

May 05, 2026

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2025

MEMORANDUM OF AGREEMENT

between the

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 18

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 15

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 18 (“the Employer”), AGREE TO RECOMMEND TO ITS PRINCIPALS;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 15 (“the Union”), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 JANUARY 01 AND EXPIRING 2026 DECEMBER 31 (the “new Collective Agreement”), SHALL CONSIST OF THE FOLLOWING:

**1. Previous Conditions**

All of the terms of the 2024 Collective Agreement continue except as specifically varied below.

**2. Term of Agreement**

The term of the new Collective Agreement shall be for two (2) years from 2025 January 01 to 2026 December 31, both dates inclusive.

**3. General Wage Increases**

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

- (a) Effective 2025 January 01, all hourly rates of pay that were in effect on 2024 December 31st shall be increased by five percent (5.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2026 January 01, all hourly rates of pay that were in effect on 2025 December 31st shall be increased by four and one half percent (4.50%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Retroactive payments arising from paragraph 3(a) and (b) will be made as soon as possible following the date of ratification of the Memorandum of Agreement.

**4. Housekeeping**

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


- (a) Change bolded font to regular font in the Collective Agreement which highlighted changes from the last round of bargaining; and
- (b) Any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

**5. Ratification**

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 15<sup>th</sup> day of April, 2026 in the City of Vancouver, British Columbia.

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE EMPLOYER:

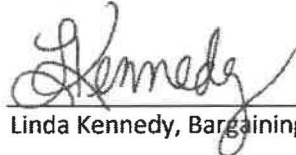
  
\_\_\_\_\_  
Katrina Davison, President

  
\_\_\_\_\_  
Bryndon Buckham, Secretary Treasurer

  
\_\_\_\_\_  
Adrian Sherriff, Executive Vice President

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:

  
\_\_\_\_\_  
Kevin Rose, Administrator

  
\_\_\_\_\_  
Linda Kennedy, Bargaining Unit Member