

The 19th COLLECTIVE AGREEMENT

BETWEEN

CITY OF CAMPBELL RIVER

AND

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS
LOCAL 1668

January 1, 2022 – December 31, 2024



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THIS AGREEMENT, retroactive to the first day of January, Two Thousand and Twenty-Two.

BETWEEN THE CITY OF CAMPBELL RIVER in the Province of
British Columbia

(Herein called the "Employer")

AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,
LOCAL 1668

(Herein called the "Union").

1.0 OBJECT

1.1 The object of this Agreement is to promote and continue the existing harmonious relations, co-operation and understanding between the City of Campbell River and its Employees and to provide:

- (a) A basis of mutual understanding on conditions of employment, hours of work and rates of pay;
- (b) Facilitation of prompt, fair and peaceful settlement of disputes and grievances; and
- (c) Assurance for the people of Campbell River, the highest standard of Fire Department and medical operations and services obtainable through the most economic and efficient administration of the affairs of the City of Campbell River.

1.2 Wherever the word "they" is used in this Agreement, it shall be deemed to be singular or plural wherever the context so requires.

1.3 This agreement shall be in effect from the first day of January 2022 to the 31st day of December 2024.

It is further agreed that Subsection 50(2) and 50(3) of the Labour Relations Code shall be specifically excluded from and shall not be applicable to the new Collective Agreement.

2.0 UNION RECOGNITION

2.1 The City of Campbell River recognises the Union as the collective bargaining agent for all Employees for whom the Union has been certified as Bargaining Authority under the Employment Standards Act and the Labour Relations Code.

A copy of any correspondence between the City of Campbell River and a member of the bargaining unit that relates in any way to the Collective Agreement will be forwarded to the Union Executive.

2.2 The Union recognises the City of Campbell River as a collective bargaining agent.

2.3 "Employee" in this agreement means an Employee of the City of Campbell River who is within the unit of Employees for whom the Union has been certified as Bargaining Authority under the Labour Relations Code.

2.4 Without restricting the generality of the foregoing, it is agreed that the persons holding the following shall be excluded from the terms of this agreement:

- (a) Fire Chief
- (b) Deputy Fire Chief
- (c) Assistant Fire Chief
- (d) Assistant Chief
- (e) Executive Assistant

3.0 UNION SECURITY

3.1 All Employees covered by the Union Certification of Bargaining Authority shall pay a monthly fee to the Union, equal to the Union monthly dues. It is further agreed that any Employee hired by the City of Campbell River during the term of this agreement shall become a member of the Union immediately and shall maintain membership in good standing with the Union as a condition of employment consistent with the Labour Relations Code.

3.2 Upon written authorization from the Employee concerned, the Employer agrees to deduct from the pay of the Employee any monthly dues or assessments levied in accordance with the Union by-laws.

3.3 The City of Campbell River and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any Employee for reason of membership or activity in the Union.

3.4 Union Meetings will be held at the Fire Hall at a time suitable to the Union and the Employer.

- 3.5 There shall be no discrimination or coercion by the City of Campbell River or by the Union against any Employee because of the Employee's Union or non-union affiliations or because of their activity in Union affairs or any other classification contained in the Human Rights Code.
- 3.6 The Union and the City of Campbell River recognizes the right of the Employees to work in an environment free from any form of harassment. The City of Campbell River, with co-operation from the Union, shall take actions as are necessary with respect to any person employed by the City of Campbell River engaging in harassment in the workplace.

4.0 PROMOTIONAL POLICY

- 4.1 Promotions will be made in accordance with the promotional policy statement, which is attached hereto and marked Appendix "C".

5.0 MANAGEMENT'S RIGHTS

- 5.1 Without restricting the rights of the Employees under the terms of this Agreement, the Union recognizes the right of the City of Campbell River to manage the affairs and operations and direct the working forces, including the right to hire, suspend for just cause, discharge for just cause, promote, demote, discipline, layoff, and the right to determine job content, to evaluate jobs and assign work.

The rights of the City of Campbell River referred to in this section are vested in the Council of the City of Campbell River or their duly appointed delegates.

- 5.2 Contemplated major changes in working conditions affecting Fire Department personnel will be referred to the Union executive in writing and they shall be provided an opportunity to make representation to the City of Campbell River on such matters before any changes are put into effect.

6.0 VACANCIES AND POSTING OF POSITIONS

- 6.1 The department shall be split into three divisions: Fire Safety, Dispatch, and Mechanical Divisions.
- (a) Members that work as Fire Fighter(s), Fire Officer(s), inspector/Fire Fighter(s), fire prevention officer/Fire Fighter(s), or any other job that involves actively participating in fire suppression duties shall be considered to be in the Fire Safety Division.
 - (b) All members that work as fire dispatchers or any other job involving primarily dispatching or communications duties shall be considered to be in the Dispatch Division.

- (c) Any member that works as a mechanic shall be considered to be in the Mechanical Division.
- 6.2 When a vacancy occurs in any class of employment or a new position is created within the Fire Department, notice thereof will be posted in the Fire Halls at least fourteen (14) calendar days prior to the position being externally posted. Through mutual agreement, postings can be placed internally and externally at the same time and/or the fourteen (14) day posting may be reduced or waived.
- 6.3 All Employees that wish to electively transfer from one division to another will be required to apply and undergo testing in the same fashion as an outside applicant.
 - (a) Should the Employee be the successful candidate for the job, they will be placed on the bottom of that division's seniority list. They would carry with them their department seniority for the calculation of vacation and supplementary holidays. There would be no impact to their sick time credits. They would assume the wage commensurate with their new position as the junior Employee. E.g. a 1st Class Fire Fighter moving into dispatch would go from 100% to 65%.
- 6.4 Should an Employee that has electively transferred from one division to the other, wish to electively transfer back, they will be deemed to be qualified, for a period of ten years from when they last worked in that division, and only need to express interest on the internal posting. There would be no external competition needed in this case. When they move back, they will be on the bottom of that division's seniority list; however, they would carry with them their department seniority for the calculation of annual vacation and supplementary vacation. There would be no impact to their sick time credits. They would assume the wage commensurate with their new position but using previous division's service as the basis for the wage calculation. E.g. a 6-year dispatcher moves to a Fire Fighter, 3 years later they move back into dispatch, they would be on the bottom of the dispatch list but would be paid as a 6-year dispatcher and receive other benefits as a 9 year Employee.
- 6.5 For the purpose of allowing Employees the opportunity of pre-qualifying for transfer between divisions, the Employer agrees to cover the registration cost of approved training to meet the minimum qualifications. All other costs outlined under Article 30.0 Training or otherwise shall be borne by the Employee.
- 6.6 The Employer shall provide the Union with a list of new Employees specifying the position and wage classification level of the Employee.

7.0 PAY FOR ACTING IN SENIOR CAPACITY

- 7.1 Any Employee qualified according to the Department Promotional Policy (Appendix "C") who is required to carry out the duties incident to a position or rank senior to which they normally hold, shall be paid the rate for so acting for each hour worked in a senior capacity.

8.0 DISMISSAL AND LAYOFFS

- 8.1 Layoffs: In the event of a reduction of staff in the Fire Department, being necessary, departmental seniority shall govern. Any Employee who is subject to layoff may bump a less senior Employee from another division, provided they have met the requirements, as set out in Appendix 'D' under 'Before Moving', within thirty (30) days of the layoff notice. Further, any Employee that moves divisions will also need to meet the requirements in Appendix 'D' under 'Within 6 Months' within 6 months of transferring. If an Employee is unable to meet the 6-month requirements they will be laid off. Where a regular Employee of the Fire Department is laid off, they shall be given thirty (30) days' notice, or in lieu of, one (1) month's wages plus benefits.
- 8.2 Dismissals: The City of Campbell River reserves the right to suspend or discharge any Employee for just cause, or misconduct prejudicial to the efficiency of the Fire Department without pay from the day of such suspension or dismissal.
- 8.3 Any Employee who has been wrongfully dismissed or suspended by the City of Campbell River and who is later reinstated, shall be compensated in full for all wages including benefits unless mutually agreed to or ruled otherwise by an Arbitrator.
- 8.4 Upon notification in writing of suspension or dismissal, any Employee desiring to appeal their suspension or dismissal shall be subject to the grievance procedure under Section 26 of the collective agreement. Notice of such appeal must be within fourteen (14) calendar days of receipt of such notice of suspension.
- 8.5 Seniority shall govern layoffs, and when the Fire Department is engaging additional Employees, the rehiring shall be done in the inverse order to layoffs subject to the following conditions:
- (a) An Employee shall retain recall rights from the date of layoff for a period of time equal to their length of continuous employment with the Fire Department immediately preceding such layoff.
 - (b) All Employees hired after January 1st, 1994 shall have recall rights for their length of continual service or five (5) years, whichever is the lesser.
 - (c) An Employee on layoff under (a) or (b) above for twelve (12) or more months, shall produce a medical certificate certifying that the Employee is physically and mentally fit to perform the duties required by the Employer.

9.0 PROBATIONARY PERIOD

9.1 New Employees shall be considered to be on a probationary basis until the completion of one thousand and eighty (1080) hours of satisfactory service. If such Employee continues in the same position, it will be on a regular basis. Seniority, holiday benefits and other requisites referable to the length of service, shall date back to the original date of employment.

10.0 WORK COVERAGE

10.1 Employees shall not be required to perform any work or duties that are not in any way connected with:

- (a) the prevention and suppression of fire;
- (b) emergency services dispatch, rescue and safety services;
- (c) routine housekeeping and maintenance of equipment and fire related duties;
- (d) Provincial Emergency Program;
- (e) the monitoring of sewage lift stations, the public works emergency telephone answering and paging service;
- (f) fire and security monitoring of City owned buildings and School District #72 buildings;
- (g) Emergency pre-hospital care response;
- (h) Fire and life safety public education.

10.2 Any Employee covered by this Agreement who is required to be absent from duty to attend any Court process, either as a witness, defendant, or as a juror, provided such court action is not occasioned by the Employee's private affairs, shall receive from the City of Campbell River in lieu thereof, pay at their regular rate, and any juror or witness pay received by the Employee covering the days the Employee is absent from duty, shall be remitted to the City of Campbell River, less expenses incurred.

10.3 Should any Employee, on regular days off or holidays, be required to attend any Court process either as a witness, defendant, or as a juror as a result of the Employee's employment, the Employee shall be reimbursed for such time spent in accordance with the provisions of this contract.

10.4 There shall be no more monitoring equipment installed in the Fire Halls which is not connected with 10.1 of the Agreement unless mutually agreed to by both parties prior to installation of such equipment.

10.5 Shift Employees will be given sixty (60) days' notice in writing before shift changes take place, unless the shift change is the result of sickness or accident.

10.6 It is agreed that the five (5) junior Fire Fighters, of the shift working Fire Fighters in the Fire Safety division, shall act as flex Fire Fighters to cover for holiday relief, sickness, or to relieve personnel for training or other assignments.

- (a) The flex Fire Fighters shall be paid overtime for regular shifts when scheduled hours exceed 2191.5 in a calendar year. In the situation that the Employee has not worked 2191.5 hours at the end of the calendar year, the hours owed shall be worked as soon as practical in the next calendar year.
- (b) Seven (7) days' notice of the shift changes will be given to Employees.

11.0 HOURS OF WORK

- 11.1 The City of Campbell River shall, at all times during the terms of this Agreement or any extension thereof, abide by the terms of "Employment Standards Act" and the "Fire Department Act" of the Statutes of British Columbia, and amendments thereto.

The hours of duty shall be an average of forty-two (42) hours per week in accordance with the provisions of the Two-Platoon system. A work week shall consist of two (2) consecutive ten (10) hour day shifts, immediately followed by two (2) consecutive fourteen (14) hour night shifts and then four (4) consecutive days off.

- 11.2 Day shift Employees will work a four (4) day week, forty (40) hour work week, Monday to Friday, between the hours of 8:00 a.m. and 6:00 p.m. except for special functions (e.g. Fire Prevention Week), and if agreed to by the Employee.

11.3 Service Outside of Working Hours

- (a) Extra Hours - Where an Employee agrees to work or is requested by the City of Campbell River to work in excess of their scheduled work week, the Employee shall be paid time and one-half or given time and one-half off for each hour worked. Time off will be taken at the Chief's discretion.
- (b) Shift Extension – When an Employee is required to work beyond their regular working hours, it shall be deemed overtime and shall be paid at time and one-half (1.5) for a minimum of one (1) hour. Time worked in excess of one (1) hour shall be paid at time and one-half (1.5) to the next nearest quarter (1/4) hour.
- (c) When the Employee is required to work beyond the Employee's regular working hours as a result of a "Callout", the Employee shall be paid at the rate of double time of their regular rate of pay, with a minimum of one (1) hour.
- (d) Callout - An Employee reporting for work on the call of the City of Campbell River at any time other than their regular working hours, shall be paid at the rate of double their regular rate of pay for the entire response to the call with a minimum of one (1) hour. Time worked in excess of one (1) hour shall be paid at the rate of double their regular rate of pay to the next nearest quarter (1/4) hour.
- (e) A callout shall be defined as a response to the pager/telephone for medical

or fire calls.

- (f) All personnel who are in the Suppression Promotional Pool shall be paid at an Officer's rate of pay during Call Out when they assume command of a responding apparatus for the entire duration of the Call Out.
- (g) Banked Time - An Employee shall be allowed to bank an unlimited amount of hours of overtime per year, which may be taken in conjunction with holidays.
 - I. For permanent full-time Employees, any banked time remaining at the end of a calendar year (maximum one hundred and ten (110) hours) may be carried over into the next year's bank, however, total banked time may not exceed more than one hundred and ten (110) hours at any given time.
 - II. For permanent relief Employees, any banked time remaining at the end of a calendar year (maximum two hundred (200) hours) may be carried over into the next year's bank, however, total banked time may not exceed more than two hundred (200) hours at any given time.
 - III. All banked time must be taken as time off.
- (h) All approved training that occurs outside an Employee's regular hours of work shall be paid or banked at straight time rates at the Employee's discretion.
- (i) All approved meetings shall be paid or banked at straight time rates at the Employee's discretion.
- (j) All approved public education events shall be paid or banked at straight time rates at the Employee's discretion.

11.3 For the purposes of this agreement one (1) day is equivalent to twelve (12) hours for those Employees working the four on four off shift rotation. One (1) day is equivalent to ten (10) hours for those Employees who work day shift.

12.0 GENERAL

- 12.1 (a) Permanent relief Employee's annual vacation, statutory holidays, supplementary vacation and sick time are credited on a pro-rated basis, based on 80% of a full time Employee. At the end of the year, hours will be calculated and time owed to the Employee or Employer will be adjusted. In the event that time is owed to the Employee, the Employee will have the option of taking a payout in the amount of the time owed or will take the time off at the first available opportunity in the New Year.
- (b) Seniority for permanent relief Employees will be based on the date of commencement of employment.
- (c) When eligible, permanent relief Employees will receive the welfare benefits

of Medical Services Plan, Extended Health, Dental, Group Insurance and Municipal Pension Plan.

- (d) The number of permanent relief Employees will be limited to three (3). Should an Employee be on long term sick, in receipt of wage-loss benefits through WorkSafeBC, or for any other mutually agreed to circumstance the Employer can replace this Employee by hiring an additional Employee on a term basis.

- 12.2 Bereavement Leave - 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 the immediate family. The family is to be defined as: the wife, the husband (includes common-law spouse), children, the father, the mother, the father-in-law, the mother-in-law, the sister, the sister-in-law, the brother, the brother-in-law, grandparents and grandchildren.
- 12.3 One-day leave of absence with pay shall be granted when an Employee's spouse/common-law spouse is giving birth to/or adoption of a baby. Such day must be taken within the one week of the birth/adoption.
- 12.4 In the event of an Employee's death, while in the service of the City of Campbell River, credits outstanding to their account shall be paid into their estate.
- 12.5 This Agreement and any riders therein shall be binding upon the parties hereto, their respective successors and assigns.
- 12.6 Where an Employee is given time off for personal reasons and does not find their own replacement, the deduction shall be at the Employee's hourly rate (as per Article 11.4 and Appendix 'B') for each hour absent.
- 12.7 General Clause - The parties to this contract mutually agree that matters of precedent and procedure and interpretation of this Agreement established in the past between the parties shall continue in full force and effect although not specifically referred to herein.
- 12.8 Upon written request, the Employer may grant a leave of absence not exceeding one year. This leave would be without pay and without loss of seniority for any Employee requesting such leave in writing for good and sufficient cause. During such period of leave, the Employee shall not be eligible for any benefits. If the Employee wishes, they will be responsible to pay all benefit premiums for the duration of such leave. Should the Employee elect to return to work before the specified end date of the leave, thirty-five (35) calendar days written notice must be provided.

- 12.9 When an Employee(s) of the City of Campbell River transfers between C.U.P.E. Local 401, I.A.F.F. Local 1668 or excluded Management Positions they will retain their initial start date with the Employer for the purposes of calculating holiday entitlement and accrued sick time will transfer to the new position.

Article 12.9 only applies provided there is no interruption or break in employment with the City of Campbell River.

13.0 ANNUAL VACATIONS

- 13.1 The calendar year for vacations shall be construed to run from January 1st to December 31st annually.
- 13.2 All Employees coming within the scope of this Agreement during their first year of service with the City of Campbell River shall receive nine (9) days of vacation with pay, prorated to their start date.
- 13.3 All Employees in the year they complete four (4) years' continuous service shall receive thirteen (13) days of vacation with pay.
- 13.4 All Employees in the year they complete nine (9) years' continuous service shall receive seventeen (17) days of vacation with pay.
- 13.5 All Employees in the year they complete fifteen (15) years of continuous service shall receive twenty-one (21) days of vacation with pay.
- 13.6 All Employees in the year they complete twenty (20) years of continuous service shall receive twenty-five (25) days of vacation with pay.
- 13.7 All Employees in the year they complete twenty-five (25) years of service shall receive twenty-nine (29) days of vacation with pay.
- 13.8 In an Employee's final year of service with the City of Campbell River, they will need to complete the required years of service (4, 9, 15, 20, or 25) in order to be entitled to the next increment. All entitlement will be prorated.

14.0 SUPPLEMENTARY VACATIONS

- 14.1 In addition to the annual vacation, each Employee shall be granted four (4) days of supplementary vacation with pay in the year they complete five (5) consecutive years of service.
- 14.2 In the year an Employee completes each subsequent five (5) consecutive year period (i.e. 10, 15, 20, 25, 30, 35 years) each Employee shall be granted eight (8) days of supplementary vacation with pay.

- 14.3 All supplementary vacation is to be taken at a time mutually agreed upon between the Employee and the Employer.
- 14.4 Supplementary vacation must be taken within five (5) years of the date granted. If Employees cannot, for circumstances beyond their control, take their supplementary vacation within the five-year period consideration may be made to exchange outstanding supplementary vacation for equivalent annual vacation taken in the current year.
- 14.5 In an Employee's final year of service with the City of Campbell River, they will need to complete the required years of service (5, 10, 15, etc.) in order to earn their next 5 year supplementary vacation entitlement.

15.0 STATUTORY HOLIDAYS

- 15.1 The following shall be classified as Statutory Holidays:

- (a) New Year's Day
- (b) Family Day
- (c) Good Friday
- (d) Easter Sunday
- (e) Victoria Day
- (f) Canada Day
- (g) BC Day
- (h) Labour Day
- (i) National Day for Truth and Reconciliation
- (j) Thanksgiving Day
- (k) Remembrance Day
- (l) Christmas Day
- (m) Boxing Day
- (n) Any day declared by the City of Campbell River, Government of Canada or the Government of British Columbia as a holiday.

- 15.2 Any Employee whose regular shift falls on a Statutory Holiday will work the holiday and be compensated by one of the following methods:

- (a) All shift-working Employees shall receive thirteen (13) days off in lieu of Statutory Holidays.
- (b) All normal day shift workers will take the Statutory Holiday on the designated day for the holiday, providing such Employee is not taking the place of a shift worker. When a Statutory Holiday falls on a regular scheduled day of rest, the normal day shift working Employees shall be entitled to an alternate day off. The alternate day off is to be taken at a time mutually agreed upon between the Employee and the Fire Chief.

- (c) A day shift worker covering a shift worker's tour for vacations, etc. will be granted twelve (12) hours off for each Statutory Holiday while on shift schedule.
- (d) An Employee working on Christmas Day, Easter Sunday, Labour Day, or National Day for Truth and Reconciliation shall be paid at 1 ½ times their normal rate of pay. The 1 ½ times rate of pay for the statutory holiday will be for the twenty-four (24) hour period.

16.0 VACATION INTERPRETATION

16.1 For the purpose of this Agreement, vacations shall be deemed to mean Annual Vacations as set out in Article 13.0 hereof, Supplementary Vacation as set out in Article 14.0 hereof, and Statutory Holidays as set out in Article 15.0 hereof.

All annual vacation and statutory holidays shall start on the first scheduled day back to work. The Employee may retain nine (9) days of vacation which may be taken individually at the discretion of the Employee, with due consideration to shift manning and work load.

All vacation entitlement will be taken at the discretion of and with the expressed written approval of the Employer. Such approval shall not be unreasonably withheld.

16.2 All annual vacations and days in lieu of statutory holidays must be completed on or before December 31st of each calendar year. In the event that an Employee cannot take their scheduled annual vacation or statutory holidays before December 31st of that year, they will schedule their annual vacations and days in lieu of statutory holidays for the first available time in the New Year.

16.3 Provided that:

- (a) "Calendar Year" for the purpose of this Agreement shall mean the twelve (12) month period from January 1st to December 31st inclusive.
- (b) In all cases of termination of service, adjustment will be made for any vacations due.
- (c) When an Employee does not work a full year, all vacations will be prorated for that year.
- (d) When an Employee is on sick leave for a period exceeding twenty-eight (28) consecutive working shifts, all statutory holidays occurring during the period of sick leave will be retroactively deducted from the Employee's front-loaded statutory accrual bank.

17.0 CLOTHING SUPPLY

17.1 Clothing issue to be as follows:

- (a) 1 Service Cap
- (b) 1 Cap Badge
- (c) 1 Job Shirt
- (d) 4 pair - Fire Safety – pants (medium weight)
Dispatch – pants/shorts
- (e) 2 Ties
- (f) 2 Pair footwear shoes/boots
- (g) 1 Dress Tunic includes one pair pants and one long sleeved shirt
- (h) Fire Safety: 4 Blue Union T-shirts
- (i) Dispatch: 3 Blue Union T-shirts
- (j) 1 vest
- (k) 5 Shirts (Employee's choice)
- (l) 1 Patrol Jacket

In addition, Dispatch Staff will receive 1 casual set of clothing.

- 17.2 Fire Officers will have the responsibility of issuing and condemning clothing. The Chief will have the final say as to the condemned clothing acceptance in the event of a dispute. Final say shall be binding upon both parties.
- 17.3 One (1) service bar shall be issued to each Employee upon completion of each five (5) full years' in the fire service. Uniform adornments (epaulettes and collar dogs) shall form part of the standard clothing issue and be worn on all City issued shirts. Costs for the adornments will be paid by the City of Campbell River.
- 17.4 All such equipment to be purchased by the City of Campbell River. All such issue to be maintained and kept in a clean manner by the Employee.
- 17.5 All new Employees shall be given all items of clothing as outlined in Article 17.1 upon completion of the probationary period.
- 17.6 All clothing that is soiled or ruined because of work related activities shall be cleaned or replaced at the Employer's expense.
- 17.7 A cleaning allowance of fifteen dollars (\$15.00) per month shall be paid to each member of the Fire Department covered by this Agreement.

18.0 MEAL ALLOWANCE

- 18.1 In the event that an Employee is required to work for at least a one hour period beyond their scheduled work shift or, is called out and required to work for at least one hour during a defined meal period, the Employer shall provide the Employee with fifteen dollars (\$15.00) on their paycheck.

Defined meal periods shall mean:

Breakfast	- 06:00 hours to 09:00 hours
Lunch	- 11:00 hours to 13:00 hours
Dinner	- 17:00 hours to 19:00 hours

19.0 FIRE FIGHTING EQUIPMENT

- 19.1 The City of Campbell River shall provide every Employee, covered by this Agreement all protective equipment as required by WorkSafeBC and all equipment as may be recommended in consultation with the Health and Safety Committee and approved by the City of Campbell River.
- 19.2 All equipment shall be returned to the City of Campbell River when the Employee ceases to perform such duties.
- 19.3 All equipment repairs are to be borne by the City of Campbell River.

20.0 HEALTH CARE COVERAGE

- 20.1 Provincial Medical – All Employees covered by the Agreement shall be enrolled in the Medical Services Plan of British Columbia. The City of Campbell River will pay one hundred percent (100%) of the monthly premium to the said Plan or similar company and coverage.

Medical Services Plan coverage commences thirty (30) days after date of hire.

- 20.2 Extended Health - All Employees covered by this Agreement shall be enrolled in an extended health plan and the City of Campbell River will pay one hundred percent (100%) of the monthly premium cost.

After a deductible of twenty-five dollars (\$25.00) per year per family or single person, the Plan pays eighty percent (80%) of eligible expenses until \$1,000 in benefits has been paid in a calendar year, and one hundred percent (100%) of eligible expenses for the remainder of the calendar year. A lifetime maximum reimbursement of one million dollars (\$1,000,000) per eligible person applies.

In addition to the standard extended health benefits, the City carries a hearing aid option for adults and children to a maximum of five hundred dollars (\$500.00) in a five (5) year period, as well as a vision care reimbursement of up to six hundred and fifty dollars (\$650.00) in a two (2) year period and one (1) routine eye exam per year.

Coverage includes a combined paramedical expense maximum of one thousand seven hundred and fifty dollars (\$1,750) per calendar year and includes chiropractors, podiatrists, naturopaths, physiotherapists, speech therapists, acupuncturists and massage therapists.

Coverage includes three thousand dollars (\$3,000) per calendar year and includes registered psychologists, licenced social workers and certified/registered clinical counsellors.

Extended health coverage commences thirty (30) days after date of hire. Employees must regularly work a minimum of twenty (20) hours per week to be eligible for coverage.

- 20.3 Dental Plan - All Employees covered by this Agreement shall be enrolled in a Group Dental Plan including Preventive and Restorative Benefits and Orthodontics, and the City of Campbell River will pay seventy-five percent (75%) of the monthly premium cost and the Employees will pay twenty-five percent (25%) of the monthly premium cost.

Dental coverage will be one hundred percent (100%) Preventive, eighty percent (80%) Restorative with a two thousand dollar (\$2,000.00) limit on Preventive and Restorative per person per calendar year, and seventy-five percent (75%) Orthodontics with a five thousand dollars (\$5,000.00) lifetime limit per person.

Dental coverage commences one hundred and twenty (120) days after date of hire. Employees must regularly work a minimum of thirty (30) hours per week to be eligible for coverage.

- 20.4 Provincial medical coverage is subject to the terms of the BC Medical Services Plan.

Details of said plans are available on the City of Campbell River staff intranet or through the Human Resources Department.

- 20.5 Weekly Indemnity - If, in the future a weekly Indemnity Policy is taken out for the paid staff by the City of Campbell River, any monies received from this policy will be submitted, upon receipt, to the City of Campbell River.

21.0 GROUP INSURANCE

- 21.1 The City of Campbell River shall cover all eligible Employees with a Group Life Insurance Plan, which shall be in the amount of three (3) times, the Employee's annual salary, which shall include an accidental death and dismemberment clause, and shall provide twenty-four (24) hour coverage.

Coverage shall commence on date of hire. Employees must regularly work a minimum of thirty (30) hours per week to be eligible for coverage.

Coverage is subject to the terms of the Employer's benefit plan policy. Plan details are available on the City of Campbell River staff intranet or through the Human Resources Department.

22.0 SICK LEAVE

- 22.1 Eighteen (18) hours per month shall be credited biweekly.
- 22.2 Sick leave may be accumulated to a maximum of eighteen hundred (1800) hours.
- 22.3 A deduction shall be made from accumulated sick leave credit for all hours absent from work due to illness or injury, except those resulting from incident(s) for which the Employee is covered by WorkSafeBC.
- 22.4 (a) Sick leave credits at a given date shall be the accumulated credit at the last monthly date less any sick leave with pay taken subsequently to that date.
- (b) Upon commencement of employment, an Employee shall be granted five (5) days as sick leave. This sick leave credit is to last through the Employee's probationary period. Any unused sick leave granted under this Section shall be forfeited at the expiration of the probationary period and any sick leave used shall be deducted from the sick leave accrued under Section 22.1.
- 22.5 Full sick leave credit will be given for absence in the following circumstances:
- (a) Work-related injuries (WorkSafeBC claim);
- (b) Leave due to illness, with pay;
- (c) Annual vacations.
- 22.6 No credit will be given in the following circumstances:
- (a) Leave with or without pay for reason other than illness;
- (b) Suspension without pay;
- (c) After an Employee has taken twenty (20) continuous working shifts of sick leave.
- 22.7 Any Employee requesting sick leave with pay may be required to produce a certificate from a duly qualified medical practitioner licensed to practice in the Province of British Columbia at the Employer's expense.
- (a) Certifying that such Employee is unable to carry out their duties due to illness after three (3) consecutive working shifts.
- (b) In the case of long term or prolonged illness, the Employee shall, at the request of the Employer, submit a physician's report on the expected date of the Employee's return to duty.

- (c) Any Employee covered by this agreement who is absent from work due to being disabled or other illness, may be required to submit a certificate from a qualified medical practitioner certifying that such Employee is fit to return to work and resume their normal duties. Any costs associated with the certificate will be borne by the Employer.

22.8 Where an Employee is unable to perform the full duties of their position due to illness or injury, they will cooperate with the Employer and participate in accommodated work plans to perform other job-related duties within the Fire Department, provided they are medically fit, qualified and competent to do so, and;

- (a) does not include communicable illnesses.
- (b) Employees will not be asked to perform any duties that could further aggravate the injury or illness.
- (c) At the Employer's request, Employees will provide a certificate from a duly qualified medical practitioner reporting their capability to perform, and specific parameters of a modified duties assignment. The Employer will cover all costs associated with any requested medical reports.
- (d) If an Employee becomes permanently unable to perform the duties of their pre-disability position, the Employer and the Union will review alternative available employment options within the Fire Department first, and then City-wide, as part of the Duty to Accommodate.

22.9 Sick Bank – A Sick Bank is to be set up under the administration of the International Association of Fire Fighters, Local 1668. The bank will have a maximum of three hundred (300) days.

Replenishment of the union sick bank shall occur when the number of hours used from the union sick bank matches the number of union Employees times twelve hours. At this time, each Employee shall contribute twelve (12) hours of their accumulated sick leave credit to bring the union sick bank back up to three hundred (300) days.

- 22.10 (a) On termination or normal retirement after five (5) years of service, an Employee shall be paid one-third (1/3) of their accumulated sick leave or one (1) month's pay, whichever is greater, up to a maximum of fifty (50) days, which will be taken as a cash payout.
- (b) All Employees hired after January 1st, 1994, on termination or normal retirement after five (5) years' of service, shall be paid one-sixth (1/6) of their accumulated sick leave or one (1) month's pay, whichever is greater up to a maximum of twenty-five (25) days which will be taken as a cash payout.

22.11 Family Responsibility Leave – Forty-eight (48) hours of Family Responsibility leave will be granted to Employees. Such leave will be removed from sick time credits.

23.0 WORKERS' COMPENSATION

- 23.1 Where an Employee suffers from a disease or illness or incurs personal injury (which disease, illness or injury is hereinafter called the "disability") and they are entitled to compensation under WorkSafeBC, they shall not be entitled to use their sick leave credits for time lost by reason of any such disability.
- 23.2 All compensation for loss of wages under WorkSafeBC shall be paid directly to the Employer.
- 23.3 At every scheduled bi-weekly pay period the Employee shall receive their "normal net take-home pay". "Normal net take-home pay" shall be the regular gross pay less required statutory and other deductions.
- 23.4 Full contributions will be maintained for pension purposes.
- 23.5 Other statutory deductions (CPP, EI, Income Tax and Municipal Pension Plan) will be based only on the Employer paid "top up". When actual deductions for CPP and EI meet statutory limits, "normal net take home pay" will be increased accordingly.
- 23.6 All benefits currently held by the Employee upon commencement of a WorkSafeBC claim shall be continued while the Employee is receiving WorkSafeBC benefits. The Employee shall continue to pay their portion of the dental premium and related pension contributions.
- 23.7 Any permanent or partial disability lump sum, non-wage loss payment from any claim(s) of which the Employee is in receipt will not be subject to this Article.

24.0 PENSION

- 24.1 Employees shall start contributing to the Municipal Pension Plan; Group 5, on the first day of the month after commencement of employment.
- 24.2 All Employees eligible for enrolment in Group 5 shall receive a Supplemental Pension Allowance of 0.56% of pensionable earnings to be paid directly to the Employee. The payment will be made once per year following the end of the calendar year and will generally be made in February.
- 24.3 Each Employee of the Fire Department shall, upon reaching the maximum age of sixty (60) years, retire from the Fire Department, effective the end of the calendar month in which they have reached their sixtieth (60th) birthday, as per Municipal Pension Plan.

25.0 MATERNITY, PARENTAL and ADOPTION LEAVE

- 25.1 The Employment Standards Act shall apply to the Agreement for maternity, parental or adoption leave, with a minimum of four (4) weeks written notice, except as amended below.
- (a) Parental leave shall be granted for up to an additional six (6) months where a doctor's certificate is provided stating that a longer period of leave is required for health reasons.
 - (b) The Employer shall continue to make the monthly premium payment for a maximum period of eighteen (18) months to the Medical Services Plan, Extended Health Plan, Group Life Plan and the Dental Plan where the Employee elects to pay their share of the premium.
 - (c) The Employee who is granted additional leave under Article 25.1(a) may continue to pay all benefit premiums for the duration of such leave.

26.0 GRIEVANCE PROCEDURE

- 26.1 In the interest of maintaining a full staff at the Fire Hall at all times, the Fire Chief will be advised of the names of members of the Union's Executive, and with the consent of the Fire Chief, these members may be relieved from duty to adjust grievances.
- 26.2 Any dispute with respect to matters not covered by the terms of this Agreement shall be subject to collective bargaining between the Union and the Negotiating Committee of the City of Campbell River.
- 26.3 Any dispute arising out of the matters covered by this Agreement shall be taken up with the Fire Chief or their designate, and a letter stating the nature of the dispute shall be submitted to the Fire Chief within thirty (30) calendar days of the alleged event causing the grievance.
- 26.4 A stage 1 meeting, between the Union and the Fire Chief or their designate, will be scheduled to occur within seven (7) calendar days of receipt of the grievance letter. The Fire Chief will have seven (7) calendar days, from the stage 1 meeting, to provide a written response to the grievance. If no settlement is reached with the Fire Chief the matter may continue to stage 2.
- 26.5 If stage 2 is required, the matter shall be referred in writing to the City Manager or their designate within fourteen (14) calendar days of receipt of the Fire Chief's response. A stage 2 meeting shall be scheduled to occur within fourteen (14) calendar days from receipt of the letter by the City Manager. The City Manager will have seven (7) calendar days, from the stage 2 meeting, to provide a written response to the grievance. If no settlement is reached with the City Manager the matter may continue to stage 3.

- 26.6 If stage 3 is required, either party shall write to the Labour Relations Board requesting arbitration. If either party fails to make formal application to the Labour Relations Board within ninety (90) calendar days of the City Manager's stage 2 response, the grievance will be deemed to be irrevocably resolved.
- 26.7 Where a matter has been referred to arbitration, the parties shall agree to have the matter heard by a single Arbitrator mutually agreed upon by both parties. The jurisdiction of the single Arbitrator shall be the same as that of a board.
- (a) If the two parties cannot agree on the appointment of an Arbitrator, either party can make application to the Minister of Labour who shall appoint an Arbitrator.
 - (b) The expenses and compensation of the Arbitration shall be borne equally by the respective parties.
- 26.8 The decision of the arbitrator will be final and binding on all persons bound by this Agreement; notwithstanding the fact that for any reason whatsoever one or the other of the parties shall not have appeared before the Arbitrator.

27.0 WAGE SCALES

- 27.1 The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:
- (a) The IAFF local 1668 and City of Campbell River agree to wage parity with Vancouver Local 18;
 - (b) The wage increments are as follows; January 1, 2022 (3.5%), January 1, 2023 (4.5%), January 1, 2024 (4.5%);
 - (c) Said increase to be based on the 100% Fire Fighter rate of pay, with all other ranks adjusted by application of the existing rank index structure as set out in Appendix 'B'.
- 27.2 The pay formula for biweekly pay period will be Monthly rate x 12 months divided by 26.089.
- 27.3 Appendix 'B' attached hereto shall form and become part of this Agreement.

28.0 ABSENCE FROM DUTY OF UNION OFFICIALS

- 28.1 In the interest of maintaining a full staff at the Fire hall at all times, the Fire Chief will be advised of the names of members of the Union's Executive, and with the consent of the Fire Chief, these members may be relieved from duty for the purpose of Collective Bargaining with the City of Campbell River.

29.0 CONDITION OF EMPLOYMENT

- 29.1 Medical Examinations – Upon notification in writing from the Fire Chief, it shall be a condition of employment that all Employees covered by this Contract shall undergo a medical examination, the cost of which shall be borne by the City of Campbell River. The examining medical officer shall submit a report to the City of Campbell River indicating that the Employee is in good general health and is able to carry out the duties incumbent upon them as an Employee of the Fire Department.
- 29.2 Cost, if any, for inoculations and vaccinations that are prescribed by the local Medical Health Office, are to be borne by the City of Campbell River.
- 29.3 All Permanent Employees hired after February 8, 2024 shall reside within the regions defined as the Campbell River Fire Protection area (as defined on February 8, 2024) or, as expanded from time to time.
- (a) Notwithstanding the foregoing, as a condition of employment, all Permanent Employees hired after February 8, 2024 shall reside within the above described boundary area within one (1) year of becoming a permanent Employee.
 - (b) Notwithstanding the foregoing, a maximum of four (4) Permanent Employees hired after February 8, 2024 shall be exempt from the provisions of Article 29.3. Exemption requests shall be from the Employee in writing to the Fire Chief, with a copy provided to the Union. The Fire Chief shall allow exemption from the residency restrictions after a review of compassionate reasons, seniority, first-come/first-serve, or other reasonable considerations.

30.0 TRAINING AND DEPARTMENTAL BUSINESS

- 30.1 All approved training shall be in service, and the Employee shall be entitled to time off or pay, at straight time rate as per 11.3 (h), for time spent if the Employee is on days off. The time off or pay will be at the discretion of the Employee.
- 30.2 When any member of the Fire Department covered by this agreement is required to be away from the City for training or departmental business purposes, they shall be allowed expenses by the City of Campbell River in accordance with the City of Campbell River Administrative Travel Policy.
- Travel expense claims, including meals, will not be honored when another agency is providing such expenses.
- 30.3 Traveling time for courses shall be paid by the City of Campbell River.
- 30.4 Any compensation paid for by the training body shall be reimbursed to the City of Campbell River immediately upon receiving such monies.

- 30.5 The City of Campbell River will pay fifty percent (50%) of the cost of an approved correspondence or self study course, on enrolment in the course and the balance on successful completion of the course.
- 30.6 The City of Campbell River agrees to pay the Union two thousand dollars (\$2,000.00) per year for physical fitness training and in turn, the Union agrees to provide the City with a statement as to how and where the money was spent by January 31st of the following year.

31.0 SENIORITY LIST

- 31.1 Appendix "A" attached hereto shall form and become part of this Agreement and shall show the seniority of the members covered by this Agreement.

32.0 TECHNOLOGICAL CHANGE

- 32.1 At least ninety (90) days prior to the introduction or implementation of substantial technological change affecting Employees, the Employer shall, by written notice, furnish the Union with full information of the planned change or changes. This notice shall contain relevant information respecting:
- (a) The nature and degree of change.
 - (b) The date or dates on which the Employer plans to effect the change.
 - (c) The location or locations involved.
- 32.2 Within fifteen (15) days after the notice has been given, the Employer shall make disclosure to the Union of the effects of the change or changes on any Employee(s). Following the disclosure, both parties will meet for the purpose of resolving any issue that may concern the employment status of any Employee(s). If agreement has not been reached within fifteen (15) days after the disclosure by the Employer of the effect of the change or changes on any Employee, either party may submit any outstanding issue to arbitration. The arbitrator shall have full remedial powers to deal with any unresolved issues. The intent of this clause is to provide protective measures against the adverse effects resulting from technological change.

33.0 INDEMNIFICATION

- 33.1 The Employer will indemnify any Employee covered by this Collective Agreement and save harmless against any expenses and costs from any action(s), claim(s), cause(s) or demand(s) whatever that may be made or may arise out of the Employee carrying out his or her duties as an Employee for any liability, costs, charges and expenses related to a legal proceeding that an Employee sustains arising from the performance of their duties with the Employer.

- 33.2 Such indemnification will not apply if the Employer, or an independent adjudicator, such as a Court, arbitrator, or Tribunal, determines that the Employee was grossly negligent, failed to act honestly and in good faith, acted outside the scope of their employment with the Employer or the Employee fails to participate in the investigation and proceedings as reasonably required.

34.0 LETTERS OF UNDERSTANDING

34.1 Letters of Understanding (“LOU”) will be administered as follows:

- (a) LOUs will be assigned a unique number, followed by a period and another number, where the number after the period indicates which version of the LOU is being recognized;
- (b) LOU numbers shall not be reused, but rather increased numerically as new LOUs are created;
- (c) LOUs will also contain a “Re:” line with a descriptive name for the LOU;
- (d) LOUs will be signed by both parties at the time of creation, and will be listed in future agreements, without the need to resign them unless mutually agreed to be amended;
- (e) Any LOU that is being added to a new agreement shall be listed, by name and numbers, in 34.2.

34.2 The following Letters of Understanding shall be attached and form part of this Agreement:

Letter 1.3	Re: Standardized Staffing
Letter 2.4	Re: No. 2 Fire Station Hours of Work
Letter 3.3	Re: Stand-by Duty Officer
Letter 4.2	Re: Captain / Training Officer
Letter 5.2	Re: Captain / Fire Prevention Officer
Letter 6.2	Re: Fire Dispatch Positions
Letter 7.3	Re: Fire Mechanic
Letter 8.4	Re: Fire & Life Safety Educator
Letter 9.2	Re: Dispatch Daytime Cover
Letter 11.1	Re: Division Transfer – Behavioural Testing
Letter 12.1	Re: Flex Dispatchers

Agreement between City of Campbell River and the International Association of Fire Fighters Local 1668

Dated at the City of Campbell River, in the Province of British Columbia, this
day of AD, 2024

In Witness Whereof the parties have hereunto set their hands and seals, being first duly authorized
in that behalf.

SIGNED FOR THE
CITY OF CAMPBELL RIVER

SIGNED FOR THE UNION
I.A.F.F. LOCAL 1668

KERMIT DAHL
MAYOR

STEWART DUMONT
PRESIDENT

ELLE BROVOLD
CITY MANAGER

CRIS VAN DEN DRIES
SECRETARY

**LETTER OF UNDERSTANDING
NUMBER 1.3**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Standardized Staffing

The parties have agreed as follows:

1. The Union agrees that Employees assigned to the Fire Safety Division who agree to work extra hours for the purpose of backfilling suppression staffing absences, will do so at straight-time rate until a total of three thousand (3,000) hours have been collectively accumulated in the manner described above. Article 11.3 (a) of the Collective Agreement will apply to any additional extra hours worked for the purpose of backfilling suppression staffing absences.
2. The Employer agrees to staff the first (1st) responding apparatus from #1 hall with one (1) qualified Fire Officer and three (3) qualified Fire Fighters twenty-four (24) hours per day.
3. The Employer agrees to staff the first (1st) responding apparatus from #2 Fire Hall with one (1) qualified Fire Officer and at least one (1) qualified Fire Fighter twelve (12) hours per day between the hours of 0600 and 1800.
4. It is the intent of the parties to participate in collaborative discussions towards standardized staffing progression in relation to item #2 at Fire Hall #2.
5. The Union and the Employer agree to review this LOU within twelve (12) months from the date of signing, or upon the request of either party.

Dated at Campbell River this 1ST day of SEPTEMBER ,2023.

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 2.4**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: No. 2 Fire Station Hours of Work

In order to provide daytime coverage at No. 2 Fire Station the parties agree to the following terms on a without precedent or prejudice basis:

1. Four Employees working dayshifts shall work the equivalent of shift worker's annual hours (average 42 hours per week, calculated as 2191.5 hours/year).
2. These Employees will work four (4), twelve (12) hour dayshifts followed by four (4) days off.
3. These Employees shall receive thirteen (13) days (156 hours) leave in lieu of statutory holidays to be taken at a time mutually agreed upon between the Employee and the Fire Chief.
4. An Employee whose regular shift falls on a statutory holiday will work their shift at the straight time rate of pay, with the exception that an Employee working on Christmas Day, Easter Sunday, Labour Day or the National Day for Truth and Reconciliation shall be paid at one and a half (1½ times their regular rate of pay).
5. This agreement will be reviewed by the parties within twelve (12) months from the date of signing and any recommendations from the review shall be brought forward for consideration.

Dated at Campbell River this 1ST day of SEPTEMBER, 2023.

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 3.3**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Stand-By Duty Officer

The parties have agreed to the following terms on a without precedent or prejudice basis:

1. Employees agreeing, when requested by the Fire Chief or designate, to take on the responsibility of Duty Officer shall be paid 185% of the Captain’s hourly rate per Duty Officer standby shift and shall be adjusted in accordance with wage scale adjustments to continuously reflect 185% of indexed Captain’s wage.
2. Articles 7.1, 11.3(b) and 15.2(d) of the Collective Agreement apply to acting pay and call-out for the Duty Officer role.
3. Rates of pay will be in accordance with Appendix ‘B’ of the Collective Agreement as amended.
4. The Duty Officer shall be provided with a Fire Department vehicle after regular operational hours and will be expected to answer dispatch and respond to all Fire Department related business, respond in a command capacity, and be responsible for all resulting reports.
5. The opportunity to respond as Duty Officer shall be shared equally between the qualified Fire Officers where reasonably possible, and providing the Employee agrees to participate; where possible four (4) calendar days (96 hours) notice of the assignment of Duty Officer responsibility shall be provided.

This agreement will be reviewed by the parties within twelve (12) months from the date of signing, or upon the request of either party.

Dated at Campbell River this *1ST* day of *SEPTEMBER*, 2023

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 4.2**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Captain/Training Officer

The parties agree to the following terms on a without precedent or prejudice basis:

1. The position of Captain/Training Officer will be created. The Captain/Training Officer will be the designated training officer for the Fire Safety Division of the Campbell River Fire Department.
2. The rate of pay for the position of Captain/Training Officer will be as outlined in Appendix ‘B’ of the Collective Agreement.
3. The Captain/Training Officer will be assigned to No. 2 Fire Station.
4. Qualifications for promotion to the Captain/Training Officer are:
 - a. Level II Fire Fighter - NFPA 1001, IFSAC or Pro Board Certified
 - b. Level I Instructor - NFPA 1041, IFSAC or Pro Board Certified
 - c. Level II Instructor - NFPA 1041, IFSAC or Pro Board Certified
 - d. Level II Fire Officer(s) - NFPA 1021, IFSAC or Pro Board Certified
 - e. Minimum five years fire service experience as a Fire Fighter
 - f. Valid British Columbia Driver's License Class 3 with air brake endorsement
5. Hours of work will be in accordance with LOU Number 2.4, No. 2 Fire Station Weekday Hours of Work – Revised.
6. The requirements in #4 above will be included in the ‘Qualification list for promotion within a division’ table of Appendix ‘D’ – Qualifications Lists of the Collective Agreement at the next opportunity.

This agreement will be reviewed by the parties upon the written request of either party. Such review will be scheduled at the earliest opportunity.

Dated at Campbell River this 1ST day of SEPTEMBER, 2023

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 5.2**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Captain Fire Prevention Officer

The parties agree to the following terms on a without precedent or prejudice basis:

1. The position of Captain/Fire Prevention Officer will be created in the Fire Safety Division. There will be a maximum of one Captain/Fire Prevention Officer at any one time.
2. The position will come into effect when the senior qualified fire inspector working in the Fire Prevention Branch meets the following requirements:
 - a. Completion of two years in the Fire Prevention Branch
 - b. CFI -1 Certified Fire Inspector 1 - NFPA 1031 Standard for Professional Qualifications for Fire Inspector and Plan Examiner
 - c. CFI-2 Certified Fire Inspector 2 - NFPA 1031 Standard for Professional Qualifications for Fire Inspector and Plan Examiner
 - d. CFPE Certified Fire Plan Examiner - NFPA 1031 Standard for Professional Qualifications for Fire Inspector and Plan Examiner
 - e. NFPA 1021 Standard for Fire Officer Professional Qualifications (Fire Officer Level II)
 - f. NFPA 1033 Professional Qualifications for Fire Investigator (Level III)
3. The rate of pay for the position of Captain/Fire Prevention Officer will be at the Captain rate (122% index) as outlined in Appendix ‘B’ of the Collective Agreement.
4. Hours of work will be in accordance with Article 11.0.
5. The requirements in #2 above will be included in the ‘Qualification list for promotion within a division’ table of Appendix ‘D’ – Qualifications Lists of the Collective Agreement at the next opportunity.

This agreement will be reviewed by the parties upon the written request of either party. Such review will be scheduled at the earliest opportunity.

Dated at Campbell River this 1ST day of SEPTEMBER ,2023

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 6.2**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Fire Dispatch Positions

The parties have agreed to the following terms on a without precedent or prejudice basis:

1. The position of **Dispatcher - Quality Assurance** will replace the current position of Alarm Room Operator – Quality Assurance & Training Coordinator. Rates of pay will be in accordance with Appendix ‘B’ as amended (attached).
2. The position of **Dispatcher - CAD Administrator** will be created. Rates of pay will be in accordance with Appendix ‘B’ as amended (attached).
3. The position of **Charge Dispatcher** will be created for each shift. Rates of pay will be in accordance with Appendix ‘B’ as amended (attached).
 - a. In the absence of the Charge Dispatcher, the most senior scheduled Employee will carry out the duties of the Charge Dispatcher and pay will be in accordance with Article 7.1 Pay for Acting in Senior Capacity.
 - b. The position of Charge Dispatcher may be combined with one of the Dispatcher - CAD Administrator or Dispatcher - Quality Assurance positions.
4. Hours of work for the positions listed above will be in accordance with Article 11.1.

This agreement will be reviewed by the parties within twelve (12) months from the date of signing, or upon the request of either party.

Dated at Campbell River this 1ST day of *SEPTEMBER*, 2023

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 7.3**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Fire Mechanic

The parties agree to the following terms on a without precedent or prejudice basis:

1. A mechanical division will be established within the Campbell River Fire Department, distinct from the existing fire safety and fire dispatch divisions.
2. The position of fire mechanic will be created and included in the mechanical division.
3. The permanent full-time fire mechanic shall work 40 hours per week, as per Article 11, Clause 2(a) of the 17th collective agreement.
4. The rate of pay for the position of fire mechanic will be as outlined in Appendix ‘B’ of the Collective Agreement.
5. The parties agree to engage in meaningful discussions regarding a reciprocal agreement with the City’s fleet services department for emergency mechanical repairs.
6. The fire mechanic will be permitted, while on-duty and at the discretion of the Fire Chief of their designate, to respond to fire calls and will be paid an additional difference between the fire mechanic hourly rate of pay and the Fire Fighter hourly rate of pay for the same length of service.
7. This agreement will be reviewed by the parties within twelve (12) months from the date of signing and any recommendations from the review shall be brought forward for consideration.

Dated at Campbell River this 1ST day of *SEPTEMBER* ,2023

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 8.4**

BETWEEN: THE CITY OF CAMPBELL RIVER ("Employer")
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 ("Union")

Re: Fire & Life Safety Educator

The parties agree to add the following position to the Fire Safety Division of the Campbell River Fire Department, subject to funding. This position will be covered by the Union Certification of Bargaining Authority.

The parties agree to the following terms on a without precedent or prejudice basis:

- The Fire & Life Safety Educator will work 40 hours per week (4 days on, 3 days off schedule).
- **Should a current Employee in the Fire Safety Division be the successful applicant for the Fire & Life Safety Educator position, that Employee will be compensated at their current rate of pay and the backfill of the Employee's original position will be at the relief/term position regular rate of pay as per Appendix 'B' of the Collective Agreement.
- Should there be internal applicants from the Fire Safety Division, the senior qualified applicant will be awarded the Fire & Life Safety Educator position.
- Should no current Employee(s) from the Fire Safety Division apply for the position, an external posting will be posted at the rate of the probationary Fire Fighter (**70% Index rate) as per the Collective Agreement.
- The incumbent will wear a Campbell River Fire Department uniform in accordance with the department uniform guideline.
- Provided currency in qualifications, competencies, and training standards: while on shift, and in the event of an incident resulting in a general alarm, the Fire & Life Safety Educator will be eligible to respond to the incident and perform operational duties.
- Provided currency in qualifications, competencies, and training standards: while off shift, the Fire & Life Safety Educator will be eligible to respond to emergency callout and operational callback.
- The Fire & Life Safety Educator position shall be considered in the Prevention Pool, and in the line of progression for positions within Fire Prevention based on pool seniority, as per the promotional policy.

This Letter of Understanding will remain valid as long as funding exists, unless otherwise mutually agreed to by the parties.

Dated at Campbell River this 8th day of February, 2024

"ORIGINAL SIGNED"

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

"ORIGINAL SIGNED"

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 9.2**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Dispatch Daytime Cover

The parties have agreed to the following terms on a without precedent or prejudice basis:

1. The position of Dispatch Daytime Cover will be created, effective January 1st, 2023.
2. The intent of the Dispatch Daytime Cover position is to align with Recommendation #15 of the Smith Brownlee and Associates Fire Dispatch Center Study and Analysis received and supported by City Council and the NI911 Board in 2022 – Implementation of a ‘cover’ shift to provide additional support during peak hours.
3. This FTE Dispatch Daytime Cover position is based on the current NI911 contract for 2023, with a second similar FTE position created in 2025 (or sooner based on mechanisms in the NI911 contract). With the successful implementation of both FTE Dispatch Daytime Cover positions, this will provide third dispatcher coverage 7 days a week during peak hours.
4. The Dispatch Daytime Cover is to be used as a third dispatcher when call volume or operations necessitate.
5. When call volume and operations allow, the Dispatch Daytime Cover will be used to cover one of the two on-duty dispatchers to allow for lead positions (CAD, QA and other assigned lead duties) to have dedicated off-floor time to accomplish those lead duties.
6. Unless there is an operational requirement, the CAD, QA and other assigned lead duties will not be performed on Console #1 or #2 in the dispatch center, these consoles are dedicated for the two on-duty dispatchers.
7. The Dispatch Daytime Cover can be used for break coverage for the two on-duty Dispatchers when operations or call volume necessitates or allows.
8. The Dispatch Daytime Cover can be used as one of the two on-duty Dispatchers in the communication center, at management's discretion, when there is an absence of a scheduled on-duty Dispatcher for sick time, WorkSafeBC, training or any other circumstance mutually agreed between the union and employer.
9. This position will not be backfilled if the Employee is absent, unless there is an operational requirement or call volume necessitates.
10. The Employee who is awarded the Dispatch Daytime Cover schedule will maintain their current position (including Charge, CAD/QA or Chrg+CAD/QA) and pay shall be in accordance with Appendix ‘B’.

- a. If the Employee who is awarded the Dispatch Daytime Cover schedule currently holds the permanent position of Charge, the vacated Charge position will be permanently filled.
 - b. If the Employee who is awarded the Dispatch Daytime Cover schedule does not hold the permanent position of Charge, the Charge position during the Dispatch Daytime Cover regularly scheduled hours will be filled by Acting time when the Employee is relieving a Charge Dispatcher as one of the two on-duty dispatchers.
11. Hours of work shall be the equivalent of a shift worker's annual hours (average 42 hours per week, calculated as 2191.5 hours/year).
12. The Employee will work four (4), twelve-hour (12) dayshifts followed by four (4) days off. Hours of work shall be 12hrs: 10:00 to 22:00.
13. When mutually agreed by the Employee and employer, on a regularly scheduled day, the shift can flex to alternate daytime hours to cover day shift sick time, WorkSafeBC, training, or any other circumstance mutually agreed between the union and employer.
14. Article 15.1 and 15.2(a) of the collective agreement will apply.
15. Article 15.2(d) of the collective agreement will apply.

This agreement will be reviewed by the parties within twelve (12) months from the date of signing, or upon the request of either party.

Dated at Campbell River this 1ST day of SEPTEMBER ,2023

"ORIGINAL SIGNED"

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

"ORIGINAL SIGNED"

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 11.1**

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
**AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL
1668 (“Union”)**

Re: Division Transfers – Behavioural Testing

The parties agree to the following terms when an Employee in one division of the Fire Department elects to pursue a transfer to another division:

1. The provision previously outlined in Article 6.3, whereby an exemption to the behavioural testing was provided to Employees wishing to electively transfer from one division to another, shall remain in effect, for all current Employees (as of signing date), for twenty-four (24) months from the date of signing.
2. Once the twenty-four (24) months has lapsed, this LOU will be considered complete and will be deleted from the collective agreement at the next opportunity.

Dated at Campbell River this 1ST day *SEPTEMBER*, 2023

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 12.1**

BETWEEN: CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

Re: Flex Dispatchers

Following the approval of the amended 2024 contract between the City of Campbell River and the North Island 911 Corporation, the City has agreed to increase staffing by hiring two (2) new full-time Employees. Additionally, the current two (2) Permanent Relief positions will be converted to full-time positions. Following these changes, the parties agree to the following:

1. It is agreed that the four (4) junior permanent full-time Dispatchers of the shift working Dispatchers in the Dispatch Division, shall act as Flex Dispatchers to cover for holiday relief, sickness, or to relieve personnel for training or any other scheduled assignments.
 - (a) The Flex Dispatchers shall be paid overtime for regular shifts when scheduled hours exceed 2191.5 in a calendar year. In the situation that the Employee has not worked 2191.5 hours at the end of the calendar year, the hours owed shall be worked as soon as practical in the next calendar year.
 - (b) Flex Dispatchers will receive notice of any shift changes at least fourteen (14) days in advance.
2. Flex Dispatchers shall not be scheduled for greater than seventy-two (72) hours within an eight (8) Day (192-hour) period. Unless mutually agreed upon by the Employee and Employer.
3. Consistent with the application of article 6.2, the four (4) Flex Dispatch positions may only be filled when the current eight (8) permanent full-time shift working dispatch positions are filled. Permanent relief Employee positions may only be filled in the Dispatch Division when all eligible permanent full-time shift working positions are filled. This excludes the daytime cover position which is detailed in LOU 9.2
4. The Union and the Employer agree to review this LOU within twelve (12) months from the date of signing, at the subsequent collective bargaining session, or upon the request of either party.

Dated at Campbell River on this 25th day of JANUARY, 2024

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

**LETTER OF UNDERSTANDING
NUMBER 13.1**

BETWEEN: CITY OF CAMPBELL RIVER ("Employer")
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 ("Union")

Re: BC Employment Standards Act (BC ESA) – Statutory Holiday Pay

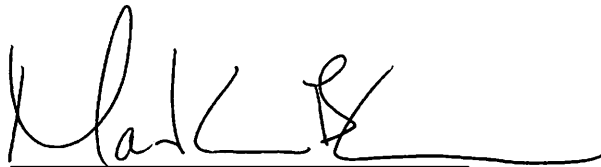
The parties agree to expand Article 15.2(d) of the Collective Agreement to reflect the following:

1. Employees working any of the statutory holidays covered by the BC ESA shall be paid at 1½ times their regular wage for the time worked, up to 12 hours;
2. Employees working any of the statutory holidays covered by the BC ESA shall be paid at 2 times their regular wage for any time worked over 12 hours.

This change is effective as of March 29, 2024, and as a result, retroactive pay adjustments will be made for those who worked on that day.

At either party's request, a meeting will be scheduled to review this agreement, and any recommendations will be presented for consideration.

Dated at Campbell River on this 8 day of May 2024.



Matt Blouin
Human Resources Manager
City of Campbell River



Stewart Dumont
President
Local 1668

MEMORANDUM OF UNDERSTANDING

BETWEEN: THE CITY OF CAMPBELL RIVER (“Employer”)
AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1668 (“Union”)

RE: JOINT COMMITTEE – Promotional Policy Improvement

Whereas the Union and the Employer have agreed to create a joint committee to review the promotional policy and qualifications list (appendix C & D):

THE PARTIES THEREFORE AGREE to form a committee consisting of equal representation from both parties of no less than two (2) members appointed by the Union, and no less than two (2) senior representatives appointed by the Employer to discuss the improvement of the promotional process and qualifications list (appendix C & D) and make recommendations to the labour management committee.

As such, the Parties commit to continued discussion on no less than a quarterly basis, as defined by Terms of Reference.

The intent of the parties will be to participate in collaborative discussions that will consider seniority, qualifications and suitability in the promotion of staff.

The Union and the Employer agree to review this MOU within twelve (12) months from the date of signing, or upon the request of either party.

Dated at Campbell River this 1ST day of SEPTEMBER ,2023.

“ORIGINAL SIGNED”

Matt Blouin
Human Resources Manager
CITY OF CAMPBELL RIVER

“ORIGINAL SIGNED”

Stewart Dumont
President
IAFF LOCAL #1668

APPENDIX 'A' – SENIORITY LIST (JAN 16/24)

#	Last Name	First Name	Badge #	Start Date	Virtual Date	Div. #	Division Date	Pool #
1	Vaton	John	41	02-Dec-92		F-1	02-Dec-92	Capt.
2	Baker	John	42	23-May-93		F-2	23-May-93	Capt.
3	McKenzie	Mark	44	18-Aug-94		F-3	18-Aug-94	Capt.
4	Stuart	Donna	49	08-Aug-95	03-Mar-98	D-1	08-Aug-95	
5	Holbrook	Bruce	51	02-Oct-95		F-4	02-Oct-95	Capt.
6	Kratzmann	Scott	54	01-Apr-96		F-5	01-Apr-96	Capt.
7	Anderson	Carol	55	03-May-97	19-May-97	D-2	03-May-97	
8	Hildebrand	Seth	57	07-Aug-97	19-Dec-97	F-6	07-Aug-97	Capt.
9	Dumont	Stewart	59	06-Oct-98		F-7	06-Oct-98	FO-1
10	Eppler	Andrew	60	04-Dec-98	04-Jan-99	F-8	04-Dec-98	FO-2
11	Dumont	Michael	62	07-Sep-99		F-9	07-Sep-99	FO-3
12	Eppler	Paula	63	13-Mar-00	19-Feb-01	D-3	13-Mar-00	
13	Idiens	Craig	67	26-Feb-01		F-10	26-Feb-01	FPO
14	Hofmann	Jamie	69	01-Nov-02	17-Jun-03	D-4	01-Nov-02	
15	Saxby	Tyler	70	17-Jul-03		F-11	17-Jul-03	FO-4
16	Pendergast	Lee	71	18-Jul-03		F-12	18-Jul-03	FO-5
17	Stewart	Andrew	72	22-Jul-03		F-13	22-Jul-03	FO-6
18	Hall	Shawn	73	30-Sep-03	24-Aug-04	F-14	30-Sep-03	FO-7
19	Willis	Jamie	74	07-Oct-03	14-Mar-04	F-15	07-Oct-03	FO-8
20	Rogers	Debra	75	04-Feb-09		F-16	04-Feb-09	
21	Schulte	Chris	78	21-Jul-10		F-17	21-Jul-10	
22	Kobus	Scott	79	10-Jan-11		D-5	10-Jan-11	
23	Van Den Dries	Cris	80	17-Jan-11		F-18	17-Jan-11	
24	Waffle	Rhiannon	81	06-May-11		D-6	06-May-11	
25	Schiefele	Patrick	82	13-May-13		F-19	13-May-13	
26	Fyfe	Jeremy	84	28-May-17		F-20	28-May-17	
27	Bruce	Tyler	85	30-May-17		F-21	30-May-17	
28	MacNeil	Jared	87	31-May-17		F-27	31-May-17	
29	Myles	Mark	88	07-May-18		D-7	07-May-18	
30	Michaluk	Andrew	89	20-Aug-18		F-22	20-Aug-18	
31	Fyfe	Joshua	91	09-May-19		F-23	09-May-19	
32	Challoner	Jesse	93	05-Nov-19		F-24	05-Nov-19	
33	Barton	Reo	95	02-Sep-20		F-25	02-Sep-20	
34	Monks	Ryan	97	04-Oct-20		M-1	04-Oct-20	
35	Kotscherofski	Shawn	96	06-Sep-21		F-26	06-Sep-21	
36	Tannock	Verona	99	18-Sep-21		D-8	18-Sep-21	
37	Hutchison	Amy	101	06-Aug-22		D-9	06-Aug-22	
38	Bean	Dustin	105	02-Oct-23		F-27	02-Oct-23	
39	Garcia	Carlos	106	15-Nov-23		D-10	15-Nov-23	
40	Sodmont	Rhys	107	16-Nov-23		D-11	16-Nov-23	
41	Gent	Cody	108	04-Dec-23		F-28	04-Dec-23	
42	McLennan	Joshua	109	29-Jan-24		F-29	29-Jan-24	

F – Fire Safety Division
D – Dispatch Division

P-Prevention Pool
M-Mechanic Pool

FO – Fire Officer Pool

Virtual dates apply to employees with extended part-time service or other absences
The absence of numbers following the pool letters indicate a confirmed position.

APPENDIX 'B' - IAFF LOCAL 1668 RATES OF PAY

Suppression		January 1, 2022 3.50%				January 1, 2023 4.50%			
Months	Index	Monthly	Biweekly	Hourly	Acting	Monthly	Biweekly	Hourly	Acting
1 - 6	70%	6,271	2,884.43	34.338		6,553	3,014.14	35.882	
7 - 12	75%	6,719	3,090.50	36.791		7,022	3,229.87	38.450	
13 - 24	80%	7,167	3,296.56	39.244		7,490	3,445.13	41.013	
25 - 36	90%	8,063	3,708.69	44.151		8,426	3,875.66	46.138	
37 - 120	100%	8,959	4,120.82	49.057	12.588	9,362	4,306.18	51.264	13.152
121 +	103%	9,228	4,244.55	50.530	11.115	9,643	4,435.43	52.802	11.614
Lieutenant	112%	10,335	4,753.73	56.591	5.054	10,800	4,967.61	59.138	5.278
Captain	122%	11,258	5,178.27	61.645		11,764	5,411.02	64.416	
Capt. TO	127%	11,720	5,390.78	64.175		12,247	5,633.18	67.061	
Duty Officer	132%	12,181	5,602.82	66.700		12,729	5,854.88	69.700	

Fire Prevention		January 1, 2022 3.50%				January 1, 2023 4.50%			
Months	Index	Monthly	Biweekly	Hourly	Acting	Monthly	Biweekly	Hourly	Acting
1 - 12	106%	9,497	4,368.28	54.603	7.042	9,924	4,564.68	57.058	7.358
13 - 24	109%	9,765	4,491.55	56.144	5.501	10,205	4,693.93	58.674	5.742
25 +	112%	10,034	4,615.28	57.690	3.955	10,485	4,822.72	60.283	4.133
Lieutenant	112%	10,335	4,753.73	59.421		10,800	4,967.61	62.095	2.321
Capt. FPO	122%	11,258	5,178.27	64.728		11,764	5,411.02	67.637	

Fire Mechanic		January 1, 2022 3.50%				January 1, 2023 4.50%			
Months	Index	Monthly	Biweekly	Hourly	Acting	Monthly	Biweekly	Hourly	Acting
1 - 12	64%	5,734	2,637.43	32.968	2.596	5,992	2,756.10	34.451	2.715
13 - 24	70%	6,271	2,884.43	36.055	3.189	6,553	3,014.14	37.676	3.337
25 - 36	79%	7,078	3,255.62	40.695	3.456	7,396	3,401.89	42.523	3.615
37 - 48	88%	7,884	3,626.36	45.329	3.728	8,239	3,789.64	47.370	3.894
49 - 60	91%	8,153	3,750.09	46.876	2.181	8,519	3,918.43	48.980	2.284
61 - 120	100%	8,959	4,120.82	51.510		9,362	4,306.18	53.827	
121 +	103%	9,228	4,244.55	53.056		9,643	4,435.43	55.442	

Communications		January 1, 2022 3.50%				January 1, 2023 4.50%			
Months	Index	Monthly	Biweekly	Hourly	Acting	Monthly	Biweekly	Hourly	Acting
1 - 6	65%	5,823	2,678.37	31.885	0.983	6,085	2,798.88	33.320	1.025
7 - 12	70%	6,271	2,884.43	34.338	0.983	6,553	3,014.14	35.882	1.025
13 - 24	75%	6,719	3,090.50	36.791	0.983	7,022	3,229.87	38.450	1.025
25 - 48	80%	7,167	3,296.56	39.244	0.983	7,490	3,445.13	41.013	1.025
49 - 120	85%	7,615	3,502.63	41.697	0.983	7,958	3,660.39	43.576	1.025
121 +	87%	7,794	3,584.96	42.678	0.983	8,145	3,746.41	44.600	1.025
Charge	89%	7,974	3,667.75	43.663		8,332	3,832.42	45.624	
CAD or QA	92%	8,242	3,791.02	45.131	0.983	8,613	3,961.67	47.162	1.025
Chrg+CAD or QA	94%	8,421	3,873.36	46.111		8,800	4,047.68	48.186	

Wage increases applied to 100% firefighter monthly rate and rounded to the whole dollar

All monthly rates, except officers, calculated from 100% ff rate e.g. 8,959 X 70% = 6,271

Monthly officer rates are calculated from the 103% firefighter rate. e.g. 9,228 X 122% = 11,258

Biweekly rates = monthly rate X 12 / 26.089 , rounded to two decimal places.

Shift worker hourly rates = monthly rate X 12 / 2191.5 , rounded to three decimal places.

Day worker hourly rates = monthly rate X 12 / 2087.14 , rounded to three decimal places.

Acting rates = hourly increases to 'act' as a supervisor

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APPENDIX 'B' - IAFF LOCAL 1668 RATES OF PAY

Suppression		January 1, 2024			4.50%	Acting
Months	Index	Monthly	Biweekly	Hourly		
1 - 6	70%	6,848	3,149.83	37.498		
7 - 12	75%	7,337	3,374.76	40.175		
13 - 24	80%	7,826	3,599.68	42.853		
25 - 36	90%	8,805	4,049.98	48.214		
37 - 120	100%	9,783	4,499.83	53.569	13.744	
121 +	103%	10,076	4,634.60	55.173	12.140	
Lieutenant	112%	11,285	5,190.69	61.793	5.520	
Captain	122%	12,293	5,654.34	67.313		
Capt. TO	127%	12,797	5,886.16	70.073		
Duty Officer	132%	13,300	6,117.52	72.827		

Fire Prevention		January 1, 2024			4.50%	Acting
Months	Index	Monthly	Biweekly	Hourly		
1 - 12	106%	10,370	4,769.83	59.622	7.691	
13 - 24	109%	10,663	4,904.60	61.307	6.006	
25 +	112%	10,957	5,039.83	62.997	4.316	
Lieutenant	112%	11,285	5,190.69	64.883	2.430	
Capt. FPO	122%	12,293	5,654.34	70.679		

Fire Mechanic		January 1, 2024			4.50%	February 11, 2024			0.00%
Months	Index	Monthly	Biweekly	Hourly	Acting	Index	Monthly	Biweekly	Hourly
1 - 12	64%	6,261	2,879.83	35.998	2.839	80%	7,826	3,599.68	44.996
13 - 24	70%	6,848	3,149.83	39.373	3.480	90%	8,805	4,049.98	50.624
25 - 36	79%	7,729	3,555.06	44.438	3.776	100%	9,783	4,499.83	56.247
37 - 48	88%	8,609	3,959.83	49.497	4.072	100%	9,783	4,499.83	56.247
49 - 60	91%	8,903	4,095.06	51.188	2.381	100%	9,783	4,499.83	56.247
61 - 120	100%	9,783	4,499.83	56.247		100%	9,783	4,499.83	56.247
121 +	103%	10,076	4,634.60	57.932		103%	10,076	4,634.60	57.932

Communications		January 1, 2024			4.50%	February 11, 2024			0.00%
Months	Index	Monthly	Biweekly	Hourly	Acting	Index	Monthly	Biweekly	Hourly
1 - 6	65%	6,359	2,924.91	34.820	1.072	65%	6,359	2,924.91	34.820
7 - 12	70%	6,848	3,149.83	37.498	1.072	70%	6,848	3,149.83	37.498
13 - 24	75%	7,337	3,374.76	40.175	1.072	75%	7,337	3,374.76	40.175
25 - 48	80%	7,826	3,599.68	42.853	1.072	80%	7,826	3,599.68	42.853
49 - 120	85%	8,316	3,825.06	45.536	1.072	85%	8,316	3,825.06	45.536
121 +	87%	8,511	3,914.75	46.604	1.072	87%	8,511	3,914.75	46.604
Charge	89%	8,707	4,004.91	47.677		92%	9,000	4,139.68	49.281
CAD or QA	92%	9,000	4,139.68	49.281	1.072	92%	9,000	4,139.68	49.281
Chrg+CAD or QA	94%	9,196	4,229.83	50.355		97%	9,490	4,365.06	51.964
						Acting			2.679

Wage increases applied to 100% firefighter monthly rate and rounded to the whole dollar

All monthly rates, except officers, calculated from 100% ff rate e.g. 8,959 X 70% = 6,271

Monthly officer rates are calculated from the 103% firefighter rate. e.g. 9,228 X 122% = 11,258

Biweekly rates = monthly rate X 12 / 26.089 , rounded to two decimal places.

Shift worker hourly rates = monthly rate X 12 / 2191.5 , rounded to three decimal places.

Day worker hourly rates = monthly rate X 12 / 2087.14 , rounded to three decimal places.

Acting rates = hourly increases to 'act' as a supervisor

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**APPENDIX 'C' – PROMOTIONAL POLICY
CAMPBELL RIVER FIRE DEPARTMENT**

In order to bring uniformity to the department's promotional system, two promotional pools shall be established as outlined below. They shall be named, Fire Officer(s) Pool and Prevention Pool. These two pools will supply the following five promoted positions:

1. Inspector/Firefighter
2. Fire Prevention Officer/Firefighter
3. Acting Officer
4. Lieutenant
5. Captain

Each pool will:

1. Be filled with qualified members from the Union;
2. Have vacancies internally posted only, for a minimum of 14 days;
3. Have a maximum size of 1.5 times the number of confirmed positions for which the pool has been established;
4. Have a minimum size that is equal to the number of positions for which the pool is established, but not less than two members;
5. Remain empty when there are insufficient qualified members to fill the pool;
6. Have a list of qualifications to be eligible to write the pool entrance tests, where they exist, listed in Appendix 'D'.

Each pool will have the following operational characteristics:

1. When a pool opening is posted, a member who meets the qualifications to take the pool entrance tests, must make their intention known in writing to the Employer by the date specified in the posting;
2. The department will choose the test candidates, from those that applied, based on their divisional seniority;
3. Each candidate will have two opportunities to write the written test(s), if they exist, with at least fourteen (14) days between attempts. A pass on the 1st or 2nd attempt will be treated the same;
4. All test study material will be provided to all candidates no less than fourteen (14) days prior to the test;
5. All test questions will have predetermined answers and weighting;
6. The pass mark on any written test will be sixty (60) percent;
7. A member can be in more than one pool simultaneously;
8. Promotion to confirmed positions will be offered in order of pool seniority;
9. When a member in a pool refuses a promotion twice, to the confirmed position for which the pool was established, they forfeit their appointment to that pool, and will be removed from it;
10. The position of 'full-time' acting shift officer will be considered a confirmed position for the purposes of the above clause;
11. Any member removed from a pool must wait 12 months before being eligible to re-apply to the pool.

All members are 'red-circled' into their current positions, either confirmed or in their respective pools. The qualifications cited in this document apply only to those wishing to move from their current position.

To be eligible to enter a pool, the member must have at least five (5) years of consecutive service in the division that the pool falls, prior to writing the entrance tests.

Training for the purposes of becoming qualified for promotion shall be deemed 'approved training' and be subject to Article 30.0 of the collective agreement. The City will pay for course fees and required textbooks and will release members from dayshifts and/or nightshifts that conflict directly with scheduled classes. When necessary, divisional seniority will be used to approve these training requests. The City will also provide study time while on duty to complete course work and prepare for testing.

Once a candidate enters a promotional pool, they may be required to attend a relevant supervisory training course, determined by the City. The course will not exceed five (5) working days, and will be at the City's expense.

Confirmed fire Fire Officer(s) and prevention positions, as well as the pools that fill them, will use Pro Board or IFSAC accredited programs, which meet or exceed NFPA 1021 and NFPA 1031 & 1033 respectively.

In the event that a promoted member does not successfully achieve the qualifications of the promotion within the specified time frame, the promotion will be reversed, the candidate will return to the top of the pool, and this would constitute one of the member's two refusals. The promotion will then be offered to the member with the next most pool seniority.

Appendix 'A', the seniority list, will track all members' pool seniority.

If all members of a pool turn down a promotion, or the pool is empty, the promotion will then be offered to any qualified members in that division based on divisional seniority.

When the membership in the fire prevention branch exceeds one member, the member who is the current fire inspector, shall be promoted to a Lieutenant.

APPENDIX 'D' – QUALIFICATION LISTS

Qualification list for all Employees for layoffs, pursuant to Article 8.1:

	Fire Safety	Dispatch
Before Moving	NFPA 1001 Firefighter 1	Radio License
	UVIC Fitness Test < 1 year old	BCDL Class 5
Within 6 Months	FireTEAM Math 70%	Criticall (Pass grades below)
	FireTEAM Reading 70%	MS Excel Basic 65%
	FireTEAM ErgoMechanical 65%	MS Word Basic 65%
	NFPA 1001 Firefighter 2	
	Class 3 with Air	
	FR3 or Higher EMA License	
OR	Was a Career F/F in CR <10yrs	Was a dispatcher in CR <10yrs

Criticall Cutoff Scores for Individual Components (passing grades):

Keyboarding - WPM	40	Memory Recall (Audio)	29%
Data Entry MT (Audio) - KPH	2085	Memory Recall-Numeric (Audio)	67%
Call Summarization 1	67%	Prioritization	69%
Call Summarization 2 MT	70%	Suburban-Rural Map Reading	66%
Cross Referencing	65%	Spelling	68%
Cross Referencing (Audio)	61%	Sentence Clarity	68%
Character Comparison	70%	Overall Non-Data Entry	80%
Memory Recall	73%	Overall Data Entry - KPH	2085

Qualification list for promotion within a division:

	Fire Officer(s)	Inspector / Firefighter
For Pool Entry	Fire Officer(s) 1 & OG Exam & 5 years Fire Safety Division Experience	IFSTA Essentials test on Prevention and Public Education & one of the certifications below & 5 years Fire Safety Division Experience
Promo Lt.	Fire Officer(s) 1	
Promo Capt.	Fire Officer(s) 2	
<2 years after Promo Inspector / Firefighter		Intro to BC Fire Code* & Fire Inspector Level 1 & Fire Investigator Level 3

* BC Fire Code course or mutually agreed equivalent