

COLLECTIVE AGREEMENT

BETWEEN

DISTRICT OF KITIMAT



AND

KITIMAT FIRE FIGHTERS' ASSOCIATION - LOCAL 1304



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Letter of Agreement No. 1

Letter of Agreement No. 2

Seniority List

THIS AGREEMENT made this 1st day of January, 2012.

BETWEEN:

DISTRICT OF KITIMAT
(hereinafter called "the Municipality")

OF THE FIRST PART

AND:

KITIMAT FIREFIGHTERS' ASSOCIATION LOCAL 1304
(hereinafter called "the Union")

OF THE SECOND PART

WITNESSETH THAT:

SECTION 1 - OBJECT

- 1.01 The object of this Agreement is to promote and continue the existing harmonious relations, co-operation and understanding between the Municipality and its employees, and to provide:
- a. a basis of mutual understanding on conditions of employment, hours of work and rates of pay;
 - b. for facilitating the prompt, fair and peaceful settlement of disputes or grievances;
 - c. for assuring for the people of the District of Kitimat, the highest standard of municipal operations and services obtainable through the most economic and efficient administration of the affairs of the Municipality.

SECTION 2 - UNION RECOGNITION

- 2.01 The Municipality recognizes the Union as the Collective Bargaining Agency for all the Municipality's employees for whom the Union has been certified as Bargaining Authority under the Labour Relations Code.

SECTION 2 - UNION RECOGNITION (Continued)

- 2.02 "Employee" in the Agreement means an employee of the Municipality who is within the unit of employees for whom the Union has been certified as Bargaining Authority under the Labour Relations Code.
- 2.03 A "Union Representative" in this Agreement shall be an employee or a person or persons appointed by the Union.
- 2.04 Any decision of the Union which may affect an employee's status with the Municipality shall be open to grievance by the Municipality.
- 2.05 No employee, without Union Executive representation will be required or permitted to make a written or verbal agreement with the Municipality which may conflict with the terms of this Agreement.
- 2.06 The Municipality shall provide bulletin board space for the use of the Union at appropriate locations in the Fire Hall upon which the Union shall have the right to post notices relating to matters of interest to the Union and employees.

SECTION 3 - UNION JURISDICTION

- 3.01 The Union agrees that no jurisdictional dispute with any other Union shall result in any work stoppage or slowdown in the Municipality's operations.

SECTION 4 - NO DISCRIMINATION

- 4.01 There shall be no discrimination or coercion by the Municipality or by the Union against any employee because of the employee's union or non-union affiliations, or because of his activity or lack of activity in union affairs, or because of any prohibited grounds of discrimination as per Section 13 of the BC Human Rights Code.
- 4.02 Unless otherwise herein specifically provided for, union activities shall not be pursued during working hours.

SECTION 5 - UNION MEMBERSHIP

- 5.01 All employees who are covered by this Agreement, shall as a condition of employment, maintain Union membership in good standing.

SECTION 5 - UNION MEMBERSHIP (Continued)

- 5.02 Every employee hired ON and after the effective date of this Agreement shall, as a condition of employment, apply to join the Union after not more than THIRTY (30) calendar days of "continuous employment", and upon acceptance shall maintain such membership in good standing.
- 5.03 Upon receipt of a duly signed authorization, the Municipality will deduct from the salary of the employee named therein and commencing with the FIRST pay period in the following month, such Union dues and initiation fees as are set by the Union, and shall forward such monies to the Secretary-Treasurer of the Union before the TWELFTH (12th) day of the following month. However, no deduction shall be made if the employee is not on staff on the final day of the FIRST (1st) pay period in the month.

SECTION 6 - MUNICIPAL MANAGEMENT

- 6.01 Without restricting the rights of the employees under the terms of this Agreement, the Union recognizes the undisputed right of the Municipality to manage its affairs and operations and to direct its working forces, including the right to hire, suspend for just cause, discharge for just cause, promote, demote, discipline, lay-off, or transfer any employee, and the right to determine job content, to evaluate jobs and assign work.
- 6.02 The rights of the Municipality referred to in this section are vested in the Municipal Manager or his duly appointed delegate.

SECTION 7 - PROBATION

- 7.01 Every newly hired employee shall be on probation for TWELVE (12) months. Such employees shall have the option of joining the Municipal Pension Plan upon the date of hire, providing the Plan's rules permit this. Joining the Municipal Pension Plan is mandatory after being confirmed regular at TWELVE (12) months.
- 7.02 Within ONE (1) week of the expiration of this probationary period, the Municipality will notify the employee in writing of demotion, termination or regular status as the case may be.
- 7.03 Upon the advice of satisfactory completion of his probationary period, seniority, vacation and other benefits based on length of service shall date back to the commencement of employment.

SECTION 7 - PROBATION (Continued)

- 7.04 Any employee who has been promoted or transferred to another established position shall be on probation as to that position for a period of SIX (6) months. If the employee fails to satisfactorily complete his probation period, he shall be demoted to his former position without loss of seniority.

SECTION 8 - NOURISHMENT ON DUTY

- 8.01
- a. At the sole discretion of the Fire Chief or his delegate, and in such a manner as is prescribed by him, arrangements will be made during any prolonged emergency for the firefighters to receive nourishment as required.
 - b. An employee required to work more than TWO (2) hours past the end of his shift shall be provided with a meal.
 - c. An employee who is called in on a "call-out" and who does not have a clear 60 minutes before the commencement of his scheduled shift shall be provided, upon request, with a meal.
 - d. Further to the above, a member called in during the hour preceding his shift and who works through to the commencement of his shift, if he has missed his meal, will be provided with a meal.
 - e. The value of a meal shall not exceed \$20.00.
 - f. If an ambulance transfer exceeds four (4) hours, the District will reimburse meal expenses up to \$20.00."

SECTION 9 - WORK COVERAGE

- 9.01 Except in cases of emergency, 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 fires;
 - b. the provision of ambulance and rescue service.
- 9.02 Except in case of emergency or for the purpose of giving or imparting instructions or training:
- a. Work normally performed by members of the Bargaining Unit, Volunteer Firemen and the Chief Officers shall not be performed by anyone else.

SECTION 9 - WORK COVERAGE (Continued)

- b. Driving and operation of emergency vehicles as usually performed by members of the Bargaining Unit and the Chief Officers shall not be performed by anyone else. Other persons may drive and operate emergency vehicles for maintenance, testing or vehicle transportation purposes.

9.03 Notwithstanding Section 9.01, employees covered by this Agreement shall perform work commonly described as routine housekeeping, routine painting, routine repair and maintenance of buildings and equipment, flag-raising, weather recording supervision of municipal emergency alarm systems and radio monitoring of public works operations when required. In consideration of the above, the Municipality will maintain a supply of at least four pairs of overalls in No. 1 Firehall that can be worn by personnel to protect fatigue clothing when dirty jobs have to be performed.

SECTION 10 - CLOTHING

- 10.01
- a. The Municipality agrees that during the probation period recruits will be issued one cap with badge, replaced as required, one pair of boots, four fatigue shirts, or three fatigue shirts and three T-shirts, two fatigue pants, one sweater or vest, and two fatigue jackets.
 - b. Upon completion of probation, two blue shirts, two trousers, two ties, one tunic, one parka, and four pairs of socks to be replaced as required.
 - c. The Municipality agrees that it will order and issue clothing which includes:
 - (1) fatigue pants;
 - (2) fatigue shirts;
 - (3) T-shirts;
 - (4) trousers;
 - (5) ties;
 - (6) socks;
 - (7) dress shirts;
 - (8) boots;
 - (9) fatigue jacket;
 - (10) parka;

SECTION 10 - CLOTHING (Continued)

- 10.01 c. (11) tunic;
- (12) baseball cap;
- (13) toque;
- (14) belt
- (15) gloves
- d. This clothing will be issued to regular members on an "as required" basis.
- e. In lieu of initial boot issue or boot replacement as required; employees may select and purchase a black station boot, acceptable to the Fire Chief, and be reimbursed the cost up to a maximum of \$200.00. Boots for use on duty only or to and from shifts.
- f. Notwithstanding paragraph e., an employee may be reimbursed the cost for the black station boot, acceptable to the Fire Chief, beyond \$200 up to a maximum of \$500, on the condition that the employee shall not be entitled to seek any further cost reimbursement for a period of three (3) years, subject to the Chief's discretion to agree to an earlier boot cost reimbursement.
- 10.02 a. Where an employee requires repairs to his current boot issue, the cost of such repairs will be paid by the Municipality.
- b. If, in the opinion of the Fire Chief, an item of a Firefighter's uniform is damaged beyond repair as a result of performing fire or ambulance duties, a replacement issue shall be made as soon as practicable, but it is mutually agreed that fatigue clothing is not deemed to be "the uniform" referred to in this section.
- 10.03 The Municipality further agrees to provide the following "turnout" clothing to the employees whose duties include fighting of fires:
- turnout boots, turnout pants, service coat, helmet with liner, mitts, and safety belt and suspenders as per Workers' Compensation Board requirements.

SECTION 10 - CLOTHING (Continued)

10.04 Upon termination, voluntary or otherwise, all turnout clothing provided and all other clothing issued during the TEN (10) months preceding such termination shall be returned to the Municipality in repaired, clean and serviceable condition, all other clothing is the property of the employee. Should any employee fail to comply with this provision, the Municipality shall deduct the value of any cleaning and repair required or the replacement value of clothing not returned from any monies owing to such employee.

SECTION 11 - VACATIONS AND STATUTORY HOLIDAYS

11.01 Vacations

All employees covered by this Agreement shall be entitled to paid annual vacation as hereinafter provided:

- a. employees leaving the service less than TWELVE (12) months from the date of appointment shall be granted vacation pay in accordance with the Employment Standards Act;
- b. in the first part calendar year of service vacation will be granted on the basis of ONE-TWELFTH (1/12) of EIGHT (8) duty shifts for each month or portion of a month greater than ONE-HALF (1/2) worked by December 31st, and the accrued vacation shall be taken during the second calendar year of service;
- c.
 - (1) during second calendar year of service, employees shall accrue: 8 Duty Shifts;
 - (2) during the third and up to and including the eighth calendar year of service, employees shall accrue: 12 Duty Shifts;
 - (3) during the ninth and up to and including the seventeenth calendar year of service, employees shall accrue: 16 Duty Shifts;
 - (4) during the eighteenth and all subsequent calendar years of service employees shall accrue: 20 Duty Shifts;
- d. as used in this section, "calendar year" shall mean the TWELVE (12) month period from January 1 to December 31 inclusive;

SECTION 11 - VACATIONS AND STATUTORY HOLIDAYS (Continued)

- 11.01
- e. all vacation shall commence on the first duty shift after the employee's days off;
 - f. employees who leave the service after completion of TWELVE (12) months' consecutive employment shall receive vacation for the calendar year in which termination occurs on the basis of ONE-TWELFTH (1/12) of their vacation entitlement for that year for each month or portion of a month greater than ONE-HALF (1/2) worked to the date of termination;
 - g. in all cases of termination of service for any reason, adjustment will be made for over or under payment of vacation;
 - h. employees leaving on Municipal Pension Plan or upon reaching retirement age are entitled to vacation as follows:
 - (1) if retiring prior to April 1st, they receive half the usual annual vacation;
 - (2) if retiring April 1st or later, they receive the full annual vacation;
 - i. the taking of annual vacation shall be in accordance with the policy established for the Kitimat Fire Department;
 - j. notwithstanding (c) above, after the completion of TWENTY (20) calendar years of service, SIXTEEN (16) working shifts will be granted as long service leave, to be taken before the completion of 25 years of service at the option of the employee, and that a similar allowance be made at the completion of 25 years service and each subsequent FIVE (5) year period thereafter. This time shall be taken all at once or broken down to four sets of leave of FOUR (4) duty shifts per leave. All leave shall be subject to the approval of the Fire Chief or his delegate.

SECTION 11 - VACATIONS AND STATUTORY HOLIDAYS (Continued)

11.01 j. (continued)

PROVIDED HOWEVER THAT:

- (1) when an employee who is entitled to additional leave under this Clause 11.01 k. elects to take such leave, he shall make application to the Fire Chief within THIRTY (30) calendar days, following the date of publication of the annual vacation schedule for the employees by the Department, stating the period when he will be absent on leave; any application for additional leave may be amended or changed by the applicant within the prescribed THIRTY (30) calendar day period, any application for additional leave or any application to amend or change any application for additional leave made following the prescribed (30) calendar day period may be refused by the Fire Chief if, in his opinion, the exigencies of the Department necessitate such refusal, but such applications shall not be unreasonably refused by the Fire Chief;
 - (2) subject to Clause 11.01 k. (1), an employee may take additional leave to which he is entitled under this Clause 11.01 k. commencing from January 1st in the calendar year in which he qualifies for such leave, but if he exercises this privilege and fails to remain in the employment of the employer in the department for any reason until the date in that calendar year on which he qualifies for such leave, he shall reimburse the employer for the cost of the additional leave taken by him;
 - (3) subject to Clause 11.01 k. (1), an employee may take additional leave to which he is entitled under this Clause 11.01 k. up to and including December 31st of the calendar year in which the last day of the five year period on which he is otherwise required to take such leave occurs;
- k. when acting in the rank of Captain for SIX (6) months or more, an employee shall receive his annual vacation and statutory pay based on the Captain's rate.

SECTION 11 - VACATIONS AND STATUTORY HOLIDAYS (Continued)

11.02 Statutory Holidays

- a. Employees covered by this Agreement are entitled to the following statutory holidays. New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other statutory holiday proclaimed by the Provincial or Municipal Government. In lieu of the above mentioned statutory holidays, employees shall receive TWELVE (12) duty shifts off with pay.
- b. Except as hereinafter provided, all employees who have completed TWELVE (12) months' continuous service by December 31st shall receive in each calendar year in lieu of each of the statutory holidays set forth in a. above time equivalent to ONE (1) duty shift;

EXCEPT THAT:

Any employee hired after January 1st in any calendar year shall receive the above described lieu days only for those statutory holidays which occur during their period of service in the calendar year in which they commence their employment.

- c. If an employee whose duties normally require him to work on a Statutory Holiday is required to work on a Statutory Holiday set forth in a. above, then in addition to the holiday to which he is entitled under b. above, he shall be paid at the rate of FIFTY (50%) PER CENTUM of his regular rate of pay calculated on an hourly basis for each of the hours worked by him between 0000 hours and 2400 hours on each Statutory Holiday.
- d. If a Statutory Holiday as defined herein falls on a day off for an employee required to work straight day shift, he shall be given a day off in lieu thereof.
- e. Except for those employees required to work straight day shift, any employee leaving on the Municipal Pension Plan or upon reaching retirement age shall receive time equivalent to ONE (1) duty shift in lieu of each Statutory Holiday set forth in a. above which occurs during their period of service in the calendar year in which they retire.
- f. Employees who qualify for Statutory Holiday entitlement shall be permitted to take such days at such times as may be mutually agreed to between the Fire Chief (or in his absence, his delegate), and the employee.
- g. Except for employees covered under sub-section e. hereof, all employees whose employment terminates before December 31st in any calendar year shall only receive the above described Statutory Holidays which occurred during the period of service in the calendar year in which their employment terminated.

SECTION 11 - VACATIONS AND STATUTORY HOLIDAYS (Continued)

11.02

- h. In the event that the Provincial Government or the District of Kitimat proclaim any other statutory holiday in addition to the twelve (12) set out in sub-section a. above, the Municipality shall pay to the employees, in the pay period in which the additional statutory holiday falls, the equivalent of one (1) duty shift in lieu of the additional statutory holiday which shall be paid on a 12 hours basis.

SECTION 12 - EMPLOYEE BENEFITS

12.01 Group Life Insurance - Accidental Death and Dismemberment Insurance

The Municipality agrees, so far as it is able, to maintain a Group Insurance Plan as well as an Accidental Death and Dismemberment Insurance Plan which provides a double indemnity feature for accidental death, for all employees after NINETY (90) days of employment. Basic insurance coverage shall be for a face value of \$50,000.00 and monthly premiums shall be paid 100% by the Municipality. Additional optional coverage shall be available to the employee, in increments of \$10,000.00 face value, to a maximum coverage of \$100,000.00. Premiums for optional coverage shall be paid 100% by the employee. A.D. & D. coverage shall be equal to the total basic and optional coverage if any to a maximum of \$100,000.00 and monthly premiums shall be paid 100% by the employer.

12.02 Bereavement Leave

- a. In the case of a death in the immediate family of an employee, the Municipality shall, if necessary and if the employee attends the funeral, grant him leave of absence with pay at his regular basic rate as follows:

(1)	if funeral in Kitimat	-	TWO (2) Days
(2)	if funeral not in Kitimat but in B.C.	-	THREE (3) Days
(3)	if funeral outside of B.C.	-	FOUR (4) Days
(4)	if not attending funeral	-	ONE (1) Day

- b. "IMMEDIATE FAMILY" shall mean:

- (1) Parent or legal guardian, spouse, child, grandchild, brother, sister, parents-in-law, brother-in-law, sister-in-law and grandparents.
- (2) References to relatives shall include step relatives where appropriate.

- c. The Municipality shall consider bereavement leave applications where an employee has been raised by other than his natural parents providing that reasonable evidence of the same is furnished and the employee waives bereavement leave privileges for his natural parents.

SECTION 12 - EMPLOYEE BENEFITS (Continued)

12.03 M.S.P. and Extended Benefits

a. M.S.P.

BC Government Medical Services Plan to become effective the first day of the month following the date of hiring, providing the MSP rules permit this.

b. Extended Health Plan

The Municipality agrees, to the extent that it is within its power, to pay for each employee member who has completed at least THREE (3) months' continuous full time service, the monthly premium cost of the Pacific Blue Cross Extended Health Benefit Plan. The Plan will provide a combined maximum of \$1000 per calendar year for Paramedical (paramedical includes Chiropractic, Acupuncture, Massage Therapy, Physiotherapy, Naturopath and Speech Therapy). The Plan will provide coverage for psychological services up to \$1200 per calendar year. The Plan will provide coverage for orthotics up to \$300 every 5 years. (Note: This replaces the current \$150/year coverage.)

c. Dental Plan

The Municipality will, to the extent that it is within its power, maintain a Dental Plan providing ONE HUNDRED (100) percent coverage on Type "A" expenses, SIXTY (60) percent coverage on Type "B" expenses and SIXTY (60) percent coverage on Type "C" expenses. Maximum orthodontic coverage is FIVE THOUSAND DOLLARS (\$5,000.00). The Dental Plan will include coverage for white fillings for all teeth.

d. Travel Allowance Supplement Plan

The Municipality will maintain a Travel Allowance Supplement Plan to be either the Medical Service Travel Allowance Supplement Plan or equivalent. Participation in the plan shall be compulsory and premiums shall be paid 100% by the Municipality.

e. Family Eyeglass Plan

The Municipality will maintain a Family Plan for eyeglass coverage of up to a maximum of \$400.00, plus \$100.00 for eye examination, per family member every TWO (2) years. (This is a Plan that provides for the same conditions as the M.S.A. Vision Plan.) Laser eye surgery, to correct vision, will be covered in the amount of \$500 per eye per lifetime.

SECTION 12 - EMPLOYEE BENEFITS (Continued)

f. Municipal Pension Plan

Effective the date of ratification of the Memorandum of Agreement, the Municipality agrees to apply to the Pension Corporation to become a Group 5 Employer under the rules of the Municipal Pension Plan, as soon as practically possible. The Municipality's application will request that all eligible employees of the Kitimat Fire Department be registered as Group 5 Plan members effective January 01, 2016 in accordance with the Municipal Pension Plan rules.

12.04 Sick Leave

- a. Sick leave means "the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled, or because of an accident for which compensation is not payable under the Workers' Compensation Act".
- b. The Municipality agrees to provide a Sick Leave Plan, for all regular Firefighters who have completed six months service, as follows:
 - (1) during the first year of eligibility, sick leave payment at the employees regular rate of pay for absences totalling not more than the number of days determined by multiplying the maximum annual eligibility of ONE HUNDRED AND TWENTY (120) by the number of full months worked in the calendar year and divided by TWELVE (12);
 - (2) thereafter, in any subsequent calendar year, employees shall be eligible for sick leave payment at their regular rate of pay, up to a total of not more than ONE HUNDRED AND TWENTY (120) calendar days' sick leave.
- c. A Doctor's Certificate may be required for any absence exceeding TWO (2) days and may also be required for any absences in excess of TWO (2) in any calendar year. Doctor's Certificates required shall be at the expense of the Municipality.

12.05 Workers' Compensation

Every employee who is absent from his duties due to compensable injuries or sickness received while on duty shall receive from the Municipality his full salary during such absence from duty, provided that all compensation to which he is entitled during this period from the Workers' Compensation Board is remitted to the Municipality. Provided, however, that where an employee is unable to return to work through a compensable illness or injury, and has been granted a pension by the Workers' Compensation Board, his employment with the Municipality shall be considered terminated as from the effective date of the pension, and all benefits, including salary, shall cease.

SECTION 12 - EMPLOYEE BENEFITS (Continued)

12.06 Continuing Disability

- a. After an employee has been paid the maximum of ONE HUNDRED AND TWENTY (120) calendar days' pay provided for in Article 12.04 b., the employee shall be eligible for Long Term Disability Benefits, and all direct pay from the Municipality will cease and seniority will not accumulate (except as laid out in 21.03). In the event that L.T.D. benefits are delayed or deferred for any reason, all Benefit Plans shall be continued for up to a further ONE HUNDRED AND TWENTY (120) calendar days. If, after the second ONE HUNDRED AND TWENTY (120) calendar days on layoff the employee is still unable to work in his established position, the employee, notwithstanding any other provision contained herein, may be terminated, except if the employee is in receipt of sick benefits from the Unemployment Insurance Commission, Workers' Compensation Board, or until Long Term Disability Benefits commence or if in the opinion of two medical doctors licensed to practice in the Province of B.C., the employee will recover and be capable of resuming his job within TWO (2) years of the end of the second ONE HUNDRED AND TWENTY (120) days.
- b. The second 120 days continuing disabilities shall not be utilized to bridge to a subsequent year's Sick Leave Provision for a continuing occurrence.

12.07 No employee shall be entitled to or receive benefits under this Section with respect to a disability either sickness or accident incurred while working for or engaged by another employer, or self employed as a licensable entrepreneur.

12.08 Long Term Disability

- a. The Municipality agrees, so far as it is able, to maintain a Long Term Disability Plan for the Firefighters, the premiums of which shall be paid 100% by the employee.
- b. It shall be a condition of employment for all Firefighters to participate in the said L.T.D. Plan.

SECTION 13 - SENIORITY

13.01 The Municipality recognizes the principle of "seniority". "Seniority" shall apply in cases of promotions, demotions, transfers, when the skills, competence, efficiency and qualifications of the employees are considered equal by the Fire Chief.

SECTION 13 - SENIORITY (Continued)

- 13.02 Layoff shall be defined as a reduction in the work force. Layoffs shall be effected in reverse order of "seniority" providing the remaining employees can perform the work available. Recall shall be effected in order of "seniority" provided the recalled employee can perform the work available. No new employee other than a temporary employee may be hired for a position until all employees laid off from that same position have been notified of the vacancy and have been given TWO (2) weeks from the mailing of such notice within which to present themselves for re-employment, provided the Municipality will not be obligated to notify or rehire employees who have been laid off for more than ONE (1) year. The Secretary of the Union shall be given a list of the names of former employees notified.
- 13.03 An employee shall not be deemed to have any "seniority" until he has successfully completed the probation period as per Section 7.01. Until an employee acquires seniority he shall be on probation and the Municipality may terminate his employment for any reason.
- 13.04 The District shall maintain a "seniority" list, showing the date upon which each employees service commenced. This date shall then be the employee's "seniority" date for the purposes of application of "seniority" rights as defined in this Collective Agreement. An up-to-date "seniority" list shall be sent to the Union and be posted on all bulletin boards in January of each year.
- 13.05 Notice of Layoff
- Regular employees who are to be laid off shall be given notice in writing as specified below. It is agreed that an employee may continue to work on a day to day basis after the day of layoff stated in the notice and no further notice of layoff shall be required in such cases.
- a. Where an employee has less than ONE (1) year of service, ONE (1) weeks' notice.
 - b. Where an employee has ONE (1) year and up to THREE (3) years of service, TWO (2) weeks' notice, and for each subsequent year of service, an additional weeks' notice, up to a maximum of EIGHT (8) weeks' notice.
 - c. In the case of temporary layoff of less than TWO (2) months, ONE (1) weeks' notice.

SECTION 13 - SENIORITY (Continued)

13.05 Notice of Layoff (Continued)

If an employee has not had the opportunity to work the days as provided in this Article, he shall be paid for the days for which work was not made available.

In the case of a proposed temporary layoff of less than TWO (2) months that in fact exceeds TWO (2) months, the employee shall be entitled to full payment for the balance of notice that would have been required.

13.06 Severance Pay

A regular employee who is laid off is entitled to choose severance pay at any time within THIRTY (30) calendar days from the effective date of layoff. Upon acceptance of severance pay all rights under the Agreement are terminated. An employee on temporary layoff and not recalled before loss of recall rights, shall automatically be paid severance pay within ONE (1) week of loss of recall rights.

a. Less than THREE (3) years' service at the time of layoff:

 (1) one weeks' current pay for each year of service or major part thereof.

b. THREE (3) or more years' service at the time of layoff:

 (1) for the first year of service, THREE (3) weeks' current pay;

 (2) for the second year of service, THREE (3) weeks' current pay;

 (3) for each year thereafter, ONE-HALF (1/2) months' current pay.

c. Severance pay is limited to SIX (6) months' current pay.

SECTION 14 - HOURS OF WORK

14.01 Hours of work shall be governed by the Fire Department Act, 1979, Chapter 132, as amended from time to time.

14.02 Section 14.01 notwithstanding, hours of work in each EIGHT (8) week period commencing January 1st in the calendar year, shall be THREE HUNDRED AND THIRTY-SIX (336) hours.

14.03 The basic work week for Firefighters working shift work shall average not more than FORTY-TWO (42) hours per week. Shifts shall be TWO (2) TEN (10) hours day shifts, followed by TWO (2) FOURTEEN (14) hour night shifts, followed by FOUR (4) consecutive days off.

SECTION 14 - HOURS OF WORK (Continued)

14.04 Other shifts may be established by negotiation between the Municipality and the Union.

14.05 Relief Firefighters

- a. The Municipality may hire up to two employees above the assigned Fire Department compliment of 16 to fill the position of "Relief Firefighter".
- b. Relief Firefighters will be assigned to the various shifts to cover for vacations; statutory holidays; absences due to injury; illness or physical disability (including WCB); approved leave with or without pay; absences without leave; vacancies resulting from resignations and resultant rehiring and training.
- c. Relief Firefighters being assigned to a shift to facilitate annual or statutory holiday coverage, shall receive notification of at least TWENTY-FOUR (24) hours.
- d. Relief Firefighters required to perform illness, injury, or other relief duties, shall be given a minimum of TWO (2) hours notice to report for duty.
- e. Relief Firefighters hours of work shall be based on an average of 42 hours per week over an eight week period (336 hours). Any hours above 336 hours shall be put into a bank time account. Regular hours of work will be 4 consecutive days of 12 hours (0800 - 2000 hours), followed by 4 consecutive days off. When a Relief Firefighter is required for relief, his/her shift shall change to facilitate relief coverage. When relief duties are finished the Relief Firefighter will return to his/her regular shift. (Bank time hours above ninety-six (96) will be subject to balancing "time off" as may be required.)
- f. "Time off" shall be arranged by the Fire Chief, in consultation with the employee, and shall be within a sixteen week period as far as is possible.
- g. Relief Firefighters shall be guaranteed automatic progression to regular shifts when vacancies occur or new employees are hired subject to any temporary shifting arrangement the Fire Chief may require during the transition.

SECTION 14 - HOURS OF WORK (Continued)

- 14.05 h. Employees other than Relief Firefighters who are transferred, excluding permanent shift transfers, will receive time and one-half for the first two shifts and shall receive in addition, ONE (1) "Callout", requiring the first three hours of the first duty shift to be at twice the regular rate of pay. Transfers will not be used to cover Relief Firefighters' holidays. For the purpose of this section, permanent shift transfers shall be defined as a period expected to be in excess of THIRTY (30) calendar days.

SECTION 15 - REMUNERATION

- 15.01 a. All new employees hired after August 27th, 1981, shall receive 100% of Vancouver rates.
- b. Calculation of Kitimat pay rates will be the same as the Vancouver system.
- c. (1) All Other Employees: 100% of Vancouver Rates for the following positions: (see Appendix "A")
- Starting Salary
Firefighter IV
Firefighter III
Firefighter II
Firefighter I
Ten Year Firefighter
Captain
- (2) All employees covered by this Agreement will receive any other monetary benefits which are called for by the present District Agreement or are over and above those presently enjoyed by either Vancouver or District of Kitimat Firefighters.
- (3) Salary increases, and or any cash bonus, during the term of the negotiated Collective Agreement, will be consistent with the salary increases, and or any cash bonus, negotiated with the Vancouver Firefighters' Association.
- (4) Retroactive Pay
- Should Vancouver Firefighters settle after Kitimat Firefighters for a particular year requiring a retroactive payment, such payment shall be made, as far as is possible, within three weeks of both parties confirming the new rates.

SECTION 15 - REMUNERATION (Continued)

15.02 a. When the District arranges training or courses for Primary Care Paramedic IV and requires an employee to attend when not at work, the District will pay the course costs and the employee will be compensated with time for time, for time spent at the training or course. Travel time will not be compensated.

b. Premiums for Ambulance Qualifications

Premiums for valid ambulance qualifications shall be paid as follows:

Ticket	Amount/Month
OFA III Ticket (For new employees prior to achieving full ambulance qualifications. Must be both qualified and designated by the Department to be second person on ambulance calls.	\$95
Primary Care Paramedic IV or successor EHS required qualification (not pyramiding with OFA III)	\$150

c. Payment of ambulance premiums will cease if and when the District ceases to provide ambulance service.

d. Past Service

For employees hired before December 31, 1989, former time in the Kitimat Fire Services will be credited only towards:

- (1) reclassification as set forth in Sections 21.04 to 21.08 (inclusive);
- (2) vacation entitlement;
- (3) service pay.

e. Everything else will be effective on the date of hire. For employees hired after December 31, 1989, there shall be no credit for any past service.

15.03 In cases where the Municipality creates a job which will be held by an employee and for which no wage or salary rate is established under this Agreement, the Municipality will notify the Union in writing of the rate established by the Municipality for such job, and will also provide a job description. The Union may, within TWO (2) weeks of receiving such notice, bring grievance proceedings under Section 19 for the purpose of negotiating such rate. In the event that the Union does not bring grievance proceedings within the said TWO (2) week period, the rate established by the Municipality shall remain in effect until such time as collective bargaining is commenced under Section 23 hereof.

SECTION 15 - REMUNERATION (Continued)

15.05 Any employee who is required to accept the responsibilities and carry out the duties of a position or rank covered by this Agreement above that which he normally holds, shall be paid at the rate for that position while so acting.

15.06 Emergency Call-out

a. A "Call-out" is defined as that occasion when an employee is required to leave from and return to, except for meals, his/her place of residence outside the Firehall, and outside the hours of his/her working shift in order to perform work for the Municipality that is directly related to a recorded incident. Previously Scheduled Overtime shall not constitute a call-out.

b. "Call-out" time shall be paid at overtime rates of pay as follows:

(1) minimum of THREE (3) hours pay at TWO (2) times his regular basic hourly rate; and

(2) all hours thereafter, at ONE AND ONE-HALF (1 1/2) times his basic hourly rate).

15.07 Overtime

a. "Scheduled Overtime" shall be defined as anytime a Firefighter agrees to work or is required by the district to work part shifts or full shifts in excess of scheduled hours not immediately related to a recorded incident.

b. Overtime worked immediately following the completion of the regular shift shall be paid at ONE AND ONE-HALF (1-1/2) times the employee's regular hourly rate for the first four hours. All time thereafter shall be paid at TWO (2) times the employee's regular hourly rate.

c. Scheduled overtime worked immediately before the start of a shift shall be paid at ONE AND ONE-HALF (1-1/2) times the employee's regular hourly rate.

d. Scheduled overtime for a part shift or full shift not abutting the regular shift shall be paid at ONE AND ONE-HALF (1-1/2) times the employee's regular hourly rate. The minimum length of a part shift not abutting the regular shift shall be THREE (3) HOURS.

Explanatory Note: Recorded Incident means incidents that are recorded on the Emergency Call Sheet as: "A, F, R, DG, ER, MVA and VT".

SECTION 15 - REMUNERATION (Continued)

15.08 Banked Time

When employees receive time for time for training as banked time the following shall apply:

- a. Regardless of the time spent training, the minimum amount of time banked shall be THREE (3) hours. Any time training beyond THREE (3) hours, the employee shall be granted FIVE (5) hours bank time. Any time training beyond FIVE (5) hours, the employee shall be granted SEVEN (7) hours bank time. Any time training beyond SEVEN (7) hours, the employee shall be granted time for time.
- b. Once per calendar year and with one months notice, employees may request a banked time payout to a maximum of 100 hours.
- c. Payment shall be made by regular payroll methods.
- d. Effective the date of ratification of the 2012-2019 Collective Agreement, any banked time that is paid out to an employee shall be paid at the employee's regular rate which is in effect when the bank time is earned. Any banked time which an employee had accumulated prior to January 1, 2016, which is paid out to the employee after the date of ratification of the 2012-2019 Collective Agreement, shall be paid at the employee's regular rate which was in effect on December 31, 2015.
- e. Banked time, which is taken by the employee as time away from scheduled work, shall be paid at the employee's regular rate which is in effect when the employee takes his/her banked time.
- f. An employee's accumulated baked time shall be reduced by the amount of bank time taken by, or paid out to, the employee, commencing with the oldest baked time which has been accumulated by the employee.

15.09 In Charge Premium

- a. In the absence of the Chief and Deputy Chiefs from the Municipality or when all three are not available for duty, the duty Captain will be paid a premium of an additional SEVEN (7) percent of the Captain's base rate.
- b. The above mentioned premium will commence after an absence of SIX (6) hours (i.e., premium applicable to the seventh and subsequent in charge hours and not retroactive to the first six hours).

SECTION 15 - REMUNERATION (Continued)

15.09 In Charge Premium

- c. There will be no pyramiding and there will be no moving up to Acting Captain by virtue of the on duty Captain being in charge.
- d. The premium will not apply to on duty business activities of the Chief or Deputy Chiefs conducted between 8:30 a.m. and 4:30 p.m., from Monday to Friday. If time outside the Municipality falls outside these hours the SIX (6) hour rule will apply.

SECTION 16 - COURT APPEARANCE

- 16.01 a. An employee who is subpoenaed to serve as a juror, or as a witness in courts of the Province of British Columbia, shall have his earnings maintained to the extent of the difference between the amount he received for rendering such services, not including expenses, and the amount of pay he would have earned working for the Municipality on his regular shift and at his regular basic rate, exclusive of overtime, during the period of time he served as juror, or as a witness.
- b. Notwithstanding Clause a. above, an employee who is subpoenaed to serve as a witness as a result of his employment as a Firefighter, shall receive his regular rate of pay for the time so spent provided that all witness fees, not including expenses, earned during the employee's regular working shift shall be returned to the Municipality.

SECTION 17 - VACANCIES

17.01 Notices of all new vacancies covered by this Agreement, appointment to which would constitute a promotion for employees in the Bargaining Unit, shall be posted on the Notice Board in the Fire Hall for FIVE (5) days before an appointment is made. The Union may submit the name of an employee who is on vacation for consideration subject to the employee confirming his interest on being contacted.

17.02 Captain Pre-Qualification

- a. The Municipality and Firefighters recognize the objectives in promotion of ability to do the job and recognizing seniority.
- b. Qualified candidates would be placed on a short list at a time of vacancy for a Captain position, and would be interviewed and evaluated by a hiring board.

SECTION 17 - VACANCIES (continued)

- 17.02 c. Employees who have the following qualifications shall be on the shortlist:
1. Has achieved NFPA 1021 Fire Officer Two;
 2. Good performance evaluations and identified in performance evaluations as a potential candidate for promotion to Captain;
 3. A minimum of three (3) recent years as a member of shift who normally relieves temporarily for the Captain when he/she is on leave;
 4. Seniority shall be bargaining unit wide seniority.
- d. The Fire Chief may at his/her discretion assign A/Captain duties only to those Firefighters who have completed the NFPA 1021 Fire Officer One standard.
- e. The required standard set out in sub-paragraph c.1. shall not apply to any employee who has achieved the rank of Captain within the Kitimat Fire Department as of the date of ratification of the 2012-2019 Collective Agreement.
- f. Courses shall be offered to the employees in the order of seniority.
- g. Failure by the Employer to provide the opportunity shall not affect the future promotional status of the employee.
- h. In addition to covering the cost of the course, the Employer will pay for the Certificates.

SECTION 18 - ABSENCE FROM DUTY OF UNION OFFICIALS

- 18.01 The Municipality agrees that where it is necessary for members of the Bargaining Committee of the Union, or a Union representative to leave their employment temporarily for the purpose of collective bargaining with the Municipality, or for the purpose of settling grievances as outlined in Section 19 below, the said employee shall suffer no loss of pay for the time so spent.
- 18.02 Any employee shall obtain permission from the Fire Chief before leaving his working place to attend to Union business as specified above, and the Fire Chief will not unnecessarily withhold such permission.

SECTION 18 - ABSENCE FROM DUTY OF UNION OFFICIALS (Continued)

- 18.03 The Municipality agrees to grant leave of absence without pay to not more than ONE (1) employee at a time to serve in a full-time elected position in the International Association of Firefighters, or the British Columbia Firefighters' Association or to take training at an institute of learning under labour sponsorship. Such leave shall be limited to ONE (1) year, and may be extended for a further year at the option of the Municipality, but in no event shall seniority accumulate during any absence over TWENTY-FOUR (24) months.

SECTION 19 - GRIEVANCE PROCEDURE

19.01 Definition of a Grievance

"Grievance" means any difference between the persons bound by Agreement concerning its interpretations, application, operation or any alleged violation thereof, including the question as to whether any matter is arbitrable.

- 19.02 All grievances shall be dealt with, without stoppage of work, in the following manner:

a. Employee Grievance

- (1) The employee or employees shall, within SEVEN (7) days of the occurrence of such grievance, state the nature of same in writing, and with the Union representative in attendance, present the grievance to the Deputy Fire Chief.

The Chief and/or Deputy Chief shall meet with the employee or employees, with a Union representative in attendance to seek settlement.

- (2) If a satisfactory settlement is not reached with the Fire Chief and/or Deputy Chief within SEVEN (7) days after the matter was first discussed with the Fire Chief and/or Deputy Fire Chief, the employee or employees may submit the matter, which shall be stated in writing to the Municipal Manager, with whom the employee or employees, with their Union representative in attendance, may arrange a meeting within SEVEN (7) days from the date the matter was submitted to the Municipal Manager.

SECTION 19 - GRIEVANCE PROCEDURE (Continued)

- 19.02 a. (3) If a satisfactory settlement is not reached within SEVEN (7) days after the matter was discussed with the Manager, the Union may refer the matter to the Board of Arbitration.
- (4) Notwithstanding the above, the Union Grievances of a general nature only may be submitted directly to the Municipal Manager as provided in (2) above. If the grievance is not resolved at Step (2), it may proceed to arbitration or proceed to arbitration as provided in (3) above.
- b. Management Grievance
- (1) The Municipal Manager shall submit the matter in writing to the Union, and seek settlement of the matter with the Union.
- (2) If a satisfactory settlement is not reached within SEVEN (7) days after the matter was submitted for settlement to the Union, the Municipality may refer the matter to a Board of Arbitration.
- c. Board of Arbitration
- A Board of Arbitration shall consist of THREE (3) persons, one to be chosen by each party, the third who shall be Chairman, shall be selected by the two so appointed. The representatives of the parties concerned must meet within SEVEN (7) days of appointment, and are allowed a further SEVEN (7) days to agree upon a Chairman. If they fail to agree upon a Chairman, either party may apply to the Director of the Collective Agreement Arbitration Bureau to appoint a Chairman. The decision of the Board shall be binding on both parties. Each party shall bear the expenses of the Arbitrator appointed by such party, and shall pay half the expenses of the Chairman unless he is paid by the Labour Relations Board.
- d. Notwithstanding Clause c. above, the Municipality and the Union may mutually agree to the establishment of a Board of Arbitration consisting of a single arbitrator mutually selected by the Municipality and the Union.
- 19.03 Time limits mentioned in this section do not include part of a day or the statutory holidays defined in Section 11.02 a. hereof, and may be extended by agreement in writing by the parties hereto.
- 19.04 If a grievance, dispute or other matter of controversy is not proceeded with pursuant to the requirements set out above, the matter shall be deemed to be abandoned and all rights to recourse to the grievance procedure shall be at an end.

SECTION 20 - TERMINATION AND DISCIPLINE

- 20.01 a. If an employee is absent without authorization for a period of FOUR (4) duty shifts and has not reported to the Fire Chief or his designate before 5:00 p.m. on the day before the FIFTH (5th) duty shift, his employment shall automatically be terminated on the FIFTH (5th) duty shift. Such absence shall be considered as a voluntary separation or a "quit without notice". Such termination and reason therefore shall be duly recorded on the employee's service record. Absence due to circumstances beyond the control of the employee, when reported immediately in writing to the Municipality, and approved by the Municipal Manager, shall not be considered as a voluntary separation.
- b. When an employee is suspended, for just cause, for 30 calendar days or less, there shall be no loss of seniority, stats or vacation entitlement. Group life, M.S.A., dental and LTD shall be unaffected.
- c. Any suspension for 31 calendar days or over shall result in the loss of seniority, stats or vacation with day 1 being the 31st day of suspension. The employee may maintain all the benefits listed above at their expense.

SECTION 21 - DEFINITIONS

- 21.01 "Probationary Service" - shall mean the period between the date of commencement of employment and the satisfactory completion of the probation period as per Section 7.01.
- 21.02 "Seniority" - is defined as length of continuous service in the bargaining unit. An employee shall not be deemed to have any seniority until he has completed his probationary service, after which seniority shall commence from the date of hire.
- 21.03 "Continuous Service" - means a period of employment in the District of Kitimat Fire Department which is uninterrupted except by:
- a. approved vacations and holidays;
 - b. service with the Armed Forces during wartime;
 - c. personal illness while in receipt of SICK LEAVE benefits (12.04) or WORKERS' COMPENSATION benefits (12.05); and for all employees who have attained the classification of Firefighter I or greater and completed a minimum of THREE (3) years service with the District of Kitimat, continuous service shall also apply within the time limits of a CONTINUING DISABILITY (12.06);

SECTION 21 - DEFINITIONS (Continued)

- 21.03 d. for reasons beyond the control of the employee when reported immediately in writing to the Municipality and approved by the Municipal Manager, or any other absence approved in writing by the Municipal Manager, but in either case not to exceed THIRTY (30) calendar days;
- e. employees not covered by 21.03 (c) when on layoff due to a Continuing Disability as outlined in Section 12.06 will not accumulate seniority while on layoff. On returning to work within the prescribed time limits seniority will again begin accumulating, with earned active seniority.
- 21.04 "Firefighter IV" - means an employee who has completed SIX (6) months service.
- 21.05 "Firefighter III" - means an employee who has completed TWELVE (12) months as full-time Firefighter.
- 21.06 "Firefighter II" - means an employee who has completed TWENTY-FOUR (24) months as a full-time Firefighter.
- 21.07 "Firefighter I" - means an employee who has completed THIRTY-SIX (36) months as a full-time Firefighter.
- 21.08 "10 Year Firefighter" - means an employee who has completed TEN (10) years as a full-time Firefighter in the Kitimat Fire Department.
- 21.09 "Captain" - means an employee who has been promoted or appointed to that rank by Management.
- 21.10 Training programs for the Department shall be as developed by the Fire Chief or his designate and be based on the International Fire Service Training Association manuals.

SECTION 22 - GENERAL PURPOSES CLAUSE

- 22.01
- a. The employer agrees that wherever practicable all rights, privileges and working conditions presently enjoyed by employees, which are not specifically included in the Agreement shall remain in full force and effect during the term of the Agreement.
 - b. The parties shall meet quarterly, or as required, to discuss matters of interest pertaining to policy and the administration of this Agreement.

SECTION 23 - MANDATORY RETIREMENT

- 23.01
- a. The maximum retirement age for every employee in the Bargaining Unit, without exception, shall be age SIXTY (60). Every employee in the Bargaining Unit, without exception, shall be required to retire effective the end of the calendar month in which he reaches his sixtieth birthday.
 - b. Subject to any legislative requirements, an employee may designate the last long service leave to be paid out on retirement as "Long Service Leave" as a separate cheque.

SECTION 24 - BUY BACK

- 24.01
- Subject to the rules of the Pension Corporation, the District agrees to participate in the buy back of an employee's probation period to a maximum of one year subject to the following:
- a. the employee is currently employed in the Fire Department and has completed five years of service;
 - b. the cost of the buy back shall be shared FIFTY (50%) percent by the employee and FIFTY (50%) percent by the employer.

SECTION 25 - PAY CHEQUES

- 25.01
- a. Wages will be paid bi-weekly by direct deposit on the appropriate Thursday.
 - b. Notwithstanding anything contained herein, it is agreed that the District may vary the procedure for payment of wages to meet the requirements or limitations of computer processing and preparation of payroll cheques.

SECTION 26 - TECHNOLOGICAL CHANGE

26.01 Definition

Technological change means:

- a. the introduction by the District into its work, undertaking or service of equipment or material of a different nature or kind, than previously used by the District in that work, undertaking or service; or
- b. a change in the manner, method or procedure in which the District carried on its work, undertaking or service that is related to the introduction of that equipment or material;
- c. technological change does not include normal layoffs resulting from a decrease in the amount of work to be done.

26.02 Terms

Where the District introduces or intends to introduce a technological change, the following conditions shall apply:

- a. a Regular Employee shall not be laid off or denied recall as a consequence of the introduction of technological change;
- b. a Regular Employee who is directly affected by technological change and requires new or greater skills shall receive priority for new training to maintain his job security with the District. Such training shall be at the expense of the District and there shall be no reduction in pay.

SECTION 27 - PROVINCIALY AND FEDERALLY SPONSORED YOUTH EMPLOYMENT PROJECTS

27.01 The Union will, for programs proposed by the District, grant approval, on a program by program basis, provided the following criteria are met:.

- a. Students will be hired on a wages only basis.
- b. All participating employees will be paid the going student rates.
- c. Each program will not result in the layoff of any employee covered by this Agreement and that the projects will not replace work or services normally performed by employees covered by this Agreement.

SECTION 27 - PROVINCIALY AND FEDERALLY SPONSORED YOUTH EMPLOYMENT
PROJECTS (Continued)

27.01 d. Any employees having the right to recall shall be recalled before a youth employment program is implemented.

SECTION 28 - TERMS OF AGREEMENT

28.01 This Agreement shall take effect from January 1, 2012 and shall remain in effect until December 31, 2019.

SECTION 29 - CONTINUATION CLAUSE

29.01 If negotiations extend beyond the anniversary date of the Agreement, both parties shall adhere fully to the provisions of this Agreement, as they exist on the last day of the Agreement during the period of bonafide collective bargaining.

IN WITNESS WHEREOF the said parties have hereunto set their hands on the day and year first above written.

THE SEAL OF THE DISTRICT OF KITIMAT
was hereunto affixed in the presence
of:

SIGNED BY THE DULY AUTHORIZED
OFFICERS OF THE KITIMAT
FIREFIGHTERS ASSOCIATION LOCAL
1304:

Philip Germuth

Bradley Bemis

Mayor

President

Debbie Godfrey

Justin Medeiros

Corporate Officer

Secretary-Treasurer

Firefighter Wage Rates Effective Jan 1 - Dec 31/12 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$4,828	2,220.59	26.4356
FF IV	\$5,173	2,379.47	28.3271
FF III	\$5,518	2,537.89	30.2130
FF II	\$6,207	2,855.18	33.9902
FF I	\$6,897	3,172.47	37.7676
10 YEAR FF	\$7,036	3,236.12	38.5253
CAPTAIN	\$8,583	3,948.03	47.0004
GF - CAPTAIN (106%)	\$9,098	4,184.91	49.8204

PREMIUMS		
Stat Premium	A/Captain	In Charge
13.22		
14.16		
15.11		
17.00		
18.88	9.23	3.29
19.26	8.48	3.29
23.50		3.29
24.91		3.29

Firefighter Wage Rates Effective Jan 1 - Dec 31/13 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$4,948	2,276.11	27.0965
FF IV	\$5,303	2,438.96	29.0351
FF III	\$5,656	2,601.33	30.9682
FF II	\$6,363	2,926.56	34.8400
FF I	\$7,070	3,251.79	38.7117
10 YEAR FF	\$7,211	3,317.03	39.4884
CAPTAIN	\$8,798	4,046.73	48.1755
GF - CAPTAIN (106%)	\$9,326	4,289.54	51.0659

PREMIUMS		
Stat Premium	A/Captain	In Charge
13.55		
14.52		
15.48		
17.42		
19.36	9.46	3.37
19.74	8.69	3.37
24.09		3.37
25.53		3.37

Firefighter Wage Rates Effective Jan 1 - Dec 31/14 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$5,072	2,333.01	27.7739
Starting Dec 31, 2014	\$5,098	2,344.67	27.9128
FF IV	\$5,435	2,499.93	29.7611
FF IV Dec. 31, 2014	\$5,462	2,512.43	29.9099
FF III	\$5,797	2,666.37	31.7425
FF III Dec 31, 2014	\$5,826	2,679.70	31.9012
FF II	\$6,522	2,999.72	35.7110
FF II Dec 31, 2014	\$6,554	3,014.72	35.8896
FF I	\$7,246	3,333.08	39.6795
FF I Dec 31, 2014	\$7,283	3,349.75	39.8779
10 YEAR FF	\$7,392	3,399.95	40.4756
10 YEAR FF July 1, 2014	\$7,464	3,433.07	40.8699
10 YEAR FF Dec 31, 2014	\$7,501	3,450.24	41.0743
CAPTAIN	\$9,018	4,147.90	49.3798
CAPTAIN Dec 31, 2014	\$9,063	4,168.64	49.6267

PREMIUMS		
Stat Premium	A/Captain	In Charge
13.89		
13.96		
14.88		
14.95		
15.87		
15.95		
17.86		
17.94		
19.84	9.70	3.46
19.94	9.75	3.46
20.24	8.90	3.46
20.43	8.51	3.46
20.54	8.55	3.46
24.69		3.46
24.81		3.46

Firefighter Wage Rates Effective Jan 1 - Dec 31/15 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$5,225	2,403.29	28.6106
FF IV	\$5,599	2,575.25	30.6577
FF III	\$5,972	2,746.69	32.6988
FF II	\$6,718	3,090.09	36.7868
FF I	\$7,465	3,433.49	40.8749
10 YEAR FF	\$7,689	3,536.50	42.1011
CAPTAIN	\$9,290	4,272.86	50.8673

PREMIUMS		
Stat Premium	A/Captain	In Charge
14.31		
15.33		
16.35		
18.39		
20.44	9.99	3.56
21.05	8.77	3.56
25.43		3.56

Firefighter Wage Rates Effective Jan 1 - Dec 31/16 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$5,356	2,463.37	29.3259
FF IV	\$5,739	2,639.63	31.4241
FF III	\$6,121	2,815.36	33.5163
FF II	\$6,886	3,167.34	37.7065
FF I	\$7,651	3,519.33	41.8968
10 YEAR FF	\$7,881	3,624.91	43.1537
CAPTAIN	\$9,522	4,379.68	52.1390

PREMIUMS		
Stat Premium	A/Captain	In Charge
14.66		
15.71		
16.76		
18.85		
20.95	10.24	3.65
21.58	8.99	3.65
26.07		3.65

Firefighter Wage Rates Effective Jan 1 - Dec 31/17 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$5,489	2,524.96	30.0590
FF IV	\$5,882	2,705.62	32.2097
FF III	\$6,274	2,885.74	34.3542
FF II	\$7,058	3,246.53	38.6491
FF I	\$7,843	3,607.31	42.9442
10 YEAR FF	\$8,078	3,715.53	44.2325
CAPTAIN	\$9,760	4,489.17	53.4425

PREMIUMS		
Stat Premium	A/Captain	In Charge
15.03		
16.10		
17.18		
19.32		
21.47	10.50	3.74
22.12	9.21	3.74
26.72		3.74

Firefighter Wage Rates Effective Jan 1 - Dec 31/18 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$5,627	2,588.08	30.8105
FF IV	\$6,029	2,773.26	33.0150
FF III	\$6,431	2,957.89	35.2130
FF II	\$7,235	3,327.69	39.6154
FF I	\$8,039	3,697.49	44.0178
10 YEAR FF	\$8,280	3,808.42	45.3383
CAPTAIN	\$10,004	4,601.40	54.7786

PREMIUMS		
Stat Premium	A/Captain	In Charge
15.41		
16.51		
17.61		
19.81		
22.01	10.76	3.83
22.67	9.44	3.83
27.39		3.83

Firefighter Wage Rates Effective Jan 1 - Dec 31/19 @ 2.5%			
POSITION	MONTHLY RATE	BI WEEKLY RATE	HOURLY RATE
Starting	\$5,767	2,652.78	31.5807
FF IV	\$6,180	2,842.59	33.8403
FF III	\$6,591	3,031.83	36.0933
FF II	\$7,416	3,410.88	40.6057
FF I	\$8,240	3,789.93	45.1182
10 YEAR FF	\$8,487	3,903.63	46.4718
CAPTAIN	\$10,254	4,716.43	56.1480

PREMIUMS		
Stat Premium	A/Captain	In Charge
15.79		
16.92		
18.05		
20.30		
22.56	11.03	3.93
23.24	9.68	3.93
28.07		3.93

KITIMAT FIRE DEPARTMENT SENIORITY LIST

(Continuous Service)

Effective this 22nd Day of April 2016

No.	Name	Start Date
1	Bassett, Doug	November 20, 1984
2	Bovingdon, Mike	July 10, 1989
3	Robinson, Glen	July 2, 1991
4	Taylor, Adam	December 1, 1995
5	Pritchard, Scott	May 18, 1999
6	Ferguson, Chuck	September 1, 1999
7	Swerdfeger, Shaun	February 17, 2003
8	Bemis, Brad	March 21, 2005
9	Ingram, David	April 30, 2007
10	Coultish, Ben	May 4, 2009
11	Jerrett, Daniel	March 12, 2012
12	Medeiros, Justin	July 3, 2012
13	Bogaert, Justin	October 22, 2012
14	Kelso, Cameron	June 17, 2013
15	Simon, Nick	March 17, 2014
16	Page, Matthew	May 12, 2014
17	Miller, James	June 2, 2014
18	Cabylis, Tyler	July 21, 2014