

MEMORANDUM OF AGREEMENT

“MoA”

Between

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 18

“Employer”

&

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 15

“Union”

"Errors and Omissions Excepted"

This Memorandum of Agreement between the parties constitutes final settlement of all outstanding collective bargaining issues with respect to the new Collective Agreement. All of the terms and conditions of the previous Collective Agreement will remain in effect except as set out in this document.

It is understood by the parties that the changes will apply on January 1, 2020, except as noted and are subject to ratification by both parties. This Memorandum of Agreement is subject to ratification by the principals of the parties hereto and both parties agree to recommend to their respective principals, acceptance of all terms and conditions herein.

1. DEFINITIONS

The following terms defined in this clause unless otherwise specifically provided herein, shall have for the purposes of this Agreement the meanings hereinafter specified and replace all existing definitions:

i. "Regular Full-Time Employee" means an employee who is employed on a full-time basis for thirty-five (35), thirty-seven and one-half (37½), forty (40) or such other number of weekly hours, as is recognized in this Agreement as normal for a particular class of positions, for an indefinite period of time.

ii. ~~"Regular Part Time Employee" means an employee who is employed on a regular part time schedule of core weekly hours which is a minimum of fifty percent (50%) of the recognized number of hours constituting full time employment for a particular class of positions, for an indefinite period of time.~~

2. TERM OF THE AGREEMENT

This Agreement shall be for a term of four (4) years **with effect from January 1, 2020 to December 31, 2023** both dates inclusive. Should either party at any time within four (4) months immediately preceding the date of expiry of this Agreement by written notice require the other party to commence collective bargaining, or should the parties be deemed to have given notice under Section 46 of the Labour Relations Code, this Agreement shall continue in full force and effect, and neither party shall make any change or alter the terms of this Agreement until:

(a) the Union lawfully strikes in accordance with the provisions of the Labour Relations Code; or

(b) the Employer lawfully locks out in accordance with the provisions of the Labour Relations Code; or

(c) the parties shall have concluded a renewal or revision of this Agreement or shall have entered into a new Collective Agreement; whichever occurs first.

It is understood and agreed between the Employer and the Union that the operation of subsections (2) and (3) of Section 50 of the Labour Relations Code is hereby excluded from and shall not be applicable to this Agreement.

8.1 Entitlement to Benefits

(a) "Regular Full-Time Employees" and "~~Regular Part-Time Employees~~" are entitled to full benefits as contained in subsequent Articles.

8.6 Sick Leave and Gratuity Plan

C. Family Illness

Where no one other than the employee can provide for the needs of an immediate member of the employee's family (spouse, child, parent) during an illness; an employee shall be entitled, after notifying the Secretary Treasurer or one of the other Principal Officers in the absence of the Secretary-Treasurer, to use up to **four (4)** ~~three (3)~~ accumulated sick leave days per calendar year for "~~Regular Part Time Employees~~" and ~~four (4)~~ for "Regular Full-Time Employees" for this purpose. In exceptional circumstances the Secretary-Treasurer, or one of the other Principal Officers in the absence of the Secretary-Treasurer, may approve additional leave.

In order to comply with the requirements regarding eligibility for Employment Insurance rebates, only those employees who have more than twelve (12) days' sick leave credits are entitled to use sick leave for family illness as outlined herein.

9.1 Work Week

A. Standard Hours of Work

1. Full-time

The standard work week shall consist of four (4) consecutive working days, Monday through Friday inclusive. The standard hours of work are exclusive of a one half (1/2) hour unpaid lunch break and inclusive of two (2) fifteen (15) minute paid rest periods.

- Executive Assistant- Tuesday- Friday

The standard hours of work of employees shall normally be scheduled between 8:00 a.m. and 5:15 p.m. Changes to an employee's hours of work made pursuant to this clause may be implemented with the consent of the employee.

2. ~~Part-time~~

~~Hours of work shall be from 8:00 am to 4:00 pm three days a week excluding weekends. The three days worked will normally not be adjusted, and will only be changed with 30 days notice. The Parties agree that vacation entitlement (Art. 7.1), supplementary vacation entitlement (Art. 7.2) and sick leave and gratuity entitlement (Art. 8.6) will be prorated to 65% of the entitlement for full time employees.~~

Schedule "A" Rate of Pay

Wage Increases

Wage increases will be implemented on the following dates:

January 1, 2020 2.00%

January 1, 2021 2.25%

January 1, 2022 2.50%

January 1, 2023 2.50% rates shall be rounded to the nearest whole cent.

The Employer will also provide a one time Signing Bonus of One Thousand Five Hundred Dollars (\$1500.00) to the sole CUPE member.


Signed this 7 day of May, 2021.

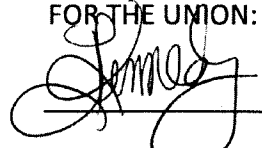
BARGAINING REPRESENTATIVES

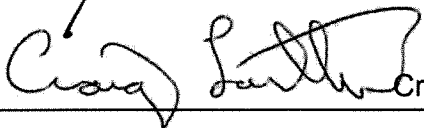
BARGAINING REPRESENTATIVES

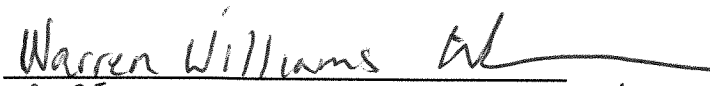
FOR THE EMPLOYER:

FOR THE UNION:

 Robert Weeks

 Linda Kennedy

 Craig Lanthier

 Warren Williams
CUPE LOCAL 15 president. Aug 23/21

