

COLLECTIVE AGREEMENT

BETWEEN

**INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS LOCAL 2782,
FORT NELSON
FIRE FIGHTERS' UNION**

AND THE

**NORTHERN ROCKIES
REGIONAL MUNICIPALITY**

January 01, 2015 - December 31, 2019

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This Agreement entered into this 26th day of October, 2016

Between: The Northern Rockies Regional Municipality
(hereinafter referred to as “the Employer”) Party of the First Part

**And: The International Association of Fire Fighters Local 2782, Fort Nelson Fire
Fighters’ Union**
(hereinafter referred to as “the Union) Party of the Second Part

ARTICLE 1 - PREAMBLE

1.01 PREAMBLE

It is the purpose of both parties to this Agreement:

1. To maintain harmonious relations & settled conditions of employment between the Employer & the Union.
2. To recognize the mutual value of joint discussions & negotiations in all matters pertaining to working conditions.
3. To encourage efficiency in operations.
4. To promote the morale, well-being & security of all Employees in the Bargaining Unit of the Union.

It is now desirable that methods of bargaining & all matters relating to the working conditions of the Employees be drawn in a Collective Agreement.

1.02 USE OF 24 HOUR CLOCK

It is understood and agreed by both parties to this agreement that any reference to time shall be made in the 24 hour standard.

1.03 AMALGAMATIONS or MERGERS

In the event of a merger, amalgamation, regionalization and/or annexation or otherwise stated absorption of the Northern Rockies Fire Department with the BC Ambulance Service, the Employer and the IAFF Local 2782, Fort Nelson Fire Fighters' Union recognize the increased value of those employees who are qualified to provide both fire and ambulance/first responder services to the Municipality. Accordingly, in regards to seniority, the Employer commits to pursue the recognition and factoring of the length of service where both fire and ambulance/first responder services have been provided by the Employee. Further, no IAFF local 2782, Fort Nelson Fire Fighters' Union member shall be laid-off as a result of such amalgamation.

ARTICLE 2 - RECOGNITION AND NEGOTIATIONS

2.01 RECOGNITION AND NEGOTIATIONS

The Employer recognizes the International Association of Fire Fighters and its Local 2782 (the Fort Nelson Fire Fighters' Union) as the sole and exclusive collective bargaining agent for all Employees with the exception of those noted in Article 2.02 (exclusions), as certified by the Ministry of Labour - Employment Standards Branch; and hereby agrees to negotiate with the Union or any of its authorized committees concerning all matters affecting the relationship between the parties, aiming towards a peaceful and amicable settlement of any differences that may arise.

2.02 EXCLUSIONS

The parties to this agreement hereby agree to exclude the following positions from the Bargaining Unit:

- the Fire Chief
- the Deputy Fire Chief
- Paid-on-Call Employees of the Employer

ARTICLE 3 - UNION MEMBERSHIP REQUIREMENT & UNION DUES

3.01 UNION MEMBERSHIP REQUIREMENT

All new Employees, as a condition of employment, shall become and remain members in good standing of the Union within 30 days of employment. All those Employees who are members of the Union must maintain their membership in the Union as a condition of employment.

3.02 PROVISION OF INFORMATION

The Employer agrees to advise new Employees of the existence of this Union Agreement and of the conditions of employment.

3.03 PAYROLL DEDUCTION OF UNION DUES

The Employer agrees to deduct dues and assessments every pay period, in an amount to be certified to be current by the Secretary-Treasurer of the Union, from the pay of those Employees who individually request in writing that such deductions be made.

3.04 REMITTANCE TO THE UNION

The total amount of deductions per month shall be remitted before the 15th of the following month by the Employer to the Treasurer of the Union.

ARTICLE 4 - WORK OF THE BARGAINING UNIT

4.01 WORK OF THE BARGAINING UNIT

The employer contemplates contracting out dispatching services and making greater use of Paid-on-Calls and Auxiliary personnel for jobs for which they are qualified, with a goal to reduce overtime.

Both parties will endeavor to utilize bargaining unit members to backfill positions prior to utilizing exempt staff.

There shall be no reduction in regular hours of work of any bargaining unit employee as a result of increased use of Paid-on-Calls or Auxiliary personnel.

4.02 NO OTHER AGREEMENTS

No Employee shall be required or permitted to make a written or verbal agreement with the Employer or his/her representatives which may conflict with the terms of this agreement.

4.03 NO DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any Employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoffs, recalls, discipline, classification, discharge, or otherwise by reason of age, race, creed, colour, national origin, political or religious affiliation, sex, marital status, family relationship, place of residence subject to Article 4.04, nor by any reason of his/her membership or activity in the Union or non-membership in the Union.

4.04 RESIDENCY REQUIREMENTS

It is agreed between the Parties that 80% of Employees covered by this Collective Agreement must reside within an 8 km radius of the Fire Hall. The 20% not required shall live within the Fire Protection Boundaries.

4.05 RESPECTFUL WORKPLACE

The Northern Rockies Regional Municipality and IAFF Local 2782 respects the rights and interests of all individuals and is committed to providing a working environment free of bullying, harassment and discrimination.

It is agreed between the parties that the NRRM Respectful Workplace Policy, developed in accordance with provincial health and safety legislation, is adopted.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 MANAGEMENT RIGHTS

The Union recognizes the right of the Employer to manage, supervise and control its operations subject to the terms of this agreement. Such rights shall include, but not be limited: to directing the working forces; to hire, discharge, promote, demote, transfer, assign work, discipline, suspend, discharge for proper cause, layoff, determine job content & evaluate jobs, and to establish regulations for the conduct of Employees that are not contrary to this agreement. The Employer shall exercise its rights in a fair and reasonable manner.

ARTICLE 6 - CORRESPONDENCE

6.01 CORRESPONDENCE

The channel of correspondence between the parties arising out of this agreement, or incidental thereto, shall pass to and from the Municipal Administrator and the President of the Union unless otherwise provided in this agreement.

6.02 DISBURSEMENT OF PRINTED AGREEMENT

This agreement shall be printed and one copy supplied to each Employee by the Employer within 30 days of ratifying the agreement, at no cost to the Employee.

ARTICLE 7 - JOINT CONSULTATION AND ADJUSTMENTS PLANS

7.01 COMPOSITION OF COMMITTEE

A joint Labour-Management Consultation Committee shall be established. It shall be composed of 2 representatives named by the Union and 2 representatives named by the Employer. The Committee shall meet within 5 days, upon the request of either party.

7.02 FUNCTIONS OF COMMITTEE

The Committee is established for the purpose of enabling the Parties, during the term of this agreement, to discuss issues relating to the workplace that affect the parties or any Employee bound by this agreement.

The Committee shall not deal with grievances nor collective bargaining for the renewal, extension or modification of this collective agreement unless mutually agreed upon by the Employer and the Union.

7.03 ADJUSTMENT PLANS

The Parties agree to be bound by the provisions of Section 54 of the Labour Relations Code.

ARTICLE 8 - LABOUR MANAGEMENT BARGAINING RELATIONS

8.01 REPRESENTATION

The Union shall supply the Employer with the names of its officers. Likewise, the Employer shall supply the Union with a list of its supervisory personnel and these lists shall be kept up to date.

8.02 FUNCTION OF THE BARGAINING COMMITTEE

All matters pertaining to rates of pay, hours of work, collective bargaining and other working conditions shall be the subject of negotiations between the Union Bargaining Committee and the Employer.

ARTICLE 9 - HOURS OF WORK

9.01 HOURS OF WORK - TWO PLATOON SHIFT

Hours of work shall be shifts as per the British Columbia Fire Department Act; and the Fire Chief shall divide the members of the fire brigade into 2 platoons for work only in accordance with one of the following systems:

No. 1 System: - The Fire Chief shall not keep a platoon on duty for more than 24 consecutive hours. A platoon kept on duty for 24 consecutive hours shall then be allowed 24 consecutive hours off duty.

No. 2 System: - One platoon shall be on duty for day work for 10 consecutive hours each day, and the other platoon shall be on duty for night work for 14 consecutive hours each day. Each platoon shall alternate at least once in every 7 days from day work to night work or from night work to day work.

9.02 HOURS OF WORK - DAY SHIFT

An officer required to be on straight day shifts shall work an average of 40 hours per week.

9.03 RELIEF FIRE FIGHTERS

During periods of annual vacation, staff shortages, or sick leave coverage, the relief fire fighter shall work assigned two platoon shifts as directed by the Chief and to balance the work hours will take, when possible, 2 days of rest prior to the two platoon shift and an additional 4 days of rest following the two platoon shifts. If operational requirements do not permit these days of rest, they will be taken at a mutually agreed upon time.

Relief Fire Fighters will balance their hours to no more than 336 hours each 56 day cycle. Any hours greater than 336 will be paid out at 1 ½ regular rate of pay. The 56 day cycles will start 28 days apart. It is agreed that no partial shifts will be required to be worked by relief firefighter to balance hours.

ARTICLE 10 - POSTINGS, PROMOTIONS AND STAFF CHANGES

10.01 NEWLY CREATED POSITIONS

The Employer agrees that if new positions are created in the Bargaining Unit, for which there are no wage classifications or specified hours of work, negotiations on

these matters shall be held with the Union to finalize such wages and hours of work.

10.02 JOB POSTINGS

When a vacancy occurs or a new position is created inside the Bargaining Unit, the Employer shall immediately notify the Union in writing and post notice of the position on the bulletin boards for a minimum of 2 weeks, so that all members will know about the vacancy or new position.

Such notice shall contain the following information:

Current nature of position, qualification, required knowledge and education, skills, shift, wage or salary rate.

10.03 PROBATION FOR NEW EMPLOYEES

A new Employee shall be considered a "probationary Employee" and shall serve a probationary period of 1 year worked to determine competency and suitability for a permanent position and service with the Employer, as judged by the Employer. A probationary Employee can be terminated at any time during the probationary period without notice, at the discretion of the Employer and will be so advised in writing. The 1 year probationary period may be extended at the discretion of the Fire Chief for health reasons only.

10.04 TRIAL PERIOD

An Employee who is promoted or transferred shall serve a trial period of 6 continuous months worked to determine competency and suitability for the new position, as judged by the Employer. An Employee on trial can be terminated at any time during the trial period without notice, at the discretion of the Employer, and in such case the Employee shall be returned to the previous position held. Any Employee hired or moved shall be terminated or reverted as the case may be.

10.05 SHORT TERM EMPLOYEE

As an Employee who works on a full time or part time basis for a definite period not to exceed 32 weeks and who, on completion of 546 hours, becomes eligible for 5% pay in lieu of Health and Welfare benefits. The period may be extended upon mutual consent of both parties to this agreement.

This Employee will be paid at a rate of 70% of a Fourth Year Fire Fighter for the 6 months worked, 75% of a Fourth Year Fire Fighter for the second 6 months worked as per Schedule "A". This Employee does not accumulate seniority.

Should a term Employee be hired on as a full time fire fighter, within 1 year of completion of term, his/her status shall begin at the hours to which s/he had accumulated.

10.06 TERM VACATION PAY

Term Employees will receive 4.6% in lieu of vacation that will be paid on regular pay periods or at the end of the term, at the discretion of the Employee.

10.07 PROMOTIONS

Promotions shall be made on the basis of merit and qualification (knowledge, skills, ability, and personal suitability) as determined by the Employer. If, in the view of the Employer, 2 or more applicants are equal in merit and qualifications, the applicant with the greater seniority shall be determined to be the successful applicant.

All promotions are subject to a 6-month probationary period, notwithstanding the following:

- A) The Fire Chief may waive the requirement of 6 consecutive months of service in the acting rank where the Employee has demonstrated his full competence in the higher rank to the Fire Chief's satisfaction.
- B) The probationary period may be extended by mutual agreement of the Employer, the Employee and the Union.

10.08 PREVIOUS FIRE FIGHTER EXPERIENCE

At the discretion of the Employer, when a new Employee has 3 or more years of

fire service experience he may receive a Third Year Level rate of pay. Upon successful completion of 1 years' probation he may be advanced to the rank of Fourth Year Fire Fighter.

Previous fire service experience is defined as service with another Canadian Municipal Fire Rescue Service, in a full-time career position.

ARTICLE 11 – SENIORITY, MEDICAL EXAMS, LAYOFFS AND RECALLS

11.01 SENIORITY DEFINED

Seniority is defined as length of service in the Bargaining Unit, measured from the beginning of the probationary period. A probationary Employee shall not have any seniority. Seniority is only granted to an Employee upon successful completion of the probationary period. Seniority shall operate on a Bargaining Unit wide basis.

11.02 SENIORITY LIST

The Employer shall maintain a seniority list showing the date upon which each Employee's service commenced. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards in the January of each year.

11.03 LOSS OF SENIORITY

An Employee shall not lose seniority rights if s/he is absent from work because of sickness, accident, layoff, or leave of absence approved by the Employer. An Employee shall lose seniority and shall no longer be an Employee in the event the Employee: 1) is discharged for just cause; 2) resigns; 3) is absent from work in excess of 2 working days without sufficient cause or without notifying the Employer; 4) is on lay-off and recall rights expire; 5) fails to comply with the terms of the recall provisions; 6) is paid severance pay; 7) retires.

The Employer agrees that seniority rights as they apply to lay-off, recall, bumping, hiring and promotions will continue to accrue during: 1) maternity leave; 2) Worker's Compensation Board leave; 3) long-term disability leave; and 4) lay-off for up to 1 year, however the seniority rights accrued during those instances will not accrue for the purpose of calculating bonus vacation, vacation pay, or the travel assistance grant, with the exception of WCB leave.

11.04 TRANSFERS AND PROMOTIONS OUTSIDE THE BARGAINING UNIT

No Employee shall be transferred to a position outside the Bargaining Unit without their consent. If an Employee is transferred or promoted to a position outside the Bargaining Unit, they will retain their seniority accumulated up to the date of leaving the Unit, but will not accumulate any further seniority. An Employee shall have the right to return to their former position in the Bargaining Unit within 6 months of the leaving without loss of seniority.

Any other Employee promoted or transferred as a result of the appointment shall also be returned to former position. Employees who may have been hired shall be provided lay-off in accordance with all provisions of the collective agreement.

11.05 NOURISHMENT ON DUTY

The Employer, when practical, will provide nourishment for the Employees at a major emergency, when such Employees have been at the scene of the emergency over 3 hours, or in lesser time, at the discretion of the Fire Department Incident Commander.

11.06 PRE-EMPLOYMENT MEDICAL

It is agreed that, as a condition of employment, an applicant must successfully pass a pre-employment medical examination, and it is further agreed that the cost of such examination shall be reimbursed to the applicant upon being employed as a member of the Fire Department.

11.07 MEDICAL EXAMINATION

All Employees shall be required to undergo a complete medical examination, paid by the Employer, as specified in the table below:

From 40 to 49 years - every 2 years
Over 50 to Retirement - annually

All Employees over the age of 40 shall be entitled to undergo cancer screening testing, paid by the Employer, as specified in the table below:

Bladder - annually
Testicular - annually
Skin - annually
Prostate/PSA - every 3 years
Colorectal cancers - every 5 years

The examination will be complete and a physician's report indicating the Employee's fitness for duty shall be provided to the Employer.

In addition, hearing tests shall be performed annually.

If an Employee is found not fit for duty s/he shall go on sick leave, if available, until fit for duty.

When employees are required to have medical examination to renew professional driver's licenses (air ticket or class IV and up) and said licenses are required by the employer, these examinations will be coordinated with required examinations and will be paid for by the employer with fitness for duty forms provided to employer.

11.08 ACCESS TO PERSONNEL FILE

An Employee shall have the right, upon written request, to review his/her current employment related personnel file and shall have the right to respond in writing to any document contained therein. Such reply shall become part of the permanent record. Requests by the Employee to remove material from his/her file shall not be unreasonably withheld.

11.09 LAYOFF AND RECALL

Unless otherwise specified in this Agreement, the Employer shall notify employees who are to be laid off 30 calendar days prior to the effective date of the layoff, or sooner where possible, or pay in lieu of notice. A laid off Employee shall have recall-to-employment rights for 1 year from the effective date of the lay-off unless it is mutually agreed upon between the Union and the Employer.

An Employee laid-off can bump an employee with less seniority whose employment qualifications & suitability are equal to or lower than the Employee being laid-off. An Employee cannot "bump-up", and can only bump another employee at an equal or lower classification.

Full time employees can bump full-time or part-time employees; part-time employees may only bump another part-time employee.

An Employee who fails to return to work within 14 calendar days following recall notice being sent by registered mail to the Employee's last known address, loses all recall rights unless having proof of sickness or other just cause.

Notice of recall shall be copied to the union. It is the responsibility of the employee to keep the Employer informed of their current address.

An offer by the Employer for casual work or employment of short duration at a time when the Employee is employed elsewhere does not affect the recall rights of the Employee on lay-off, even if the employment offer is refused.

ARTICLE 12 - COMPENSATION FOR JOURNEYMAN MECHANIC

12.01 COMPENSATION FOR JOURNEYMAN MECHANIC

A Fire Fighter who holds a journeyman mechanic's ticket and is also required to function as the Fire Department Mechanic shall receive an additional 3% in pay over and above the current position held.

ARTICLE 13 - OVERTIME

13.01 OVERTIME DEFINED

All time worked before or after the regular work day and the regular work week or on a holiday or on a scheduled day of rest shall be considered overtime.

13.02 SHIFT EXTENSION

Overtime worked before or after an Employee's regular work day shall be paid at the rate of 1½ for the first 3 hours worked or portion thereof, and 2 times thereafter.

13.03 WORK ON DAYS OF REST

Overtime worked on an Employee's scheduled day of rest shall be paid at the rate of 1½ the Employee's rate of pay for the first 3 hours worked or portion thereof. Once an Employee has worked 3 hours overtime on his/her day of rest, all additional hours on that day of rest shall be paid at 2 times the Employee's rate of pay.

When the relief fire fighter is called to work on his day of rest without receiving a minimum of 24 hours notice, he shall be paid at the above rate. If called in immediately, it will be considered a call-out.

13.04 SHARING OF OVERTIME - ROTATION

The Employer will endeavour to distribute overtime as equitably as practicable. For the purposes of this Article, any overtime refused by an Employee should be recorded as if the Employee actually worked the overtime that was refused.

13.05 REMUNERATION FOR TRAINING

An Employee taking part in any training courses outside his/her regular working hours, as approved by the Fire Chief, shall be compensated at 1 ½ his/her regular rate of pay.

At the time of the training, the Employee shall determine if he/she will be paid out at this overtime rate of pay or bank this time at 1 ½, for future time off, to be taken at a mutually agreeable time, as determined by the Fire Chief and the Employee

It is agreed that the regularly scheduled once a week POC training (Tuesday evening), off duty members will be compensated at straight time rates of pay.

Except for cases mutually agreed by the Employer and the Employee, time spent in such training shall be reimbursed by allowing the Employee equivalent time off (at straight time rates of pay) without loss of pay.

Personal development training as requested by the Employee in Article 13.05 will

continue to be compensated as per current practice. (Employee's will not be reimbursed for time spent to participate in these courses and it is understood that the Employee will not lose regular hours while participating in such course.)

13.06 CALL-OUT PAY GUARANTEE

An Employee who is called out to work outside his/her regular working hours shall be paid for a minimum of 2 hours at 2 times his/her basic rate of pay. All additional hours worked shall be at 2 times his/her basic rate of pay. S/he shall be paid from the time s/he leaves home until s/he arrives back upon proceeding directly from work. Bargaining Unit Fire fighters will have call out priority over Paid on Call Fire fighters.

It is understood that subsequent call backs that fall within 2 hours of the original call back, will not be subject to a second call back pay provision. (No double dipping).

The Fort Nelson Fire Fighters Union agrees that at false alarm fires, Fire Fighters will be compensated for a minimum of 1 hour at his/her regular rate of pay.

13.07 STANDBY PROVISIONS

Standby pay will be \$4.00 per hour for each hour required to be on standby.

24 hour coverage will be available, with the fire fighter on duty responding to any medical calls and the fire fighter "on standby" attending the Fire Hall should a call-out occur.

If a call-out occurs, the "standby fire fighter" will receive a regular call-out pay of 2 hours at double time.

If the First Responder Program is terminated, a first aid premium clause shall be negotiated.

ARTICLE 14 - SHIFT PREMIUMS

14.01 SHIFT PREMIUMS

In recognition of the undesirable features of shift work, shift premiums of \$1.00 per hour shall apply for any hours worked between 1800 hours and 0800 hours

ARTICLE 15 - STATUTORY HOLIDAYS

15.01 STATUTORY HOLIDAYS

The following holidays are those which shall be recognized and observed as Statutory Holidays:

- | | |
|------------------|-----------------|
| * New Year's Day | * Christmas Day |
| * Good Friday | * Boxing Day |
| Victoria Day | Easter Sunday |
| BC Day | Canada Day |
| Thanksgiving Day | Labour Day |
| Remembrance Day | Family Day |

and any other day declared by Federal, Provincial, or Municipal Governments.

15.02 STATUTORY HOLIDAYS ELIGIBILITY & COMPENSATION

An Employee shall be compensated for a Statutory Holiday by receiving a paid shift off at a mutually agreed time, or pay, provided the Employee has:

- A) earned wages in respect of 12 shifts within the last 30 calendar days before the statutory holiday occurs; and
- B) has worked the Employee's last scheduled shift prior to, and the first regular work shift following, the general holiday, unless absent on sick leave or with special permission.

An Employee who works on a Statutory Holiday listed in this Article, in addition to compensation for that Statutory Holiday to which the Employee may be entitled under the previous paragraph, shall be compensated for at the rate of:

- A) 2 times the Employee's normal rate of pay on any of the 4 "superstats" as indicated in 15.01 by asterisks(*);
- B) 1½ times the Employee's normal rate of pay for any of the other listed Statutory Holidays.

In addition to these overtime rates, Bargaining Unit Employees shall receive 12 paid shifts off per year which must be taken during the same calendar year in which it is earned and scheduled at the discretion of the Fire Chief or designate. Banked statutory holidays not scheduled or taken within the year they are earned will be automatically paid out at the end of the calendar year.

ARTICLE 16 - VACATIONS

16.01 ANNUAL VACATION ENTITLEMENT

All vacations shall be based on a calendar year: January 1 to December 31.

A full-time Employee on the platoon shift as per article 9.01, who works the complete calendar year shall receive an annual vacation with pay in accordance with the following schedule.

An Employee who works less than a full year and/or part time shall receive a pro-rated vacation with pay in each of:

1st to 7th calendar years of continuous employment: 12 shifts
8th to 14th calendar years of continuous employment: 16 shifts
15th and subsequent calendar years of continuous employment: 20 shifts

A full time Employee working straight days as per article 9.02 who works the complete calendar year shall receive an annual vacation with pay in accordance with the following schedule. An Employee who works less than a full year and/or part time shall receive a pro-rated vacation with pay in each of:

1st to 7th calendar years of continuous employment: 15 shifts
8th to 14th calendar years of continuous employment: 20 shifts
15th and subsequent calendar years of continuous employment: 25 shifts

One additional working shift for each year of continuous service after 15 years to a maximum of 30 shifts annual vacation with pay during each calendar year.

16.02 TAKING VACATION

Employees shall take their annual vacation with pay during the calendar year in which the vacation is being earned, and any as yet unearned portion of annual vacation with pay in that calendar year shall be an advance (repayable to the Employer) to the Employee. An Employee on probation shall not normally be allowed to take annual vacation with pay during the first 6 months of the probationary period, and if the Employee as a result is unable to take vacation

with pay during the appropriate calendar year, it shall be taken in the following year or paid out in accordance with Article 16.06.

At least 2 weeks (or equivalent amount of shifts/hours (8 shifts/96 hours, or 10 shifts/80 hours) of vacation must be taken each year.

16.03 VACATION PAY

Employees shall be compensated at their regular rate of pay for those shifts taken as holidays. Employees may elect to take vacation pay in advance of their annual vacation, but must give notice at least 10 days in advance of their intent to do so.

16.04 SCHEDULING OF VACATIONS

Requests for annual vacation shall be submitted to the Fire Chief by January 1st of each year and shall be approved at the discretion of the Fire Chief.

However, in terms of priority choice, the following system shall be used:

Priority choice of allotted vacation time shall be given in a rotational basis. By starting with the Union seniority list as of January 1, 2001 the Employee with the most accumulated seniority at that time shall have the priority choice of vacation time for that year. Holidays will be chosen in rounds. Starting with the Employee who has first choice of holidays, a maximum of 8 shifts or the equivalent time.

In any given year, the Employee who has had first choice in holidays shall have his/her name put on the bottom of the list for the next year of holiday vacation choice.

In any given year if additional Bargaining Unit Employees are hired, they shall always be given last holiday choice for their first vacation allotment.

When approved vacations are cancelled by the Employer due to an emergency situation, the Employer agrees to compensate the Employee for any unavoidable loss incurred by him/her as a result of the cancellation.

16.05 APPROVED LEAVE OF ABSENCE DURING VACATION

Where an Employee qualifies for bereavement leave during his/her period of vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced will either be added to the vacation period or reinstated for use at a mutually agreeable date.

16.06 BANKING OF VACATIONS

Employees may bank unused vacations to a maximum of 96 hours. Day shift Employees may bank unused vacations to a maximum of 80 hours. These hours may only be utilized by December 31st of the following year. The Employee shall have the option of carrying over those hours or receiving pay in lieu. Payout in lieu of holidays shall be based on the standard 42 or 40 hour weekly pay (as applicable) or percentage thereof. There shall be no payout of carried over vacation time prior to April 30th of the following year.

16.07 BONUS VACATION

Each Employee on a platoon rotation shall be entitled to a one-shot 3 block vacation following completion of each 5 years of continuous service. Each employee on a 40 hour Monday-Friday shift rotation shall receive a 3 week bonus vacation (15 shifts) following each 5 years of service.

Employees may bank unused bonus vacation for a maximum of 5 years, or until their next bonus vacation credit is received. Unused bonus vacation will be paid out on the last pay period prior to the Employee receiving their next bonus vacation credit.

16.08 BANKING OF OVERTIME AND CALL OUT

Employees will be allowed to bank call out and overtime pay to be accumulated at the employee's discretion. This bank can be paid out partially or completely on the employee's next regular pay provided adequate notice is given.

The amount of monies accumulated will reflect the actual amount earned and will not be subject to wage increases that may be reflected in the Collective Agreement. At the sole discretion of the Fire Chief, lieu time may be taken.

ARTICLE 17 - SICK LEAVE PROVISIONS

17.01 SICK LEAVE DEFINED

Sick leave means the period of time an Employee is absent from work without loss of pay by virtue of being sick or disabled, or under direction, examination, or treatment of a physician, chiropractor, or dentist, or because of an accident for which compensation is not payable under the Worker's Compensation Act. Probationary Employees are not entitled to health and welfare benefits until

completion of 3 months service.

17.02 PAID SICK LEAVE

An Employee who has acquired seniority shall be entitled to sick leave at the rate of 12 hours of sick leave accumulation per month, unused sick leave may accumulate to a maximum of 1,250 hours of sick leave.

17.03 DEDUCTIONS FROM SICK LEAVE

A deduction shall be made from accumulated sick leave for all regular working hours absent for sick leave.

17.04 PROOF OF ILLNESS

When requested by the Employer, the Employee will provide a doctor's certificate showing proof of illness. The cost, if any, for obtaining the certificate shall be paid by the Employer.

17.05 SICK LEAVE DURING LEAVE OF ABSENCE OR LAY-OFF

When an Employee is laid off or is on leave of absence without pay, s/he shall not receive sick leave credits for the period of such absence, but shall retain his/her cumulative credit, if any.

17.06 SICK LEAVE RECORDS

Immediately after the close of each calendar year, the Employer shall advise each Employee in writing of the amount of sick leave accrued to his/her credit.

17.07 SICK LEAVE PAYOUT ON TERMINATION

In the event an Employee retires, terminates his/her employment, is terminated or is laid off, s/he shall receive payment equal to 25% of the value of his/her accumulated unused sick leave. To qualify for this payment, an Employee who retires, terminates his/her employment, is terminated or is laid off must have completed his/her probationary period.

This benefit does not apply to Employees who are dismissed for just cause.

17.08 LONG TERM DISABILITY PLAN

The Employer agrees to administer a Long Term Disability Plan as follows:

- A) 66 2/3% coverage to a \$2,500/month maximum
- B) 24-month own occupation limitation
- C) 17-week waiting period

17.09 MEDICAL TRAVEL ASSISTANCE GRANT

The Medical Travel Assistance Grant (MTAG) is available to Full-Time and Part-Time Employees. It is understood that the purpose of the medical or dental travel assistance is to offset the high costs incurred when it is necessary to travel out of Fort Nelson for medical care.

New Employees and Part-Time Employees are eligible for a pro-rated medical travel assistance grant from their date of employment to December 31st of that year. Such payment is based on a \$500 per calendar year.

The medical travel assistance grant is limited to a maximum of \$500 per year, but unused amounts are carried forward and are available for future uses. The maximum accumulation for any Employee is \$5,000. The MTAG may be used for medical care travel for an Employee or his/her immediate family (spouse or child). Requests for medical travel assistance grants are subject to be approval by Department Heads (which shall not be unreasonably withheld) and must be accompanied by a doctor's certificate identifying the need for medical travel. The MTAG is not a "take away" grant; unused accumulated amounts are not paid out upon an Employee's termination, resignation, or death.

17.10 SICK LEAVE ACCUMULATION/SICK LEAVE BANKING

Both parties agree to the creation of a Sick Leave Bank under the following terms and conditions:

A "Sick Leave Bank" will be created wherein Employees will contribute 3 hours per month of their sick leave accumulation until their maximum of 1,250 hours accumulation is reached, after which all 12 hours of monthly sick accumulation will be contributed to the common Sick Leave Bank to its maximum accumulation of 1,300 hours for the purpose of providing sick leave to employees that have exhausted their sick leave accumulation or have not yet been able to accumulate sick leave.

IAFF representatives shall be responsible for administering the newly created Sick Leave Bank conditional that all approved uses shall be accompanied by a doctor's certificate.

ARTICLE 18 - LEAVE OF ABSENCE

18.01 NEGOTIATION PAY PROVISIONS

Representatives of the Union shall not suffer any loss or pay or benefits for the time involved in negotiations with the Employer.

18.02 GRIEVANCE AND ARBITRATION PAY PROVISIONS

Representatives of the Union shall not suffer any loss of pay or benefits for the time involved in grievance or arbitration procedures.

18.03 PAID BEREAVEMENT LEAVE

An Employee shall be granted 3 regularly scheduled consecutive work days leave of absence without loss of pay or benefits in the case of the death of a parent, spouse, common-law spouse, brother, sister, child, mother-in-law, father-in-law, grandparent, grandchild, or any relative who has been residing in the same household. When the funeral is held outside of Fort Nelson, and travel is required, an Employee shall be granted an additional 2 days leave without loss of pay. Reasonable travel time shall be allowed.

18.04 PAID MEDICAL CARE LEAVE

In recognition of the lack of certain medical facilities and the possibility of being referred to other facilities or other medical practitioners, an Employee shall be allowed to utilize available sick leave to engage in preventative medical or dental care or for referral by a medical practitioner. This leave shall be made available to an Employee to accompany a member of the immediate household as defined in Article 18.03. If requested, Employees shall be required to show proof of medical or dental referral. This leave shall be granted at the discretion of the Fire Chief.

18.05 MATERNITY, PARENTAL AND ADOPTIVE LEAVE

For the purposes of maternity leave and adoptive leave the Employment Standards Act shall apply to this Agreement,

Maternity or Parental leave may be granted up to an additional 4 months where a doctor's certificate is provided, stating that a longer period of leave is required for health reasons.

The Employee's accumulated sick time may be used immediately following maternity/parental leave if additional leave is required where a doctor's certificate is provided stating that a longer period of leave is required for health reasons.

18.06 PAID JURY OR COURT WITNESS DUTY LEAVE

The Employer shall grant leave of absence without loss of seniority benefits to an Employee who serves as a juror or witness in any court. The Employer shall pay such an Employee the difference between his/her normal earnings and the payment for travelling, meals or other expenses. The Employee will present proof of service and the amount of pay received. Time spent by an Employee required to serve as a court witness in any matter arising out of his/her employment shall be considered as time worked at the appropriate rate of pay.

18.07 EDUCATION LEAVE

An Employee shall be entitled to leave of absence without loss of pay to write examinations to upgrade employment qualifications as approved by the Employer.

When an Employee must travel outside of Fort Nelson to write these examinations, he/she shall be reimbursed for travel costs.

When an Employee requests leave of absence to attend an upgrading course, training seminar, special courses, or other education leave related to his/her employment or upgrading for advancement within the service of the Employer, such leave shall be considered.

18.08 GENERAL LEAVE

An Employee shall be entitled to leave of absence without pay and without loss of seniority or benefits when he requests such leave for good and sufficient cause. Such request shall be in writing and approved by the Employer.

ARTICLE 19 - EMPLOYEE BENEFITS

19.01 PENSION PLAN

The Employer shall participate in the Municipal Pension Plan Group 5 in accordance with the Pension Act. All permanent employees will be enrolled in the MPP Group 5 Pension. The mandatory retirement age for Group 5 employees is the end of the month in which they turn 60 years old.

19.02 MEDICAL INSURANCE PLAN

The Employer shall pay 100% of the cost of the following plans:

1. Medical Services Plan of BC
2. Extended Health Plan including drugs & vision care coverage (glasses to a maximum of \$400 per family member, every 24 months).
3. Dental Plan as follows:

Basic Preventative and Restorative Services - 100% coverage/year/dependent

Major Services Restorative Services - 70% coverage/year/dependent

Orthodontic Treatment – 50% coverage to a maximum of \$5,000/person/lifetime

Annual maximum reimbursement for Basic and Major services is \$2,000.

For all Employees and their dependants, the Employer shall continue to contribute to the above plans and life insurance plan during an Employee's absence for illness or disability of 1 year.

19.03 MEDICAL INSURANCE

All benefits plan coverage's, terms, conditions, and specific eligibility requirements shall be governed by the actual terms and conditions of the benefits plans as amended from time to time. Any descriptions in this Agreement are provided for the purpose of general information. The overall level of benefits shall not be decreased during the life of the agreement except by mutual agreement.

19.04 WORKERS' COMPENSATION SUPPLEMENT/BRIDGE PAYMENT

In order to ensure continuity of income, the Employer will provide a "bridge payment" equal to the value of the Employee's regular pay cheque, while the Employee awaits WCB claim approval. This bridge payment is repayable upon receipt of the first WCB payment.

19.05 LIFE INSURANCE PLAN

The Employer shall pay one 100% of the premium cost of a group life insurance and accidental death and dismemberment plan for all Employees. Life insurance coverage shall be at \$100,000.00 for each Bargaining Unit Employee. There shall be no exclusion of benefits due to inhalation of toxic fumes or gases.

19.06 TRAVEL ASSISTANCE

The Travel Assistance Grant is available to Full-Time Employees. It is understood that the purpose of the travel assistance is to offset the physical isolation of Fort Nelson. New Employees shall be paid a pro-rated travel assistance from their date of employment, to December 31st of that year. Such payment is based on a \$2,400 per calendar year maximum. (Effective January 1, 2010 such payment is based on a \$2,500 per calendar year maximum)

The Travel Assistance Grant shall be paid in the following manner:

- Maximum \$1,200 per ½ year to a maximum of \$2,400 per calendar year

- At the discretion of the Employer, an Employee may receive the entire amount of the grant at any time during the calendar year.

In the case of a Full-Time Employee who does not work the entire calendar year, the travel assistance grant shall be pro-rated on a monthly basis. (i.e. An Employee working for a 2 month period would receive 2/12ths of the \$2,400 maximum)

Absences for periods of up to 30 continuous days will not trigger the pro-rating clause. WCB and maternity leaves are considered to be continuous employment for the purposes of this clause.

Employees not eligible for the Travel Assistance Grant, upon successful completion of the probationary period, will be allocated as follows: 90% Salary and 10% Travel Benefit will be allocated into the T4 Box 32.

19.07 PREMIUMS WHILE ON LEAVE OF ABSENCE OR LAYOFF

Employees on a leave of absence or lay off shall be responsible for the Employer's share of medical benefits, group insurance and superannuation if over a 30 day period

ARTICLE 20 - PAYMENT OF WAGES AND ALLOWANCES

20.01 PAY DAYS

The Employer shall pay salary and wages every second Friday, payable before 12:00 o'clock Noon, in accordance with Schedule 'A' attached hereto and forming part of this agreement. Each Employee shall be provided with an itemized statement of his/her wages, overtime and other supplementary pay and deductions.

20.02 TEMPORARY RELIEF ON HIGHER RATED JOBS

When an Employee temporarily relieves in or performs the principle duties of a higher paying position, other than for on the job training purposes, s/he shall receive the rate for the job.

20.03 PAY ON TRANSFER TO LOWER RATED JOB

When an Employee is assigned to a position paying a lower rate, his/her rate shall not be reduced.

20.04 MILEAGE ALLOWANCE

1. As a condition of employment, the Employer shall not require an Employee to own an automobile.
2. An Employee shall receive the same rate as paid other Employees and officials of the municipality for each kilometre travelled on municipal business.
3. Where an Employee has authorization to use his/her vehicle on a regular daily mileage basis for the Employer's business, the Employer will pay the difference between the insurance premiums for driving to and from work and business use.

20.05 SEVERANCE PAY

An Employee shall be given 15 days notice and severance pay on the basis of 4 42-hours pay at the regular rate for the position last occupied for every year of employment, if the Employer changes operating methods and the Employer is unable to provide work for a displaced Employee at the same regular rate of pay in a comparable class of work.

ARTICLE 21 - JOB CLASSIFICATION AND SECURITY

21.01 JOB DESCRIPTIONS

The Employer agrees to create job descriptions for all positions and classifications for which the Union is the Bargaining Unit. These descriptions shall be presented to the Union and shall become the recognized job descriptions.

21.02 CHANGES IN CLASSIFICATIONS

The Employer shall prepare a new job description whenever a job is created or whenever the duties of a job change. Whenever such changes are enacted, no Employee shall lose his/her job as a result thereof.

21.03 RULES AND REGULATIONS

New rules or amendments will be reviewed with the Union and copies of these will be provided to each member of the Bargaining Unit.

21.04 TECHNOLOGICAL CHANGE/WORKPLACE ADJUSTMENT PLAN

Provisions for Technological Change shall be made pursuant to Section 54 of the Labour Relations Code of B.C. The Parties agree to be bound by the provisions of Section 54 of the Labour Relations Code.

ARTICLE 22 - RESOLUTION OF GRIEVANCES

22.01 GRIEVANCE PROCEDURE

Step 1: Any Employee who believes s/he has a complaint or difference shall discuss the complaint or difference with his/her immediate supervisor within five regular shifts of first becoming aware of the complaint or difference.

If any complaint or difference is not satisfactorily settled by the immediate supervisor within 3 days of the discussion it shall be processed within an additional 10 days in the following manner:

Step 2: The Union may file a grievance in writing with the Fire Chief who shall give the Union his/her decision within 7 days of the submission of the grievance.

Step 3: If the grievance is not resolved under Step 2, the Union may submit the grievance to the Administrator within 7 days of the date that s/he received the decision under Step 2. Arrangements for the hearing shall be made within 48 hours of receipt of the Union's response and within 7 days of hearing the dispute, Management will reply to the Union in writing. Within 7 days of receiving the reply, the Union will either accept or reject the decision in writing.

Failing satisfactory settlement being reached under Step 3, application shall be made to the Employer in writing stating the grievance concerned and a hearing shall be granted at the next meeting of the Town Council.

Failing satisfactory settlement being reached within 7 days after the dispute has been heard by Regional Council, the Union may, on giving 7 days notice in writing to the Employer of its intention to refer the dispute to Arbitration.

Where a dispute involving the question of general application or interpretation occurs, or where a group of Employees or the Union has a policy grievance, Step 2 may be bypassed.

At any stage of the grievance procedure or arbitration, the parties may have the assistance of any Employee(s) concerned as witnesses and other witnesses or representatives of the International Association of Fire fighters and all reasonable arrangements will be made to permit the conferring parties to have access to any part of the Employer's premises to view any working conditions which may be

relevant to the settlement of the grievance.

An Employee who considers him/herself to be wrongfully or unjustly discharged, suspended or disciplines shall be entitled to a hearing under the grievance procedure. Step 1 of the grievance procedure shall be omitted in such case.

ARTICLE 23 - ARBITRATION

23.01 COMPOSITION OF THE BOARD OF ARBITRATION

When either party requests that a grievance be submitted to Arbitration, the request shall be made by registered mail addressed to the other party of the agreement, indicating the name of its nominee on an Arbitration Board. Within 5 days thereafter, the other party shall answer by registered mail indicating the name and address of its appointee to the Arbitration Board. The 2 shall then meet to select an impartial chairman.

23.02 FAILURE TO APPOINT

If the Party receiving the Notice fails to appoint an arbitrator, or if the nominees fail to agree upon a chairman within 7 days of their appointment, application can be made to the Director of the Collective Agreement Arbitration Bureau or to the Minister of Labour, as appropriate, who shall make the necessary appointments.

23.03 AMENDING OF TIME LIMITS

The time limits fixed in both the grievance and arbitration procedures may be extended by the consent of the parties. The time limits in this agreement are not mandatory, merely discretionary.

ARTICLE 24 - DISCHARGE, SUSPENSION AND DISCIPLINE

24.01 JUST CAUSE

The Employer shall not dismiss or discipline an Employee bound by this Agreement except for just and reasonable cause or as provided in the article dealing with probation. Except in an emergency response situation, just cause shall not include the refusal of an Employee to cross a picket line established in accord with the Labour Relations Code. If the Employer dismisses or disciplines an Employee it shall be in writing.

24.02 WARNINGS

Whenever the Employer or his/her authorized agent deems it necessary to censure an Employee in a manner indicating that discipline or dismissal may follow any repetition of the act complained of or omission referred to or may follow if such Employee fails to bring his/her work up to a required standard by a given date the Employer shall within 5 days thereafter give written particulars of such censure to the Employee involved with a copy to the Secretary of the Union.

ARTICLE 25 - SAFETY AND HEALTH

25.01 COOPERATION ON SAFETY MEASURES

Employees working in any unsanitary or dangerous jobs shall be supplied with all the necessary tools, safety equipment and protective clothing as defined by the Worker's Compensation Regulations.

25.02 INJURY PAY PROVISIONS

An Employee who is injured during working hours and is required to leave for treatment, or is sent home as a result of such injury, shall receive payment for the remainder of the shift at his/her regular rate of pay, without deduction from sick leave, unless a doctor states the Employee is fit for further work on that shift. In these situations, prior to returning to work, the Employee shall provide a Doctor's certificate that they are fit for work. Cost of the certificate if any shall be covered by the Employer.

25.03 PERSONAL PROPERTY ALLOWANCE

The Employer agrees to replace any Employee owned personal property broken or worn out while performing work authorized by the municipality, except where they are replaced under manufacturer's warranty. Such replacement will be based on an approved list provided by the Fire Chief. The Employer also agrees to provide insurance coverage for the approved list of personal property which are lost as a result of fire or proven theft verified by police investigation.

ARTICLE 26 - EQUIPMENT AND CLOTHING ALLOWANCE

26.01 UNIFORM ISSUE

On hire, a new employee will be issued the following:

1. 2 Uniform Shirts

2. 2 Uniform Pants
3. 1 Tie
4. 1 Belt
5. 1 Pair of Work Boots

Upon completion of the 12 month probationary period, the Employer will provide a complete uniform to all Employees covered by this agreement as follows:

1. 1 CAFC Dress Tunic
2. 2 CAFC Dress Trousers
3. 1 Forage Cap with Badge
4. 3 Uniform Shirts
5. 1 Dress Uniform Shirt
6. 1 Pair of Dress White Gloves
7. 1 EMS/First Responder Coveralls
8. 1 Pair of Dress Shoes
9. 2 Uniform Pants
10. 1 Work Coveralls
11. 1 Patrol Jacket
12. 1 Additional Pair of Work Boots
13. 1 Pair of Duty Gloves

At the discretion of the Fire Chief, a dress uniform or portions of a dress uniform, may be purchased once an employee has completed the first 6 months of the probationary period.

On approval of the Fire Chief all uniform items, worn out or incorrectly sized, shall be replaced as required.

The Employer will clean the following non-laundryable items of the Employees uniform when necessary, at no cost to the Employee:

1. Patrol jacket
2. Wool Trousers
3. CAFC Dress uniform
4. Winter parka
5. Coveralls - at the discretion of the Fire Chief, no more than 1 time per month per Employee.

Where warranted, in the opinion of the Fire Chief or his/her deputy, or the officer in charge, the Employer will replace or repair any member's personal clothing or dress uniform issue which is damaged as a result of such member attending a fire or other emergency call.

The Fire Chief may have the right to inspect articles of clothing prior to the January ordering.

26.02 FIRE FIGHTING EQUIPMENT

The Employer will also provide every Employee covered by this agreement and whose duties include fire fighting, with fire fighting equipment approved by the Worker's Compensation Board and NFPA which shall include rubber boots, service coat, service pants, helmet, mitts, and such other equipment as may be recommended by the Fire Chief and approved by the Employer.

All uniform clothing and fire fighting equipment referred to herein shall remain the property of the Employer. Every person leaving the service of the Employer, excluding those persons retiring on superannuation, shall return the last issue only.

26.03 UNION LABEL

The Employer will permit the Union to display the IAFF Union Label, no larger than 4", on all vehicle windshields and on bulletin boards. The Union will pay all costs associated with all displays. The Fire Chief will have final authorization as to placement of labels.

ARTICLE 27 - TERM OF AGREEMENT

27.01 TERM OF AGREEMENT

This agreement shall be for a term of 60 months, with effect from the 1st day of January 2015 to the 31st day of December 2019 but shall continue and remain in full force and effect from year to year thereafter unless either party within 4 months prior to the expiry date in any year gives the other party written notice of its desire to terminate or amend such an agreement.

27.02 NO STRIKES OR LOCKOUTS

There shall be no strikes or lockouts during the term of this Agreement, in accordance with the Labour Relations Code.

ARTICLE 28 - JOINT SAFETY COMMITTEE

28.01 JOINT SAFETY COMMITTEE

Not more than 1 Bargaining Unit Representative and 1 Management Representative from each department will participate in the monthly Joint Safety Committee Meetings.

SCHEDULE A

Effective January 1, 2015 all monthly rates of pay shall be 100% of the average monthly rate of pay, in effect on January 1 of each year, of the first 2 'comparable municipalities' to reach agreement. The new monthly rates shall be rounded to the nearest whole cent.

The Parties agree that the 'comparable municipalities' shall be:

- a) Dawson Creek
- b) Fort St. John
- c) Prince George
- d) Kelowna
- e) Abbotsford

IAFF SALARY SCALE
For the Period JANUARY 1, 2015 TO December 31, 2019
Percentages are calculated according to First Class Fire fighter

IAFF Wage Structure (Monthly)					
SCALE	JAN 1 2015	JAN 1 2016	JAN 1 2017	JAN 1 2018	JAN 1 2019
First six months Probationary rate + (70%)	5,224.28	5,355.03	5,488.82	5,626.03	5,766.71
2nd 6 months (up to 1 year) (75%)	5,597.44	5,737.53	5,880.88	6,027.89	6,178.62
2nd year (80%)	5,970.60	6,120.04	6,272.94	6,429.75	6,590.52
3rd year (90%)	6,716.93	6,885.04	7,057.06	7,233.47	7,414.34
4th year (FF1)* (100%)	7,463.26	7,650.05	7,841.18	8,037.19	8,238.16
10 Year FF (if Certified Officer I or equivalent) (102% of FF1)	7,612.52	7,803.05	7,998.00	8,197.93	8,402.92
15 Year FF (if Certified Officer II or equivalent) (104% of FF1)	7,761.79	7,956.05	8,154.82	8,358.68	8,567.68
Lieutenant (112% of FF1)	8,358.85	8,568.05	8,782.12	9,001.65	9,226.73
Captain (114% of FFI)	8,508.11	8,721.05	8,938.94	9,162.40	9,391.50
Acting Chief (125% of FFI)	9,329.07	9,562.56	9,801.47	10,046.49	10,297.69

+ Probationary rate will be paid for the first six months of employment but probationary fire fighter status continues until 12 months of employment is completed.

* At completion of NFPA Certified 1001 & 1002, employees will be placed at 4th Year (FF1) rate provided probationary status is completed (12 months of employment)

Hourly / Monthly Rate Conversion

362.25 days divided by 7 = 52.18 weeks, therefore, 42 hours x 52.18 weeks = 2192 hours per year (2,192.56).

2,192 divided by 12 months equals 182.67 hours per month.

Monthly rate divided by 182.67 hours equals the hourly rate.

Hourly Rate x 12 hours equals the daily rate.

Overtime pay calculated on an hourly basis

12 x monthly salary
2,192

SIGNED, SEALED AND DELIVERED THIS 31st DAY OF JULY, 2017

FOR THE NORTHERN ROCKIES REGIONAL MUNICIPALITY:



BILL STREEPER, MAYOR



ROSS COUPÉ, CORPORATE MANAGER

**FOR THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2782,
FORT NELSON FIRE FIGHTERS' UNION**



TIM LEGUERRIER, PRESIDENT



RJ PARK, SECRETARY

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