

AGREEMENT

BETWEEN

THE CITY OF NANAIMO

AND

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 905**

January 1, 2000 - December 31, 2002

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THIS AGREEMENT dated the 6th day of February, 2001.

Effective January 1, 2000 to December 31, 2002.

BETWEEN: CITY OF NANAIMO
(Hereinafter called the "City")

AND: INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL NO. 905
(Hereinafter called the "Union")

1. PREAMBLE

WHEREAS IT IS THE DESIRE OF BOTH PARTIES TO THIS Agreement to maintain the existing, harmonious relationship between the City and employees of the Fire Department, to recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions; to promote the morale, well-being and security of those employees included in the bargaining unit.

AND WHEREAS it is now desirable that the terms be reduced to writing, THE PARTIES THEREFORE AGREE AS FOLLOWS:

2. RECOGNITION

The City approves and recognizes the Union as the sole bargaining agency on behalf of the employees of the Fire Department.

3. UNION SECURITY

All employees covered by this Agreement shall, as a condition of employment, immediately become and remain members of the Union in good standing. The City shall at the time of engaging further employees, advise such employees of this Agreement and the terms and provisions thereof.

4. RESTRICTION OF DUTIES

No employee covered by this Agreement shall be required to perform any work or duty not in any way connected with:

- (a) The prevention and suppression of fire.
- (b) Rescue and life-saving duties.
- (c) The routine housekeeping maintenance of apparatus, equipment and real property relating to (a) and (b) above.

5. UNION ACTIVITY

There shall be no discrimination, interference, restraint, or coercion by the Employer against any employee for their activity on behalf of, or membership in, the Union.

6. DUES CHECK OFF

The City shall deduct from the wages of any employee who is a member of the Union, all Union dues and assessments levied in accordance with the bylaws of the Union, and will promptly forward all moneys so deducted to the Treasurer of the Union.

7. LEAVE FOR UNION BUSINESS

(a) Representatives of the Union shall be granted leave of absence (by providing suitable relief) to attend to Union business.

(b) When such Union business is with the Employer or its representative, the representative of the Union shall attend such business without loss of pay and the Union shall provide suitable relief when necessary to maintain minimum staffing.

8. BARGAINING COMMITTEE

The City and Union will appoint and maintain a Bargaining Committee (hereinafter referred to as the "Bargaining Committee"). The Bargaining Committee shall consist of three (3) members of the Labour Relations Committee of the City together with three (3) members elected by the Union and certified under appropriate statute. The Bargaining Committee shall deal with all matters relating to rates of pay, hours of work or other working conditions which may arise during the term of this Agreement. In the event of either of the parties of the Bargaining Committee wishing to call a meeting of the Committee, the Director of Human Resources of the City shall call the same for a suitable time not more than ten (10) days after the receipt of a request from the party requesting such a meeting.

The Fire Chief and the Director of Human Resources will be advised of the names of members of the Union's Bargaining Committee and with the consent of the Fire Chief, these members may be relieved from duty to adjust Grievances, provided substitutes are provided to the satisfaction of the Fire Chief.

9. HOURS OF WORK

The hours of work for all employees covered by this Agreement shall be as follows:

(a) Suppression Branch

The hours of duty shall be averaged at forty-two (42) hours per week based upon a seven (7) day week. In accordance with the provisions of the Fire Department Act, a work week shall consist of two (2) consecutive ten (10) hour day shifts commencing at 08:00 hours, immediately followed by twenty-four (24) hours off duty, immediately followed by two (2) consecutive fourteen (14) hour night shifts commencing at 18:00 hours and then four (4) days off.

(b) Fire Prevention Branch

The normal work week for those employees performing fire prevention services will be a modified compressed work week consisting of thirty-eight (38) hours which shall include a half hour working lunch break as approved by the Fire Chief as of 1987-JAN-01; any alteration to that 1987-JAN-01 schedule will be by mutual consent. Evening shifts shall be involved when required.

(c) Pre-Planning Branch

The normal work week for those employees performing fire pre-planning services will be a modified compressed work week consisting of thirty-seven and one-half (37.5) hours which shall include a half hour working lunch break as approved by the Fire Chief as of 1987-JAN-01; any alteration to that 1987-JAN-01 schedule will be by mutual consent. When existing employee vacates this position, the hours of work will revert to 38 hours per week.

(d) Normal work week for those employees performing secretarial/clerical duties shall be Monday through Friday with a normal work day commencing at 8:00 a.m. and terminating at 4:30 p.m. with one-half (1/2) hour off for lunch.

(e) Dispatch Branch

Dispatcher hours of duty to be the same as Article 9(a) Suppression Branch.

(f) Duration and Posting of Schedules

The Employer shall set up a master shift schedule of a one (1) year period, posted annually in convenient locations accessible to employees (such as a bulletin board) and copies forwarded to the Union Representative (designated by title) on a timely basis which will cover the normal manning requirement on each shift.

- (g) No change shall be made in the work week schedule presently in effect without notice first being served on the Union at least thirty (30) days before such change is proposed to become effective in order that the Union shall have an opportunity of considering such proposal, and if thought necessary, of protesting same to the Bargaining Committee. No change shall be made in the work week schedule in effect at the time notice is issued as aforesaid while negotiations on the matter are continuing, it being understood that this has reference to the Fire Department's work week schedule and not the individual's schedule.

10. GRIEVANCE PROCEDURE

Should any difference arise between either party of this Agreement concerning its interpretation, application, operation or alleged violation thereof an earnest effort shall be made to settle the dispute in the following manner:

First Step

The person or persons affected, shall be accompanied by a Union representative(s) and shall take up the matter directly with the Fire Chief or his designate within thirty-five (35) calendar days of the occurrence.

Second Step

If the alleged grievance is not settled at Step One within five (5) working days, the matter shall be referred in writing to the Director of Human Resources who shall arrange for meetings with the Union within seven (7) calendar days from receipt of such request. The Director of Human Resources shall respond in writing.

Third Step

If the alleged grievance is not settled at Step Two within seven (7) calendar days the matter shall be referred to the Administrator, or his designate, who shall arrange for meetings with the Union within fourteen (14) calendar days from receipt of such request. The Administrator or his designate shall respond in writing.

Fourth Step

If no settlement is reached at Step Three within seven (7) calendar days after referral of the grievance then the grievance shall be conclusively settled without stoppage of work by submission to Arbitration within thirty (30) days of receipt of the answer at Step Three.

Arbitration

- (a) Where a matter has been referred to Arbitration the parties may agree to have the matter heard by a single arbitrator mutually agreed upon by the parties. The jurisdiction of the single arbitrator shall be the same as that of a Board.
- (b) Failing agreement on a single arbitrator the matter shall be referred to an Arbitration Board consisting of two members and a Chairman.
- (c) Each party to this Agreement shall appoint a member to the Board within seven (7) days of notification to arbitrate. The Board members shall select a Chairman within seven (7) days of their appointment. If the Board members fail to appoint a Chairman the appointment shall be made by the Minister of Labour of the Province of British Columbia.

- (d) The Arbitration Board shall have the power to dispose of all grievances including discharge and discipline by any arrangement which it deems just and equitable. However, the Board shall not have the power to change this Agreement by adding, deleting, amending, altering, or modifying any of its terms and conditions.
- (e) The Board shall deliver its decision in writing to each of the parties within thirty (30) days giving reasons for the decision and the award of the majority of the Board shall be final and binding on all parties.
- (f) Each party will bear the costs and expenses of its appointee to the Arbitration Board and shall share equally the cost and expenses of the Chairman.

Time Limits

The time limits as outlined may be extended by mutual agreement.

Policy or Group Grievances

Group grievances or policy grievances may be submitted by the Union at Step Two of the grievance procedure.

11. DISCIPLINE AND DISCHARGE

(a) No employee shall be disciplined or discharged without just cause. A claim that an employee has been disciplined or discharged without just cause may be the subject of a grievance and dealt with as herein provided. In the event suspension or discharge is modified or rescinded the employee(s) affected shall be reimbursed for any such modified loss of wages or benefits.

(b) Driver's Licence Suspension

City policy with regard to this type of incident is as follows:

A member of I.A.F.F., Local 905, requiring a valid Driver's Licence as a condition of his/her employment with the City of Nanaimo and that licence is suspended by the laws of the land:

First Offense:

A suspension of 32 hours employment without pay.

Second Offense:

One pay increment reduction in pay not to exceed eight (8) working months. It is agreed and understood that the employee's rank and duties would not be altered for this second offense.

In the event the suspension is the result of the driving or operation of City-owned vehicles or equipment the City shall invoke such

disciplinary action as it deems appropriate under the circumstances.

(c) Driver's Licence Medical examination

Employees who are required to have a medical examination in order to renew their Class 3 driver's licence, with air brake endorsement, shall have the cost of such examination, if any, paid for by the Employer. Such examinations shall, however, take place on the employee's own time.

12. PERSONNEL REDUCTION

In the event that Layoffs should become necessary, the employee(s) with the least seniority shall be laid off first. Employees shall be recalled in the order of their seniority. Time in the bargaining unit shall constitute total seniority. No new employees shall be hired until all laid-off employees have been given ample opportunity to return to work.

13. SENIORITY

Schedule "E" attached hereto shall form and become part of this Agreement and shall show the seniority of the members covered by this Agreement. The order of placement of a new employee at the bottom of the seniority list, when more than one employee commences employment on the same day, shall be decided by the City based on the percentage marks of testing prior to his/her first day of employment, or the designated date of employment stipulated by letter.

14. PROMOTIONAL POLICY

The Parties agree that the following procedure shall govern all promotions within the bargaining unit. (The BC Firefighter Training Standard shall apply when enacted).

Non Officer Promotions

(a) Suppression Branch

First through Fourth Year

Level I One year service plus the successful completion of BC Fire Fighter Training Standards Level I.

Level II Two years service plus the successful completion of BC Fire Fighter Training Standards Level II and NFPA 1002.

Senior Firefighter

At the completion of ten (10) years of service, a Firefighter Level II will be promoted to the position of Senior Firefighter.

(b) Fire Prevention Branch

First through Fourth Year

Level I One year service plus the successful completion of NFPA 1031 Level I.

Level II Two years service plus the successful completion of NFPA 1033 Level I.

Level III Three years service plus the successful completion of NFPA 1031 Level II.

Senior Prevention Officer

At the completion of ten (10) years of service, a Fire Prevention Officer Level III will be promoted to the position of Senior Fire Prevention Officer.

(c) Examinations

1. Theory Exams for BC Fire Fighter Training Standards Levels I and II shall be drawn from question banks based on IFSTA Essentials and NFPA 1002 and other identified manuals specifically relating to the NFPA requirements except where specific local knowledge is required.
2. Theory Exams for NFPA 1031, Levels I, II, and NFPA 1033 Level I shall be drawn from listed sources specifically relating to the NFPA requirements except where specific local knowledge is required.
3. Specific local knowledge shall not count for more than 25% of the total examination mark.
4. Practical demonstrations shall require that actual performance and operation be accomplished. An examination board consisting of a Chief Officer and one of the candidates Company Officers shall assess successful accomplishment of practical skills.

5. The value of each question or practical exercise shall be determined before examinations are held and shall be shown on the examination.
6. The value of each practical exercise shall be identified to the candidate prior to testing.
7. Examination results will be available to applicants within ten days of the completion of the examining process.
8. The passing grade for firefighter levels shall be 75% for both written and practical exercises.
9. Failure to avail oneself of training opportunities does not constitute cause for special consideration. Failure by the Employer to provide the material shall not affect the promotional status of the employee.
10. Examinations shall be conducted at least forty-five (45) days prior to anniversary date of promotion.
11. Should the candidate be unsuccessful, a rewrite shall be scheduled at least fourteen (14) days prior to anniversary date of promotion.
12. Failure to achieve a passing grade at the second examination level shall result in the candidate not advancing to the next classification level for a period of four months. At this time, the candidate shall be re-examined in accordance with the regular examination conditions.

Officer Promotions

a) Qualifying Standards

Material required for the study and knowledge of the candidates will be available through the Department or Fire Academy manuals. Failure by the Employer or the Fire Academy to provide the material shall not affect the future promotional status of the employee. Employees must complete the standard when it is made available to them. Failure to do so shall not constitute cause for special consideration.

Suppression Branch

- (1) Prerequisite -
completion of BC Fire Fighter Training Standards Level II and NFPA 1002

- (2) Theory -
 - (i) Lieutenant - B.C. Fire Academy Officers Courses 1, 2, 4, 5, 6.

 - (ii) Captain - Qualified to Lieutenant Level plus completion of B.C. Fire Academy Company Officers Courses 3, 7, 8, 9, 10.

 - (iii) Platoon Captain – Qualified to and performed in the position of Captain for a minimum of two years plus completion of ICS 300 and the City of Nanaimo Certification Program for Supervisors (Outside Workers) defined as follows;

- Core Supervisor (5 days)
 - Time Management, Scheduling and Organizational Skills (1 day)
 - Risk Management (3 hours)
 - Effective Writing (3 hours)
 - Know Your Collective Agreement and Personnel Policy Manual (6 hours)
 - Supervisors Role in Safety (2 days)
- (3) Evaluation A reasonable and consistent yearly appraisal of overall satisfactory performance as conducted by a Chief Officer and/or a Company Officer.

Fire Prevention

- (1) Prerequisite Completion of NFPA 1031, Level I and II, and NFPA 1033 Level I.
- (2) Theory All blocks of the B.C. Fire Academy Prevention Officers Course.
- (3) Evaluation A reasonable and consistent yearly appraisal of overall satisfactory performance as conducted by a Chief Officer and/or a Company Officer.

(b) Officer's Pools

- (1) A list or pool shall be maintained of eight (8) Suppression Branch employees who have qualified for promotion and acting duties to the rank of Lieutenant (Schedule "C"). When vacancies occur in this pool, the most senior qualified

employee shall be added to the bottom of Schedule "C". (See **Letter of Understanding RE: Department Re-Engineering – IN ABEYANCE FOR TERM OF THIS LETTER**)

- (2) A list or pool shall be maintained of twelve (12) Suppression Branch employees who have qualified for promotion and acting duties to the rank of Captain (Schedule "B"). When vacancies occur in this pool, the most senior qualified employee shall be added to the bottom of Schedule "B". (See **Letter of Understanding RE: Department Re-Engineering – IN ABEYANCE FOR TERM OF THIS LETTER**)
- (3) A list or pool shall be maintained of two Fire Prevention Branch employees who have qualified for promotion and acting duties to the rank of Captain, Chief Fire Prevention Officer (Schedule "D"). When vacancies occur in this pool, the most senior qualified employee shall be added to the bottom of Schedule "D".

(c) Appointment of Officers

- (1) Any promotional appointment to the rank of Suppression Lieutenant shall be first offered to the most senior pool member** listed on Schedule "C".
- (2) Any promotional appointment to the rank of Suppression Captain shall be first offered to the most senior pool member** listed on Schedule "B".
- (3) Any promotional appointment to the rank of Captain Fire Prevention shall be first offered to the most senior pool member** listed on Schedule "D".

- 4) Any employee has the right to refuse a promotional appointment without affecting his/her future promotional status or his/her position on the applicable list.

** Pool seniority is established from the date of entry into the applicable pool(s).

Academy Courses

The Union shall be provided a list of academy courses completed by each employee on November 1st of each year.

Trial Period

Promoted employees shall be given six (6) working months to prove satisfactory. Failing to pass the trial period, the employee shall be returned to his/her former position and rate. Also, persons failing to pass a trial period shall be returned to their positions on the Eligibility List but shall not be eligible to be considered for promotion for a period of one (1) year after returning to his/her former position.

14.1 INSTRUCTOR'S ALLOWANCE

When an employee is required by the Chief or his Deputy to instruct beyond the requirements in the employee's job description or beyond what is the employee's normal job functions (i.e. specialty instruction), that employee shall be paid, in addition to regular pay, one (1) hour's pay for each full or partial shift during which the employee is required to instruct. It is understood that the one (1) hour's pay applies in addition to straight time pay during normal working hours and if overtime is worked then overtime

rates apply. The employee must be certified as an instructor in that discipline and the training must be authorized in advance by the Chief or his Deputy.

15. N/A

15.1 VACANCIES

Vacancies that are to be filled by the Employer, except those covered by Article 14, shall be filled in the following order:

- (a) Employees, who are qualified to the standards established by the Employer and who have worked in the vacant position, as a member of the bargaining unit, within the last five (5) years, shall be eligible to transfer. When two (2) or more employees are eligible to transfer under this subsection, seniority shall be the determining factor.
- (b) If no employee transfers under subsection (a) above, the skill, knowledge and ability of the applicants for the position shall be the primary considerations, subject to the following:
 - (i) Where the skill, knowledge and ability of two (2) or more otherwise qualified applicants is relatively equal (i.e. within ten (10) percent), seniority shall be the determining factor.
 - (ii) The skill, knowledge and ability for vacancies posted under this article shall be those necessary to perform the job function and shall not be established in an arbitrary or discriminatory fashion.
- (c) Employees who transfer under subsection (a), or who are awarded a position under subsection (b), shall be given six (6) working months to prove satisfactory. Failing to pass the

trial period, the employee shall be returned to his/her former position and wage without loss of wages or seniority.

15.2 ALTERNATE EMPLOYMENT

Permanent Disability - When any employee through injury, illness, or handicap, is unable to perform his/her regular duties; the Employer shall provide suitable employment within the Fire Department, provided the employee is qualified and able to perform the duties of the position with reasonable training, at 4th Year Firefighter rate of pay, and all benefits. The maximum number of positions to be occupied by employees in this category will be five (5) at any given time.

15.3 VOLUNTARY TRANSFER WITHIN THE DEPARTMENT

- (a) Fire Prevention Inspectors and Dispatchers who are accepted for voluntary transfer into the Suppression Division shall, for salary purposes, be credited with one hundred percent (100%) of their former service time in the Department up to twelve (12) months and fifty percent (50%) of their former service time in the Department thereafter, to a total accumulated credited service time of twenty-four (24) months.
- (b) Subsequent incremental increases shall be based solely upon service time credited under paragraph (a).
- (c) An employee transferred under these provisions shall take all reasonable steps to attain the certification commensurate with the level of their initial and all subsequent salary levels. The employee shall cooperate in any efforts made by the

employer to accelerate the employee's training in order to obtain the appropriate certification to his/her salary level.

- (d) Previous certifications within the Department shall be recognized for salary purposes for employees returning to the Division in which certification was previously earned.
- (e) Certified firefighters shall receive full recognition of overall service time for salary purposes when transferring into other Divisions. The provisions of Clause (c) above shall apply where certification is statutory requirement of employment within such Division.
- (f) Employees transferred under these provisions shall be given six (6) months to prove satisfactory before permanent assignment or eligibility for promotion.
- (g) Relief Dispatchers transferred to permanent Dispatcher positions shall continue to be paid at their current increment level. They shall be credited with all time accumulated towards their next increment and service related benefits.

16. NEW CLASSIFICATIONS

New classifications created by the City and coming within the jurisdiction of the Union shall be subject to negotiation by the Union as to the rate of pay and hours of work that shall apply to such position.

17. PROBATIONARY PERIOD

New employees shall be considered to be on a probationary basis until the completion of twelve (12) months' service. If such employee continues in employment after the twelve (12) month probationary period, he/she shall be considered to be a permanent

employee and seniority, vacations, and other prerequisites relating to length of service shall date back to original date of employment.

18. SAFETY

(a) The parties agree to establish a Standing Committee comprised of two Members from the Union and two Members from Management, to study and investigate all accidents arising from the operation of City-owned vehicles and machinery, or the loss of Driver's Licences irrespective of reasons, where it involves a condition of employment, and submit a report and recommendation by a majority from the Standing Committee using the British Columbia Motor Vehicle Act, the City of Nanaimo Employment Application, the job description and the Workers' Compensation Board Rules, as guidelines.

(b) Protective Clothing and Equipment

The Employer shall furnish and thereafter maintain at no cost to the employee all respiratory apparatus, gloves, helmets, protective clothing and other protective equipment, such as personal alarm devices, or personal flotation devices, necessary to preserve and protect the safety and health of firefighters. All protective clothing and equipment shall meet the standard, whether existing or promulgated during the term of this Agreement, that provides the highest level of worker protection as prescribed by the Workers' Compensation Board.

(c) All Suppression Branch employees shall be protected from exposure to Hepatitis "B" by receiving adequate vaccine shots which will be paid by the Employer.

19. VACATIONS

(a) Vacation Entitlements

Employees with less than one (1) year of service are probationary employees and shall receive four percent (4%) of earnings as credit for vacation time.

All permanent employees shall receive annual vacations based on a calendar year, as follows:

During first full calendar year & second year
2 weeks (8 duty shifts)

During third to ninth full calendar years
3 weeks (12 duty shifts)

During tenth to fourteenth full calendar years
4 weeks (16 duty shifts)

During fifteenth to nineteenth full calendar years
5 weeks (20 duty shifts)

During twentieth and subsequent full calendar years
6 weeks (24 duty shifts)

(b) Shift Seniority

Selection of annual holidays shall be in order of seniority for each shift. The majority of entitlement of annual holiday selections shall be done no later than February 1st of each year and the remainder no later than the last day in the

month of August. No alterations or exchanges will be recognized unless authorized by the Fire Chief or his deputy.

(c) Commencement

Annual vacation shall commence on the first day back on shift after regular days off.

Upon written request to the Employer by November 15th, employees shall have the option of carrying over to the following year up to one week, non-cumulative, of their annual vacation entitlement.

(d) Definition - Work Week

A normal week for vacation purposes shall be defined in Article 9 - Hours of Work.

(e) Definition - Vacation Year

Vacation entitlement for employees shall be established in accordance with the calendar year (i.e., January 1st to December 31st).

(f) Carry Over

Employees may carry forward up to one (1) week of their annual vacation entitlement in each of their last five (5) years of employment to a maximum total of five (5) weeks to be taken in the year in which they retire.

20. BEREAVEMENT LEAVE

- (a) All employees coming within the scope of this Agreement shall be entitled to a maximum of four (4) days compassionate leave in case of bereavement in his/her immediate family. Immediate family to include the father, mother, spouse, children, brother, sister, parent-in-law, grandparents and grandchildren of an employee.
- (b) Periods of time in excess of four (4) days may be granted at the discretion of the Fire Chief without pay.

21. INSURED BENEFITS

All insured benefits to be effective on the first day of the month following appointment.

(a) Group Insurance

The City and the Union shall maintain a group insurance plan providing coverage to an amount of \$50,000.00 life insurance coverage and \$50,000.00 accidental death coverage, the cost of which is to be shared on a fifty-fifty (50/50) basis from anniversary date. Each employee may apply for an additional \$50,000.00 Group Life and \$50,000 Accidental Death and Dismemberment Insurance, the cost of which is to be shared on a fifty-fifty (50/50) basis. This insurance requires medical evidence of insurability from each applicant and coverage will become effective only with the written approval of the insurer.

(b) Medical Plan - Extended Health Care

- (i) The monthly contributions to Medical Services Plan of B.C. on behalf of all employees covered under the Medical Services Contract shall be borne by the City from anniversary date and will also provide Extended Health Care benefits, with the premiums shared fifty/fifty (50/50) for Extended Health.
- (ii) The Extended Health Plan shall include vision care coverage of 80% of the cost up to \$150 each 24 month period. The Employer will pay 100% of the vision care insurance.

(c) Dental Plan

The current monthly premiums being paid to the Dental Plan shall be borne one hundred percent (100%) by the Employer which covers routine treatment one hundred percent (100%), major treatment fifty percent (50%) and orthodontic fifty percent (50%). Dental Plan "C" orthodontic lifetime maximum coverage of one thousand seven hundred and fifty dollars (\$1750.00).

22. SICK LEAVE

(a) Entitlement

- (i) All employees coming within the scope of this Agreement with more than one (1) year's service with the City shall be entitled to an aggregate of eighteen (18) working days sick leave with pay in each calendar year to be used only where the illness of any such

employee incapacitates such employee to the extent of rendering such employee incapable of carrying out his/her regular employment with the City. Proof of such illness shall be given if demanded by the City by the production of the certificate of a physician. All other employees coming within the scope of this Agreement shall receive annual sick leave with pay at the rate of one and one-half (1 1/2) days sick leave for every month in which such employee has worked in the employ of the Employer, provided that in no case shall the aggregate of such sick leave exceed eighteen (18) working days in any one (1) calendar year.

- (ii) For the purposes of this article, "working day" and sick leave entitlements are defined as follows:
 - a. Those employees whose annual salary is based upon and whose scheduled hours of work are stated as "182 working days @ 12 average = 2184" are entitled to 18 days sick leave based on a 12-hour day for a total of 216 hours per calendar year (Suppression Duties).
 - b. Those employees whose annual salary is based upon and whose normal hours of work are stated as "9 1/2 hour day - 52 weeks a year - 1976 hours per year" are entitled to 18 days sick leave based on a 9 1/2 hour day for a total of 171 hours per calendar year (Prevention - Pre-plan Duties).
 - c. Those employees whose annual salary is based upon and whose normal hours of work are stated as 8 hours per day are entitled to 18 days sick

leave times 8 hours per day for a total of 144 hours per calendar year.

- (iii) All sick leave transactions shall be conducted in hours i.e., additions/deletions. Employees shall be deducted the actual number of sick leave hours utilized/claimed.
- (iv) Employees shall be entitled to use a maximum total of four (4) days of their annual sick leave entitlement per year, irrespective of the number of individuals or incidents involved, in the case of life threatening illness to members of the employee's immediate family, as defined in article 20(a), in order for the employee to provide care or comfort to such family member.

(b) Accumulated Sick Leave

In addition to the annual sick leave to which any employee is entitled under this section, he/she shall also be entitled to any accumulated sick leave standing to his/her credit as provided in paragraph (d) (ii), provided that in any case where there is an accumulation of any sick leave such leave used in any calendar year shall not be taken from such accumulation until the sick leave to which the employee is entitled in respect of that year has been exhausted. Employees shall receive one hundred percent (100%) accrual of unused sick leave allotment for their future benefit during their term of employment with the City up to a maximum of one hundred (100) days.

(c) Sick Leave Gratuity

All employees after completion of ten (10) years' continuous service shall, upon retirement or upon severance of service other than dismissal for cause, be paid a gratuity for the unused balance of sick leave, if any, due them at that time up to a maximum of sixty (60) working days. In the event of death of any employee before retirement, the Sick Leave Gratuity shall be paid to a surviving spouse, or in the event of there being no surviving spouse, be paid at the discretion of the Employer to a dependent immediate family member.

(d) Sick Leave Bank

- (i) Each employee shall contribute annually a sufficient number of days to maintain such Sick Leave Bank provided that in no case shall an employee be required to contribute more than five (5) days annual sick leave in any one year. The contributions shall not collectively result in any accumulation of more than five hundred (500) days in the Sick Leave Bank.
- (ii) Application for an allotment from the Sick Leave Bank may be made by a permanent employee who has suffered a major illness or who has suffered a major injury which is not compensable under the "Workers' Compensation Act" and shall be submitted to the Union Executive and shall be subject to the approval of the said Executive. No allotment from the Sick Leave Bank shall be approved unless and until the employee concerned has exhausted his/her entire annual and accrued sick leave allotment and his/her annual holidays. The number of days sick leave to be allotted

from the Sick Leave Bank shall be determined by the Union Executive but in no case shall such allotment exceed one hundred (100) working days in respect of each major illness. Payment of days allotted from the Sick Leave Bank shall be made in installments covering the normal pay period of the employee concerned.

(e) Light Duties

Where an employee is unable to perform the full duties of his/her position due to illness or injury, he/she may be required by the Employer to perform other fire protection and prevention related duties provided he/she is medically fit to do so.

- (i) Does not include communicable diseases or illnesses.
- (ii) Employees will not be asked to perform any duties that could cause further damage to the injury.
- (iii) Employees to obtain a Doctor's note verifying that they are capable of working in a light duty position and further specifying or limiting the kind of light duty they are capable of performing.
- (iv) Temporary shift changes may be required.
- (v) Areas of "Light Duty" will include Special Assignment in Fire Prevention and Pre-planning.
- (vi) Any employees working in light duty will work no longer than a four day week between Monday and Friday.

(vii) The daily hours of work shall not exceed eight hours for those working day shift assignments.

(viii) Any time difference between the actual time worked and the employees regular work week will be debited to sick time.

(f) Subrogation Rights

An employee may use sick leave credits for time lost through accidental injuries provided that if they should later make a claim or commence an action for damages against a third party in respect of such injuries, they shall include therewith a claim for loss of wages and shall reimburse the City to the extent that they recover in respect of the claim for loss of wages. After receipt of such moneys the City shall credit the employee with the number of sick days equivalent thereto and any resultant gratuity days to which they may be entitled.

23. JURY OR WITNESS PAY

Any employee covered by this Agreement who is forced to be absent from duty as a result of serving as a juror or a witness, shall receive from the City, in lieu thereof, pay at the regular rate for the actual number of hours served that were scheduled to be worked, and any juror or witness pay received by the employee covering the hours absent from duty shall be remitted to the City.

An employee on day shift serving jury or witness duty will not be expected to return to work to complete his/her shift if such duty extends beyond 4:00 p.m. An employee on evening shift will be entitled to 4 hours clear of jury or witness duty prior to commencing his/her shift.

24. CORONER'S COURT DUTY

Any employee covered by this Agreement who is forced to attend as a witness at a Coroner's Inquest or Court of Inquiry as a result of his/her employment shall not have his/her salary deducted for time spent at such inquests or inquiries while said employee is on duty; and further, should said employee, on his/her time off be forced to attend such Coroner's Inquests or Courts of Inquiry as a result of his/her employment, he/she shall be reimbursed for such time spent at such inquests or inquiries at the rate set forth in Article 31 of the current Wage and Working Agreement.

25. COMPENSABLE DISABILITY LEAVE

(a) Accident at Work

Sickness or disability resulting from an accident at work shall not constitute a ground for the discharge of any employee, provided that in the opinion of a qualified Medical Doctor it is possible for such employee, upon recovery, to carry on his/her duties in the fire service of the City, and subject to the opinion of the said Medical Doctor, such employee shall continue in the position held prior to such sickness or accident.

(b) Compensation

(i) Employees absent from duty as a result of a compensable illness or injury received while on duty shall have their net take-home pay and benefits maintained during such absence, for a period not exceeding twelve (12) months for any one illness or injury, provided moneys received from the Workers

Compensation Board shall be remitted to the Employer during that period. In this regard, the normal pensionable earnings of employees covered by this section shall be maintained. Should any compensable illness or injury be of longer duration than twelve (12) months, the following subsection shall apply. The employee shall continue to pay to the Employer their share of benefit payments as listed above.

- (ii) Should any compensable illness or injury be of longer duration than twelve (12) months, employees covered by this Agreement who are unable to attend work because of a disability resulting from such illness or injury shall have their total Medical Services Plan of BC, Superannuation, Group Insurance and Dental Plan (if participating) payments paid by the Employer until the employee returns to work or until judged medically unfit to resume their present occupation.
- (iii) In the event of sickness of a permanent employee or of a permanent employee being injured during their employment by the Employer or of a permanent employee being temporarily laid off, the Employer will continue to pay on behalf of such employee its share of the monthly contributions under the Medical Services Plan of BC, and the Group Insurance Contract and the Dental Plan Contract (if participating) while any such employee is on sick leave, including sick leave allotments from the sick leave bank; and further, that the Employer will continue to pay on behalf of such employee its share of the said contributions for a period of three (3) months immediately following the date of layoff or the date of expiration of sick leave benefits up to a maximum of three (3) months in any twelve (12)

month period, provided, that in all cases, the employee or Union shall likewise continue the employee contributions under such contracts.

26. MATERNITY LEAVE AND PARENTAL LEAVE

The provisions of the Employment Standards Act in effect as at November 7, 2000 with respect to Maternity Leave and Parental Leave are incorporated into and form part of this agreement.

27. CLOTHING

(a) Entitlement - Suppression

The following clothing shall be supplied by the Employer for the purpose of uniformity while at work up to and including the rank of Platoon Captain for those employees doing suppression work:

(i) Upon hiring:

Dress Uniform:

- 1 pair dress pants
- 1 dress tunic
- 2 dress shirts (Flasher sewn on)
- 1 cap
- 1 tie
- 1 pair dress shoes of superior quality
- 1 heavy (cold weather) nylon jacket

Work Clothes:

- 4 pair work pants
- 4 work shirts (with flashers sewn on)

- 2 name tags
- 1 pair (marine type) work boots

Marine type work boots for new employees may be reasonably delayed until the first available department wide ordering.

- (ii) Annually thereafter:

Work Clothes:

- 2 pair work pants
- 2 work shirts (with flashers sewn on)

- (iii) Each second year thereafter:

Work Clothes:

- 1 pair (marine type) work boots or superior quality dress shoes (of the employee's option)

- (iv) Following the initial issuance of the dress uniform, as described in subsection (i) above, employees shall be issued with replacement articles of the dress uniforms, on application to and approval by the Fire Chief, provided there is a demonstrated need for such replacement (i.e. the original issue is worn-out or otherwise unusable).

- (b) Entitlement Inspectors, Chief Fire Prevention Officer and Pre-Planning Captain.

The following clothing shall be supplied by the Employer, for the purpose of uniformity while at work, to each employee appointed to the classification listed in (b) above:

(i) Upon hiring:

Dress Uniform:

2 pair dress pants

1 dress tunic (Eisenhower Short Style)

4 dress shirts

1 cap

1 tie

1 pair dress shoes of superior quality

1 heavy (cold weather) nylon jacket

1 set coveralls (not applicable to Pre-Planning Captain)

2 name tags

(ii) Annually thereafter:

4 dress shirts (flashers sewn on)

1 pair dress shoes of superior quality

(iii) Each second year thereafter:

2 pair dress pants

1 dress tunic

(iv) Each fifth year thereafter:

1 heavy (cold weather) nylon jacket

(v) In addition, as it becomes necessary through normal wear and tear or inadvertent loss or damage:

ties, caps, flashers, badges

(c) Entitlement - Dispatchers

The following clothing shall be supplied by the Employer, for the purpose of uniformity while at work, to each employee appointed to the classification of Dispatcher:

(i) Upon hiring

1 pair dress pants

1 dress tunic (long)

1 cap

1 tie

1 heavy (cold weather) nylon jacket

2 name tags

(ii) Work Clothes

4 pairs work pants

4 dress shirts (with flashers
sewn on)

1 pair dress shoes

(iii) Annually thereafter - Permanent Dispatchers

2 pairs work pants
4 dress shirts (with flashers sewn
on)
1 pair dress shoes

Annually thereafter - Relief Dispatchers

1 pair work pants
2 dress shirts (with flashers sewn
on)
1 pair dress shoes

(iv) In addition, as it becomes necessary through normal wear and tear or inadvertent damage: ties, caps, flashers and badges.

(d) Date for Clothes Measurement

All employees shall be measured for clothing no later than mid-March.

(e) Return of Clothing

Should an employee coming within the scope of this Agreement discontinue employment with the City within the first year following his/her probationary period, such employee shall return to the City all clothing issued to such employee. No clothing shall be issued to an employee during his/her last year of employment prior to retirement.

Should any such employee fail to comply with this provision, the City shall be entitled to deduct the value of any clothing not returned from any moneys owing to such employee.

(f) Service Bars

One (1) service bar shall be issued to each employee upon completion of five (5) full years of continuous service from the date of enlistment and thereafter one (1) additional service bar shall be issued to such employee upon completion of each successive, full five (5) year period of continuous service.

(g) Dry Cleaning Allowance

A uniform cleaning allowance of Nine Dollars (\$9.00) per month for Suppression and Dispatch Branch employees and Fifteen Dollars (\$15.00) per month for Fire Prevention Branch and Pre-plan Branch employees.

(h) The parties recognize that the schedule for the issuance of uniform clothing set out above is not always in the best interest of the Department and the Union's members. Should the parties mutually agree, therefore, to a variance in the schedule, such variances shall be made on a without prejudice basis.

28. SALARY SCHEDULE

(a) Employees shall be paid as per Schedule "A" attached to and forming part of this Agreement. Pay periods will be bi-weekly on Fridays and all new employees will be paid by means of a direct deposit payroll system.

(b) Rate Calculation

Hourly Rate Calculation

Monthly Salary x 12 = Yearly Salary
(Monthly Salary is broken down for convenience only)

Yearly Salary divided by 2184 hours (182 days x 12) = hourly rate,
rounded to nearest 1/10 cent.

Daily Rate Calculation

Hourly Rate x 12 hours (working hours in a day) = Daily Rate

Statutory Pay Calculation

Daily Rate x 7 Stat Holidays divided by 12 months, rounded to nearest
dollar = Monthly Stat Pay.

The rate of pay for the classification of Clerk/Secretary will be equivalent to the hourly rate of a firefighter with an inclusive range between that of the first year and the third year firefighter rates.

- (c) All positions in the Suppression Branch, Fire Prevention Branch, Pre-plan Branch, and Dispatch Branch shall be included in Salary Schedule "A".
- (d) Dispatcher salaries are to be the same as Firefighters up to and including 3rd year rate and all other benefits.

- (e) A rotating position will be created in the Fire Prevention Branch whereby Fire Suppression staff may be temporarily posted to the Prevention branch for one year periods. Appointment to these positions will be by seniority and evaluation.

Schedule "A" , Salary Schedules shall be amended to implement the following general salary increases:

Effective January 1, 2000
(and at any other applicable
dates in the year 2000)

The fourth (4th) year Fire Fighter rate shall be increased to the same rate and at the same effective date(s) as the Collective Agreement between the City of Vancouver and IAFF, Local No. 18, and all other rates to be increased per the applicable indices.

Effective January 1, 2001
(and at any other applicable
dates in the year 2001)

The fourth (4th) year Fire Fighter rate shall be increased by the same percentage and at the same effective date (s) as the Collective Agreement between the City of Vancouver and IAFF, Local No. 18, and all other rates to be increased per the applicable indices.

Effective January 1, 2002
(and at any other applicable
dates in the year 2002)

The fourth (4th) year Fire Fighter rate shall be equivalent to the rate in the Collective Agreement between the City of Vancouver and IAFF, Local No. 18, and all other rates to be increased per the applicable indices.

29. N/A

30. RELIEF PAY

Officer Relief

- (a) When any employee in the Lieutenant's Pool relieves any Lieutenant, they shall receive pay equal to that of Lieutenant for the period so worked.
- (b) When any employee in the Captain's Pool relieves any Captain, they shall receive pay equal to that of Captain for the period so worked.

31. CALL BACK PAY

- (a) Defined - Call back pay is defined as unscheduled emergency overtime work which is not contiguous to an employee's duty shift.

(b) Rates -

- (i) Any employee covered by this Agreement who is called back to work shall be paid at the rate of time and one-half calculated on the hourly rate of .005495 of the monthly salary rate with a minimum of three (3) hours at double time.
- (ii) If the time involved in attending the emergency including any clean-up entails less than three (3) hours, employees involved in the call back shall be released when duties relating to the emergency have been concluded.
- (iii) Any officer attending Officers' meetings at the Employer's request shall be paid a minimum of three (3) hours at straight time.

32. RETROACTIVE PAY

It is agreed that any retroactive pay shall be paid within three (3) clear pay periods after ratification of negotiations and a signed memorandum of agreement; and pay statements are to be itemized.

33. STATUTORY HOLIDAYS

- (a) All employees except those in Suppression and Dispatch Branches shall, in addition to such special holidays as may be declared from time to time by the Employer, or the Dominion of Canada or Province of British Columbia be entitled to the following Statutory Holidays with pay:

New Year's Day	Easter Monday
Canada Day	Labour Day
Remembrance Day	Boxing Day
Good Friday	Victoria Day
British Columbia Day	Thanksgiving Day
Christmas Day	

- (b) Employees in Suppression and Dispatch Branches shall receive pay in lieu thereof. Seven (7) of the statutory holidays will be paid out, four (4) must be taken as time off in lieu.

34. MEAL ALLOWANCE

In cases of emergency, the Employer shall supply the firefighters with meals as authorized by the Fire Chief or his Deputy.

35. OVERTIME

a) Defined

All time worked in excess of an employee's regularly scheduled shift shall be considered overtime and be paid at the rate of time and one half (1 1/2) of the regular rate.

(b) Accumulation

When an employee accumulates a total of forty-eight (48) hours overtime, within thirty (30) days of that date he/she must designate the use of fifty percent (50%) of those hours, such designation to be mutually agreed upon. The employee is to indicate at the start of each year how he/she will be taking his/her overtime - in pay or as time off.

36. LEGAL PROCEEDINGS

If legal proceedings are taken against an employee while engaged in the scope of his/her employment with the City in relation to a charge arising out of the operations of the Fire Department of the City, in the event that the employee is found not guilty or liable in respect of such charge or proceedings, he/she shall be reimbursed by the City for legal expenses incurred by him/her in his/her defense against such proceedings, provided that the employee shall obtain the written approval of the City as to his/her choice of legal counsel, before the legal counsel is retained, and shall have provided the City with full particulars of the alleged offense within a reasonable time after the charge shall have been laid against him/her.

37. LABOUR MANAGEMENT COMMITTEE

A Labour Management Committee shall be established consisting of three (3) representatives of the Union and three (3) representatives of the Employer.

38. N/A

39. RETIREMENT

The maximum retirement age for every employee of the Fire Department, without exception, shall be age sixty (60). Every employee of the Fire Department, without exception, shall be required to retire from employment effective the end of the calendar month in which he/she reaches his/her sixtieth birthday.

40. SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

41. CONTRACTING OUT

The Employer agrees that all work or services performed by the employees shall not be contracted, sub-contracted, transferred, leased, assigned, or conveyed, in whole or in part, to any other plant, person, company, or non-unit employee if it would result in lay-off of any permanent employee, or failure to recall those employees on lay-off who are able to perform the work.

42. APPENDICES AND AMENDMENTS

All appendices and amendments of this Agreement shall be subject to all the provisions of this Agreement.

43. SUPERANNUATION "BUY BACK" PROVISION

Subject to the qualifying provision contained in Section 9(1) of the Pension (Municipal) Act, the City of Nanaimo agrees to participate in such contributions as are necessary to extend pensionable service of a member covered by this Agreement up to a maximum of one (1) year. The said extension to represent that time served by the employee in a probationary capacity or a waiting period with the City of Nanaimo which has not heretofore been considered as pensionable service. Such benefit to be subject to the following:

- (a) An employee must have a vested interest in the Pension (Municipal) Act and to have reached the age of minimum retirement in order to qualify.
- (b) Any member of the Fire Department who wishes to take advantage of this benefit must give at least six (6) months notice in advance of the contemplated retirement date and make such arrangements as are necessary at that time regarding his/her own contributions. Provided, however, the time constraints provided for in this paragraph may be waived under special circumstances by application to and with the approval of the City.
- (c) Cost of increased benefits, as defined by the Commissioner of Municipal Superannuation, is shared 50/50 by the employee and the Employer as per Section 9(1)(b) of the Pension (Municipal) Act.
- (d) The approval of the Superannuation Commissioner and resolution of the Employer.

44. TERM OF AGREEMENT

This Agreement shall be in full force and effect from January 1, 2000 until December 31, 2002 and shall continue from year to year thereafter until a new Agreement is executed.

IN WITNESS WHEREOF the City has affixed its Corporate Seal attested by the Hands of its Officers duly authorized in that behalf, and the Union has subscribed its name under the hand of its Officers duly authorized in that behalf the day and year first above written.

SIGNED WITH THE SEAL OF
THE CITY OF NANAIMO AND
SIGNED BY:

MAYOR

CITY CLERK

INTERNATIONAL
ASSOCIATION OF
FIREFIGHTERS, LOCAL NO.
905

Witness:

Address:

Occupation:

President (T. Greves)

Secretary-Treasurer

SCHEDULE "A" – SALARY SCHEDULE

FIREFIGHTERS (MONTHLY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$3,229	\$3,324	\$3,422
2nd 6 months	\$3,460	\$3,562	\$3,667
2nd Year	\$3,690	\$3,799	\$3,911
3rd Year	\$4,152	\$4,274	\$4,400
4th Year	\$4,613	\$4,749	\$4,889
On Completion of 10 Calendar Years Service	\$4,705	\$4,844	\$4,987
Lieutenant	\$5,176	\$5,328	\$5,486
Captain - Operations/Training Officers (182 Hrs. Per Month)	\$5,646	\$5,813	\$5,984
Platoon Captain (182 Hrs. Per Month)	\$5,975	\$6,152	\$6,333
Captain - Fire Prevention (164.67 Hrs. Per Month)	\$5,646	\$5,813	\$5,984
Captain - Prefire Planning (162.5 Hrs. Per Month)	\$5,646	\$5,813	\$5,984

SCHEDULE "A" – SALARY SCHEDULE

FIREFIGHTERS (DAILY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$213.00	\$219.24	\$225.72
2nd 6 months	\$228.24	\$234.96	\$241.80
2nd Year	\$243.36	\$250.56	\$257.88
3rd Year	\$273.84	\$281.88	\$290.16
4th Year	\$304.20	\$313.20	\$322.44
On Completion of 10 Calendar Years Service	\$310.32	\$319.44	\$328.92
Lieutenant	\$341.28	\$351.36	\$361.80
Captain - Operations/Training Officers (182 Hrs. Per Month)	\$372.36	\$383.28	\$394.56
Platoon Captain (182 Hrs. Per Month)	\$393.96	\$405.72	\$417.60
Captain - Fire Prevention (164.67 Hrs. Per Month)	\$325.76	\$335.45	\$345.33
Captain - Prefire Planning (162.5 Hrs. Per Month)	\$312.75	\$322.02	\$331.47
	\$330.13	\$339.91	\$349.89

SCHEDULE "A" – SALARY SCHEDULE

FIREFIGHTERS (HOURLY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$17.75	\$18.27	\$18.81
2nd 6 months	\$19.02	\$19.58	\$20.15
2nd Year	\$20.28	\$20.88	\$21.49
3rd Year	\$22.82	\$23.49	\$24.18
4th Year	\$25.35	\$26.10	\$26.87
 On Completion of 10 Calendar Years Service	 \$25.86	 \$26.62	 \$27.41
 Lieutenant	 \$28.44	 \$29.28	 \$30.15
 Captain - Operations/Training Officers (182 Hrs. Per Month)	 \$31.03	 \$31.94	 \$32.88
 Platoon Captain (182 Hrs. Per Month)	 \$32.83	 \$33.81	 \$34.80
 Captain - Fire Prevention (164.67 Hrs. Per Month)	 \$34.29	 \$35.31	 \$36.35
 Captain - Prefire Planning (162.5 Hrs. Per Month)	 \$34.75	 \$35.78	 \$36.83

SCHEDULE “A” – SALARY SCHEDULE

INSPECTORS (MONTHLY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$3,229	\$3,324	\$3,422
2nd 6 months	\$3,460	\$3,562	\$3,667
2nd Year	\$3,690	\$3,799	\$3,911
3rd Year	\$4,152	\$4,274	\$4,400
4th Year	\$4,613	\$4,749	\$4,889
On Completion of 10 Calendar Years Service	\$4,705	\$4,844	\$4,987

INSPECTORS (DAILY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$186.30	\$191.81	\$197.51
2nd 6 months	\$199.69	\$205.58	\$211.57
2nd Year	\$212.90	\$219.26	\$225.72
3rd Year	\$239.59	\$246.62	\$253.94
4th Year	\$266.19	\$274.08	\$282.15
On Completion of 10 Calendar Years Service	\$271.51	\$279.49	\$287.76

SCHEDULE "A" – SALARY SCHEDULE

INSPECTORS (HOURLY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$19.61	\$20.19	\$20.79
2nd 6 months	\$21.02	\$21.64	\$22.27
2nd Year	\$22.41	\$23.08	\$23.76
3rd Year	\$25.22	\$25.96	\$26.73
4th Year	\$28.02	\$28.85	\$29.70
On Completion of 10 Calendar Years Service	\$28.58	\$29.42	\$30.29

STATUTORY PAY	01-JAN-2000	01-JAN-2001	01-JAN-2002
1st 6 months	\$124.00	\$128.00	\$132.00
2nd 6 months	\$133.00	\$137.00	\$141.00
2nd Year	\$142.00	\$146.00	\$150.00
3rd Year	\$160.00	\$164.00	\$169.00
4th Year	\$177.00	\$183.00	\$188.00
On Completion of 10 Calendar Years Service	\$181.00	\$186.00	\$192.00
Lieutenant	\$199.00	\$205.00	\$211.00
Captain - Operations/Training Officers (182 Hrs. Per Month)	\$217.00	\$224.00	\$230.00
Platoon Captain	\$230.00	\$237.00	\$244.00

SCHEDULE “A” – SALARY SCHEDULE

ACTING OFFICERS PAY (MONTHLY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
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4th Year	\$4,613.00	\$4,749.00	\$4,889.00
10th Year	\$4,705.00	\$4,844.00	\$4,987.00
Lieutenant	\$5,176.00	\$5,328.00	\$5,486.00
Captain	\$5,646.00	\$5,813.00	\$5,984.00
Platoon Captain	\$5,975.00	\$6,152.00	\$6,333.00
Inspectors: Captain - Fire prevention	\$5,646.00	\$5,813.00	\$5,984.00
4th Year	\$4,613.00	\$4,749.00	\$4,889.00
10th Year	\$4,705.00	\$4,844.00	\$4,987.00

ACTING OFFICERS PAY (STAT PAY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
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4th Year	\$177.00	\$183.00	\$188.00
10th Year	\$181.00	\$186.00	\$192.00
Lieutenant	\$199.00	\$205.00	\$211.00
Captain	\$217.00	\$224.00	\$230.00
Platoon Captain	\$230.00	\$237.00	\$244.00

SCHEDULE "A" – SALARY SCHEDULE

ACTING OFFICERS PAY (DAILY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
4th Year	\$315.82	\$325.19	\$334.75
10th Year	\$322.15	\$331.65	\$341.47
Lieutenant	\$354.40	\$364.81	\$375.63
Captain	\$386.57	\$398.04	\$409.71
Platoon Captain	\$409.12	\$421.25	\$433.65
Inspectors: Captain - Fire prevention	\$325.72	\$335.36	\$345.22
4th Year	\$266.13	\$273.98	\$282.05
10th Year	\$271.44	\$279.46	\$287.71
Acting Lieutenant u/10 Years	\$38.58	\$39.62	\$40.88
Acting Lieutenant o/10 Years	\$32.25	\$33.16	\$34.16
Acting Captain	\$32.17	\$33.23	\$34.08
Acting Platoon Captain	\$22.55	\$23.21	\$23.94
Acting Captain Inspectors u/10 Years	\$59.59	\$61.38	\$63.17
Acting Captain Inspectors o/10 Years	\$54.28	\$55.90	\$57.51

SCHEDULE "A" – SALARY SCHEDULE

ACTING OFFICERS PAY (HOURLY)	01-JAN-2000	01-JAN-2001	01-JAN-2002
4th Year	\$26.32	\$27.10	\$27.90
10th Year	\$26.85	\$27.64	\$28.46
Lieutenant	\$29.53	\$30.40	\$31.30
Captain	\$32.21	\$33.17	\$34.14
Platoon Captain	\$34.09	\$35.10	\$36.14
Inspectors: Captain - Fire prevention	\$34.29	\$35.31	\$36.34
4th Year	\$28.02	\$28.84	\$29.69
10th Year	\$28.58	\$29.42	\$30.29
Acting Lieutenant u/10 Years	\$3.22	\$3.30	\$3.41
Acting Lieutenant o/10 Years	\$2.69	\$2.76	\$2.85
Acting Captain	\$2.68	\$2.77	\$2.84
Acting Platoon Captain	\$1.88	\$1.93	\$2.00
Acting Captain Inspectors u/10 Years	\$6.27	\$6.46	\$6.65
Acting Captain Inspectors o/10 Years	\$5.71	\$5.88	\$6.05

SCHEDULE "B" in abeyance

SEE DEPARTMENTAL RE-ENGINEERING LETTER OF UNDERSTANDING

SCHEDULE "B"
LETTER OF UNDERSTANDING

BETWEEN

CITY OF NANAIMO

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 905

The 1998 existing appointed Suppression Captains' Pool is comprised of the following members:

- | | | |
|--------------|----------------|----------------|
| 1. T. Norman | 5. J. Savoy | 9. C. Prestley |
| 2. D. Cross | 6. M. Harrison | 10. T. Bennett |
| 3. K. Ausmus | 7. D. Samarin | 11. B. Butler |
| 4. R. Pinneo | 8. R. Matthews | 12. W. Smith |

1998 existing Suppression Captains' Eligibility list is comprised of the following members:

- | | | |
|--------------|---------------|----------------|
| 1. N. Maybin | 5. R. Lychak | 9. R. Tarr |
| 2. D. Rogers | 6. D. Vance | 10. R. Daly |
| 3. S. Ellis | 7. M. Roy | 11. T. Ramshaw |
| 4. N. Hornby | 8. D. Angrove | 12. T. Greves |

SIGNED ON BEHALF OF
OF
THE CITY OF NANAIMO

SIGNED OF BEHALF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY

"J. Constable"
Director of Human Resources

ORIGINAL SIGNED BY

"D. Angrove"
President

1998-Nov-09

SCHEDULE "C" in abeyance

SEE DEPARTMENTAL RE-ENGINEERING LETTER OF UNDERSTANDING

SCHEDULE "C"

LETTER OF UNDERSTANDING

BETWEEN

CITY OF NANAIMO

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 905

The 1998 existing appointed Suppression Lieutenants' Pool is comprised of the following members:

- | | |
|--------------|---------------|
| 1. N. Maybin | 5. R. Lychak |
| 2. D. Rogers | 6. D. Vance |
| 3. S. Ellis | 7. M. Roy |
| 4. N.Hornby | 8. D. Angrove |

1998 existing Suppression Lieutenants' Eligibility list is comprised of the following members:

- | | |
|---------------|---------------|
| 1. R. Tarr | 5. B. Eggers |
| 2. R. Daly | 6. R. Lambert |
| 3. T. Ramshaw | 7. B. Rozzano |
| 4. T. Greves | 8. Brian Wood |

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"
Director of Human Resources

"D. Angrove"
President

1998-Nov-09

SCHEDULE "D"

SCHEDULE "D"

LETTER OF UNDERSTANDING

BETWEEN

CITY OF NANAIMO

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 905

The 2001 existing appointed Captain, Chief Fire Prevention Officer:

G. Holmes

The 2001 existing Captain, Chief Fire Prevention Officers Eligibility list is comprised of the following member(s):

D. Bell

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"

Director of Human Resources

"T. Greves"

President

SCHEDULE "E" – SENIORITY LIST

NANAIMO FIRE DEPARTMENT – 2001 SENIORITY LIST

1	Ausmus, Kenneth	74.10.12
2	Hall, Kenneth	74.11.19
3	Pinneo, Ronald	75.11.05
4	Savoy, John	75.11.05
5	Samarin, Andrew	76.10.30
6	Prestley, Christopher	77.04.03
7	Bennett, Thomas	77.11.12
8	Butler, James Robert	78.04.10
9	Maybin, Norman	79.09.17
10	Rogers, Dan	79.09.17
11	Hornby, Noel	79.09.17
12	Ellis, Stephen	79.09.17
13	Lychak, Ronald	79.09.17
14	Vance, J. David	81.03.23
15	Daly, Ronald	81.10.05
16	Ramshaw, Thomas	81.10.05
17	Greves, G. Ted	81.10.05
18	Eggers, William	81.10.05
19	Rozzano, L. Bradley	81.10.05
20	Wood, Brian	81.10.05
21	Bell, Douglas	81.10.05
22	Jack, Keith	81.10.05
23	Ferguson, Trevor	81.10.05
24	Tannock, Frank	81.10.05
25	Jones, Richard	81.10.05
26	Petersen, Steen	81.10.05
27	MacFarlane, Bruce	81.11.09
28	Williams, Ronald	88.11.21

29	Mowatt, Brian	89.12.11
30	Moen, Dallas	90.06.04
31	Drakeley, Martin	90.11.29
32	Bagger, Michael	91.03.04
33	Fulla, Jeffrey	91.12.02
34	Rispin, Michael	92.10.27
35	Ashlie, Bryun	93.01.04
36	Angelucci, Ross	93.05.04
37	Norman, Greg	94.12.06
38	Harrison, Stuart	96.01.05
39	Dunbar, Diane	96.01.05
40	Hyne, Peter	96.01.05
41	Baxter, Don A.	96.01.05
42	Schwager, Mark	96.01.05
43	Dyck, Colin	96.01.05
44	Cripps, Brian	96.01.05
45	Wood, Brad	97.01.07
46	Masters, Lorelei	97.10.14
47	Smith, Julia	97.10.14
48	Ten Have, Earle	97.10.14
49	Whiting, Geoff	97.11.17
50	Gannon, Cory	97.11.17
51	Allard, Mike	97.11.18
52	Mond, Ennis	99.06.08
53	Timmins, Karen	99.11.30
54	Lal, Umesh	99.11.30
55	Krall, Tom	00.01.04
56	Multari, Dan	00.01.04
57	Kwasnechi, Rick	00.02.01
58	Libbus, Troy	00.05.04
59	Jonah, Mark	01.01.08
60	Manson, Shane	01.03.12

61	Battie, Jason	01.03.12
62	Doyle, Tim	01.03.12
63	Walker, Mark	01.03.12
64	Robinson, Leah	01.07.10
65	Leigh, Dave	01.07.18
66	Boudrot, Doran	02.01.07
67	Mitrenga, Scott	02.01.07

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"

Director of Human Resources

"T. Greves"

President

LETTER OF UNDERSTANDING - (PAID-ON-CALL RATIO)

BETWEEN:

THE CITY OF NANAIMO

AND:

**THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS,
LOCAL 905**

[Paid-on-Call Ratio]

- a) It is jointly recognized that there is, at the present time, a need for volunteer firefighters in the City of Nanaimo. Accordingly, the City may recruit, equip, train and maintain a cadre of volunteer firefighters such that the community, within the present City boundaries will be satisfactorily protected.
- b) The number of Paid On Call firefighters shall not exceed sixty-four (64) (excluding Protection Island). This level shall be achieved through attrition recognizing that the current complement of Paid On Call Firefighters exceeds sixty-four (64). No new paid On Call firefighters shall be hired until the above number sixty-four (64) is achieved. Notwithstanding the above, the minimum number of POC's at Halls, 2, 3 and 5 shall be fifteen (15), and the minimum shall be nineteen (19) POC's at Hall 4.
- c) The Union shall not require the City to terminate or lay off volunteers on the hiring of full-time firefighters.

- d) The City will notify the Union of the names of the Paid On Call Firefighters on or before October 31st of each year.
- e) Once the maximum number of sixty-four (64) POC firefighters (excluding Protection Island) is achieved through attrition, the number of Paid On Call fire fighters may only increase in the event of community expansion, consolidation or amalgamation, provided that there is at least one (1) professional firefighter for every .977 POC Firefighter (excluding Protection Island) after such increase.
- f) Once the number of sixty-four (64) POC Firefighters are achieved, the City shall have three (3) months within which to replace volunteers in the event of a turnover.
- g) The City agrees that the number of regular bargaining unit members shall not be reduced below sixty-one (61) as of the date of ratification and sixty-five (65) after four (4) Pooled Firefighters are hired.

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"
Director of Human Resources

"T. Greves"
President

2001-FEB-19

LETTER OF UNDERSTANDING – (RELIEF DISPATCHERS)

BETWEEN:

THE CITY OF NANAIMO

AND:

**THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 905**

[Relief Dispatchers]

The Employer may hire up to two (2) relief dispatchers to relieve in the Alarm Room.

L.O.U. [Re; Paid On Call Ratio] if renewed, is not applicable to this letter.

Wages shall be paid per Collective Agreement. Relief Dispatchers will receive 10% in lieu of benefits. They will earn salary increments on the basis of accumulation of time actually worked (i.e. one year = 2184 hours actually worked). They will accumulate seniority.

Overtime is payable for hours worked in excess of forty-eight (48) in any eight (8) day cycle.

The first day worked will start an eight day cycle. If no work is scheduled the ninth or subsequent days, the eight day cycle will not begin until the next occurrence of work.

Overtime rate as per Article 35(a) shall apply for the second shift of a

double shift.

All hours worked on a Statutory Holiday will be paid at one and one-half time for the first 11 hours and double time for remainder.

The employment of relief dispatchers will not result in the layoff of existing Firefighters.

This letter is not admissible in any future arbitration proceeding where the Employer is seeking part-time positions in any branch of the Fire Department. The parties do not intend that this Letter of Understanding will be admitted in evidence in any other proceeding involving locals of the IAFF.

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"
Director of Human Resources

"T. Greves"
President

2001-MAR-26

LETTER OF UNDERSTANDING – (SUPPRESSION BRANCH –
VACATION/STATS)

BETWEEN:

THE CITY OF NANAIMO

AND:

**THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 905**

[Suppression Branch - Vacation/Stats]

The Employer reserves the right to require one (1) or more suppression firefighters on each shift to be off on vacation and/or statutory holiday time during each scheduled block of work. This letter applies to the suppression branch only and is without prejudice to the Employer's right to schedule vacation and statutory holiday time off.

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"
Director of Human Resources

"T. Greves"
President

2001-FEB-19

LETTER OF UNDERSTANDING – (TRAINING)

BETWEEN:

THE CITY OF NANAIMO

AND:

**THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 905**

[Training]

Full-time employees, who attend any required and, approved training program (i.e. all courses and training required for promotion within the Department) at times other than during their normally scheduled hours of work, shall be paid at straight-time rates while so attending. Such time may, at the employee's option, be taken in cash or as time off, provided such time-off may only be taken at times that are mutually agreeable to the employee and the Chief, or his designate.

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"

Director of Human Resources

"T. Greves"

President

2001-FEB-19

LETTER OF UNDERSTANDING – (POOLED FIREFIGHTERS)

BETWEEN:

THE CITY OF NANAIMO

AND:

**THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 905**

[Pooled Firefighters]

- a) Effective February 19, 2001 and thereafter, the City may hire four (4) new full-time fire fighters in the Suppression Branch. These four (4) fire fighters will be designated as “Pooled Fire Fighters”.
- b) Pooled fire fighters shall not be covered by Article 9(a) - Hours of Work Suppression Branch, Article 9(f) – Posting of Schedules nor, Article 35(a) - Overtime Defined. All other provisions of the collective agreement shall apply including seniority as per article 13.
- c) Pooled Fire fighters shall work the same number of yearly straight time hours as are worked by other full-time suppression fire fighters (i.e. 2184 hrs.). They shall work a fifty-six (56) day work cycle and a maximum of twenty-eight (28) shifts per cycle. The work cycle is defined as the period commencing at 0800 Monday and ending fifty-six (56) days later at 0759 Monday.
- d) Day shifts shall be ten (10) consecutive hours commencing at 0800 and finishing at 1800 hours. Night shifts shall be fourteen (14) consecutive hours commencing at 1800 and finishing at 0800 hours.

Combined shifts shall be twenty-four (24) consecutive hours (i.e. a day shift immediately followed by a night shift, or a night shift immediately followed by a day shift). Combined shifts shall be scheduled at least twenty-four (24) hours in advance. Pooled fire fighters working a combined shift shall be given at least twenty-four (24) hours off between the end of such shift and the beginning of their next shift.

- e) Pooled fire fighters shall not be scheduled to work more than five (5) shifts and/or fifty-eight (58) hours in any work week, unless overtime applies in accordance with points (g) &/or (h) of this letter. The work week is defined as the period from 0800 on Monday to 0759 on the following Monday.
- f) Pooled fire fighters shall be scheduled so as to best meet the Department's operational requirements, recognizing their desire to work a normal shift configuration (i.e. two (2) consecutive day shifts followed by two (2) consecutive night shifts).
- g) Except if working a combined shift, pooled fire fighters shall be paid overtime at the rate of time and one-half (1½) for work performed on a regular work day that is in excess of their scheduled hours on that day (i.e. 10 hrs or 14 hrs. as applicable).
- h) Pooled fire fighters shall be paid overtime for work performed in excess of three hundred and thirty-six (336) straight-time hours in any fifty-six (56) day cycle, provided that only regularly scheduled straight-time hours worked in each cycle are to be counted in this calculation.
- i) The pool shall comprise the four (4) least senior Fire Fighters in the Suppression Division. When new Fire Fighters are hired in the Suppression Division they shall be placed in the pool and the most senior pool employee(s) shall be placed in a non-pooled position in

the Suppression Division, provided the pool is maintained at its established level.

- j) Each pooled fire fighter shall be assigned to a platoon for purposes of taking vacation and/or statutory holidays.
- k) No member of the Department hired prior to February 19, 2001 shall be a pooled fire fighter.
- l) This Letter shall remain in force and effect provided the City does not reduce the number of bargaining unit members employed by the Department below sixty-five point five (65.5) in number after the four (4) pooled fire fighters are hired. Should the City thereafter reduce the number of bargaining unit members below this number, this Letter shall be automatically terminated and any pooled Fire Fighters remaining shall be placed in a normal (non-pooled) position within the Suppression Division.

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"
Director of Human Resources

"T. Greves"
President

2001-FEB-19

LETTER OF UNDERSTANDING – (DEPARTMENT RE-
ENGINEERING)

BETWEEN:

THE CITY OF NANAIMO

AND:

**THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 905**

[Department Re-engineering]

This Letter is entered into on a without prejudice basis to the City's management rights or the rights that either party had immediately prior to the implementation of this Letter. This Letter takes precedence over the collective agreement where there is a conflict between the agreement and this Letter.

With the exception of arbitrations over the explicit terms of this Letter, the parties agree that they will not refer to this Letter and/or any of its contents in any other arbitration, Labour Relations Board hearing, court action or litigation of any kind.

The following terms are agreed:

- (a) The City may proceed with its re-engineering plan, at its discretion, following the execution of this Letter provided that any changes do not conflict with the collective agreement or this Letter.

(b) The organization structure in the Fire Department shall be as follows:

(i) Four (4) Platoon Captains

(ii) Eight (8) Captains

(iii) Four (4) Lieutenants

These levels shall not be changed during the term of the collective agreement unless mutually agreed.

(c) Promotion standards regarding the positions listed above shall be as set out in Article 14. It is understood that the job description and qualifying standards for Platoon Captain shall be finalized as soon as possible. If the job description and the qualifying standards are not mutually agreed on or before March 31, 2001, then either party may refer the outstanding issues to Mediator G. McArthur for a binding decision. Mediator G. McArthur shall also have binding authority over any issues related to the interpretation and application of this Letter of Understanding.

(d) Selection of candidates to fill the positions set out in point (b) shall be in accordance with Article 15 and point (g) of this Letter. It is understood that Article 14(b)(1)(2) and Schedules "B" and "C" are placed in abeyance during the term of this Letter and it is further agreed that when vacancies occur in each Officer's pool, the most senior qualified employee shall be added to the bottom of the lists in point (g) of this Letter.

(e) Incumbents in the Lieutenant position at the time of execution of this Letter who are not selected to fill one (1) of the positions set out in point (b) shall have their Lieutenant's rate of pay "grandparented" until such time as their employment with the

Department terminates, they voluntarily transfer to a different Division or are promoted to a higher rank. Grandparented rates shall include all general wage increases during the period that the employee's rate of pay is "grandparented".

- (f) The rate of pay for the positions listed in point (b) shall be as follows:

Platoon Captain 127% of the tenth (10th) year Fire Fighter rate.

Captain 120% of the tenth (10th) year Fire Fighter rate.

Lieutenant 110% of the tenth (10th) year Fire Fighter rate.

- (g) The Department shall backfill the Platoon Captain and Captains positions during all absences by the regular incumbents in these positions. The eligibility list for such temporary promotion is attached as Appendix 1. This eligibility list shall be updated as necessary in the future to maintain a minimum of eight (8) names for Platoon Captains and ten (10) names for Captains, using the Captain's eligibility procedures and requirements set out in Article 14. The eligibility lists shall be as follows for such temporary promotions – See APPENDIX "I".

- (h) The Department shall backfill the Lieutenant positions with "grandparented" Lieutenants during absences of the regular incumbents, provided that there are grandparented Lieutenants available. When there are no longer any grandparented Lieutenants employed by the Department, or none are available, the four (4) Lieutenant positions shall be filled from a Lieutenants' eligibility list comprising four (4) individuals. The list shall be

developed using the eligibility procedure and requirements set out in Article 14. The eligibility list for such promotion shall be as follows – See APPENDIX “I”.

- i) It is agreed that Officers in the bargaining unit shall train Paid On Call (POC) Fire fighters to standard not to exceed Level 1 fire fighter. The parties shall discuss the content of training, method of delivery, timelines, etc. The Employer shall finalize the above matters after consultation with the Union.

- j) In light of the contents of this Letter of Understanding, the parties agree to resolve the Union’s grievance regarding overtime involving the replacement of absent Lieutenants on a without prejudice basis as follows:
 - a) the City shall make a one-time payment of three thousand dollars (\$3,000) to be distributed at the Union’s direction to the members directly impacted by the grievance. By making this payment the City is not admitting any violation of the collective agreement.

 - b) the parties agree not to refer to this grievance or the settlement thereof in any future arbitrations, Labour Relations Board hearings, court actions or litigation of any kind.

SIGNED ON BEHALF OF
THE CITY OF NANAIMO

SIGNED ON BEHALF OF
I.A.F.F., LOCAL 905

ORIGINAL SIGNED BY:

ORIGINAL SIGNED BY:

"J. Constable"
Director of Human Resources
2001-FEB-19

"T. Greves"
President

(APPENDIX “I”)

Acting Platoon Captain’s Pool (8)

Capt. Samarin
Capt. Bennett
Capt. Butler
Capt. Maybin
Capt. Rogers
Capt. Ellis
Capt. Hornby
Capt. Lychak

Acting Captain’s Pool (10)

Lt. Act. Capt. Vance
Lt. Act. Capt. Daly
Lt. Act. Capt. Ramshaw
Lt. Act. Capt. Greves
Lt. Act. Capt. Eggers
Lt. Act. Capt. Rozzano
Act. Capt./Act. Lt. Wood
Act. Capt./Act. Lt. Jack
Act. Capt./Act. Lt. Ferguson
Act. Capt./Act. Lt. Tannock

(APPENDIX “I”)

Acting Lieutenant’s Pool (4)

Act. Capt./Act. Lt. Wood

Act. Capt./Act. Lt. Jack

Act. Capt./Act. Lt. Ferguson

Act. Capt./Act. Lt. Tannock

Act. Lt. Jones

Act. Lt. Petersen

Act. Lt. MacFarlane

Act. Lt. Williams

2002-JUN-14