

MEMORANDUM OF AGREEMENT

BETWEEN: The City of Kamloops (Employer)

AND: The International Association of Firefighters, Local 913

Re: Collective Agreement Renewal, 2020-2021

1. All matters previously agreed remain agreed.
2. All matters previously discussed and not contained in this Memorandum of Agreement are considered withdrawn on a without prejudice basis.
3. The parties agree that this Memorandum of Agreement represents settlement of all outstanding matters between them and concludes the negotiations for renewal of the Collective Agreement.

The parties agree to recommend to their respective principals, the following changes to the 2015 - 2019 Collective Agreement which except as otherwise noted are effective upon ratification.

Signed this 1 day of December, 2021

FOR THE UNION	FOR THE CITY
Kris Krutop, President, IAFF Local 913	Corporate Services and Community Safety Director
Mark Brise, Secretary, IAFF Local 913	Fire Chief
	Human Resources Director

ARTICLE 2: TERM OF AGREEMENT

Amend 2.1:

2.1 This agreement shall be for a term of **twenty-four (24) months, with effect from 1st day of January 2020 to the 31st day of December 2021**, and shall remain in full force and effect from year to year thereafter unless either party gives the other party written notice of desire to terminate or amend the Agreement in accordance with the provisions of the Labour Code of British Columbia.

ARTICLE 5: Hours of Work

Add to 5.2 –

- b) **The Employer commits to having a minimum of two (2) Communications Operators in the dispatch center for all shifts.**
- c) **A minimum of eight (8) full-time Communications Operators will be employed before Casual Communications Operators are employed.**

Add to 5.5 – Casual Communications Operators

- b) **Casual Communications Operators will be guaranteed fifty (50) hours per month.**
- c) **Casual Communications Operators will be required to accept a minimum of fifty (50) hours per month.**
- l) **When a Communications Operator vacancy occurs in the dispatch center, the senior qualified Casual Communications Operator will be offered the vacancy.**
 - i) **All subsequent postings for Communications Operators in the dispatch center will be posted as per the Collective Agreement.**

Add 5.6 – Lead Communications Operator

- a) **All Lead Communications Operator vacancies will follow the posting process as per the Collective Agreement.**

ARTICLE 9: Vacancies Posting of Positions

Add to 9.1 When a vacancy occurs in any class of employment or a new position is created that comes within the scope of this Agreement, notice of such vacancy or new position shall be posted at the Fire Station for ten (10) calendar days prior to the closing of the posting. **Any subsequent vacancies that occur due to the vacancy may be posted concurrently.**

ARTICLE 14: Leave of Absence

Add to 14.3 a) Bereavement Leave An employee shall be granted up to four (4) **(removed “consecutive”)** work days leave without loss of pay in the event of a death in their immediate family. Immediate family shall mean: wife, husband, son, daughter, mother, father, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, common-law spouse, stepparent, and stepchild. **Leave must be used within thirty (30) calendar days of the death or it may be scheduled at a later date with the approval from the Fire Chief or their designate.**

ARTICLE 18: Superannuation and Retirement

Amend 18.4 **Any employee that has worked under the terms of the collective agreement that was in place during the term of their employment shall be entitled to retroactive pay and proper pension adjustments to the date of their retirement. Human Resources will be the point of contact for all retirees.**

ARTICLE 20: Statutory Holidays

Add to 10.1 a) and 20.2: Truth and Reconciliation Day

Schedule “A”

2020– 2021 Percentage Wage Increases

January 1, 2020	2.5%
January 1, 2021	2.5%

LETTERS OF UNDERSTANDING

Remove Letter of Understanding #2 – Early Retirement Incentive

Remove Letter of Understanding #4 – Lieu Time

Update Letter of Understanding #3 – Lead Mechanic Eligibility and Tom Szatmari Pay (update to current LOU that was signed March 9, 2017)

Housekeeping

Correct spelling mistakes and make language gender neutral

Committees Established:

Established a committee to review an alternate shift pattern. Committee will meet monthly and will bring findings back to the bargaining committee by June 30, 2022.

Established a committee to research value added services that could be provided by KFR with regards to increased medical service levels. Committee will meet monthly. Committee to bring its findings to Labour Management by September, 2022.