

2025

MEMORANDUM OF SETTLEMENT

between the

CITY OF COQUITLAM

and the

COQUITLAM FIREFIGHTERS UNION, LOCAL 1782 OF THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF COQUITLAM
(hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE COQUITLAM CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE COQUITLAM
FIREFIGHTERS UNION, LOCAL 1782 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
(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 Increases

The Employer 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 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 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 City of Coquitlam.

4. Article 5- Working Conditions

5.2 Service Outside of Working Hours

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 5.2 to read as follows:

5.2 Service Outside of Working Hours

(a) Extra Shifts

Where an employee agrees to work or is required by the City to work a part of a shift, a shift or shifts in excess of their scheduled work week, the employee shall, at the option of the City, receive either an amount of time off equivalent to one and one-half (1½) times the number of such excess shifts or pay at the rate of one and one-half (1½) times their regular hourly rate for such excess shifts with a minimum of three (3) hours at the rate of one and one-half (1½) times their regular hourly rate; PROVIDED HOWEVER that if an employee does not receive all of the time off earned under this Subsection 5.2(a) by December 31 st of the year next following the year in which such time off was earned, the employee shall be paid in cash therefore based on their regular rate of pay in effect on December 31 st of the year next following the year in which such time off was earned.

For the purpose of this article, Extra Shift provisions shall apply in the following circumstances:

- (i) where an on-duty employee elects to remain at work for purposes of working an additional complete shift, or

(ii) where an off-duty employee agrees or is required to work an additional complete shift or a part of a shift, provided such work is either pre-scheduled or assigned prior to the scheduled start time of the shift. Work assigned pursuant to this subsection may be designated by the City as mandatory.

(b) Call Out

Except as provided in Subsection 5.2(a) above, an employee reporting for work on the call of the City at any time other than their regular working hours shall, at the option of the City, receive either an amount of time off equivalent to two (2) times the number of hours spent at work or pay at the rate of two (2) times their regular hourly rate for such hours with a minimum of three (3) hours at the rate of two (2) times their regular hourly rate. The three (3) hour minimum shall not apply when an employee is called out within three (3) hours before the start of their scheduled shift. Instead, the employee shall be paid at double time (2X) until the start of the shift; PROVIDED HOWEVER that if an employee does not receive all of the time off earned under this Subsection 5.2(b) by December 31 st of the year next following the year in which such time off was earned, the employee shall be paid in cash therefore based on their regular rate of pay in effect on December 31 st of the year next following the year in which such time off was earned.

For the purpose of this article, Call Out shall apply where an employee is required by the City to report for duty immediately, or with no advanced notice, including back-filling a full or partial shift that has already commenced.

(c) Overtime

(i) An employee who is required to work overtime immediately following the completion of their regular shift, or who is required to work prescheduled overtime immediately preceding their regular shift, shall be paid at one and one-half (1½) times the regular hourly rate of the employee for the first two (2) hours, and two (2) times the regular hourly rate of the employee for all overtime hours worked beyond two (2) hours, computed on the basis of the employee's normal working hours. When computing the payment of overtime of an employee under this Subsection (c), all time worked by such employee from the time they complete their regular shift until they return (if their duties required them to leave their regular place of work) to their regular place of work (e.g. the Fire Hall at which they are stationed) and has been relieved of further duties, shall be deemed to be overtime.

For the purpose of this article, Overtime shall apply in the following circumstances:

(A) where an on-duty employee is required to remain at work beyond the completion of their regular shift for an unspecified period of time, or for a specified period of time that is less than a complete shift; or

(B) where an employee is pre-scheduled to report for duty for a specified period of time prior to the commencement of their regular shift.

(ii) Overtime pay for all employees shall be computed on an hourly basis as follows:

Monthly Rate x 12 = bi-weekly rate (round to two (2) decimal places) 26.089

Bi - weekly Rate = hourly rate (round to four (4) decimal places) Bi - weekly Hours

26.089 rate is derived as follows: three hundred sixty-five and one-quarter (365¼) days (average over four (4) years allowing for leap year) divided by fourteen (14).

(iii) Where an employee earns overtime under this Subsection 5.2 (c) they shall be entitled, at the option of the City, to receive their compensation for working overtime as time off in lieu of pay PROVIDED HOWEVER that if an employee does not receive all of the time off earned under this Subsection 5.2(c) by December 31 st of the year next following the year in which such time off was earned, the employee shall be paid in cash therefore based on their regular rate of pay in effect on December 31st of the year next following the year in which such time off was earned.

(d) Virtual Meeting or Event

Effective 2024 July 29, when an employee is scheduled by the Employer to attend a meeting or event virtually, the employee shall be paid at the rate of one and one-half (1½) times their regular hourly rate of pay with a two (2) hour minimum pay threshold for each meeting or event.

The Parties further agree that Schedule "G" shall be deleted.

5. **Article 7.1 Medical, Extended Health and Dental Plans**

Effective the beginning of the month following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to increase the Extended Health Plan life time maximum from three million dollars (\$3,000,000) to four million dollars (\$4,000,000) per person

and the payable amount for vision care from five hundred dollars (\$500) to five hundred and fifty dollars (\$550) per person in a twenty-four (24) month period.

6. Union Long-Term Disability Program

Though not to be included in the collective agreement, effective the date of ratification of this Memorandum of Agreement, the Employer and the Union shall establish a Joint Committee to establish parameters for Employer support for the Union Long-Term Disability program. The Employer's support will equal one percent (1.00%) of the bargaining unit's straight time pay beginning upon completion of the Letter of Understanding. The Committee shall be comprised of an equal number of representatives from both parties, shall commence meetings within thirty (30) days of ratification of this Memorandum of Agreement, and shall finalize a Letter of Understanding relating to these contributions within ninety (90) calendar days thereafter.

7. Article 9 – Clothing

Though not to be included in the Collective Agreement, the Employer and the Union agree to enter a Letter of Understanding to amend both Article 9-Clothing and Schedule "E" within ninety (90) days of the ratification of this Memorandum of Agreement. This LOU will provide for the recurring review and recalculation of the points to reflect the current market value and replacement cost of all clothing items contained on the Uniform Entitlement Form (CFD-P-26), proportional changes to the point reductions outlined in Item #1 of Scheduled "E", and changes in the frequency of the issue of work jackets. The Union further agrees that it will not action its notice of estoppel relating to clothing during this ninety (90) day period.

8. Article 14 – Grievance Procedure

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 14(b) by adding the following before the sub-section titled "Suspension or Dismissal":

"Rights to Representation - Where the Employer calls a meeting with an employee for the express purpose of investigating their conduct and where discipline may reasonably be expected to result, or for the purpose of issuing discipline, suspension or dismissal, the employee may elect to have a Union representative(s) present. The Employer agrees to provide notice that is reasonable in the circumstances so the Union can contact the employee and can provide a Union representative(s) if the employee so wishes. If a Union representative(s) is not available for the meeting within the reasonable notice period, the absence of a Union representative(s) shall not affect the Employer's right to discipline, suspend or dismiss. Where the employee elects not to have a Union representative(s) present, a waiver agreed upon by the Employer and the Union confirming that they have been informed of their rights and that they are voluntarily

declining to have a Union representative(s) present shall be completed by the employee and provided to the Employer prior to meeting. A copy of the completed waiver also shall be provided to the Union. Nothing in this provision shall prevent the Employer from taking immediate action to address serious workplace violations.”

9. Letter of Understanding re: Acting Assistant Chief

Though not to be included in the collective agreement, effective upon the date of ratification of this Memorandum of Agreement, the Employer and the Union shall establish a Joint Committee, comprised of an equal number of representatives from both parties, to consider amendments to the Letter of Understanding: Acting Assistant Chief relating to qualifications for the Administrative Officer Development Pool and scheduling relating to long term absences. The Committee shall commence meetings within fourteen (14) calendar days of ratification and shall finalize any resulting agreement to amend the letter of understanding within sixty (60) calendar days thereafter.

10. Letter of Understanding – Emergency Deployments Outside the Lower Mainland

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend the Letter of Understanding re: Emergency Deployments Outside the Lower Mainland subsection 5 – Rest Periods to read as follows:

“Personnel will receive a minimum of eight (8) hours rest between shifts while on deployment. Personnel returning from deployment will receive the following mandatory time off work for rest inclusive of non-scheduled work shifts:

- (i) Three (3) regularly scheduled shifts off in the first three (3) days immediately following any fourteen (14) day deployment;
- (ii) Two (2) regularly scheduled shifts off in the first two (2) days off immediately following a ten (10) to thirteen (13) day deployment;
- (iii) One (1) regularly scheduled shift off on the first day following a four (4) to nine (9) day deployment.

These rest shifts will not result in any loss of pay or benefits with respect to the Personnel’s regular scheduled working shifts.”

11. Letter of Understanding – Junior Firefighter Staffing

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend the Letter of Understanding re: Junior Firefighter Staffing, Section 13 to read:

The language in Articles 5.11(b) and (c) of the Collective Agreement is suspended for as long as this Letter of Understanding is in effect and the following will apply in its place:

“5.12 In emergency circumstances, the City may dispatch vehicles below company strength provided that staffing levels are not reduced by more than one (1) employee per company.

5.13 The minimum company strength as provided in Article 5.11(a) and (b) shall be:
Engine, Quint, Ladder or Rescue: four (4) uniformed persons including a Captain or Acting Captain.

Squad: two (2) uniformed persons including an Officer or Acting Officer.

Nothing in this provision prevents the City from either temporarily or permanently reducing the number of companies.”

12. Letter of Understanding – Member Assistance Program

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend this Letter of Understanding by increasing the limit of coverage per member per year from one thousand five hundred dollars (\$1,500) to two thousand dollars (\$2,000) and to increase the annual program limit from twenty-five thousand dollars (\$25,000) to thirty thousand dollars (\$30,000).

13. Letters of Understanding

The Employer and the Union agree to renew the following Letters of Understanding (inside the Collective Agreement):

- (i) Temporary Realignment of Work Schedules;
- (ii) Seniority for Persons Employed Outside the Bargaining Unit;

The Employer and the Union agree to renew the following Letters of Understanding (outside the Collective Agreement):

- (i) WCB Other Employers;
- (ii) Field Trainers;
- (iii) Temporary Acting Field Trainer/Coordinator;
- (iv) Fire Chaplain;
- (v) Supplementary Pension Allowance;
- (vi) Group Life Insurance;
- (vii) Trial Compressed 24-Hour Shift

14. Housekeeping

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

- (a) update Schedules “A” and “B”;
- (b) delete expired effective dates;
- (c) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

15. Drafting of New Collective Agreement

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

16. 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 ninety (90) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 26th day of June, 2026 in the CITY OF COQUITLAM.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

“Scott Young”

“Graham Stuart”

“Chris Fox”

“Sean Davidson”

“Jim Ogloff”

“Nikki Caulfield”

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

“Steve Piccolo”

“Keegan Gordon”

“Adam Steffich”

“Chris Bond”

“Adam Mathison”

“Ian Fraiser”