

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF WHITE ROCK

and the

WHITE ROCK FIREFIGHTERS' UNION, LOCAL 2407, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE WHITE ROCK FIRE FIGHTERS' UNION, LOCAL 2407 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR 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 2012-2019 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 2020 January 01 to 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. General Wage Increases**

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

- (a) Effective 2020 January 01, all monthly rates of pay that were in effect on 2019 December 31<sup>st</sup> shall be increased by two and one-half percent (2.50%). The new monthly rates shall be rounded to the nearest dollar. All other rank indices shall be maintained.
- (b) Effective 2021 January 01, all monthly rates of pay that were in effect on 2020 December 31<sup>st</sup> shall be increased by two and one-half percent (2.50%). The new monthly rates shall be rounded to the nearest dollar. All other rank indices shall be maintained.

- (c) Retroactive payments arising from (a) and (b) will be made within ninety (90) days following the date of ratification of this Memorandum of Agreement.

**4. Article 5.3 – Statutory Holidays**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree that all employees covered by this agreement shall be entitled to the National Day for Truth and Reconciliation.

**5. Article 6 – Employee Benefits**

While not to be included in the Collective Agreement, the Employer and the Union agree that as soon as practicable following the date of ratification of this Memorandum of Agreement, that the Employer shall instruct the benefit carrier to amend the Extended Health Benefit Plan as follows:

- (a) decrease the Extended Health Benefits Plan deductible from one hundred twenty-five dollars (\$125) per year to fifty dollars (\$50) per year;
- (b) increase the lifetime maximum for benefits payable per insured person from one million dollars (\$1,000,000) to three million dollars (\$3,000,000)
- (c) increase paramedical services combined coverage (including Acupuncturist, Chiropractor, Naturopath, Massage Therapist, Speech Language Pathologist, and Private Duty Care Nurse but not including physiotherapy) from one thousand five hundred dollars (\$1,500) to two thousand dollars (\$2,000);
- (d) add a separate physiotherapy benefit at one thousand five hundred dollars (\$1,500) per calendar year per person; and
- (e) Increase psychological services (including Psychologist, Social Worker, Counselor, and/or Registered Clinical Counselor) from one hundred dollars (\$100) per year to three thousand dollars (\$3,000) per year.

**6. Article 6.3 – Group Life Insurance**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 6.3 so that the Group Life Insurance Plan shall be on the basis of “three (3) times” the salary for each employee instead of “two (2) times” the salary for each employee.

**7. Article 6.4 – Medical Services, Extended Health Benefits, and Dental Plans**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend the third paragraph of Article 6.4 as follows:

“The Dental Plan provides coverage under Plan A—one hundred percent (100%), and Plan B—eighty-five percent (85%), and Plan C—Orthodontics, which Plan will pay seventy-five

percent (75%) of the approved schedule of fees to a lifetime maximum of eight thousand dollars (\$8,000) (employee and dependents)."

**8. Article 6.9 – Leave of Absence**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to increase the leave of absence without loss of pay from a maximum period of "three (3) working days" to "four (4) working days" for an employee attending the funeral, or attending matters related to the death, of a family member.

**9. Article 12.1 – Salaries**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree that Firefighters who are in their fifteenth (15<sup>th</sup>) year of service shall receive one hundred six percent (106%) of the fourth (4<sup>th</sup>) year Firefighter rate.

**10. NEW Article – Line of Duty Death**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add a new Article titled Line of Duty Death, to read as follows:

"The Employer will contribute up to two (2) months of a Fourth-Year Firefighter's salary (Index 100) towards the costs incurred to provide a full honours' Line of Duty Death Service for any current employee covered by this agreement whose death has been attributed to the work they perform as an employee of the White Rock Fire Department. The service shall be in keeping with the IAFF and IAFC protocols as requested by surviving family members. The service, ceremony and other events associated with the ceremony shall be coordinated by a committee consisting of a family liaison, Local 2407 representative, and representative from the Fire Chief's office."

**11. Letters of Understanding**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to renew the following Letters of Understanding:

- (a) Letter of Understanding – Uniform Issue; and
- (b) Letter of Understanding – Flex and Relief Firefighters

**12. Housekeeping**

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

- (a) delete expired effective dates;

- (b) revise Article 14 Manning to replace instances of “manning” and “manned” with “staffing” and “staffed”, respectively, to make gender inclusive;
- (c) update Schedule “A” Firefighters’ Seniority List by deleting the age column, adding employees hired by the Employer, and removing employees no longer employed with the Employer; and
- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

**13. 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.

**14. 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 17 day of April, 2023 In the CITY OF WHITE ROCK.

**BARGAINING REPRESENTATIVES ON BEHALF  
OF THE EMPLOYER:**

[Redacted signature lines for Employer representatives]

**BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:**

[Redacted signature lines for Union representatives]