

2025

MEMORANDUM OF AGREEMENT

between the

DISTRICT OF NORTH VANCOUVER

and the

DISTRICT OF NORTH VANCOUVER FIREFIGHTERS' UNION, LOCAL 1183 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE DISTRICT OF NORTH VANCOUVER (hereinafter called "the Corporation"), AGREE TO RECOMMEND TO THE DISTRICT OF NORTH VANCOUVER MUNICIPAL COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE DISTRICT OF NORTH VANCOUVER FIREFIGHTERS UNION, LOCAL 1183 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 JANUARY 01 AND EXPIRING 2026 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

**1. Previous Conditions**

All of the terms of the 2023 – 2024 Collective Agreement continue except as specifically varied below.

**2. Term of Agreement**

The term of the new Collective Agreement shall be for two (2) years from 2025 January 01 to 2026 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

**3. General Wage Increase(s)**

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

- (a) Effective 2025 January 01, the monthly 4th year Firefighter rate in effect on 2024 December 31 (that is \$9,784) shall be increased by five percent (5.00%) and will be rounded to the nearest whole dollar (that is \$10,273). All other rank indices shall be maintained.

- (b) Effective 2026 January 01, the monthly 4th year Firefighter rate in effect on 2025 December 31 (that is \$10,273) shall be increased by four and one-half percent (4.50%) and will be rounded to the nearest whole dollar (that is \$10,735). All other rank indices shall be maintained.
- (c) Retroactive payments resulting from wage adjustments shall be processed as soon as possible following the date of ratification of the Memorandum of Agreement, but in any event no later than ninety (90) days following the date of ratification of the Memorandum of Agreement and shall include all employees who at the time of processing such payments have retired or are no longer working for the District of North Vancouver Fire Rescue Services. These retroactive changes shall apply to all pieces of Total Compensation.

**4. Article 5.6 – Call Out**

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 5.6(b)(3) to read as follows:

- “(3) the rate of one and one-half (1½) times the regular hourly rate shall be paid for the entire period spent at the meeting, with a minimum of three (3) hours at the rate of one and one-half (1½) times the regular hourly rate. Where an employee attends a meeting of an administrative nature virtually, a one (1) hour minimum shall apply;”

**5. Article 6.4 – Medical Services Plan of BC and Extended Health Benefits Plan**

- (a) While not to be included in the Collective Agreement, effective as soon as practicable following the date of ratification of this Memorandum of Agreement, the Corporation shall instruct the benefit carrier to amend the Extended Health Benefits Plan as follows:
  - (ii) increase the lifetime maximum of the Plan from three-million dollars (\$3,000,000.00) to five-million dollars (\$5,000,000.00); and
  - (iii) amend coverage for Prostate Blood Test to include members aged 40 to 44 and amend coverage up to forty-five dollars (\$45.00) per person per calendar year.
- (b) Effective as soon as practicable following the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 6.4(a) by replacing “four hundred dollars (\$400.00)” with “five hundred dollars (\$500.00)”.

**6. Schedule “A”**

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Schedule “A” to reflect the following:

- (a) Captain Assistant Training Officer shall be paid at the rate of 126% of the tenth (10<sup>th</sup>) year Firefighter rate; and
- (b) Captain shall be paid at the rate of 125% of the tenth (10<sup>th</sup>) year Firefighter rate.

**7. NEW – Letter of Understanding re Group 2 – Statutory Holidays**

While not to be included in the Collective Agreement, the parties agree to a Letter of Understanding attached to this Memorandum of Agreement as Appendix 1.

**8. NEW – Letter of Understanding re Instruction for External Groups & Agencies**

While not to be included in the Collective Agreement, the parties agree to a Letter of Understanding attached to this Memorandum of Agreement as Appendix 2.

**9. Letters of Understanding**

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to the following:

- (a) renew LOU re Chief Officer Development Pool (CODP);
- (b) renew LOU re Clothing;
- (c) renew LOU re Emergency Deployments Outside of the Lower Mainland;
- (d) renew LOU re Fire Investigation and amend the LOU to reflect the term of the new Collective Agreement and a termination date of December 31, 2026;
- (e) renew LOU re Training and Educational opportunities Outside the lower Mainland and amend the LOU to reflect the term of the new Collective Agreement and a termination date of December 31, 2026;
- (f) renew LOU re Divisional Seniority; and
- (g) renew LOU re Shift Strength, the Relief Pool, Long Service Leave, Deferred Vacation Payout, and Retirement Incentive.

**10. Housekeeping**

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

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

**11. Drafting of New Collective Agreement**

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

**12. Ratification**

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 27 day of February 2026 in the District of North Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE DISTRICT OF NORTH VANCOUVER:

*"Mike Danks"*

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*"Chris Byrom"*

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*"Ryan Stuart"*

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*"Gurinder Gill"*

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*"Tanya Prevost"*

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BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:

*"Trevor Edmunds"*

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*"Jay Ellsworth"*

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*"Brent Staacy"*

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*"Derek Jones"*

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This is Appendix 1 referenced in item 7 of this Memorandum of Agreement

LETTER OF UNDERSTANDING

between the

DISTRICT OF NORTH VANCOUVER  
(hereinafter called "the Corporation")

and the

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1183  
(hereinafter called "the Union")

(collectively, "the Parties")

**RE: GROUP 2 – STATUTORY HOLIDAYS**

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The Parties to this Letter of Understanding agree that, effective the date of ratification of the Memorandum of Agreement that renews the 2023-2024 Collective Agreement, the Fire Chief or their designate will, at their discretion, give consideration to employees in Group 2 who request a change to their weekly schedule in those weeks that include a Statutory Holiday.

This Letter of Understanding will remain in effect unless either party serves thirty (30) calendar days written notice of its intent to cancel the Letter of Understanding.

DATED this 27 day of February 2026 in the District of North Vancouver.

SIGNED ON BEHALF OF IAFF LOCAL 1183:

SIGNED ON BEHALF OF THE DISTRICT OF  
NORTH VANCOUVER:

*"Trevor Edmunds"*

*"Mike Danks"*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

February 27, 2026

February 27, 2026

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

This is Appendix 2 referenced in item 8 of this Memorandum of Agreement

LETTER OF UNDERSTANDING

between the

DISTRICT OF NORTH VANCOUVER  
(hereinafter called "the Corporation")

and the

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1183  
(hereinafter called "the Union")

(collectively, "the Parties")

**RE: INSTRUCTION OF EXTERNAL GROUPS & AGENCIES**

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The Parties to this Letter of Understanding agree that, effective the date of ratification of the Memorandum of Agreement that renews the 2023-2024 Collective Agreement, off duty instructors providing instruction to external groups or agencies shall receive pay at the rate of one (1) times their regular hourly rate of pay for all hours of instruction, with a minimum of three (3) hours paid time.

This Letter of Understanding will remain in effect unless either party serves thirty (30) calendar days written notice of its intent to cancel the Letter of Understanding.

Where written notice is provided, the Parties agree that all pre-scheduled instruction for external groups and agencies will be provided pursuant to this Letter of Understanding. Once notice has been served, no further instruction to external agencies will be scheduled under the terms of this Letter of Understanding.

DATED this 27 day of February 2026 in the District of North Vancouver.

SIGNED ON BEHALF OF IAFF LOCAL 1183:

SIGNED ON BEHALF OF THE DISTRICT OF  
NORTH VANCOUVER:

*"Trevor Edmunds"*

*"Mike Danks"*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
February 27, 2026

\_\_\_\_\_  
February 27, 2026

Date

Date