

LETTER OF AGREEMENT
RE: Use of Paid on Call Fire Fighters on Shifts

between the

SALT SPRING ISLAND FIRE PROTECTION DISTRICT
(hereinafter called "the Employer")

and the

SALT SPRING ISLAND FIRE FIGHTERS' ASSOCIATION, LOCAL 4467 OF THE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(hereinafter called "the Association")

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE
SALT SPRING ISLAND FIRE PROTECTION DISTRICT (hereinafter called "the Employer");

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE
SALT SPRING ISLAND FIRE FIGHTERS' ASSOCIATION, LOCAL 4467 (hereinafter called "the
Association")

agree as follows.

PREAMBLE:

The parties to this agreement acknowledge that the Collective Agreement in Article 10.02 specifically states "It is understood that the volunteer, auxiliary and/or paid-call members work in support of the full-time permanent employees". Further that Paid-Call Fire Fighters are precluded from being utilized to back-fill or to perform or fulfill the role of members who hold permanent full-time positions in the bargaining unit, unless otherwise agreed to by the Association.

The Association by way of this Letter of Agreement agrees to cooperate with the Employer in temporarily utilizing Paid-Call Fire Fighters in the role of back-filling staff positions as specifically outlined below.

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1. This Agreement resolves the outstanding grievance of January 2, 2016.
 2. All terms and working conditions of the current 2010-2016 Collective Agreement shall prevail except where expressly provided otherwise herein.
 3. The Employer may choose to back-fill with a qualified Paid-Call Fire Fighter at their discretion in lieu of overtime. Management will make all reasonable efforts to fill every position. If

management cannot fill every position with Paid-Call Fire Fighters, they shall offer overtime or call-in shifts to Full-Time Fire Fighters as necessary.

4. Paid-Call Fire Fighters utilized in this capacity shall not become a member of IAFF Local 4467. However the Employer shall collect, an amount equivalent to ten percent (10%) of wages earned by a Paid-Call Fire Fighter while filling a shift through payroll deduction and provide such fees to IAFF Local 4467 in the same manner as specified in Article 4.02 of the Collective Agreement.
5. In order for a Paid-Call Fire Fighter to be eligible to work such shifts, they must meet the following standards:
 - a. Have completed and maintained a minimum of NFPA 1001 Level 2, Standards for Professional Firefighter Qualification, and
 - b. Have completed and maintained a minimum of the First Responder Level III complete with AED and Spinal certification.

The Association may question the eligibility of a Paid-Call Fire Fighter to fill in, even when the above requirements are met, in cases of insufficient time and training at the Salt Spring Island Fire Department.

6. Paid-Call Fire Fighters filling scheduled shifts shall not be utilized to fulfill the role of an Acting Officer for Relief of a Higher Rank. Acting in a Higher Rank is reserved for permanent Full-Time members, unless mutually agreed upon.
7. Paid-Call Fire Fighters who are scheduled to work on any given shift shall not exceed two thirds (2/3) of the total number of permanent Full-Time Fire Fighters (including the Fire Chief) normally scheduled for that shift, unless mutually agreed upon.
8. If an individual Paid-Call Fire Fighter is scheduled to work a Full-Time member's shifts for a continuous period of more than three (3) calendar months, they shall be provided permanent full-time employee status and all terms and conditions of the Collective Agreement shall be back dated to their first date of employment in the position.
9. It is agreed that a Paid-Call Fire Fighter shall be paid at the following rates for all time worked when filling a scheduled shift.
 - a. Starting effective the first pay period beginning on or after the date of this agreement, twenty dollars (\$20.00) an hour.
 - b. Effective the first pay period beginning on or after May 1, 2016, twenty-five dollars (\$25.00) an hour.
 - c. Effective the first pay period beginning on or after July 1, 2016, thirty dollars (\$30.00) an hour.

d. Effective the first pay period beginning on or after Dec. 31, 2016, an amount equal to seventy percent (70%) of Fire Fighter 1st Class as laid out in Article 22 and Article 23 of the Collective Agreement.

10. Either party may serve the other with written notice to end this agreement during a round of collective bargaining.

Signed this 14th day of April, 2016.

On Behalf of Salt Spring Island Fire
Protection District

Aminda Lee Chair

Andrew Peat ADMINISTRATOR

On behalf of the Local 4467, Salt
Spring Island Fire Fighters' Association

J. Holmes PRESIDENT
JAMIE HOLMES

M. Sherrin TREASURER
MITCHELL SHERRIN