



CHARTER TO ESTABLISH LABOUR RELATIONS

Good labour relations are one of the key elements for the continued success of the Surrey Fire Service. Good labour relations can be described as maintaining a professional business-like relationship which is founded on the principals of respect and trust. It is recognized for the Surrey Fire Service to progress and continue providing excellent service to the citizens of Surrey, both the Management Team and Union Leaders must be successful within their respective domains.

The Surrey Fire Service's Labour-Management relations are based on a mutual respect for each other. Both the Management and Union Leaders of the Surrey Fire Service recognize this principle and agree to adopt the following best practices for respectful, productive and healthy labour relations.

- To strive for effective communication and openness between parties as they are the foundation to ensure mutual understanding and effective resolution of issues
- To recognize and respect each other's roles, interest and constraints (e.g. accountability to constituency)
- To share information that may affect the other party (unless there are valid reasons for not doing so) and respect confidentiality
- To develop meaningful, objective and balanced consultation and problem solving processes for addressing issues
- To attempt to resolve issues/problems internally before raising them outside the department
- That each party is responsible for determining its own decision making processes, and that these processes will be respected by the other party
- To clarify and make each other aware of their decision making processes and lines of authority (e.g. who has authority to make decisions and what parameters their representatives are acting within).
- That, as far as possible, representatives of the parties will have the authority to conclude agreements on the issue being address
- That mutual agreements will be clear about what has been decided (and what hasn't) and what actions flow from the agreement

- To honour agreements reached between them, unless changes are made based on mutual agreement
- That the collective agreement is “owned” by both parties and its content must be respected
- That it may be necessary – and mutually beneficial – to vary the terms and conditions of the collective agreement from time to time, provided the parties mutually agree to do.

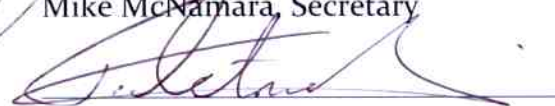
This Charter is designed simply to be a guideline for the parties and capture the intent and spirit of how to maintain good labour relations in practice. It is not intended to be binding on either party in any legal manner. By both parties signing this charter, it signifies they have read the charter and agree in principle to its contents.

Surrey Fire Fighters Association


Chris Keon, President



Dave Burns, Vice President


Mike McNamara, Secretary

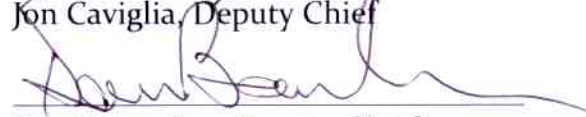

Todd Schierling, Treasurer


Mark McRae, Registrar

Surrey Fire Service Management


Len Garis, Fire Chief


Jon Caviglia, Deputy Chief

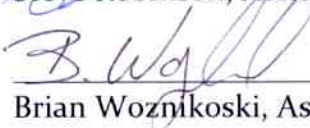

Dan Barnscher, Deputy Chief


Karen Fry, Deputy Chief


Larry Thomas, Deputy Chief


Joe DeLuca, Assistant Chief


Steve Robinson, Assistant Chief


Brian Woznikoski, Assistant Chief

FEBRUARY 1, 2012
DATE