sole responsibility.

6.16 Employee Wellness

The parties agree to strike a permanent committee (hereinafter referred to as "The Committee") of equal representation from both the Employer and the Union to manage the Employee Wellness Program collaboratively.

The Committee will be responsible to develop, implement and manage a program designed to increase employees' awareness of wellness, and improve and maintain the overall fitness of the unionized work force.

- (a) The Union members will contribute 0.3% of pay bi-weekly to a wellness account. (Effective January 1, 2024)
- (b) The Employer agrees to establish a trust account for operating expenses, to fund Employee Wellness initiatives. Funds remaining in balance from one year to the next shall be retained and carried over from one year to the next.
- (c) The Employer agrees to be responsible for all costs associated with the maintenance and replacement of exercise equipment identified and associated with the Wellness Program.
- (d) The wellness account will fund annual medical screenings up to the total value equivalent to \$250 per employee per year. (Effective January 1, 2024)
- (e) The Union and Employer agree to maintain a wellness manual and encourage employees to monitor their health and well-being throughout their career and into retirement. The manual will contain instructions for employees to assist them in developing a comprehensive document containing base line measurements and pertinent tests for screening health risks related to the occupation of firefighting, gender and typical age-related health concerns.

6.17 Employee Family Assistance Program (Effective January 1, 2024)

The City of Surrey Employee Family Assistance Program (EFAP) exists to provide short-term assistance to employees and their families (clients) who may need personal support, in order to resolve challenges early, before they become disruptive to the employee, their family and work.

The EFAP program is administered by the City and contact information is available on the Human Resources site.

6.18 Shift Trades

Suppression staff and Full Time Communications staff may use Shift Trades at the approval of the Employer. Shift Trades shall not be used by Employees during their first six months of probation or in a manner that negatively affects operational requirements or when a Shift Trade results in a prolonged shift (beyond a 24-hour period).

The Employer recognizes Shift Trades provide Employees with an increased quality of life and shall not unduly deny a Shift Trade.

6.19 Line of Duty Death

The Employer will contribute up to two months of a 4th year fire fighter's salary towards the costs incurred to provide a full honours' Line of Duty Death Service for any employee covered by this agreement whose death has been attributed to the work they perform as an employee of the Surrey Fire Service. The service shall be in keeping with the IAFF and IAFC protocols as requested by surviving family members. The service, ceremony and other events associated with the ceremony shall be coordinated by a committee consisting of a family liaison, a Local 1271 representative and a representative from the Fire Chief's office.

ARTICLE 7 CLOTHING

7.1 Uniforms (Effective January 1, 2024)

(a) Uniform for Full-Time Staff (Except Support Services Division Staff)

Full-time uniformed employees of the Fire Service, except Support Services Division staff, will be issued, upon completion of training, on a one-time basis, one (1) Surrey Fire Service hat badge and one (1) Surrey Fire Service belt buckle.

The City shall provide these employees, upon completion of their training period, with a recruit uniform kit, which shall consist of:

(3) Dark blue shirts	(1) Light blue shirt
(2) Work pants	(6) T-shirts
(4) Pairs of socks	(1) Pair of shorts
(1) Work jacket	(1) Pair of boots
(1) Belt	(1) Uniform cap
(1) Tunic	(1) Pair of coveralls
(1) Tie	(1) Rehab Bag
(1) Turnout Gear Bag	(1) Ball cap

With reasonable notice, a member may be requested by the Employer to produce, for inspection, all items in the "Uniform Kit". Items not in an acceptable condition will be ordered for the employee out of their available points.

Definition of a Required "Uniform Kit" (number of items required)

	BC, PC	Officer, FPO	Firefighter, EVT	Dispatch
Uniform shirt - white	4			
Uniform shirt - light blue	4(PC)	4	1	4(Sup),1(RO)
Uniform shirt - dark blue			3	3(RO)
Tunic	1	1	1	1
Pants	2	2	2	2
Socks (pair)	2	2	2	2
Boots (pair)	1	1	1	
Shoes (pair)				1
Work jacket	1	1	1	1
T-shirts	2	2	2	2
Shorts	1	1	1	1
Uniform Cap	1	1	1	1
Tie	1	1	1	1
Belt and Buckle	1	1	1	1

(b) Uniform for Full-Time Support Services Division Staff

- | | |
|------------------------|-----------------------------|
| (1) Pair of shoes | (2) Pair of slacks or skirt |
| (3) Blouses | (1) Blazer |
| (1) Rain jacket (navy) | (1) Belt |
| (1) Tie or Scarf | |

(c) Uniform for All Casual Staff

Initial	Full uniform issue as per Division
Replacement	As needed

(d) Triennial Block Clothing Purchase

All full-time uniformed employees will be given clothing point purchase credit based on a Triennial Block Clothing Point System started in 1998 at 802 points. Effective January 1, 2025, points for the new triennial block will be one thousand nine hundred and seventy-five (1,975).

Item point values will remain the same for the entire triennial block despite the fact that real dollar values may fluctuate. Point values will also remain the same provided the quality of the items on the order form remains the same. Point values remain the same regardless of size options or tall adjustments.

The value of uniform as indicated in the Uniform Schedules in the Uniform Guideline Policy will be adjusted to reflect current value and points and will be increased up to reflect actual inflation prior to the beginning of each triennial block using Schedule "1". Schedule "1" will be used as a basis for determining whether an item is included on the order form by branch or division.

Employees who are faced with mandatory retirement within a triennial block will be pro-rated accordingly on the basis of 1/3rd value for each year started. In other words, members will receive the full 1/3rd value if they have the opportunity to work in any given calendar year.

Employees who retire who are not mandatory retirement age will receive only clothing they ordered that has their badge number on it, with the exception of any items not yet sent from the supplier prior to member's last worked day. Items with the City cresting on them will not be issued.

Employees resigning or retiring prior to July 1 will not be entitled to clothing issue for that year except for any retirement related clothing.

New employees will receive no point value in their first year of employment but will instead receive the recruit uniform kit in accordance with the Collective Agreement. In subsequent years they will receive a prorated point value based on the time remaining in the triennial block. Replacement for damaged items during the first triennial block for new employees will be on an as needed basis. Any defective items that are under warranty may be returned to the Employer for replacement.

Uniform items are the property of the City of Surrey and are intended for the exclusive use of employees and only to be worn while on duty unless permission is obtained from the Fire Chief. Issued uniform is not intended for non fire service employees.

(e) Uniform Adjustments

Members are entitled to a one-time adjustment to their tunic through the point system.

NOTE: The uniform issues in Section 1 (c) and (d) above may be revised by mutual agreement of the parties in accordance with the Letter of Understanding re: Introduction of New Items to Order Form.

7.2 Safety Equipment for Firefighters

The City shall provide every person covered by this Agreement (excluding Fire Department Maintenance and Communication Division employees) with protective clothing, which shall include safety boots, a helmet, service coat, pants, balaclava, and gloves and such other equipment as may be recommended by the Fire Chief and approved by the Council. All such protective clothing and equipment shall be returned to the City when the employee ceases to perform such duties as would necessitate the use of same.

When an employee has their PPE in their care and possession, either at their residence or while transporting in their personal vehicle, they must ensure they take steps to safeguard the equipment from being lost, stolen or damaged.

7.3 Clothing for Maintenance Division

The City shall provide the Emergency Vehicle Technicians with coveralls and will provide regular laundering thereof.

7.4 Cleaning Allowance

The City will pay a uniform cleaning allowance of twenty-five (\$25) per month to each full-time member covered by this Collective Agreement following completion of three months' service with the City. Casual employees will receive a cleaning allowance of fifteen (\$15) per month.

ARTICLE 8 SENIORITY

8.1 Seniority List

It is mutually agreed that the City will maintain a seniority list showing the names, ages and commencement dates of employment for all employees covered by this Agreement. Employee's age shall govern the seniority of employees commencing employment on the same day, with the older being senior.

Divisional seniority lists shall be provided for the following Divisions:

(a) Operations Division comprised of:

- Prevention Branch
- Suppression Branch
- Training Branch

(b) Maintenance Division

(c) Communication Division (including casual radio operators)

(d) Support Services Division (including casual support positions)

Seniority for casual employees is accumulated on the basis of hours worked. Casual employees shall maintain their seniority during unpaid leave, but shall not accrue seniority while on leave.

The most senior casual dispatcher applying for a permanent full time or temporary full time dispatch position should fill the position. It is agreed the initial training during an employee's probationary period will not be included in the calculation to determine seniority for the purpose of permanent full-time promotion. Training hours will however be included for the purpose of calculating wage increments and percentage in lieu of entitlements. Once an employee has completed their probationary period, all hours accumulated will be considered for the purpose of calculating seniority for promotion. The cut-off date for calculating seniority will be the date of the posting.

8.2 Probation

It is agreed that any employees hired by the City to a full-time position shall be subject to a twelve (12) month probationary period from date of hiring or promotion. In the event that during the probationary period a new employee is off work on an approved Leave of Absence, the probationary period will be extended for the amount of time that they are on leave. A probationary employee may be discharged if their performance is deemed unsuitable for the position. Probation period may be extended a further six (6) month period upon mutual agreement between the City and the Association.

The probationary period for a casual employee shall be equal to the same amount of hours as one year of full-time employment or 18 months, whichever comes first.

8.3 Postings

All opportunities for unionized position changes, new positions, or temporary positions, not covered in the promotional language shall be electronically and physically posted fourteen (14) calendar days in Fire Department workplaces throughout the City in advance of the filling of such positions. The parties agree to consult and collaborate on the content of each posting. Applicants must notify the Employer and the Association of their interest in the position prior to the deadline in the posting. The Employer will provide

the Association a list of all applicants before any position is announced with the senior qualified applicant receiving the position. A temporary position shall be defined as three years or less. If operational requirements allow, the posting may be posted for a maximum of 21 days.

The successful applicant will be contacted by the City to formally offer the position. If the applicant chooses to decline the position, the next most senior applicant will be selected for the position. The list of applicants to the posting will be used until such time as the position is filled and the successful applicant begins work in the area covered by the posting.

If an employee holding a posted position decides to leave the position after having worked in it for any length of time, they will remain in the position at the discretion of Management until there is a vacancy to return to or a new posting is distributed as outlined in the Collective Agreement and another candidate is available. Once another candidate is selected and available to start, the original applicant will be returned to their regular or casual position. Once an applicant completes a temporary or term posting, there will be no bumping permitted at the end of the term.

8.4 Operations Division Inter Branch Transfer Postings

- (a) All promotions and/or transfers shall be subject to a twelve (12) month probationary period during which time the promoted candidate shall prove to the satisfaction of the Fire Chief that they can perform the duties of the rank to which they have been promoted. Should a candidate's performance prove unsatisfactory, they shall revert to their rightful position according to seniority. Seniority shall prevail for subsequent promotions.
- (b) All inter branch transfers will follow the calendar year starting in January and have their terms finish at the end of December of the appropriate year.
- (c) A lateral transferred employee may request in writing to the Fire Chief to return to their former position prior to the end of their twelve (12) month probation period. All postings shall clearly explain the possibility of displacement as it applies to, or is impacted by, the position posted for. In the case of an employee transferring back to suppression in a confirmed officer position, there must be a like rank vacancy available to return to.
- (d) Staff returning to suppression from a lateral position who were not a confirmed suppression captain must complete a twelve (12) month probationary period as a non-station captain prior to being assigned to a station captain position.
- (e) Before starting any lateral transfer position or promotion, candidates must successfully pass the mutually agreed to administrative skills exam (Article 8.5). This may include completing specific administrative computer training, to re-take the exam if unsuccessful. Candidates will be provided three (3) attempts at passing the exam before being considered unsuccessful.

8.4.2 Suppression to Fire Prevention or Training

- (a) Lateral transfer positions shall be a two-year lateral transfer term with two options to extend for one single additional year at a time, upon mutual agreement between the Employee and the Fire Chief. If a term extension is not agreed upon, the positions to be vacated must be posted for replacement at the expiration of each term.

- (b) Successful applicants for transfer to the Training Branch shall be the senior suppression branch qualified officer with a minimum of eight (8) years' experience in suppression and will be subject to a twelve (12) month probationary period.
- (c) Successful applicants for transfer to the Prevention Branch Fire Inspector position will be the senior non-officer qualified Suppression Branch firefighter.
- (d) All postings shall clearly explain the possibility of displacement as it applies to, or is impacted by, the position posted for.
- (e) All employees who have completed a lateral transfer will be required to complete a two (2) year term in the Suppression Branch, prior to being eligible for a subsequent lateral transfer.
- (f) Applicants must complete the required courses as determined by the promotional protocol prior to the completion of their probation period. The senior applicant will be provided the necessary training should they not already have it. Successful completion is required to remain in the position.
- (g) Once Suppression Branch employees have completed their lateral transfer term, they will be permitted to return to the Suppression Branch in a rank equal to or higher than the rank they left, up to the rank of Captain. It is acknowledged that such a move may displace Suppression Officers that had been promoted to back fill the position left vacant as a result of the original lateral transfer.
- (h) A minimum of four Fire Prevention Captain positions shall be permanent positions, and the remaining will be lateral transfer Fire Inspector positions. If a Fire Inspector becomes qualified as a Suppression officer during their term in Prevention, they will not be eligible for a Prevention Captain position, or the wage rate associated with that position.

8.4.3 Discretionary Lateral Transfers

Fire Chief discretionary lateral transfers shall be for the purpose of filling vacancies and shall be for a half (½) term period of one year or less.

- (a) Should a posting for a vacant lateral transfer position to Training remain unfilled and there is no mutual agreement for the incumbent to stay, the Fire Chief may fill the position by transferring the most junior Suppression Branch officer qualified member into the vacant position for a term of up to one year. Any training, course or other skill upgrades as determined by the promotional protocol will be the responsibility of the Employer.
- (b) Should a posting for a vacant lateral transfer position to Prevention remain unfilled and there is no mutual agreement for the incumbent to stay, the Fire Chief may fill the position by transferring the most junior tenth-year Suppression Branch member into the vacant position for a term of up to one year. Any training, course or other skill upgrades as determined by the promotional protocol will be the responsibility of the Employer.
- (c) If the Fire Chief identifies a need to fill a vacant Suppression Branch position or positions, the most junior lateral transfer Prevention member or members will be assigned to the Suppression Branch. They will be placed in their seniority position on the Suppression roster and will be paid the appropriate wage rate based on their seniority and qualifications in the Suppression Branch.

8.4.4 Operational Transfers Acting Fire Prevention Officers

There is no requirement to back-fill Prevention Branch Captains positions that are vacant due to vacation or illness or away from their respective work sites due to fulfilling their normal day-to-day duties as assigned by the Fire Chief.

8.5 Promotional Protocols

In making promotions of employees covered by this Agreement, regardless of rank, same shall be based upon seniority consistent with ability provided that such promotion shall be subject to Article 8.4 of this Agreement.

The Employer is responsible to for determining the operational needs of the Surrey Fire Services. Should it be determined that there is a need for additional Senior Radio Operators, Captains, Platoon Captains or Battalion Chiefs, etc., a notice is posted relative to the need, seeking members interested.

It is agreed that the intent of a Promotional Development Program is for the program to remain current, and provide Surrey Fire Service employees with the knowledge, skills and abilities delivered in a model of continuous learning. The goal is for all employees to have the opportunity over their career to become Fire Officers/Supervisors with training tailored to meet the demands of each supervisory position which may include Certificate, Diploma and or Degree options. It is envisioned that employees will function at a high operational and administrative level while working in the capacity of an Officer/Supervisor as determined by the Collective Agreement. A further goal is for the employee and the Employer to mutually share in the development of each individual candidates' journey through the promotional program.

It is understood that with respect to all courses the Employer may seek to provide equivalent and alternative programs or courses as appropriate.

All employees enrolled in courses under the terms of this agreement shall sign a release form under the Freedom of Information and Privacy Act to authorize the educational institution to release pass or fail results and course status to the Fire Chief or designate and the Secretary of the Union.

It is agreed that, regardless of whether or not bargaining is in progress at the time, future agreed to amendments in the program will revise the Collective Agreement.

Sufficient numbers of candidates enrolled by seniority will participate in the promotional program to ensure an adequate number of qualified persons for future promotion and relieving duties.

An individual candidate will have three (3) opportunities by seniority to be enrolled into and successfully complete courses required for each supervisory position. Employees, who turn down enrollment three (3) times, or withdraw for reasons other than medical, or fail a course three (3) times, or any combination of, will be excluded from future opportunities for promotional development. The Fire Chief shall have the right to make an exception if reasonable circumstances warrant it.

An opportunity is defined as application to a posting when an employee is eligible by seniority. If an eligible employee fails to apply to a posting before the posted closing date, it is considered a failed opportunity.

Successful completion of all required training is necessary to be considered to have achieved qualification. Failure to successfully complete an attempt of an evaluation or assignment or to participate in any component of required training is considered to be an unsuccessful opportunity.

Candidates, after qualifying for promotion, will be promoted according to their seniority as set out in the Seniority List of the Surrey Fire Service. When a candidate fails to enrol or complete on their first or second opportunities, their seniority for promotion shall be determined by the following formula. The amount of elapsed time from when the candidate failed to enrol or complete, to the time they subsequently completed the course, will be the same amount of time that it takes to get dovetailed back into their rightful seniority spot for acting time and promotion, up to a maximum of five (5) years.

Seniority for an employee who is unsuccessful at any attempt to complete a component of required training or declines any opportunity to participate in the required training, will have acting seniority compromised for the purpose of acting time only. For all other intents and purposes their seniority will be that of their original position.

If a member declines a promotion, for example to Captain, they will be required to 'opt out' of the officer acting pool. The employee will return to the rank of fire fighter and be considered the senior unqualified fire fighter as determined by their seniority. The next senior qualified fire fighter would then be entitled to the promotion. The time-in-time-out rule would apply until the member re-enters the acting pool. For an employee to re-enter the officer acting pool they must reapply through a posting.

A Senior Radio Operator who steps down from their position, resigns a full-time position, or returns to casual employment status, will be considered to having opted out for the purpose of determining eligibility for future promotions.

Officers, Senior Radio Operators or Supervisors cannot be bumped once they have reached the appointment date to a confirmed position.

To achieve a promotion to a confirmed position the member must do so from within the respective acting pool for the position being promoted to.

Earlier enrolments into a certificate, diploma, fire degree or an equivalent program will not have qualifications recognized for promotion until the employee's opportunity by seniority would naturally occur.

Administrative skill qualifications will be required for specific ranks and positions in the Operations Division as listed by specific role. The Administrative skill qualification has been mutually agreed to include evaluation for administrative computer software applications. A competency grade of 70% or better is required to meet the requirement for qualification. Software includes the basic use of MS Word, MS Excel, MS Outlook, MS PowerPoint and Adobe Acrobat. Training prior to assessment is available. The current evaluation tool is provided through E-Skills software or equivalent. Future changes to the scope of evaluation will be determined by mutual agreement of the Employer and Union.

In the event that the suppression training courses as outlined in this Agreement are not available, the training will be delivered either in-house or by adopting another program which has equivalency to the training required for the NFPA 1021 Standard.

8.5.1 Operations Division

The following shall apply to all promotional programs:

- Courses may include classroom modules, online modules, hands-on workshops, written exams and practical assessments.
- Course fees and required textbooks will be paid for by the City.
- Candidates will be released from day shifts that conflict directly with scheduled classroom days. Candidates will be released from night shifts if an assessment or examination is to be conducted the following day.
- Successful completion and passing of all courses, written exams, practical assessments, and SFS delivered hands on workshops is required.
- Attendance to the Surrey Fire Service delivered components of the promotional programs will be on duty time, training off roster or off duty training with time off in lieu.
- On-line or distance learning components of the promotional programs are considered the student's responsibility and overtime rates will not be paid.
- Any attendance course components which are not on duty time, training off roster or off duty training with time off in lieu, will be paid at a rate of time and one half (1½) if off duty.
- Study Time - Surrey Fire Service officers will be directed to permit candidates a reasonable amount of study time while on duty, keeping in mind the normal on-duty workload. The in-hall computer will be available for completing course work.
- Participation in the promotional programs is non-mandatory. It is not a requirement for all fire fighters to be qualified as a Captain, Platoon Captain or Battalion Chief.
- Any candidate who is unable to participate in a course or examination at the time and place as set out in the course agenda, because of sickness or illness, or extenuating circumstances shall receive every reasonable opportunity to compete at a later date. A candidate unable to participate as per this sub-section shall present a doctor's certificate authenticating sickness or illness, prior to being permitted to participate at a later date, not to exceed ninety (90) days on their return to work. The candidate will suffer no loss of seniority for acting time or promotion.

Suppression Branch Promotions**Fire Officer Program**

- (a) **Eligibility** - The opportunity to enrol in the Fire Officer Promotional Program will be posted as per Article 8.4 (a). The most senior applicants shall be accepted for enrolment. The Fire Chief will determine the number of candidates.
- (b) **Curriculum** - It is agreed that the Fire Officer curriculum of Surrey Fire Service officer's program, for being qualified to act in relief of and for promotion to the rank of Captain will meet the objectives of NFPA 1021, to the Fire Officer Level 2. Members qualifying under the previous officer courses will retain their officer qualified status and will be granted internal equivalency to the current Fire Officer Program.
- (c) **Program Format** - Fire Officer Level 1 and Level 2 or equivalents shall be the basis of the Fire Officer promotional program. The required courses will be delivered over an extended period of years, to provide a model of continuous learning. To meet program content requirements, Fire Officers will be provided the opportunity to choose between Fire Leadership Education stream or the Fire Service Diploma or Bachelor of General Studies (Fire Service) Degree. It is

understood that some bridging may be required for full academic equivalency for a Certificate, Diploma and or Degree.

(d) Program Content

Prerequisites:

- Evidenced-Based Decision-Making
- Fire Service Instructor

Required courses:

- Emergency Scene Management - Live Fire
- Incident Command System - up to Level 3
- NFPA 1021 Objectives for equivalency to Fire Officer Levels 1 & 2
- NFPA 472 Objectives for Hazmat Operations
- Other elements as mutually agreed upon.

Fire Leadership Stream

This will include the program content listed above as well as **the following courses or equivalent:**

- 6 Leadership Conversations
- Art of Mentoring
- Business Writing Basics
- Crucial Conversations 1 and 2
- Equity/Diversity/Inclusivity
- Everyday Leadership
- Insights Discovery
- Leading Teams
- Power of Feedback 1 and 2
- Respectful Workplace
- SONAR Leadership

Diploma/Degree Program

This will include the program content listed above as well as:

- Up to 30 credits of fire themed course elective for the Diploma program.
- Additional courses as required by the educational institution for the degree program.
- Consideration will be given for equivalency to previous educational credits received from other recognized post-secondary institutions.
- These elements of the program will be administered through the Surrey Fire Service in partnership with a post-secondary institution.

Successful completion is required of either the Fire Leadership Stream or the Diploma program.

(e) Course Requirements

Candidates must successfully complete the Fire Officer Program as administered by the Surrey Fire Service and its vendors or partner post-secondary institution.

Platoon Captain and Battalion Chief Program

- (a) **Eligibility** - The opportunity to enrol in the Fire Officer Promotional Program will be posted as per Article 8.4 (a). The most senior applicants shall be accepted for enrolment. The Fire Chief will determine the number of candidates and will determine the number of qualified personnel required in an acting capacity for both Platoon Captain and Battalion Chief.
- (b) **Curriculum** - The curriculum to qualify to act in relief of and for promotion to the rank of Platoon Captain and Battalion Chief will meet the objectives of NFPA 1021, to the Fire Officer Level 3. Before candidates start any training to qualify for suppression ranks above captain, candidates must successfully pass the mutually agreed to administrative skills exam (Article 8.5). Candidates will be provided three (3) attempts at passing the exam before being considered unsuccessful.
- (c) **Program Format** - Course content will provide candidates courses or equivalents to Fire Officer level 3. Beginning in 2030, the qualified Platoon Captain and Battalion Chief candidates must have completed the Fire Officer Diploma program or the Fire Leadership Education stream, prior to the promotion date for a vacant officer position above the rank of captain.
- (d) **Program Content** - The minimum requirements for Platoon Captain and Battalion Chief qualification will include completion of all courses needed for Captain qualifications listed under Article 8.5(e) as well as the following courses:
- Objectives of NFPA 1021 to Fire Officer Level 2
 - Evidence Based Decision Making
 - ICS 300 (JIBC or equivalent)
 - Information Officer (JIBC or equivalent)
 - Supervisory Skills (BCIT or equivalent)
 - Fire Cause and Origin Level 1 (JIBC or equivalent)

(e) Course Requirements

All candidates will be required to participate in, and successfully complete courses as mutually agreed to by the parties. Upon completion of the Platoon Captain and Battalion Chief program, candidates will participate in a psychometric assessment for the purpose of providing feedback in regard to their supervisory skills. The Employer will provide the assessment; it is not pass or fail and is intended as a tool to provide the Employer and employee with potential succession planning information. All candidates will be required to complete the assigned passport training checklist prior to being eligible for acting and on an annual basis thereafter.

Prevention Branch Promotions**Permanent Staff**

- (a) **Curriculum** - The curriculum to qualify for promotion to the position of Prevention Officer will meet the objectives of NFPA 1021, 1031 and 1033.

- (b) **Program Format** - Content will provide candidates with courses or equivalents to NFPA 1021, 1031 and 1033 plus fire protection certificate and code certificates.
- (c) **Program Content** - The minimum requirements for Fire Prevention Officer qualification will include completion of all the following courses:

- NFPA 1021 Fire Officer level 1 or equivalent
- NFPA 1001 Firefighter Certificate or equivalent
- NFPA 1031 Fire Inspector or equivalent
- NFPA 1031 Plans Examiner or equivalent
- NFPA 1033 Fire Investigator or equivalent
- Fire Protection Technician Certificate (ASTTBC) or an equivalent certificate
- BC Fire Code Certificate
- BC Building Code Course

Lateral Transfer from Suppression

- (a) These positions will be filled with qualified Suppression Branch personnel. Applicants to the position of Prevention Branch Captain must complete required courses before the end of their probation period. The senior applicant will be provided the necessary training should they not already have it. Successful completion is required to remain in the position.

- (b) Course Requirements:

- Fire Inspector Course (Office of the Fire Commissioner)
- BC Fire Code (JIBC)
- Fire Inspector 1 - NFPA 1031 (JIBC)

Candidates must successfully complete the Fire Prevention courses as soon as reasonably possible upon filling the position of Prevention Captain.

Training Branch Promotions

- (a) **Curriculum** - The curriculum to qualify for promotion to the rank of Training Officer will meet the objectives of NFPA 1041.

- (b) **Program Content** - Training Officer
Candidates must successfully complete the Fire Service Instructor 1 and 2 courses.

- (c) Applicants to the position of Training Officer must complete required courses before the end of their probation period. The senior applicant will be provided the necessary courses should they not already have them. Successful completion is required to remain in the position.

8.5.2 Senior Radio Operator Promotions

- (a) There will be a 50/50 responsibility for promotional course time. Qualifications will be determined and amended by mutual agreement. Future opportunities for promotion will be based on seniority, subject to qualifications.

- (b) Course requirements or equivalent:
- Incident Command System 100
 - Frontline Leadership in the Fire Service I

- Fire Service Instructor I
- Surrey Learns Foundations of Leadership
- Surrey Fire Service Supervisor Orientation – one-day program
 - Code of Conduct
 - Expectations
 - Telephone system
 - Nice Recorder
 - Move Up Module
 - TeleStaff
 - Quality Assurance
 - IT support and trouble

(c) Senior Radio Operators will be expected to be the team leader during the night shift and collaboratively support the Assistant Communications Manager during the day shift.

8.5.3 Emergency Vehicle Technician Classifications

Reference NFPA 1071-6 Chapter 3, 3.3.10 Emergency Vehicle Technician (EVT) for Classifications

- EVT I Apprentice
- EVT II All Licensed Mechanics
- EVT III Mechanic Supervisor

8.5.4 Promotions

- (a) Promoted candidates shall receive the rate of pay for the rank to which they are promoted commencing from the date of their promotion. Positions will be filled according to seniority if the candidates' qualifications are equal.
- (b) All promotions shall be subject to a twelve (12) months' probationary period during which time the promoted candidate shall prove to the satisfaction of the Fire Chief that they can satisfactorily perform the duties of the rank to which they have been promoted. Should a candidate's performance prove unsatisfactory, they shall revert to their former rank and rate of pay immediately prior to their promotion. Seniority will still prevail for subsequent promotions.
- (c) Fire fighters being promoted to suppression officer positions will be assigned as a non-station captain for a period of 12 months before advancing as a station captain. This ensures an opportunity for mentorship and development as an officer while working with more experienced officers.
- (d) Members of the City paid-on-call fire department are not eligible for the promotional procedures.

8.6 Layoff**(a) Definition**

A layoff is an involuntary cessation of employment due to lack of work, lack of funding, a reduction of or discontinuation of a service or services, or a change in work procedures, any of which diminishes the total number of employees required to operate the department.

(b) Notice of Layoff

All regular full-time employees shall receive at least thirty (30) calendar days' notice of layoff or pay in lieu of notice.

(c) Layoff Procedure

Employees shall be laid off in reverse order of seniority by rank/classification within Division. For the purposes of layoff, an employee's rank/classification includes their status as a full-time or casual employee. Accordingly, full-time and casual employees shall be laid off and recalled separately. For greater clarity, the discontinuation of a full-time position shall not necessarily result in the layoff of a casual employee, and vice versa.

(d) Demotions Due to Layoff

In cases where a demotion is required due to a reduction in staff, the junior employee in the rank/classification within the Division shall be demoted, provided they are qualified for and can competently perform the duties of the position to which they are demoted. A demoted employee shall receive the rate of pay set out for the position from the date of the demotion.

(e) Seniority

Seniority shall be maintained but shall not accrue during the layoff period.

(f) Benefits during Layoff

Benefits coverage will cease upon layoff, with the exception of basic medical coverage (MSP), which will continue until the end of the calendar month in which the layoff occurs.

8.7 Transfers Outside the Bargaining Unit

Any bargaining unit employee, who is appointed by the City to a position outside of the bargaining unit, shall continue to accrue seniority for a period of one (1) year after the date of appointment to a non-bargaining unit position.

It is understood that seniority retention as referred to in #1 above shall apply strictly for the purpose of returning to the bargaining unit.

In the event that a non-bargaining unit employee and the City mutually agree to revert, the following conditions shall apply:

- (a)** the employee shall be reverted to a vacant position not below their previous rank for which they are eligible to hold by right of seniority. In no circumstances shall an employee be bumped from an appointed position.
- (b)** the employee shall have the required qualifications to hold the assigned rank.
- (c)** the employee shall assume all terms and conditions of employment including benefits and entitlements under the Collective Agreement according to accrued seniority.

- (d) the reversion shall not result in the layoff, demotion or displacement of any bargaining unit employee.

It is understood that the provisions set forth above shall also apply to all non-bargaining unit employees existing as of the date of signature to this agreement.

It is further understood the City and the Association may amend the provisions set forth above by mutual agreement based on the circumstances of each case.

8.8 Recall

Separate recall lists shall be established for full and casual employees. Casual employees shall not be recalled to full-time positions. Full-time employees shall not be recalled to casual positions, unless they provide written notification to the Fire Chief of their willingness to be recalled to a casual position. However, full-time employees on layoff may accept casual work on an interim basis while waiting for recall to a full-time position; the offer of such casual work shall not constitute recall and shall not affect the employee's recall rights. Laid off employees shall be eligible for recall for a maximum period of twelve (12) calendar months from the date of layoff. Seniority shall be maintained but shall not accrue during layoff.

Employees will be recalled to positions in order of seniority, subject to the following:

- the employee is qualified and able to competently perform the duties of the position upon recall.
- the position is at an equivalent or lower level than the position from which they were laid off.
- employees will be recalled first to positions in their Division and second to positions in other Divisions within the Department.

An employee who refuses recall forfeits all seniority and recall rights and shall be terminated from employment.

An employee who is not recalled within twelve (12) months from the date of layoff shall be terminated from employment.

Notice of recall shall normally be made by telephone. If the Department is unable to contact the employee, notice of recall shall be delivered to the employee's last known address, with a copy to the Union. If the employee fails to respond to notice of recall within seventy-two (72) hours of delivery, they shall be deemed to have refused recall.

An employee who does not report for work within two (2) calendar weeks of acceptance of recall shall be deemed to have abandoned their position and shall forfeit all seniority and recall rights and shall be terminated from employment.

It is the responsibility of the employee on recall to keep the Department informed of a current address and telephone number where the employee may be contacted directly.

An employee who is recalled to a position other than the position from which they were laid off shall be on a six (6) month trial period. If the employee proves unsatisfactory during the trial period or is unable to perform the duties of the position, they shall be returned to the recall list for the balance of their recall period.

The recall rights of an employee, who is recalled and successfully completes the trial period, if applicable, are exhausted insofar as that layoff. This shall not affect the employee's rights during any other subsequent period of layoff.

8.9 Loss of Seniority

An employee will lose all seniority in the following circumstances:

- if they resign or retire;
- if they are discharged for just cause;
- if they abandon their employment, by being absent without leave for a period in excess of three (3) consecutive working days without justification found reasonable by the Fire Chief, or otherwise;
- if they are laid off for a period exceeding twelve (12) calendar months,
- if they refuse recall in accordance with Article 8.8.

ARTICLE 9

SALARIES AND WAGE BENEFITS

The schedules of classification and salaries for all employees covered by this Agreement shall be as listed on Schedule "A", Salaries and Wage Benefits.

9.1 Relief of Higher Rank

All employees covered by the terms of this Agreement who are temporarily required to assume the duties and responsibilities of an employee of higher rank, shall be paid the rate of pay of the higher rank, for the period so employed, provided that the Fire Chief has approved or authorized the employee to assume the duties of the higher rank.

Suppression Branch employees who act in the position of Company Officer will receive the acting Captain rate of pay.

9.2 Shift Extension

Shift extension is used for the purpose of providing a smooth transition of crews who are engaged in an emergency at shift change. All such overtime shall be paid out in cash payment. Overtime rates apply for time worked in excess of 30 minutes beyond the regular or designated duty shift. A minimum amount of one (1) hour will be credited regardless if the amount of time worked is less than one (1) hour but more than 30 minutes for shift change. With the mutual agreement of the parties, shift extension may be used to provide coverage for reasons other than emergencies.

9.3 Overtime

Overtime shall be defined as time worked in excess of the employee's daily shift period, including time worked prior to the normal commencement of the employee's regular shift and/or after the completion of the employee's regular shift.

With the exception of overtime for the purposes of shift extension in the Suppression Division, overtime shall apply equally to employees working in their Divisions. Such overtime shall be paid out in cash payment.

9.4 Replacement Staffing

When an occupational or non-occupational illness or injury creates a staffing vacancy on an approved apparatus the Employer shall fill the position(s) with staff at the special rate of time and quarter (1.25 X) provided that there is not an opportunity to reassign a staff member on other assignments to fill the vacancy. Replacement staffing may be utilized for vacancies related to pregnancy modified duty transfers, parental leaves, or other mutually agreed to exceptions. When replacement staffing is utilized to fill these vacancies, it will be compensated on a "shift is a shift" basis of twelve (12) hours.

Replacement staffing shall not be utilized for the purpose of supplementing staffing above approved levels or to back-fill vacancies caused by reasons other than occupational or non-occupational illness and injury, pregnancy modified duty transfers, and parental leaves or to back-fill partial shifts.

In the event that part way through a shift the need to fill a vacancy through replacement staffing is no longer required, compensation will be at the rate of time and one half (1½) for the period worked with a minimum of three (3) hours to be paid. In this case the employee's position on both the call-back and replacement staffing list will not be changed. In the event that the replacement

staffing shift is cancelled prior to the start of the shift and after the firefighter is in the workplace compensation will be for two (2) hours at time and one half (1½).
Replacement staffing is non-mandatory on the part of the member.

9.5 Call Out and Coverage

- (a) It is agreed that the rate of pay for work performed during Call-Out as a result of an emergency shall be at double the employee's regular rate of pay, with a minimum of three (3) hours to be paid regardless of the amount of the time actually worked. Such Call-Out shall be paid out in cash payment. Call-Out refers to a response to an emergency and shall mean when an employee is called from their place of residence to work, but not from work to residence. Payment will be a maximum time of one-half hour (½) for response time.
- (b) All pre-scheduled overtime opportunities are referred to as "coverage calls" and shall be paid at the rate of time and one half (1½).

9.6 Payment for Partial Shifts and Banked Time (Effective January 1, 2024)

- (a) Banked Time period will be based on a Calendar Year of January through December.
- (b) Maintenance Division, Prevention Branch and Support Division employees shall have the option of banking any approved overtime during the calendar year up to the equivalent hours of the City mandated shutdowns. The rate of pay for Banked Time, whether paid out or taken as time off, will be at the employee's rate of pay at the time it is taken off or paid out.

9.7 Casual Radio Operator / Clerical / Support Employee (Effective January 1, 2024)

Casual employees shall receive a percentage in lieu cash settlement on their pay cheque to cover group life insurance, extended health, and dental benefits. Casual employees who accumulate five hundred (500) hours shall receive an increase to the cash settlement in lieu of above benefits. Progression through pay and vacation increments will be based on accumulated full time equivalent hours by division and paid as a percentage in lieu cash settlement on their pay cheque. Statutory holiday benefits shall be earned in accordance with the Employment Standards. The percentage in lieu cash settlement will include statutory holiday pay based on the division in which they work. Sick pay benefits will be paid in accordance with the Employment Standards.

		Communication FTE	Support FTE
Hours		2184	1820
Stat %		6.59%	4.62%
% in lieu of benefits	Up to 500 hours	3.45%	3.45%
% in lieu of benefits	After 500 hours	4.60%	4.60%
Vacation % in lieu of FTE	0 - 1 year	4.00%	4.00%
	2 - 5 years	4.40%	5.80%
	6 - 10 years	6.60%	7.70%
	11 - 15 years	8.80%	9.60%
	16 - 20 years	11.00%	11.50%
Total 1st year	Up to 500 hours	14.04%	12.07%
Total 1st year	Over 500 hours	15.19%	13.22%
Total 2 - 5 years	Over 500 hours	15.59%	15.02%

9.8 Instructor Pay (Effective January 1, 2024)

On duty instructors, who are part of the listed instructor pool, will receive a 22% increase in pay. For the purpose of Instructor's pay, on duty instructors must be working on behalf of the training branch and have prior approval. Subject matter experts who are directed to instruct on behalf of the department will be compensated following the normal compensation rules. Employees providing on-duty instruction will receive premium for the actual hours of instructional time.

9.9 Standby Pay (Effective January 1, 2024)

All off duty employees as determined by the Employer who are required to be available for the purpose of responding to the needs of the Fire Service, shall be remunerated at the rate of \$2.00 per off duty hour, except on statutory holidays when remuneration will be \$3.00 per hour. The employees must ensure they are available.

9.10 Professional Fees

The Employer shall pay existing EMA and class 3 driver renewal licensing, fees for bona-fide job requirements for any employee who is required by the Employer to hold such licensing. Union dues, Union affiliations, or association/organizational memberships are not included.

The Employer agrees to reimburse the cost of driver's medicals up to a maximum equivalent to the reasonable and customary rate posted by the British Columbia Medical Association. Further the Employer agrees to pay all associated costs in regard to vaccinations and other medical precautions for the protections of the employees covered in this agreement, where such medical precautions are reasonably associated with exposure in the workplace.

The Employer will not reimburse for the cost of a general medical note or a medical update form when requested for supporting an absence from work. The Employer will reimburse the cost for detailed questionnaires up to a maximum equivalent to the reasonable and customary rate posted by the British Columbia Medical Association for the information being requested. (Effective January 1, 2024)

9.11 Recruit Training Period

The Training Period is currently six (6) weeks in duration. However, the Training Period may be extended for a recruit firefighter who is unable, for any reason, to fully participate during this term. In addition, if certification requirements or standards change the Employer may alter the Training Period. During the Recruit Training Period, recruit firefighters will be in training/orientation for 42 hours per week, 5 days per week.

Successful completion of the Training Period including suitability is required by recruit firefighters for continuing employment. After the recruit firefighters successfully complete their Training Periods, they will be subject to the remainder of the usual 12-month probationary period.

ARTICLE 10 HOURS OF WORK

10.1 Suppression Branch

The regular hours of work for all Suppression Division employees covered by this Agreement shall average not more than forty-two (42) hours per week and shall be two (10 hour) day shifts followed by two (14 hour) night shifts followed by 96 hours off. It is agreed that the term duty shift shall be based on an average of twelve (12) hours per day.

10.2 Prevention Branch

The hours of work for the Prevention Branch will be 35 hours per week.

Prevention Branch positions will be any continuous 8¾-hour period per day, 4 days per week or any continuous 7-hour period per day, 5 days per week.

A Fire Prevention staff member designated to carry out public education duties of the Fire Department shall work a flexible work week including evenings and/or weekends as approved by the Fire Chief.

10.3 Training Branch

The hours of work for the Fire Department Training Officer shall be thirty-seven and one-half (37½) hours per week. Training officers must be assigned in a manner as equal as possible to either staff rotation to ensure maximum regular scheduled branch coverage.

10.4 Maintenance Division

The hours of work for Fire Department EVT's shall be any continuous eight (8) hour period between 7:00 a.m. and 6:00 p.m., forty (40) hours per week; one-half (½) hour lunch break; and, based on mutual agreement between the Fire Chief and the employee, a minimum of twenty-four (24) hours' notice shall be given for change of shift.

It is agreed that acting time benefits will not apply when the EVT III is on approved leave.

10.5 Flexible Hours – Support and Maintenance Divisions

If mutually agreed, flexible or rearranged hours will be instituted on a trial basis for Support and Maintenance Division employees.

10.6 Communication Division

The hours of work for Fire Department Communication Division shall be forty-two (42) hours per week.

The hours of work may be altered to provide an overlap of start times as determined by the Employer.

10.7 Support Services Division

The hours of work for the Support Services division shall be thirty-five (35) hours per week.

10.7.1 Stockroom Clerk

The hours of work for Fire Stockroom Clerk will be forty (40) hours per week.

10.8 56 Day Cycle

All cross-shift transfers will conform to the 56-day cycle with the start date of January 1st, 2005.

10.9 Definition of Duty Shift and Work Week

Division/Branch	Duty Shift	Work Week
Fire Suppression	Average of 12 hours	Average of 42 hours
Training	9.375 hours	37.5 hours
Prevention – 5-day week	7 hours	35 hours
Prevention – 4-day week	8.75 hours	35 hours
Communication	Average of 12 hours	Average of 42 hours
Maintenance	8 hours	40 hours
Support Staff – 5-day week	7 hours	35 hours
Stockroom Clerk	8 hours	40 hours

ARTICLE 11

EMERGENCY VEHICLE TECHNICIAN

It is agreed that the position of Fire Department Emergency Vehicle Technicians (EVT) will be subject to the terms and conditions as specified in this Agreement. The following additional provisions apply to the Fire Department Emergency Vehicle Technicians:

- Time off at the rate of time and one-half (1½) will be paid out for any overtime worked.
- The City will supply only necessary specialty tools.
- The City will provide thirty thousand dollars (\$30,000.00) tool insurance.
- EVT's will be provided with a tool allowance of \$1,000.00 annually, to repair or replace lost and/or broken tools.

11.1 Certification

All Surrey Fire Service EVT's will maintain their EVT certification to the appropriate level of their pay scale and all other licenses and certifications as outlined in the Surrey Fire Service Emergency Vehicle Technician job classification.

EVT I: All apprentice mechanics must obtain EVT I certification prior to receiving the 6th 6 month pay as per schedule "A".

EVT II: All certified Commercial Transport Mechanics must obtain an EVT II certification within 24 months of becoming a certified mechanic.

EVT III: The EVT III position is awarded to the successful employee responding to a posting and will be the senior mechanic with EVT II certification. The employee will have one year to become certified as an EVT III or will be deemed to have failed their opportunity and resort back to their former position and the next senior applicant will be promoted to the EVTIII position.

Training and testing fees for EVT certification will be the responsibility of the Employer. Studying, homework, travel and expense allowances will be on the Employees time and will not be compensated by the Employer.

ARTICLE 12
TERM OF AGREEMENT


This Agreement shall be for a two (2) year period from and including January 1, 2025 to December 31, 2026, and from year to year thereafter subject to the right of either party to the Agreement, within four months immediately preceding the date of the expiry of this Agreement (December 31, 2026) or immediately preceding the last day of December in any year thereafter, by written notice, to require the other party to the Agreement to commence collective bargaining.

Should either party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement or increase or decrease the rate of pay of any employee for whom collective bargaining is being conducted or alter any other term or condition of employment until the parties shall conclude a renewal or revisions of this Agreement or enter into a new Collective Agreement.

The operation of Section 66(2) of the Labour Relations Code of B.C. is hereby excluded.

Approved and adopted by the
CITY OF SURREY

This 12 day of JANUARY, 2026



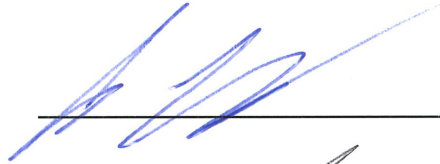
Fire Chief



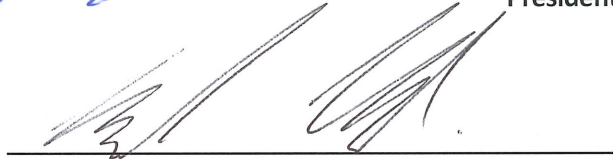
General Manager Corporate Services

Approved and adopted by the
SURREY FIRE FIGHTERS' ASSOCIATION,
IAFF LOCAL 1271

This 26 day of JANUARY, 2026



President



Secretary

A. SUPPRESSION**Firefighter**

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
Training Wage	\$ 4,827.86	\$ 2,228.24	\$ 636.64	\$ 26.527
1st 6 months	\$ 7,191.11	\$ 3,318.97	\$ 948.28	\$ 39.512
2nd 6 months	\$ 7,704.61	\$ 3,555.98	\$ 1,015.99	\$ 42.333
2nd year	\$ 8,218.08	\$ 3,792.96	\$ 1,083.70	\$ 45.154
3rd year	\$ 9,245.07	\$ 4,266.95	\$ 1,219.13	\$ 50.797
4th year	\$ 10,272.04	\$ 4,740.94	\$ 1,354.55	\$ 56.440
10th year	\$ 10,580.20	\$ 4,883.17	\$ 1,395.19	\$ 58.133
15th year	\$ 10,888.36	\$ 5,025.40	\$ 1,435.83	\$ 59.826
Acting Officer*	\$ 12,273.03	\$ 5,664.48	\$ 1,618.42	\$ 67.434
Captain**	\$ 13,119.45	\$ 6,055.13	\$ 1,730.04	\$ 72.085
Platoon Captain***	\$ 13,965.86	\$ 6,445.78	\$ 1,841.65	\$ 76.736
Battalion Chief	\$ 14,812.28	\$ 6,836.44	\$ 1,953.27	\$ 81.386

* 116% of 10th year

** 124% of 10th year

*** 132% of 10th year

Training Officer

8 Shifts bi-weekly @ 9.375 hours per shift			
Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
\$ 13,119.45	\$ 6,055.13	\$ 756.89	\$ 80.735

B. PREVENTION**Fire Inspector - 4 day week**

week	8 Shifts bi-weekly @ 8.75 hours per shift			
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
1st 6 months	\$ 7,191.11	\$ 3,318.97	\$ 414.87	\$ 47.414
2nd 6 months	\$ 7,704.61	\$ 3,555.98	\$ 444.50	\$ 50.800
2nd year	\$ 8,218.08	\$ 3,792.96	\$ 474.12	\$ 54.185
3rd year	\$ 9,245.07	\$ 4,266.95	\$ 533.37	\$ 60.956
4th year	\$ 10,272.04	\$ 4,740.94	\$ 592.62	\$ 67.728
10th year	\$ 10,580.20	\$ 4,883.17	\$ 610.40	\$ 69.760
15th year	\$ 10,888.36	\$ 5,025.40	\$ 628.17	\$ 71.791
	\$ 13,119.45	\$ 6,055.13	\$ 756.89	\$ 86.502

Fire Inspector - 5 day week

week	10 Shifts bi-weekly @ 7.5 hours per shift			
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
1st 6 months	\$ 7,191.11	\$ 3,318.97	\$ 331.90	\$ 44.253
2nd 6 months	\$ 7,704.61	\$ 3,555.98	\$ 355.60	\$ 47.413
2nd year	\$ 8,218.08	\$ 3,792.96	\$ 379.30	\$ 50.573
3rd year	\$ 9,245.07	\$ 4,266.95	\$ 426.70	\$ 56.893
4th year	\$ 10,272.04	\$ 4,740.94	\$ 474.09	\$ 63.213
10th year	\$ 10,580.20	\$ 4,883.17	\$ 488.32	\$ 65.109
15th year	\$ 10,888.36	\$ 5,025.40	\$ 502.54	\$ 67.005
	\$ 13,119.45	\$ 6,055.13	\$ 605.51	\$ 80.735

C. COMMUNICATION*****Radio Operator**

* 1st 6 months 72% of 4th year

* 2nd 6 months 73% of 4th year

* 2nd year 85% of 4th year

* 3rd year 95% of 4th year

4th year

10th year

15th year

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
r	\$ 6,704.38	\$ 3,094.33	\$ 442.05	\$ 36.837
r	\$ 6,797.49	\$ 3,137.30	\$ 448.19	\$ 37.349
r	\$ 7,914.89	\$ 3,653.03	\$ 521.86	\$ 43.488
r	\$ 8,846.05	\$ 4,082.79	\$ 583.26	\$ 48.605
	\$ 9,311.63	\$ 4,297.68	\$ 613.95	\$ 51.163
r	\$ 9,497.87	\$ 4,383.63	\$ 626.23	\$ 52.186
r	\$ 9,870.33	\$ 4,555.54	\$ 650.79	\$ 54.233
	\$ 11,017.53	\$ 5,085.02	\$ 726.43	\$ 60.536

**** Supervisor**

** 116% of 10th year

*** Radio Operator covering Supervisor vacancy will receive a 10% increment on regular rate for shift

D. MAINTENANCE**EVT I - Apprentice Mechanic**

	10 Shifts bi-weekly @ 8 hours per shift			
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
1st 6 months	\$ 6,381.20	\$ 2,945.17	\$ 294.52	\$ 36.815
2nd 6 months	\$ 6,664.38	\$ 3,075.87	\$ 307.59	\$ 38.448
3rd 6 months	\$ 6,959.22	\$ 3,211.95	\$ 321.19	\$ 40.149
4th 6 months	\$ 7,370.27	\$ 3,401.66	\$ 340.17	\$ 42.521
5th 6 months	\$ 7,852.02	\$ 3,624.01	\$ 362.40	\$ 45.300
6th 6 months	\$ 8,254.63	\$ 3,809.83	\$ 380.98	\$ 47.623
7th 6 months	\$ 8,832.81	\$ 4,076.68	\$ 407.67	\$ 50.959
8th 6 months	\$ 9,319.09	\$ 4,301.12	\$ 430.11	\$ 53.764

EVT II - Licensed Mechanic

	\$ 10,299.50	\$ 4,753.62	\$ 475.36	\$ 59.420
10th year	\$ 10,505.57	\$ 4,848.73	\$ 484.87	\$ 60.609
15th year	\$ 10,917.47	\$ 5,038.83	\$ 503.88	\$ 62.985

EVT III - Head Mechanic

	\$ 11,729.34	\$ 5,413.54	\$ 541.35	\$ 67.669
--	--------------	-------------	-----------	-----------

E. SUPPORT SERVICES**Clerk Typist Trainee**

	10 Shifts bi-weekly @ 7 hours per shift			
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
1st 6 months	\$ 4,112.67	\$ 1,898.15	\$ 189.82	\$ 27.116
2nd 6 months	\$ 4,381.94	\$ 2,022.43	\$ 202.24	\$ 28.892

Clerk Typist 2

1st 6 months	\$ 4,985.31	\$ 2,300.91	\$ 230.09	\$ 32.870
2nd 6 months	\$ 5,041.09	\$ 2,326.66	\$ 232.67	\$ 33.238
1.5 years (18 months)	\$ 5,189.64	\$ 2,395.22	\$ 239.52	\$ 34.217
2.5 years (30 months)	\$ 5,314.87	\$ 2,453.02	\$ 245.30	\$ 35.043

Clerk Typist 3

1st 6 months	\$ 5,314.87	\$ 2,453.02	\$ 245.30	\$ 35.043
2nd 6 months	\$ 5,421.67	\$ 2,502.31	\$ 250.23	\$ 35.747
1.5 years (18 months)	\$ 5,588.75	\$ 2,579.42	\$ 257.94	\$ 36.849
2.5 years (30 months)	\$ 5,871.88	\$ 2,710.10	\$ 271.01	\$ 38.716

Clerk Typist 3A**Computer Specialist**

1st 6 months	\$ 9,899.36	\$ 4,568.94	\$ 456.89	\$ 65.271
2nd 6 months	\$ 10,356.71	\$ 4,780.02	\$ 478.00	\$ 68.286
2nd year	\$ 10,731.23	\$ 4,952.87	\$ 495.29	\$ 70.755

Computer Support Specialist

1st 6 months	\$ 8,909.42	\$ 4,112.04	\$ 411.20	\$ 58.743
2nd 6 months	\$ 9,321.02	\$ 4,302.01	\$ 430.20	\$ 61.457
2nd year	\$ 9,658.14	\$ 4,457.60	\$ 445.76	\$ 63.680

Communication Technician

1st 6 months	\$ 6,846.72	\$ 3,160.03	\$ 316.00	\$ 45.143
2nd 6 months	\$ 7,171.61	\$ 3,309.97	\$ 331.00	\$ 47.285
2nd year	\$ 7,366.65	\$ 3,399.99	\$ 340.00	\$ 48.571
3rd year	\$ 7,552.28	\$ 3,485.67	\$ 348.57	\$ 49.795
4th year	\$ 7,929.89	\$ 3,659.95	\$ 366.00	\$ 52.285

Fire Stockroom Clerk 2

	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
1st 6 months	\$ 5,598.50	\$ 2,583.92	\$ 258.39	\$ 32.299
2nd 6 months	\$ 5,909.53	\$ 2,727.48	\$ 272.75	\$ 34.093
2nd year	\$ 6,220.56	\$ 2,871.03	\$ 287.10	\$ 35.888
3rd year	\$ 6,531.59	\$ 3,014.58	\$ 301.46	\$ 37.682

A. SUPPRESSION**Firefighter**

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
1st 6 months	\$ 7,514.71	\$ 3,468.33	\$ 990.95	\$ 41.290
2nd 6 months	\$ 8,051.32	\$ 3,715.99	\$ 1,061.71	\$ 44.238
2nd year	\$ 8,587.89	\$ 3,963.64	\$ 1,132.47	\$ 47.186
3rd year	\$ 9,661.10	\$ 4,458.97	\$ 1,273.99	\$ 53.083
4th year	\$ 10,734.28	\$ 4,954.28	\$ 1,415.51	\$ 58.980
10th year	\$ 11,056.31	\$ 5,102.91	\$ 1,457.97	\$ 60.749
15th year	\$ 11,378.34	\$ 5,251.54	\$ 1,500.44	\$ 62.518
Acting Officer*	\$ 13,267.57	\$ 6,123.49	\$ 1,749.57	\$ 72.899
Captain**	\$ 13,820.38	\$ 6,378.64	\$ 1,822.47	\$ 75.936
Platoon Captain***	\$ 14,594.33	\$ 6,735.84	\$ 1,924.53	\$ 80.189
Battalion Chief	\$ 15,478.83	\$ 7,144.08	\$ 2,041.16	\$ 85.049

* 120% of 10th year

** 125% of 10th year

*** 132% of 10th year

Training Officer

8 Shifts bi-weekly @ 9.375 hours per shift			
Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
\$ 13,820.38	\$ 6,378.64	\$ 797.33	\$ 85.049

B. PREVENTION**Fire Inspector - 4 day week**

8 Shifts bi-weekly @ 8.75 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
1st 6 months	\$ 7,514.71	\$ 3,468.33	\$ 433.54	\$ 49.548
2nd 6 months	\$ 8,051.32	\$ 3,715.99	\$ 464.50	\$ 53.086
2nd year	\$ 8,587.89	\$ 3,963.64	\$ 495.46	\$ 56.623
3rd year	\$ 9,661.10	\$ 4,458.97	\$ 557.37	\$ 63.700
4th year	\$ 10,734.28	\$ 4,954.28	\$ 619.29	\$ 70.775
10th year	\$ 11,056.31	\$ 5,102.91	\$ 637.86	\$ 72.899
15th year	\$ 11,378.34	\$ 5,251.54	\$ 656.44	\$ 75.022
Captain	\$ 13,820.38	\$ 6,378.64	\$ 797.33	\$ 91.123

Fire Inspector - 5 day week

10 Shifts bi-weekly @ 7.5 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
1st 6 months	\$ 7,514.71	\$ 3,468.33	\$ 346.83	\$ 46.244
2nd 6 months	\$ 8,051.32	\$ 3,715.99	\$ 371.60	\$ 49.547
2nd year	\$ 8,587.89	\$ 3,963.64	\$ 396.36	\$ 52.849
3rd year	\$ 9,661.10	\$ 4,458.97	\$ 445.90	\$ 59.453
4th year	\$ 10,734.28	\$ 4,954.28	\$ 495.43	\$ 66.057
10th year	\$ 11,056.31	\$ 5,102.91	\$ 510.29	\$ 68.039
15th year	\$ 11,378.34	\$ 5,251.54	\$ 525.15	\$ 70.021
Captain	\$ 13,820.38	\$ 6,378.64	\$ 637.86	\$ 85.049

C. COMMUNICATION**Radio Operator**

* 1st 6 months 72% of 4th year

* 2nd 6 months 73% of 4th year

* 2nd year 85% of 4th year

* 3rd year 95% of 4th year

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
\$ 7,006.07	\$ 3,233.57	\$ 461.94	\$ 38.495	
\$ 7,103.38	\$ 3,278.48	\$ 468.35	\$ 39.030	
\$ 8,271.06	\$ 3,817.41	\$ 545.34	\$ 45.445	
\$ 9,244.13	\$ 4,266.52	\$ 609.50	\$ 50.792	
\$ 9,730.66	\$ 4,491.07	\$ 641.58	\$ 53.465	
\$ 9,925.28	\$ 4,580.90	\$ 654.41	\$ 54.534	
\$ 10,314.50	\$ 4,760.54	\$ 680.08	\$ 56.673	
Senior Radio Operator Cover *	\$ 10,520.79	\$ 4,855.75	\$ 693.68	\$ 57.807
Senior Radio Operator **	\$ 10,933.37	\$ 5,046.17	\$ 720.88	\$ 60.073
Supervisor (Legacy)	\$ 11,017.53	\$ 5,085.02	\$ 726.43	\$ 60.536

* 102% of 15th year

** 106% of 15th year

D. MAINTENANCE

10 Shifts bi-weekly @ 8 hours per shift				
EVT I - Apprentice Mechanic	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
1st 6 months	\$ 6,668.35	\$ 3,077.70	\$ 307.77	\$ 38.471
2nd 6 months	\$ 6,964.28	\$ 3,214.28	\$ 321.43	\$ 40.179
3rd 6 months	\$ 7,272.39	\$ 3,356.49	\$ 335.65	\$ 41.956
4th 6 months	\$ 7,701.93	\$ 3,554.74	\$ 355.47	\$ 44.434
5th 6 months	\$ 8,205.36	\$ 3,787.09	\$ 378.71	\$ 47.339
6th 6 months	\$ 8,626.08	\$ 3,981.27	\$ 398.13	\$ 49.766
7th 6 months	\$ 9,230.28	\$ 4,260.13	\$ 426.01	\$ 53.252
8th 6 months	\$ 9,738.45	\$ 4,494.67	\$ 449.47	\$ 56.183
EVT II - Mechanic				
10th year	\$ 10,978.33	\$ 5,066.92	\$ 506.69	\$ 63.336
15th year	\$ 11,408.76	\$ 5,265.58	\$ 526.56	\$ 65.820
EVT III - Mechanic Supervisor *	\$ 12,405.51	\$ 5,725.62	\$ 572.56	\$ 71.570
* 113% of 10th year				

E. SUPPORT SERVICES

10 Shifts bi-weekly @ 7 hours per shift				
Clerk Typist Trainee	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
1st 6 months	\$ 4,297.74	\$ 1,983.57	\$ 198.36	\$ 28.337
2nd 6 months	\$ 4,579.13	\$ 2,113.44	\$ 211.34	\$ 30.192
Clerk Typist 2				
1st 6 months	\$ 5,209.65	\$ 2,404.45	\$ 240.45	\$ 34.349
2nd 6 months	\$ 5,267.94	\$ 2,431.36	\$ 243.14	\$ 34.734
1.5 years (18 months)	\$ 5,423.17	\$ 2,503.00	\$ 250.30	\$ 35.757
2.5 years (30 months)	\$ 5,554.04	\$ 2,563.41	\$ 256.34	\$ 36.620
Clerk Typist 3				
1st 6 months	\$ 5,554.04	\$ 2,563.41	\$ 256.34	\$ 36.620
2nd 6 months	\$ 5,665.64	\$ 2,614.91	\$ 261.49	\$ 37.356
1.5 years (18 months)	\$ 5,840.25	\$ 2,695.50	\$ 269.55	\$ 38.507
2.5 years (30 months)	\$ 6,136.12	\$ 2,832.05	\$ 283.21	\$ 40.458
Clerk Typist 3A	\$ 6,442.99	\$ 2,973.69	\$ 297.37	\$ 42.481
Computer Specialist				
1st 6 months	\$ 10,344.83	\$ 4,774.54	\$ 477.45	\$ 68.208
2nd 6 months	\$ 10,822.76	\$ 4,995.12	\$ 499.51	\$ 71.359
2nd year	\$ 11,214.13	\$ 5,175.75	\$ 517.58	\$ 73.939
Computer Support Specialist				
1st 6 months	\$ 9,310.35	\$ 4,297.08	\$ 429.71	\$ 61.387
2nd 6 months	\$ 9,740.47	\$ 4,495.60	\$ 449.56	\$ 64.223
2nd year	\$ 10,092.75	\$ 4,658.19	\$ 465.82	\$ 66.546
Communication Technician				
1st 6 months	\$ 7,154.82	\$ 3,302.23	\$ 330.22	\$ 47.175
2nd 6 months	\$ 7,494.33	\$ 3,458.92	\$ 345.89	\$ 49.413
2nd year	\$ 7,698.15	\$ 3,552.99	\$ 355.30	\$ 50.757
3rd year	\$ 7,892.13	\$ 3,642.52	\$ 364.25	\$ 52.036
4th year	\$ 8,286.74	\$ 3,824.65	\$ 382.46	\$ 54.638
Fire Stockroom Clerk 2				
1st 6 months	\$ 5,850.44	\$ 2,700.20	\$ 270.02	\$ 33.753
2nd 6 months	\$ 6,175.46	\$ 2,850.21	\$ 285.02	\$ 35.628
2nd year	\$ 6,500.48	\$ 3,000.22	\$ 300.02	\$ 37.503
3rd year	\$ 6,825.51	\$ 3,150.23	\$ 315.02	\$ 39.378

LETTER OF UNDERSTANDING # 1

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Introduction of New Items to Order Form and Clothing Points

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

New items may be introduced to the order form at the start of each new triennial block, after certain criteria are met. The criteria will be as follows:

The item must form part of the approved uniform dress of the Fire Department staff or required issue for Fire Department programs or activities as sanctioned by the Fire Chief (Honour Guard, Retirement Dress, Fitness Programs, etc.)

It must be demonstrated that the approved "kit" will not be compromised by the inclusion of new items.

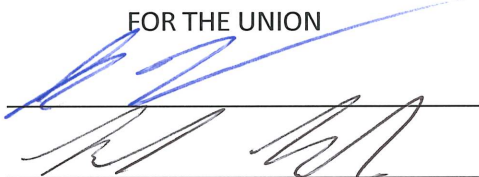
New items will be associated with strict guidelines for use and incorporation into Fire Department uniform issue protocols.

Collaboration to arrive at consensus will be guided by justification and reasonable argument.

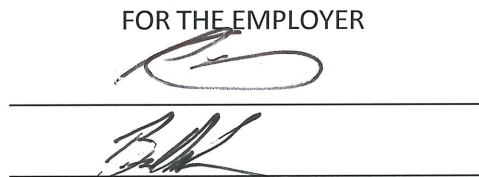
New items introduced must be by mutual consent of the parties based on adherence to the above provisions.

The intention of the parties hereto is that these items shall be renewed as stated, provided that the City's Fire Chief shall have authority to exercise discretion to avoid waste on the one hand and to ensure seemly dress on the other.

FOR THE UNION



FOR THE EMPLOYER



January 26, 2026

Date

LOU #1 - Schedule "1"

Clothing Item	Max Avail.	2025-2027 Point Value	Max Order	Support	Support Stock Clerk	Comm Tech	Comm	Senior Radio Operator	FF	Captain	PC	BC	EVT
Athletic Shorts	2	44	2	*	*	*	*	*	*	*	*	*	*
Athletic T-shirt	3	36	3	*	*	*	*	*	*	*	*	*	*
Bag - Day (Black)	1	110	1	*	*	*	*	*	*	*	*	*	*
Bag - Garment	1	85	1	*	*	*	*	*	*	*	*	*	*
Bag - Gear 3XL	1	205	1						*	*	*	*	*
Bag - Rehab (Black)	1	98	1						*	*	*	*	*
Bag - Toiletry Kit	1	30	1	*	*	*	*	*	*	*	*	*	*
Belt - 1 1/2 inch	1	45	1	*	*	*	*	*	*	*	*	*	*
Cap - Baseball	2	31	2	*	*	*	*	*	*	*	*	*	*
Cap - Uniform	1	57	1		*	*	*	*	*	*	*	*	*
Collar Dogs Jacket	2	18	2						*	*	*	*	*
Collar Dogs Shirt	2	18	2						*	*	*	*	*
Coveralls	2	85	2		*				*	*	*	*	*
Engraved Belt Buckle	1	40	1	*	*	*	*	*	*	*	*	*	*
Epaulettes	2	18	2					*	*	*	*	*	*
Gala Dress - Shirt, c/w Tie & Cumberbund	2	119	2		*	*	*	*	*	*	*	*	*
Gala Dressware - Jacket & Trousers	1	1782	1		*	*	*	*	*	*	*	*	*
Gloves Leather	1	74	1	*	*	*	*	*	*	*	*	*	*
Hat Badge	1	57	1		*	*	*	*	*	*	*	*	*
Hat Band	1	18	1						*	*	*	*	*
Jacket - Polar Fleece (Navy)	1	456	1		*	*	*	*	*	*	*	*	*
Jacket - Polar Fleece TALL (Navy)	1	550	1		*	*	*	*	*	*	*	*	*
Jacket - Rain (Navy)	1	374	1		*	*	*	*	*	*	*	*	*
Jacket - Support Rain (Black)	1	158	1	*									
Ladies Cardigan	2	70	2	*									
Lapel Pin - Fire Service	6	9	6	*	*	*	*	*	*	*	*	*	*
Name Tag	2	7	2		*	*	*	*	*	*	*	*	*
Pants - 5.11 Tactical Men's	2	150	2		*	*			*	*	*	*	*
Pants - 5.11 Tactical Women's	2	140	2		*	*			*	*	*	*	*
Pants - Comfort Waist	2	179	2	*	*	*	*	*	*	*	*	*	*
Pants - Maternity	2	239	2	*	*	*	*	*	*	*	*	*	*
Pants - Western Pocket	2	161	2	*	*	*	*	*	*	*	*	*	*
Pants - Women Low Cut Waist	2	170	2	*	*	*	*	*	*	*	*	*	*
Pants - Work Cotton / Poly (with Doctor note only)	3	169	3	*	*	*	*	*	*	*	*	*	*
Shirt - Tactical Maternity	2	82	2	W	DB, LB	DB, LB	DB	DB	DB	LB	LB, W	W	DB, LB
Shirt - Standard L/S	6	37	6	W									
Shirt - Standard S/S	6	36	6	W									
Shirt - Tactical L/S	6	43	6	W	DB, LB	DB, LB	DB	DB	DB	LB	LB, W	W	DB, LB
Shirt - Tactical S/S	6	42	6	W	DB, LB	DB, LB	DB	DB	DB	LB	LB, W	W	DB, LB
- Snap-on version		*4							*	*	*	*	*
- Tall version		*2		*	*	*	*	*	*	*	*	*	*
Shoe - *US SIZE * 6 (Blundstones) *US SIZE *	1	214	1		*	*			*	*	*	*	*
Shoe - *US SIZE * 6 (Redback Bobcat) *US SIZE *	1	214	1		*	*			*	*	*	*	*
Shoe - 4 Work Boot (Terra)	1	126	1		*	*	*	*	*	*	*	*	*
Shoe - 8 Work Boot (HAIX R2)	1	501	1		*	*			*	*	*	*	*
Shoe - 9 Work Boot (Original Swat)	1	213	1		*	*			*	*	*	*	*
Shoe - Black Non-Slip Shoe (Skechers Groupon)	1	80	1	*			*	*					
Shoe - Gala Black Leather (Thorogood 831-6027)	1	133	1		*	*	*	*	*	*	*	*	*
Shoe - Ladies Black Non-Slip Shoe (Skechers Annod)	1	80	1	*			*	*					
Shoulder Crest	6	4	6	*	*	*	*	*	*	*	*	*	*
Socks - Cotton	6	3	6	*	*	*	*	*	*	*	*	*	*
Sweatshirt	2	32	2	*	*	*	*	*	*	*	*	*	*
Tie - Regular or Clip on	2	9	2	*	*	*	*	*	*	*	*	*	*
Tie Clip	2	17	2						*	*	*	*	*
Toque	2	26	2		*	*			*	*	*	*	*
T-Shirt - Navy L/S	4	17	4	*	*	*	*	*	*	*	*	*	*
T-Shirt - Navy S/S	6	13	6	*	*	*	*	*	*	*	*	*	*
T-Shirt - White L/S	4	14	4	*	*	*	*	*	*	*	*	*	*
T-Shirt - White S/S	6	12	6	*	*	*	*	*	*	*	*	*	*
T-shirt Fillum - Navy S/S	2	38	2	*	*	*	*	*	*	*	*	*	*
T-Shirt Undershirt Mock - Navy L/S	4	35	4	*	*	*	*	*	*	*	*	*	*
T-Shirt Undershirt Mock - White L/S	4	35	4	*	*	*	*	*	*	*	*	*	*
Tunic With Pants or Skirt	1	1371	1	*	*	*	*	*	*	*	*	*	*
Vest	1	105	1	*			*	*					
Watch - Analog	1	64	1		*	*	*	*	*	*	*	*	*
Watch - Digital	2	76	2		*	*	*	*	*	*	*	*	*

NOTE: Casual Employees are provided with uniform as needed and are not reflected in this chart.

NOTE: Pants, Boots, Watches are limited to selecting the Maximum order of the only one item for each category per year

NOTE: Snap-on button options are provided to Employees that require the need to change in to PPE

LETTER OF UNDERSTANDING # 2

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Contracting Out

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

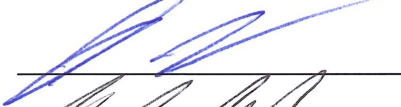

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

Before any existing bargaining unit work is contracted out, the City will consult with the Union within a reasonable period of time in advance of the date on which contracting out of work is to occur and will give consideration to alternatives the Union may propose.

FOR THE UNION

FOR THE EMPLOYER




January 26, 2026

Date

LETTER OF UNDERSTANDING # 8

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Uniform Funding for The Surrey Fire Service Honour Guard and the Surrey Fire Fighters' Pipe and Drum Band

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

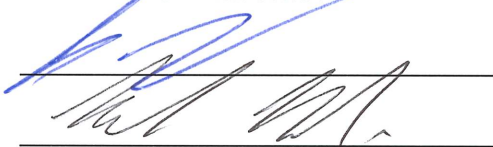
The Employer and the Union agree to support the Surrey Fire Service Honour Guard and the Surrey Firefighters Pipe and Drum Band by assisting to outfit their uniforms.

Both parties agree to the following principles, provided however, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein and that this arrangement is based on a principle of "No Loss" to either the Union or the Employer.

The Employer will provide funding of \$3136.00 per year for the purpose of purchasing uniforms for the SFS Honour Guard or the SFF Pipe and Drum Band. The Employer will only consider requests that have been vetted by the Union and forwarded to the Employer.

This arrangement may be terminated by either the Employer or the Union, by providing the other party written notice between October 1st and November 30th for the following year.

FOR THE UNION

A blue ink signature is written over a horizontal line. Below the line, there are two more horizontal lines.

FOR THE EMPLOYER

A black ink signature is written over a horizontal line. Below the line, there are two more horizontal lines.

January 26, 2026
Date

LETTER OF UNDERSTANDING # 9

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Performance Pay Incentive

Revised December 15, 2021

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

The Employer agrees to provide a Performance Pay Incentive of one-half percent (1/2%) of base regular salary (regular pay including acting pay) to all members of the bargaining unit, if department performance targets are attained. This agreement is based on the principle of productivity and focusing the workforce on key performance initiatives.

The Performance Pay is non pensionable and does not form part of the Employee's base regular pay. If the incentive is achieved, the payment will be directed to a financial institute of the Union's choice for the purpose of providing Post-Retirement Benefits (I.E. Existing TFSA).

Eligibility: Employees engaged to fill regular and permanent positions for which the Association is the certified bargaining authority. Exceptions:

- Employees hired after August 1st will not be eligible.
- Employees who are on extended absences (approved leaves, occupational and non-occupational absences, layoff, LTD, etc.) of 5 months or greater will not be eligible.
- Employees who retired and closed their Union TFSA account.



The Union and the Employer will meet once annually to discuss the department goals and performance targets. The performance targets will be set in accordance with department goals and measured over the calendar year from January to December. In January following the calendar year measured, the Employer will communicate to the Union regarding the status of achieving the targets for the previous year. Example attached. If eligible, all employees will receive the performance pay transfer before the end of the final pay period in February.

Beginning January 1, 2022, the Employer agrees to provide an additional Performance Pay Incentive of 0.14% of base regular salary for successfully completion of all performance metrics including the following added measures:



- Turn out gear maintenance with reporting requirements.
- Fuel entry accuracy reporting.

In addition, a 2.5-point bonus will be added to the metric score if 90% of the Annual Proficiency Training metric is achieved by October 1st of each year.

FOR THE UNION

FOR THE EMPLOYER

January 26, 2021

Date

LETTER OF UNDERSTANDING # 11

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Exempt Acting Opportunities in the Administrative Development Program

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");



Collectively known as the ("Parties")

The parties agree the intent of this Letter of Understanding is to outline the practice that will be used in situations where the City, at its discretion, calls upon a bargaining unit member to perform acting duties of an exempt position. The Administrative Development Program is expected to provide opportunities to selected bargaining unit members for temporarily performing exempt manager duties. The intent of the program is to provide mentorship for filling future exempt positions and is not intended to replace existing classifications in the bargaining unit.

1. The Parties agree that for the Administrative Development Program (ADP), Article 8 regarding promotions, Article 9 Salaries & Wage Benefits and Article 10 Hours of Work, will not apply.
2. The Parties agree that participants in the ADP will maintain and continue to accrue bargaining unit seniority. Further they will be eligible for postings and promotions within the bargaining unit.
3. The Parties hereby agree that only those employees who have qualified to enter into the ADP and actively participate will be eligible to carry out acting exempt duties.
4. The number of employees in the ADP will fluctuate based on exempt vacancies and will always be entirely at the Fire Chief's discretion.
5. Candidates applying to be in the program must be willing to give a minimum two-year commitment to the program and meet the continuing educational and competency requirements to remain in the program.
6. The continuing competency requirements will consist of periodic reviews with the Fire Chief or their designate. The reviews will assess the progress of the candidate's performance and development goals.
7. Successful applicants must be willing to sign a confidentiality agreement.
8. Once the two-year commitment has been fulfilled (subject to above), the candidate may request to continue in the ADP subject to mutual agreement with the Fire Chief.
9. A candidate may be removed from the program at the sole discretion of the Fire Chief, at any time. Other reasons to be removed from program may include:
 - a. If so requested by the candidate, provided the minimum timeframe commitment has passed; or
 - b. If, in the opinion of the Fire Chief, the employee fails to discharge either their regular duties or their acting assignment responsibilities satisfactorily; or
 - c. Otherwise fails to uphold the established standards of the Fire Department; or
 - d. Breaches the terms of their confidentiality agreement.

10. The Employer will endeavor to balance any acting opportunities amongst program members. This may require balancing candidates across the four (4) shifts.
11. Nothing contained in this letter shall preclude the Fire Chief from determining the number of exempt personnel or making appointments of excluded personnel to any exempt position.
12. Remuneration for acting exempt duties will be based on the exempt position being filled and will be a premium pay above the candidates' regular base rate.
13. Tuition for courses will be eligible for reimbursement based on the City career development program.
14. Employees may study and do course assignments on duty if time permits, and it doesn't interfere with regular fire department duties. Except where expressly provided, attendance to classes is considered non-mandatory and overtime rates will not be provided.

FOR THE UNION

FOR THE EMPLOYER




January 26, 2026

Date

LETTER OF UNDERSTANDING # 12

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Casual Employee Seniority

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

The intent of this Letter of Understanding is to outline the practice that will be used to determine the seniority list of casual employees working in the communication division. The manually produced casual seniority is intended to be used for the exclusive purpose of determining the order on the list for postings and promotional opportunity as well as vacation vacancy coverage scheduling.

It is agreed this practice will be limited to the current casual radio operators as of the date of this letter. They will be grand parented to the practice described below as "Grand parented seniority calculation" for determining their position on the seniority list for posting/promotions and vacation vacancy scheduling.

Grand parented casual employees who are on an approved statutory leave will receive an adjustment credit for the share of hours they missed out on due to their leave. This is to protect their position on the seniority list in a manner which is agreed as fair as is possible.


Grand parented seniority calculation

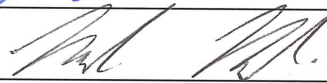
- I. Seniority is based on hours worked (regular, overtime, training)
- II. In addition to hours worked, a casual radio operator who was off work on an approved statutory leave will have an hour adjustment tracked for the duration of their leave. This is for the purpose of adding the adjustment to actual hours worked when determining their position on the seniority list.
- III. The percentage of hours worked by the casual radio operator, prior to taking leave, out of all casual hours available will be calculated and be known as percentage 'A'.
- IV. This calculation will be for the time period equal in duration of their leave, applied to the equivalent work period immediately preceding their leave.
- V. The amount of total hours worked by all casual for the duration of the leave will be calculated and known as time 'B'.
- VI. The tracked adjustment hours for purpose of adding to hours worked will be determined by multiplying 'A' with 'B' ($A \times B$). The result will be known as 'C' (the adjustment hour value).
- VII. The grand parented employees will have their seniority based on hours worked plus the adjusted hours as determined by calculation result 'C'.


VIII. The adjusted totals will be sorted to determine who is most senior by the combined hours.


All new casual radio operators (not grand parented) will accrue seniority based on the revised second to last paragraph described in Article 8.1. "Seniority for casual employees is accumulated on the basis of hours worked. Casual employees shall maintain their seniority during unpaid leave, but shall not accrue seniority while on leave."

The Union agrees to have all grand parented casual radio operators sign off on this Letter of Understanding. Once signed, the grand parented employees agree the Employer and Union are released from any future liability regarding their rights as it pertains to the calculation of seniority in accordance with this understanding.

FOR THE UNION




FOR THE EMPLOYER




January 26, 2026
Date

Grand Parented Employees:

Caroline Dyck cdyck
Print Name - Signature

Print Name - Signature

LETTER OF UNDERSTANDING # 13

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Grant Funding for Local 1271 Fire Chaplain

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")


The Employer and the Union agree to the establishment of a funding grant to assist the Union with the establishment of a Fire Chaplain and chaplaincy services to complement the EFAP program.

The grant funding will be no greater than five thousand dollars (\$5,000) annually and is available to the Union if the following principles are adhered to:

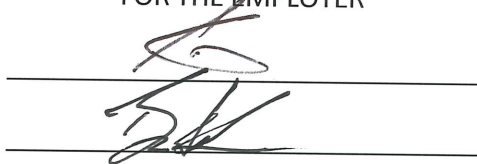
1. The Union will be responsible for the selection and management of the Fire Chaplain. An Employer representative will be invited to participate in the selection process. Both internal and external candidates will be given consideration.
2. The term of the Fire Chaplain shall be a one-year term.
3. The Union and Employer agree that the duties of the Fire Chaplain will be conducted in a non-denominational manner that is supportive of the inclusive and diverse culture of the community.
4. The Fire Chaplain may participate in providing a variety of chaplaincy services, which may include but are not limited to:
 - a. Member of the Critical Incident Stress Management team
 - b. Peer counseling
 - c. Fire Department member funeral or memorial services
 - d. Blessings at Fire Department/Union/civic events, awards, memorials or dedications.
 - e. Representation of the Union at civic events, funerals, or memorial services.
 - f. Liaison and chaplaincy support to department members during or after major disasters or extreme emergency events.
 - g. Attending Fire Chaplain Conferences or chaplaincy education.
5. The Chaplain will not be an employee of the Employer. The Union will be responsible for covering any costs associated with the Fire Chaplain.
6. This Letter of Understanding (LOU) will be for a one-year term and will require annual review and renewal.

7. Either party may terminate the LOU by providing the other party with a minimum of 30 days notice prior to the end of any annual term.

FOR THE UNION



FOR THE EMPLOYER



January 26, 2026

Date

LETTER OF UNDERSTANDING # 14

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Community Engagement Fund

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

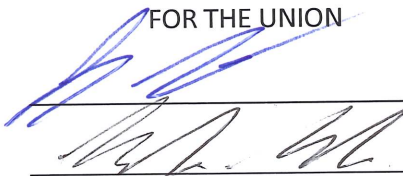
Collectively known as the ("Parties")

The Employer agrees to the establishment of a fund to assist with requests for fire fighters to appear at community events.

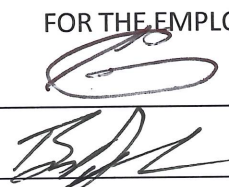
The funding will be no greater than up to five thousand dollars (\$5,000) annually. Funds do not carry over to the following year.

1. The Union agrees the City marquee events will take priority.
2. Other charitable events will be secondary for funding eligibility.
3. The Union agrees this fund will not be eligible to be used for events which may be perceived as political in nature, such as but not limited to campaign fundraisers, rallies and non-charitable golf tournaments.
4. The Fire Chief will have sole discretion on community event eligibility.

FOR THE UNION



FOR THE EMPLOYER



January 26, 2026
Date

LETTER OF UNDERSTANDING #15

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Employment Insurance Disability Benefit Top Up for Long Term Disability Waiting Period

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

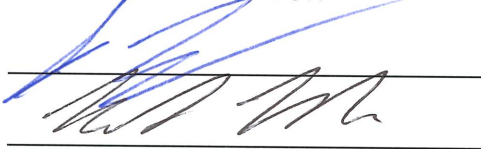
The employer agrees to provide top up to net pay for employees who have qualified to receive both Employment Insurance ("EI") Disability benefit and Long Term Disability ("LTD") benefit.

Eligibility Criteria:

- All Employees who have worked up to but not more than seven (7) years and six (6) months in regular full-time employment.
- The employee must be in receipt of EI Disability benefits and be accepted to receive LTD benefits.
- The employee must not have met the minimum number of calendar days for the LTD waiting period.
- EI Disability top up pay is available for 30 calendar days maximum.

Payment: The employee will receive EI Disability top up pay to provide a combined benefit amount equal to the normal net pay from the employer. Statutory deductions such as income tax, CPP, EI will be considered when determining the net pay.

FOR THE UNION



FOR THE EMPLOYER



January 26, 2026

Date

LETTER OF UNDERSTANDING #16

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

RE: Platoon Captain to Platoon Chief

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("the Parties")

This Letter of Understanding ("LOU") reflects the Agreement reached between the Employer and the Union regarding the promotion of the four existing "stand alone" Platoon Captains to the role of Platoon Chief.

The Parties agree that this LOU is without prejudice and without precedent to the interpretation or the application of the Collective Agreement, or any other agreement between the parties.

The Employer and Union agree the following changes will be implemented on February 1, 2026:

A. Duration of Trial LOU

This LOU is in effect as of February 1, 2026, for a thirty-five (35) month trial period in full force and effect until December 31, 2028, at which point it will be an LOU which requires mutual agreement to extend or renew during the natural collective bargaining cycle. Either Party, the Employer or the Union may provide three (3) months' notice of its intention to change, amend, or terminate this LOU for reasonable grounds.

B. Terms

1. The Platoon Captain and Battalion Chief Program (Article 8-Seniority) will be renamed Platoon and Battalion Officer Program.
2. All personnel currently enrolled in or have completed the Platoon Captain and Battalion Chief Program will be grandfathered into the Platoon and Battalion Officer Program.
3. The requisite training for the Platoon Chief will be the same as the program content (as listed in the Collective Agreement) for the existing Platoon Captain and Battalion Chief Program.
4. The Platoon Chief will report to the Battalion Chief.
5. The duties of the Platoon Chief will include all duties of the existing "stand alone" Platoon Captain with the addition of:
 - (a) Coordinate the scheduling and oversee live fire, quarterly hazmat and technical rescue training scenarios. The Platoon Chief will coordinate program content, logistics and scheduling (timing and location) of these training sessions with the Training Branch.
 - (b) Attend all recruit firefighter 5-month and 10-month practical evaluations as scheduled by the Training Branch.

- (c) Assist with the development and administration of remedial individual learning plans for staff on their shift as required.
- (d) Follow-up with Officers for any incomplete Post Fire Checklists which are identified by the Assistant Chief of Operations.
- (e) Ensure corrective actions identified during OHS and WorkSafeBC COR audits are completed, documented, and verified.
- (f) Attend and document department vehicle motor vehicle incident reporting within their response area.
- (g) Schedule wellness and screening sessions on dates provided by the employer to ensure all available staff on their shift are included.
- (h) Provide performance feedback on Captains in their primary command response area.
- (i) Provide administrative and technical coaching to all qualified personnel in the Platoon and Battalion Officer program
- (j) Schedule and execute shift-wide annual training including, but not limited to, mayday, RIT, accountability, emergency procedures or other high risk low frequency scenarios.
- (k) Other administrative or Operational duties assigned by the Battalion Chief or Exempt Chief Officer.

C. Uniform and PPE

- 1. To align with the practice of Chief Officers wearing white uniform shirts with gold shoulder crests, the Platoon Chief duty uniform will include a white long sleeve or short sleeve uniform shirt.
- 2. The epaulettes will be a single gold bar (unchanged from Platoon Captain) and the collar dogs will be a single gold bugle.
- 3. Platoon Chief tunics will have a single gold band on each sleeve.
- 4. To more easily identify Incident Commanders/Chief Officers, at large emergency scenes the Platoon Chief will wear a white helmet.

D. Wages

- 1. Upon this role being established, the rate will be set at 134% of a tenth-year firefighter.
- 2. The Platoon Captain rate will be adjusted to 130% of a tenth-year firefighter
- 3. Current Platoon Captains that do not want to be promoted into the Platoon Chief role will revert to the position of Captain.

4. Schedule "A", February 1, 2026

Platoon Captain***

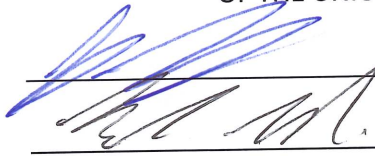
Platoon Chief****

*** 130% of 10th year


**** 134% of 10th year

Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
\$ 14,373.20	\$ 6,633.786	\$ 1,895.367	\$ 78.974
\$ 14,815.45	\$ 6,837.90	\$ 1,953.69	\$ 81.404

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:



BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:



January 26, 2026
Date

LETTER OF UNDERSTANDING
Between the
CITY OF SURREY
and the
SURREY FIRE FIGHTERS' ASSOCIATION, IAFF LOCAL 1271

Re: 24-Hour Shift Trial

The undersigned bargaining representatives acting on behalf of the CITY OF SURREY (hereinafter referred to as, "the Employer");

and

The undersigned bargaining representatives acting on behalf of the SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter referred to as "the Union");

Collectively known as the ("Parties")

This Letter of Understanding ("LOU") reflects the Agreement reached between the Employer and the Union regarding variances to and or specific time limited terms for operating articles of the Collective Agreement between the parties.

The Parties agree that this LOU is without prejudice and without precedent to the interpretation or application of the Collective Agreement, or any other agreements between the Parties.

A. Terms

1. This Agreement applies only to Suppression Branch employees of the Surrey Fire Service.
2. The Collective Agreement applies to the Parties except where otherwise expressly stated herein.
3. In the event of a conflict between this LOU and the Collective Agreement, this LOU only supersedes the Collective Agreement to the extent of the LOU content.
4. This LOU is based upon the principle that there is neither any additional salary nor benefit cost to the employer nor any reduction in the salaries or benefits received by employees.
5. The Parties agree that there will be no additional cost to the Employer during the transition, any additional hours will not incur additional pay, overtime, time off, or other forms of compensation. This transition will take no more than 2 weeks from the start date.
6. It is agreed discussion related to the transition and trial period of 24-hour shifts are understood and agreed upon to be full transparent notification to the Union of any change of practice processes, and do not constitute a need for Union agreement for changes, additions, or losses. The management rights or provision of privileges remain unchanged.
7. The parties understand and reaffirm mutual understanding of the Employer right to adjust schedules to accommodate formal training, transfer staff for operational needs and all other steps deemed necessary by the Fire Chief.

8. The Parties understand and agree to the Employers responsibility to ensure Operations Division Inter Branch Transfer positions are filled to deliver the services they are intended to provide. The Employer maintains the right to adjust or vary practices for maintaining the operational needs of the fire service.
9. The expectation is that the Employer and the Union will consult on solutions to address issues affecting service provision, like but not limited to, unfilled lateral transfer positions, unfilled coverage vacancies, sleep deprivation, PTSD exposure, mental and physical fatigue, increased emergency response turn out times or staff disengagement.
10. The parties agree and it is understood the move to a 24-hour shift may impact employees experiencing Occupational or Non-Occupational medical or health conditions. Alternate duties and graduated return to work programs will not be working a 24-hour shift pattern. The parties understand and reaffirm mutual understanding of the Employer right to adjust schedules to accommodate alternate, modified, or graduated return duty and all other steps deemed necessary, except as required by the British Columbia Human Rights Code.
11. The Parties agree to determine baseline metrics for measuring the impacts (success or non-success) of the 24-Hour shift trial.
12. The Union agree to support and collaborate with the Employer's initiative to conduct an anonymous survey of suppression staff, conducted by the Human Resources department, to measure the staff sentiments prior to starting a 24-Hour shift and again near the middle of the trial and before the end of the trial.

B. Duration of Trial LOU

13. This LOU is in effect as of January 1, 2024, for a thirty-six (36) month trial period in full force and effect until December 31, 2026, at which point it will be an LOU which requires mutual agreement to extend or renew during the natural collective bargaining cycle. Either Party, the Employer or the Union may provide three (3) months' notice of its intention to change, amend, or terminate this LOU for reasonable grounds.

C. Review, Measures and Sharing of Information

14. The Parties agree the Employer will compile data related to the 24-Hour shift pattern to be reviewed on a biannual basis.
15. The Parties agree to address and manage any concerns identified by the 24-hour shift review to ensure there is zero cost +/-, and a no negative impact on the overall operations of the Fire Service.
16. The Parties agree the following data measures to be reviewed, including but not limited to:

Sick leave (STSL, MTSL and LTD)	Time Loss Occurrence counts, rates by rank, years of service. Time Loss Hours. Time loss hours/member. Time Loss Cost per vacancy. Number of medical Accommodations required
WSBC Leave	Claim Occurrence counts and total hours and rates. Premium Increases. Number of medical Accommodations required. Number of mental health related WSBC Claims.
Absence Coverage Shifts (Sick/WSBC)	Absence coverage shifts required rates. Number of coverage shifts not filled. Cost of coverage
Training	Completion Compliance Monthly Hours of maintenance training. New learner training compliance/vacancies. Number of RTO shifts not filled.
Response Times to Incidents	Turn Out Time.
Attendance Management	Number of members in the Attendance Management Program
Leave Administration	Number of Shift trades violations. Number of unpaid leave entitlements utilized.
Lateral Positions	Number of Lateral transfer positions unfilled with qualified. Positions filled by unqualified officers.
Location of Member Residence to monitor staff available in Metro Vancouver to provide backfill for coverage shift and emergency callout.	Metro Vancouver RD Fraser Valley RD Vancouver Island Thompson Nicola RD Shuswap Okanagan
Apparatus Collisions/Contact incidents	Count of occurrences Rate of occurrences
Engagement measure	Combined rate for RSS, Coverage and Callout vacancies unfilled.
Workload by person	Total Incidents. Hours utilized on emergency responses.

D. Temporary amendments or variances to applicable sections of the Collective Agreement and Letters of Understanding

The Parties agree that the following modifications to the current Collective Agreement and Letters of Understanding are in place on a without prejudice or precedence basis for the duration of the LOU trial period.

Generally, for the purpose of this Section, where a "duty shift" is referenced in the Collective Agreement, it is understood that 1 (one) "duty shift" is equal to an average 12-hour shift in the

Collective Agreement. Therefore one 24-hour shift shall be equal to two (2) “duty shifts” in the Collective Agreement.

Article 4 Adjustment of Grievances

The Parties agree that each will comply with the timeline language. Each party mutually agrees there is a potential for delays with employer investigations due to the reduced number of scheduled workdays for suppression employees to be available for meeting with the Employer during their weekly schedule. If expediency is desired by either party, with mutual agreement, the employer may schedule an investigative meeting on an employee’s off duty time without any remuneration.

5.1 Annual Vacations

The Parties agree sub clause (d) shall mean: Suppression branch member’s holidays are to start on their first scheduled 24-hour shift and the City agrees that employees will not suffer any time loss as a result of transfer to another shift. Furthermore, practice and precedence for cancelling scheduled vacation due to an “incapacitating disability” will follow the definition of the holiday period being the eight (8) days (two 24-hour shifts plus 6 off-duty days) starting on the first scheduled vacation day.

5.2 Statutory Holidays

The Parties agree for the purpose of sub clause (a), all suppression branch employees who are employed for continuous service by December 31st shall schedule in the following calendar year, one-hundred and forty-four (144) hours coded as statutory holidays. This is the equivalent hours to twelve (12) hours per listed day in 5.2 (b) of this LOU, subsequently scheduled as six (6) 24-hour shifts to be taken in the same work set of eight days, starting on the first scheduled day of the 24-hour shift rotation. These days will be in lieu of any other statutory holiday declared by the City, the Province of British Columbia or the Government of Canada.

For subclause (e) the Parties agree that any proration of statutory hours will be based on when the statutory hours are earned within the year. Partial proration of less than a 24-hour shift will be paid out and not taken as time off.

6.1 Sick Leave

The parties agree to the following:

(a) Sick Leave Accrual for suppression branch employees shall be earned at the rate of twelve (12) hours for each month of continuous service, on completion of three months service.

(b) Individual Sick Bank, In the event that an employee uses no sick time in a year, the balance of hours will be added to the employee's sick leave bank. The sick leave bank accumulation is set at a maximum equivalent to ten years annual accrual of hours for their branch (1,440 hours).

6.1.1 Earned Time

(a) Earned Time Accrual, an employee who uses no sick leave or occupational illness or injury time during each month shall earn 25% of the hours for a regularly scheduled 24-hour shift (six hours) as credit known as Earned Time, on completion of three months service.

6.9 Leave of Absence

(a) Bereavement Leave

Bereavement leave is intended to give an employee paid time off work for mourning. Leave of absence without loss of pay for a period of up to two (2) 24-hour duty shifts shall be granted to an employee upon the death of a member of their family, as follows: spouse, including common law spouse or same sex partner, fiancé, child, stepchild, father, mother, stepfather, stepmother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, great grandparent, grandparent-in-law, grandchild, ward, guardian or other relative living in the employee's household. With approval of the Fire Chief, an employee may split their bereavement leave entitlement into separate 24-hour shift leaves within the 30-day period following the date of death, to attend to matters related to the death.

In cases where an employee who would otherwise be granted bereavement leave is on vacation, the Fire Chief may approve replacement of vacation time with bereavement leave. In any other circumstance, an employee who is absent from work is not eligible for bereavement leave.

(h) Military Leave

The Parties agree that for the purpose of this LOU, 20 workdays are equivalent to 10 workdays for suppression branch employees.

6.18 Shift Trades

The Parties agree the Collective Agreement language continues as is. However, the Parties affirm the mutual understanding that the 24-hour shift schedule will naturally reduce the number of opportunities available to work shift trades due to fatigue rules related to 24-hour shifts.

Half shift trades of twelve (12) hours each will be permitted up to a limit of twelve (12) times per year. In extenuating circumstances, an employee may request an additional two (2) half duty shifts with approval from the Assistant chief of operations.

8.5.1 Operations Division

The Parties agree that promotional training is considered formal training as listed in this LOU section A Terms subclause 7.

8.9 Loss of Seniority

An employee will lose all seniority in the following circumstances:

- if they resign or retire;
- if they are discharged for just cause;
- if they abandon their employment, by being absent without leave for a period in excess of two (2) scheduled 24-hour working days without justification found reasonable by the Fire Chief, or otherwise;
- if they are laid off for a period exceeding twelve (12) calendar months,
- if they refuse recall in accordance with Article 8.8.

9.2 Shift Extension

The Parties reaffirm and understand the Employer maintains the specific right to hold members on-duty past their scheduled working shift and compensate at rates specified within the Collective Agreement where required to staff emergency incidents or maintain suppression coverage as determine by the sole discretion of the Fire Chief of designate.

Shift extension is used for the purpose of providing a smooth transition of crews who are engaged in an emergency at shift change. All such overtime shall be paid out in cash payment. Overtime rates apply for time worked in excess of 60 minutes beyond the regular or designated duty shift. A minimum amount of one (1) hour will be credited for time worked more than 60 minutes after shift change. Time worked beyond the one (1) hour minimum will be paid in 15-minute increments. With the mutual agreement of the parties, shift extension may be used to provide coverage for reasons other than emergencies, such as but not limited to legislated voting times and early shift coverage.

9.3 Overtime

The parties agree and understand the overtime provisions of the Collective Agreement meet or exceed the provisions of the BC Employment Standards Act.

Employees working in excess of a 24-hour shift do not gain any inherited right to receive double overtime rate, except for where it is expressly written in the Collective Agreement.

9.4 Replacement Staffing

When an Occupational or Non-Occupational Illness or injury creates a staffing vacancy on an approved apparatus the Employer shall fill the position(s) with replacement staffing provided that there is not an opportunity to reassign a staff member on other assignments to fill the vacancy. Replacement staffing may be utilized for vacancies related to pregnancy modified duty transfers, parental leaves, or other mutually agreed to exceptions. When replacement staffing is utilized to fill these vacancies, it will be compensated on a "shift is a shift" basis of twenty-four (24) hours.

For the purpose of replacing employees when a 24-hour replacement shift does not fill, or other operational reasons, the Employer at their sole discretion may divide a 24-hour shift into two (2) shifts of 12 hours each for maintaining operational and/or approved staffing count coverage reasons.

9.8 Instructor Pay

It is agreed that on duty instructor pay premium for suppression branch will be for actual instruction hours, not the entire 24-hour shift.

Article 10 - Hours of Work

10.1 Suppression Branch

The 24-hour shift schedule shall consist of a cycle of two (2) twenty-four (24) hour duty shifts, with twenty-four (24) consecutive hours off in between duty shifts, followed by one hundred and twenty (120) consecutive hours off.

Scheduled duty shifts will start at 07:00 hours. Half duty shifts will be either day: 07:00 hours to 19:00 hours or night: 19:00 hours to 07:00 hours the following morning.

Employees have an obligation to arrive to work fit for duty and as such, employees should avoid any

activities that would prevent them from showing up not rested (whether it include work, activities or volunteering), for a clear 24 hours of duty prior to any scheduled regular duty 24-hour shift. Except for the purpose of providing staffing for emergency incidents or to maintain approved staffing counts as defined by the fire service, shifts longer than (24) hours may not occur.

10.9 Definition of Duty Shift & Work Week

The standard hours of duty for suppression branch employees will be a 24-hour shift pattern consisting of not more than an average of forty-two (42) hours per week. The 24-hour shift schedule shall consist of no less than four (4) shift platoons A, B, C, D. For A, B, C and D platoons an eight (8) day block is defined as follows:

(A, B, A, B, C, D, C, D)

	1	2	3	4	5	6	7	8
A shift platoon	24 hours on duty	Clear off duty	24 hours on duty	Clear off duty				12 hour Clear off duty
B shift platoon	12 hour Clear off duty	24 hours on duty	Clear off duty	24 hours off duty	Clear off duty			
C shift platoon				12 hour Clear off duty	24 hours on duty	Clear off duty	24 hours on duty	Clear off duty
D shift platoon	Clear off duty				12 hour Clear off duty	24 hours on duty	Clear off duty	24 hours off duty

Schedule A

The Parties understand and agree section A. SUPPRESSION of Schedule "A" will be amended for Firefighter, Acting Captain, Captain, Platoon Captain and Battalion Chief to reflect the Bi-weekly/Shift column values based on 3.5 Shifts bi-weekly @ 24 hours each.

Payroll averaging will continue with leveling and exception reporting to ensure every pay period is based on 84 hours pay for suppression employees (42 hours per week).

A. SUPPRESSION

Firefighter

Training Wage
1st 6 months
2nd 6 months
2nd year
3rd year
4th year
10th year
15th year

Acting Officer*

Captain**

Platoon Captain***

Battalion Chief


* 116% of 10th year


** 124% of 10th year


*** 132% of 10th year


3.5 Shifts bi-weekly @ 24 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
Training Wage	\$ 4,597.96	\$ 2,122.14	\$ 606.32	\$ 25.264
1st 6 months	\$ 6,848.67	\$ 3,160.93	\$ 903.12	\$ 37.630
2nd 6 months	\$ 7,337.73	\$ 3,386.64	\$ 967.61	\$ 40.317
2nd year	\$ 7,826.74	\$ 3,612.34	\$ 1,032.10	\$ 43.004
3rd year	\$ 8,804.83	\$ 4,063.77	\$ 1,161.08	\$ 48.378
4th year	\$ 9,782.89	\$ 4,515.18	\$ 1,290.05	\$ 53.752
10th year	\$ 10,076.38	\$ 4,650.64	\$ 1,328.75	\$ 55.365
15th year	\$ 10,369.87	\$ 4,786.09	\$ 1,367.45	\$ 56.977
Acting Officer*	\$ 11,688.60	\$ 5,394.74	\$ 1,541.35	\$ 64.223
Captain**	\$ 12,494.71	\$ 5,766.79	\$ 1,647.65	\$ 68.652
Platoon Captain***	\$ 13,300.82	\$ 6,138.84	\$ 1,753.95	\$ 73.081
Battalion Chief	\$ 14,106.93	\$ 6,510.89	\$ 1,860.25	\$ 77.511

**BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:**







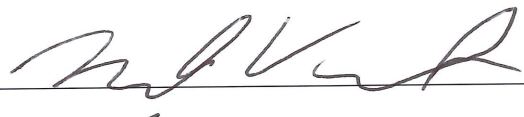





**BARGAINING REPRESENTATIVES ON BEHALF OF
THE UNION:**









January 26, 2026
DATE