

2025

MEMORANDUM OF AGREEMENT

between the

CITY OF NORTH VANCOUVER

and the

NORTH VANCOUVER FIREFIGHTERS' ASSOCIATION, LOCAL 296

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE NORTH VANCOUVER FIREFIGHTERS' ASSOCIATION, LOCAL 296 (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 2022 – 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 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 the wage adjustments in items (a) and (b) above shall be processed as soon as possible following the date of ratification of this Memorandum of Agreement, but in any event, no later than ninety (90) calendar days following the date of ratification of this Memorandum of Agreement and shall include all employees who at the time of processing such payments have retired or are no longer employed by the City of North Vancouver for the period of time that the employee's employment was covered by the new Collective Agreement.

4. Schedule "B"

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Schedule "B" to reflect the following:

- (a) Captain* shall be paid at the rate of 125% of the eleventh (11th) year firefighter rate;
- (b) Captain – Training Officer* shall be paid at the rate of 126% of the eleventh (11th) year Firefighter rate; and
- (c) delete the class of "Acting Rescue/Ladder Captain*" from Schedule "B".

5. Article 6.9 (f) – Supplementary Employment Insurance Benefits Leave

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 6.9 (f) (iv) to read as follows:

- “(iv) The SEIB Plan payment is based on the difference between the Employment Insurance benefit plus any other earnings received by an employee and one hundred percent (100%) of their regular gross weekly earnings for the first twenty-six (26) weeks, which includes the Employment Insurance waiting period, provided that the employee continues to receive Employment Insurance benefits.”

6. Article 6.12 – Uniforms

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 6.12 (a) to read as follows:

- “(a) For every person covered by this Agreement, the Corporation will provide, on completion of six (6) months' service, a complete uniform and thereafter will make issues before August 15th in each year as follows:
 - (i) PROBATIONARY – YEAR ONE (ALL):
 - Four (4) Work Shirts
 - Four (4) Pairs Trousers
 - One (1) pair Safety Work Boots
 - One (1) Work Jacket
 - One (1) Sweater Vest
 - One (1) Uniform Belt (*)
 - One (1) Ball Cap (*)
 - One (1) Toque (*)
 - One (1) Pair Shorts (*)
 - Four (4) T-shirts
 - (ii) COMPLETION OF SIX (6) MONTHS' SERVICE (ALL):
 - One (1) Uniform Tunic (*)
 - One (1) Uniform Cap (*)
 - One (1) Black Tie (*)
 - One (1) Pair Black Walking Shoes (*)
 - (iii) AFTER COMPLETION OF FIRST YEAR (ALL):
 - Four (4) T-Shirts
 - Four (4) Work Shirts
 - Four (4) Pairs Trousers
 - (iv) AFTER THE COMPLETION OF TWO (2) YEARS (ALL):
 - Two (2) Work Shirts
 - Two (2) Pairs Trousers
 - Two (2) T-shirts
 - (v) AFTER COMPLETION OF THREE (3) YEARS (ALL):
 - After completion of three (3) years and annually thereafter:
 - One (1) Work Shirts
 - One (1) Pair Trouser
 - Two (2) T-shirts

- (vi) AS NEEDED (*) (ALL):
 - One (1) Pair Safety Work Boots
 - One (1) Uniform Belt
 - One (1) Uniform Tunic
 - One (1) Uniform Cap
 - One (1) Black Tie
 - One (1) Pair Black Walking Shoes
 - One (1) Ball Cap (*)
 - One (1) Toque (*)
 - One (1) Pair Shorts (*)
 - One (1) Sweater Vest or equivalent job shirt/sweater
 - One (1) Work jacket”

7. Article 4.7 – Instructor’s Pay

- (a) Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 4.7 to read as follows:

“Approved and certified instructors will be paid as follows:

- (a) When employee is assigned to formal on-duty instructor-related duties, while working their normal regular shift, the employee shall receive payment at twenty-two percent (22%) above their regular rate of pay.
- (b) Payment for time worked as an on-duty instructor shall be based on the hours worked as an instructor. When an employee works as an instructor for a period of three (3) hours or more on a shift, the employee will be compensated with five (5) hours of instructor pay. Where instruction duties exceed six (6) hours on a shift, the employee will be paid for ten (10) hours.
- (c) Time worked as an off-duty Instructor will either be compensated as follows:
 - (i) paid out during the same pay period it was worked at one and one half times (1.5x) the employee’s regular rate of pay; or
 - (ii) banked at one and one half times (1.5x) the employee’s regular rate of pay and withdrawn from the Instructor bank at straight time. Upon request, time may be drawn from the Instructor bank and taken as either a 10 hour day shift or a 14 hour night shift and there must be sufficient time in the Instructor bank to cover the full duration of the requested shift off. The scheduling of this shift will be subject to approval by the applicable Chief

Officer and will not attract overtime. The Instructor bank may accrue to a maximum of forty-two (42) hours, which may be replenished. The Corporation may cancel the scheduled shift with seven (7) calendar days' notice. Upon cancellation by the Corporation, the shift shall be scheduled immediately and taken within sixty (60) calendar days of the cancellation.

- (d) When instructors attend instructor meetings, workshops or training, payment shall be in accordance with Article 4.6(h) (iii) – Call back/Overtime.
 - (e) Instructor duties shall be pre-approved by the Fire Chief (or designate)."
- (b) While not to be included in the Collective Agreement, all time earned under the 2022-2024 Collective Agreement's Article 4.7(c), (d), (e) prior to the date of ratification of this Memorandum of Agreement may be taken as time off under the provisions in effect at that time. Any unused time banked under these provisions will be paid out at the employee's regular rate of pay on March 31, 2027.

8. Article 6.5 – Premiums for Health and Welfare Benefits

Effective as soon as practicable following the date of ratification of this Memorandum of Agreement, Corporation and the Union agree to amend Article 6.5(b)(1)(b) to read as follows:

- "(b) Psychologist, clinical counsellor, social worker, and marriage and family therapist combined to \$2,500.00"

9. Resolution of Grievance filed on September 9, 2025 re: Long Service Leave

While not to be included in the Collective Agreement, the Union agrees to withdraw the Grievance filed on September 9, 2025 (re: Long Service Leave entitlements) within thirty (30) days of ratification of this Memorandum of Agreement.

10. Letters of Understanding

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

- (a) to renew the following Letters of Understanding:
 - (i) Letter of Understanding # 1
 - (ii) Letter of Understanding # 2
 - (iii) Letter of Understanding # 3

- (iv) Letter of Understanding # 5
- (v) Letter of Understanding # 8
- (vi) Letter of Understanding # 10
- (vii) Letter of Understanding # 15
- (viii) Letter of Understanding # 16

(b) to amend the following Letters of Understanding:

- (i) Letter of Understanding # 4 as attached to this Memorandum of Agreement as Appendix 1;
- (ii) Letter of Understanding # 6 as attached to this Memorandum of Agreement as Appendix 2;
- (iii) Letter of Understanding # 9 as attached to this Memorandum of Agreement as Appendix 3;

(c) to delete Letter of Understanding # 12;

(d) while not to be included in the Collective Agreement, to change the method of calculating remuneration referenced in Letter of Understanding #2 (Appendix C); and

(e) while not to be included in the Collective Agreement, to amend Letter of Understanding #7 by adding Appendix A.

11. 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.

12. 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.

13. 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 __19__ day of __March__, 2026 in the City of North Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE CITY OF NORTH VANCOUVER:

"Greg Schalk"

"Clare Averiss"

"Andrea McMurdo"

"David Owens"

BARGAINING REPRESENTATIVES ON BEHALF
OF IAFF LOCAL 296 :

"Sean Bosa"

"Mark Vanderhoek"

"Jordan Marshall"

This is Appendix 1 referenced in item 10(b)(i) of this Memorandum of Agreement

Letter of Understanding # 4

LETTER OF UNDERSTANDING

Between

CITY OF NORTH VANCOUVER
(the “Employer”)

and the

NORTH VANCOUVER FIREFIGHTERS’ ASSOCIATION, LOCAL 296
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(the “Union”)

The purpose of this Letter of Understanding is to outline the agreement between the Employer and the Union with respect to the terms and conditions of permanent Floater Firefighter positions.

1. Floater Firefighters are not bound by Article 3 of the hours of work provisions of the Collective Agreement and the Fire Department Act but are scheduled in accordance with the following guidelines:
 - 1.1 Floater Firefighters are assigned to a fifty-six (56) day cycle/s and will work a maximum of three hundred thirty-six (336) hours within each cycle at straight-time rates, subject to the following:
 - 1.1.1 Floater Firefighters are paid in accordance with the Collective Agreement (i.e. 84 hours pay bi-weekly).
 - 1.1.2 Floater Firefighters are assigned to a platoon for the purpose of scheduling vacation and other paid time off benefits.
 - 1.1.3 Floater Firefighters may be required to be on duty up to a maximum of twenty-four (24) consecutive hours.
 - 1.1.4 Floater Firefighters may be utilized to a maximum of eighty-four (84) regular hours in an eight (8) day block.
 - 1.1.5 Floater firefighters may have remaining hours left at the end of their 336 hour in a 56 day cycle that do not equal a shift. Hours remaining that do not equal a shift (10 hour day or 14 hour night) shall be subject to a maximum of six (6) hours added at 1.5 x hourly rate to equal a shift.

Example:

- Four (4) hours remaining at end of cycle, add six (6) hours at 1.5 x hourly rate to equal a ten (10) hour day shift
- Eight (8) hours remaining at end of cycle, add six (6) hours at 1.5 x hourly rate to equal a 14 hour night shift.

A shift that results in an excess of six (6) hours at 1.5 x hourly rate will be considered a shift relief as per Article 4.6 Overtime and Callback of the Collective Agreement and will be called out as a shift relief.

- 1.1.6 Floater Firefighters may be called upon until the start time of a shift to fill a vacancy. Should a sick call be received less than thirty (30) minutes prior to the start of a shift, the Employer shall be allowed up to one hour from the receipt of the call to fill the vacancy with a Floater Firefighter.
- 1.1.7 Floater Firefighters will be scheduled off duty for two (2) consecutive twenty-four (24) hour periods immediately preceding their assigned platoon in each eight (8) day block. A Floater Firefighter may request one shift per eight (8) day block as a prescheduled shift off (10 hours or 14 hours) for compassionate or emergency reasons. Extenuating circumstances may be approved at the discretion of the Fire Chief. The Employer will make all reasonable efforts to accommodate such requests, keeping in mind that the Floater Firefighter positions are utilized for both scheduled and unscheduled coverage. Once a requested shift has been scheduled off, it shall be confirmed forty-eight (48) hours prior to the scheduled shift off and shall not be retracted except by mutual agreement.
- 1.1.8 Guaranteed days off (a 24 hour period) may be moved by mutual agreement, up to a maximum of one day (a 24 hour period) per 56 day cycle.
- 1.1.9 Floater Firefighters will not be called for a shift within the eight (8) day block of scheduled vacation or public holiday time off duty, once their scheduled time has begun.
- 1.1.10 A Floater Firefighter who is classified as an instructor may elect to work outside of their assigned floater schedule hours of 336 hours in a 56 day cycle, except when on their home platoon. This may result in working in excess of eighty-four (84) hours in an eight (8) day block. Floater Firefighter instructors shall follow Article 4.7 – Instructor's Pay of the Collective Agreement.

Chief Officers shall consider the rest periods and the health and wellness of the Floater Firefighter when off duty instructing is elected in conjunction with the Floater Firefighter's assigned scheduled hours.

- 1.1.11 Remaining Floater Firefighter hours at the end of a 336 hour/56 day cycle shall not be carried forward to a new cycle.
- 1.1.12 If a Floater Firefighter is transferred to a different platoon, sufficient notice will be provided in accordance with PSOG 5.01.27.01, paragraph 3.
- 2. Nothing in these guidelines limits the ability of the Employer to require a Floater Firefighter to work overtime or call back in accordance with Article 4.6 of the collective agreement
- 3. Six (6) permanent Floater Firefighter positions will be maintained.

Dated this ____19____ day of March, 2026.

Signed:

Greg Schalk
Fire Chief
On behalf of the Employer

Sean Bosa
President
On behalf of the Union

Mark Vanderhoek
2nd Authorised Signatory
On behalf of the Union

This is Appendix 2 referenced in item 10(b)(ii) of this Memorandum of Agreement

Letter of Understanding # 6

LETTER OF UNDERSTANDING

Between

CITY OF NORTH VANCOUVER
(the “Employer”)

and the

NORTH VANCOUVER FIREFIGHTERS’ ASSOCIATION, LOCAL 296
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(the “Union”)

The purpose of this Letter of Understanding is to outline the agreement between the Employer and the Union with respect to the terms and conditions of Divisional Seniority and Transfer between divisions.

1. PREAMBLE

- 1.1 The Employer and the Union recognize the value of cross training and developing staff to improve the skill and knowledge levels within the Department and for the purpose of career development and succession planning.
- 1.2 The Employer and the Union agree to Divisional Seniority.
- 1.3 The Employer and the Union agree that management will set the qualifications for positions.
- 1.4 The Employer and the Union agree that when a member transfers between Divisions that their rate of pay and benefits shall be carried to the new Division. When a transferring member is a serving Officer, the member shall carry the pay rate relative to their years of Departmental service and not that of a serving Officer rank.
- 1.5 Upon transfer to a new Division, the member shall have one year in which to serve notice in writing to the Fire Chief of their desire to revert back to the former position, or in which the member may be reverted at the discretion of the Fire Chief. In either instance, reversion shall not result in any loss of seniority in the previous Division, but members shall not accrue seniority for the period of time spent in the

new Division prior to reversion. In the case of a reversion initiated by the member where the transfer was originally initiated to a new or vacant position, such reversion will not take place until there is a vacant position to revert to.

- 1.6 If two members transfer to each other's position (and such transfer involves transfer to a new Division) and one member transferring service notice in writing to the Fire Chief of their wish to revert within one year, then the other member must also revert.
- 1.7 If the transfer continues past the one year period, the seniority (for the purposes of promotion) in their previous Division shall cease as of the date of transfer and the member shall commence accumulating seniority in the new Division retroactive to the date of transfer. (Seniority accumulated in one Division cannot be used for promotion purposes in another Division).
- 1.8 Under no circumstances will a member transferring between Divisions be eligible to bump another member.

2. OVERVIEW

- 2.1 There will be four divisions – Training, Mechanical, Prevention and Suppression.
- 2.2 Only three divisions will accrue seniority – Mechanical, Prevention and Suppression.

3. TRAINING DIVISION AND TRANSFERS INTO AND OUT OF THE TRAINING DIVISION

- 3.1 The current Captain – Training will be red circled and will retain their seniority in the Training Division (as well as their seniority in the Suppression Division) during their employment with the Employer and as a member of the IAFF Local 296.
- 3.2 When a vacancy occurs for the Captain – Training position, the position shall be permanently filled on a rotational basis for a minimum period of one year, with an option to extend the assignment for up to two further one year periods, based on performance and evaluations.
- 3.3 A rotational incumbent in the Captain – Training position will be regarded as a "visitor" and will not accrue Training Division seniority during the assignment. The rotational incumbent will continue to accrue seniority in the Division the employee was a member of immediately prior to the rotational assignment in the Captain – Training position.
- 3.4 The Employer and the Union recognise that the Captain – Training position will be filled by a candidate who is a member of IAFF Local 296 and a member of one of the other three Divisions.

- 3.5 When the Captain – Training position becomes available, the position will be awarded to a candidate who: (1) applies for the position (2) meets the minimum requirements for the position and (3) is the most senior candidate based on Fire Department (Departmental) seniority.
- 3.6 Should an assignment become available which focuses on the skills/jurisdiction of a NVCFD recognised Instructor/Maintenance Technician discipline, such an assignment will be awarded to an Instructor/Maintenance Technician who: (1) applies for the assignment and (2) is a current Instructor/Maintenance Technician for that particular discipline and (3) is the most senior candidate based on Divisional (Suppression) seniority.

4. VACANCIES IN PREVENTION AND MECHANICAL DIVISIONS

- 4.1 The Employer and the Union recognise that Management will set the qualifications for such position/s, the process for determining whether these qualifications are met and the timing of the process.
- 4.2 Should a vacancy occur in any regular position within these Divisions at the Fire Department, such a vacancy will be awarded to the candidate who: (1) applies for the vacancy and (2) meets the minimum requirements for the vacancy.
- 4.3 Should there be two or more candidates who meet criteria (1) and (2) in paragraph 4.1, then the vacancy will be awarded to the most senior candidate based on Fire Department (Departmental) seniority. If the candidates' Departmental seniority is equal, the deciding factor will be Divisional seniority (of the Division) where the vacancy exists.
- 4.4 The successful candidate's seniority shall be based on their accumulated seniority within the Division in which the vacancy occurred and into which the candidate has transferred.

5. FIREFIGHTER VACANCIES IN SUPPRESSION DIVISION

- 5.1 The Employer and the Union recognise that Management will set the qualifications for such position/s, the process for determining whether these qualifications are met and the timing of the process.
- 5.2 Should an existing member of IAFF Local 296, apply for such a vacancy, the employee will be considered as follows: (1) applies for the vacancy when the competition becomes available and in the manner required for the competition, (2) meets at least the minimum requirements for the vacancy (and not necessarily the desirable requirements), (3) has a minimum of three (3) years of continuous service with the Department and (4) meets the minimum requirements for any other stages that involve bona fide aptitude and fitness requirements.

- 5.3 If the employee meets the criteria in paragraph 5.2, and is awarded a position, the employee will be required to follow the regular new hire orientation, training and probationary requirements like any other new hire as a Floater Firefighter.
- 5.4 Should a Floater Firefighter transfer to another Division, the vacancy created by that transfer will result in the transfer of the most junior Non Floater Firefighter back into the Floater Firefighter Pool.

6. OFFICERS AWARDED ANOTHER OPPORTUNITY

Should a confirmed Officer from any Division transfer into a rotational or non-permanent assignment in another Division, the vacancy created by the transfer shall not be filled on a permanent basis for the duration of the assignment, but will be treated as a reassignment of responsibilities for the duration of the time that the position is vacant due to the transfer. The Employee filling the vacancy will, for the purposes of Classification and Pay and Benefits (Articles 4 and 6 and Schedule B and C), be deemed to have been appointed to the position(s) for the purposes of the re-assignment and the Collective Agreement will apply to the Parties except as otherwise expressly stated herein. At the conclusion of the rotational or non-permanent assignment, the affected employees will return to their respective pre-transfer positions and their rate of pay will revert to their respective prevailing rates.

7. TERMS AND CONDITIONS

- 7.1 A member wishing to transfer from one Division to another Division shall submit a written request for transfer to the Fire Chief including relevant documentation concerning their qualifications, for the position they wish to transfer to.
 - 7.2 For a current description of the applicable position requirements refer to the Fire Chief or designate or Human Resources Department.
 - 7.3 Any member transferring back to the Suppression Division following an absence of more than one year shall not be assigned Aerial Driver, Pumper Driver, Officer, or Acting Officer duties until so authorized by the Fire Chief or designate.
 - 7.4 Any member who successfully completes the Prescribed Officer Development Training Program while in a Division other than the Suppression Division will, upon their return to the Suppression Division, be required to serve sufficient time to total a minimum of ten years of continuous Suppression service before they will be considered eligible to assume the position of a Serving Officer or Acting Officer.
8. This Letter of Understanding may be amended at any time during its term by mutual written agreement between the parties.

9. This Letter of Understanding will expire upon renewal of the 2025-2026 Collective Agreement unless extended by explicit mutual agreement between the parties.
10. This Letter of Understanding may be cancelled earlier on 60 calendar days written notice by either party. In the event of cancellation, the terms of this Letter of Understanding will continue to apply to those who have transferred under this policy.

Dated this __19__ day of March 2026.

Signed:

Greg Schalk
Fire Chief
On behalf of the Employer

Sean Bosa
President
On behalf of the Union

Mark Vanderhoek
2nd Signatory
On behalf of the Union

This is Appendix 3 referenced in item 10(b)(iii) of this Memorandum of Agreement

Letter of Understanding # 9

LETTER OF UNDERSTANDING

Between

CITY OF NORTH VANCOUVER
(the "Employer")

and the

NORTH VANCOUVER FIREFIGHTERS' ASSOCIATION. LOCAL 296
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(the "Union")

The purpose of this Letter of Understanding ("the Agreement") is to outline an agreement between the Employer and the Union with respect to re-assignment of job responsibilities within the Fire Prevention Division ("the Re-Assignment").

1. Preamble

The Employer and the Union recognise that:

- 1.1 The current assignment of job responsibilities within the Fire Prevention Division include the positions of Captain – Fire Prevention, Captain – Pre-Plan, Lieutenant – Fire Prevention and Fire Inspector.
- 1.2 The Collective Agreement, Divisional structure, job requirements, job responsibilities and corresponding Policy Statement and Operational Guidelines (PSOG's) are consistent with paragraph 1.1.
- 1.3 The operational responsibilities of the Fire Prevention Division have evolved as they relate to the Employer's development services responsibilities and include, but are not limited to, new building permit plan reviews, requirements of Construction Fire Safety Plans (CFSP) and the British Columbia Fire Code (BCFC) Code, as well as the management of the Infor Development platform.
- 1.4 The importance of coordination and collaboration between departments, in this instance the Planning and Development Department through the development permitting process, optimizes efficiency and effectiveness across the entire organization and to meet the service delivery expectations/community interests.
- 1.5 The identification of training needs and the ongoing training and development of employees is an integral part of the Fire Service and is the responsibility of all

levels of supervision within the Fire Department to evaluate and ensure that employees receive the required training to perform their duties.

2. Terms and Conditions

- 2.1 The parties agree to enter into a without prejudice and without precedent Agreement to re-assign responsibilities within the Fire Prevention Division to meet operational needs.
 - 2.2 The Agreement will remain in place for as long as the Employer determines that there is an operational need for the continued reassignment of responsibilities.
 - 2.3 In the event that the Employer determines that there is no longer an operational need to continue with the reassignment of responsibilities, employees who are employed as of the date of signing of this Agreement, or who are hired while this Agreement is in place, will retain the rate of pay, including any future promotions they are entitled to under this agreement..
 - 2.4 The attached appendices (Appendix A, B and C) support the Agreement.
 - 2.5 Although the re-assignment of responsibilities are referred to as acting assignments, the affected employees will, for the purposes of Classification and Pay and Benefits (Articles 4 and 6 and Schedule B and C), be deemed to have been appointed to the positions for the purposes of the re-assignment and the Collective Agreement will apply to the Parties except as otherwise expressly stated herein.
 - 2.6 In the event of a conflict between the Agreement and the Collective Agreement, this Agreement supersedes the Collective Agreement to the extent of the conflict.
3. This Agreement will expire upon either party providing thirty (30) days notice to the other.
4. The Parties agree that changes to this Agreement, including the Appendices, can be mutually agreed to during the period of the Agreement.

Dated this ____19____ day of March 2026.

Signed:

Greg Schalk
Fire Chief
On behalf of the Employer

Sean Bosa
President
On behalf of the Union

Mark Vanderhoek
2nd Authorised Signatory
On behalf of the Union

Attachments:

Appendix A: Fire Prevention Division – Acting Job Functions – 2025 Onwards - #2634580

Appendix B: Fire Prevention Division Temporary Reporting Structure – 2025 Onwards #2634580

Appendix C: PSOG 5.01.20 – Acting Opportunities – Prevention Division - #2458256

(These documents are intended as a guide and should there be a discrepancy between the information contained therein and the relevant polices and/or collective agreement, the latter documents will prevail).