

2021

MEMORANDUM OF AGREEMENT

Between the

CITY OF BURNABY

(hereinafter called the “City”)

and the

BURNABY FIREFIGHTERS’ UNION, LOCAL 323 OF THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS

(hereinafter called the “Union”)

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE BURNABY FIREFIGHTERS’ UNION, LOCAL 323 (hereinafter called “the Union”), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THE COLLECTIVE AGREEMENT COMMENCING 2020 JANUARY 01 AND EXPIRING 2021 DECEMBER 31 (hereinafter called the “new Collective Agreement”), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the previous Collective Agreement commencing 2016 January 01 and expiring 2019 December 31 (the “2016 – 2019 Collective Agreement”) shall apply except as specifically varied below by paragraphs 2 to 5 inclusive.

2. Term of Agreement

The term of the new Collective Agreement shall be two (2) years from 2020 January 01 up to and including 2021 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. Schedule A – Salaries and Wage Schedules

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

- (a) Effective 2020 January 01, the monthly 4th Year Firefighter rate in effect on 2019 December 31, shall be increased by two and one-half percent (2 ½%) rounded to the nearest whole dollar. All other existing wage schedules, ranks and indices shall be maintained.
- (b) Effective 2021 January 01, the monthly 4th Year Firefighter rate in effect on 2020 December 31, shall be increased by two and one-half percent (2 ½%) rounded to the nearest whole dollar. All other existing wage schedules, ranks and indices shall be maintained.
- (c) Retroactive payments resulting from the wage adjustments outlined in Article 3(a) and (b) shall be processed following the date of ratification of this Memorandum of Agreement, but in any event no later than ninety (90) days following the date of ratification of this Memorandum of Agreement and shall include all employees covered under the Collective Agreement who at the time of processing such payments have retired or are no longer employed with the City of Burnaby Fire Department. The retroactive payment shall also apply to pension adjustments for retirees.

4. Housekeeping

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

- a) Delete expired effective dates and related transitional wording as needed;

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

5. Ratification

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

Signed this 15th day of January, 2021

BARGAINING REPRESENTATIVES

BARGAINING REPRESENTATIVES

ON BEHALF OF THE CITY

ON BEHALF OF THE UNION



