

2016

MEMORANDUM OF AGREEMENT

between

CITY OF NORTH VANCOUVER

(the "Employer")

and the

NORTH VANCOUVER FIREFIGHTERS' ASSOCIATION, LOCAL 296, INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS

(the "Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE CITY OF NORTH VANCOUVER (hereinafter called "the Employer") AGREE TO RECOMMEND TO THE NORTH VANCOUVER CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE NORTH VANCOUVER FIREFIGHTERS' ASSOCIATION, LOCAL 296, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS' (hereinafter called "the Union") AGREE TO RECOMMEND TO THEIR UNION MEMBERSHIP;

THAT THE COLLECTIVE AGREEMENT COMMENCING JANUARY 01, 2016 AND EXPIRING DECEMBER 31, 2019 (hereinafter called the "new Collective Agreement") SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms and conditions of the Collective Agreement commencing January 01, 2013 and expiring December 31, 2015 (the 2013- 2015 Collective Agreement) shall apply except as specifically varied below, and as outlined in the Memorandum of Agreement (2013) dated November 17, 2015 with a change to Salaries – Schedule B and Schedule C, and in accordance with paragraph 1 of the Memorandum of Agreement (2013).

2. Term of Agreement

The Employer and the Union agree that the term of the new Collective Agreement shall be for four (4) years, commencing January 01, 2016 and expiring December 31, 2019. It is further agreed that Subsections 50 (2) and 50 (3) of the Labour Relations Code shall be specifically excluded from and shall not be applicable to the new Collective Agreement.

3. Salaries- Schedule Band Schedule C

The Employer and the Union agree the new Collective Agreement shall reflect salary adjustments as follows:

- (a) Effective January 01, 2016 the 4th Year Firefighter rate in effect on December 31, 2015 (that is \$7,465) shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is to \$7,652).
- (b) Effective January 1, 2017 the 4th Year Firefighter rate in effect on December 31, 2016 (that is \$7,652) shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is to \$7,843). All other existing rank indices shall be maintained.
- (c) Effective January 1, 2018 the 4th Year Firefighter rate in effect on December 31, 2017 (that is \$7,843) shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is to \$8,039). All other existing rank indices shall be maintained.
- (d) Effective January 01, 2019 the 4th Year Firefighter rate in effect on December 31, 2018 (that is \$8,039) shall be increased by two and one-half percent (2.50%) and be rounded to the nearest whole dollar (that is to \$8,240). All other existing rank indices shall be maintained.
- (e) Retroactive payments resulting from the wage adjustments from items (a) to (d) above shall be processed as soon as possible following the date of ratification of the Memorandum of Agreement and shall include all members who at the time of processing such payments have retired or are no longer working for the City of North Vancouver Fire Department.
- (f) Schedule B and Schedule C to be amended to remove the Captain – Mechanic class title and to include Emergency Vehicle Technician. (Refer Mutual Gains Agreement paragraph 13).

4. Mutual Gains Agreement

The attached Mutual Gains Agreement dated November 17, 2015 (Appendix A) is agreed to and shall form part of the Collective Agreement.

5. Housekeeping

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to any other housekeeping changes mutually agreed during the drafting of the new Collective Agreement.

6. 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 the date of ratification of this Memorandum of Agreement, then for the purposes of drafting the new Collective Agreement, the amended or new provision only shall appear in the new Collective Agreement together with a sentence referencing its effective date.

7. 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 forty-five (45) calendar days from the date on which the Memorandum of Agreement is signed.

Signed this 17<sup>th</sup> day of November, 2015

BARGAINING REPRESENTATIVES ON  
BEHALF OF THE EMPLOYER:

BARGAINING REPRESENTATIVES ON  
BEHALF OF THE UNION:

**Please note the signatures for this MOA have been deleted.**