



Inside

- 2 Local Board Members
- 2 Ratifications
- 3 Presumptive Legislation Review
- 3 Helping Our Communities
- 4 Under Pressure

What New Legislation Means for You

On May 28, the Ministry of Labour introduced the *Employment and Labour Statute Law Amendment Act*, which will extend labour relations protections for full-time firefighters.

Full-time firefighters are deemed an essential service in Ontario; therefore, unlike most workers, labour relations for this group have been covered by the *Fire Protection and Prevention Act*, 1997. That act does not give firefighters the basic protections that other unionized workers in Ontario enjoy, such as:

- protection from coercion or intimidation by their employer,
- the right to abstain from union membership for religious reasons, and
- the right to fair representation from their union.

CLAC commends the government for extending these protections to full-time firefighters and for the introduction of proper limits to a union's authority. Since 1952, CLAC has advocated for a worker's right to freedom of association, a freedom that should include the right not to fear that a worker's own union could cause them to be fired from their employment.

What does this bill mean for volunteers? Although it remains untested and is not law yet, this bill could mean that full-time firefighters who also volunteer cannot be fired for serving as "two-hatters."

Throughout the last decade, two-hatters have been forced to give up volunteering or face expulsion from their union, and by extension, lose their full-time employment. CLAC has had numerous discussions with the Ministry of Labour on this issue, and our membership has instigated several resolutions calling on the government to address the problem. CLAC will remain engaged in the conversation as this bill goes through the legislative process.

If you have questions or comments, please contact your representative.

Ian DeWaard, Regional Director



New Local 920 Board Members

The following members have agreed to serve on the local board for Eastern Ontario Volunteer Firefighters Association, Local 920.

- Chris Empey - City of Kawartha Lakes
- Mike Knowles - City of Quinte West
- Dave McMullen - City of Belleville
- Jamie Meyer - City of Sudbury
- Marc Morin - City of Greater Sudbury
- Martin Pilon - City of Clarence-Rockland
- Jeff Wemyss - City of Quinte West

Thank you for your service!

Canadian Fallen Firefighters Memorial Bus



The Greater Hamilton Volunteer Firefighters Association, Local 911, is considering organizing a bus trip to Ottawa for the Canadian Fallen Firefighter Memorial weekend from September 11-13, 2015. Depending on the number of individuals who want to participate, spouses may or may not be able to come along. Hotel costs will be at the members' own expense. More information will be available when we have a better idea of how many people would like to come on this trip. If you are interested in joining us, please contact the Grimsby Member Centre at 800-463-2522 or grimsby@clac.ca.

Ratifications

Belleville volunteer firefighters - Local 920 members in Belleville ratified a new five-year collective agreement. The contract runs from November 1, 2013, to October 21, 2018.

It provides for:

- Volunteer insurance increase: The occupational injury and illness insurance will increase from \$100,000 to \$200,000 for volunteers.
- Honorarium increase: Volunteers receive recognition for their attendance at emergency events and at training by way of a points system. The total cost of the system to the city is \$150,000 and it will increase by \$3,000 in each year of the agreement. The average volunteer receives an honorarium of approximately \$3,900 per year, depending on the volume of calls.
- Attendance standard: The city and the association have established minimum requirements that all volunteers must achieve in order to stay in the services. Response to alarms is 33 percent and to training is 45 percent. Volunteers that attend in excess of 75 percent of all emergency calls and 75 percent of weekly training receive an additional \$150 per year, which will increase by \$10 per year (\$200 by the year 2018).
- Long service recognition: To acknowledge the value that long-serving volunteers provide, the city will also offer an annual payment as follows:
 - After 5 years of service: \$50
 - After 10 years of service: \$100
 - After 15 years of service: \$150
 - After 20 years of service: \$200

Midland volunteer firefighters - Local 920 members in Midland voted over 94 percent in favour of a new collective agreement. Highlights of the contract include increased access to training that is offered in neighbouring municipalities and National Fire Protection Association courses through improved communication and increased partnership in this area. The agreement also allows volunteers to be given exclusive access to be interviewed for internal career firefighter positions, providing they have the proper qualifications.

"It was easily the best round of negotiations we have ever had," says J. D. Alkema, CLAC regional director. "We continued to improve communications between the town of Midland and the volunteers. The committee did a terrific job representing the interests of their co-workers to help achieve this settlement."

Save Money!

Are you a CLAC member? Save your hard-earned dollars through CLAC's Advantage Program. You'll get discounts on computers, insurance, hotels, and more. Log in to clac.ca/myCLAC for a full list of vendors, along with discount codes, on the "More for Members" page. If you don't have a CLAC membership card, talk to your steward or rep about becoming a member.



Presumptive Legislation Review

WSIB will provide benefits for prescribed cancers and occupational diseases for volunteer firefighters. If you or someone you know is diagnosed with one of the cancers or an occupational disease, here's what you need to know.

A medical diagnosis of one of the following types of cancer must be adjudicated by WSIB:

Type of Cancer Covered	Duration of Employment
Bladder cancer	15 years
Brain cancer	10 years
Breast cancer	10 years
Colorectal cancer (diagnosed prior to 61st birthday)	10 years
Esophageal cancer	25 years
Kidney cancer	20 years
Acute lymphocytic leukemia	15 years
Chronic lymphocytic leukemia	15 years
Acute myeloid leukemia	15 years
Multiple myeloma	15 years
Non-Hodgkin's Lymphoma	20 years
Prostate cancer	15 years
Testicular cancer	10 years
Ureter cancer	15 years

There is also coverage for heart attacks that occur within 24 hours of fighting a fire or participating in an exercise that simulates a fire emergency. In addition, lung cancer will be added in 2016 and skin cancer will be added in 2017.

If you or someone you know needs to file a WSIB claim for any of these cancers or a heart attack, contact your CLAC member centre as soon as possible. We will provide assistance with filling out forms and navigating through the claims process. You can also always refer to WSIB's website, wsib.on.ca, for more information.

Helping Our Communities



Captain James Macleod (Station 19), Station Captain Larry Cranston (Station 19), Firefighter Eric Savard (Station 19), GHVFA President Paul Leggatt, Marcus Cirillo, Natasha Cirillo, Cathy Cirillo, and Greg Thompson.

We will never forget that terrible day, on October 22, 2014, when Corporal Nathan Cirillo of Hamilton was killed while standing guard at the National War Memorial in Ottawa. Corporal Cirillo left behind a four-year-old son named Marcus.

Canada rallied behind the Cirillo family, and a trust fund was set up for Marcus. The Greater Hamilton Volunteer Firefighters collected \$1,645 for the fund, and CLAC donated an additional \$1,000. In January, the members presented Marcus with the cheque.



Causes You Care About

Help your community win a donation through CLAC's Building Communities Together program. Tell us about your favourite local cause, what it does, and how it helps your community. We will conduct a draw of all eligible causes submitted and make a donation to those selected.

Go to clac.ca/BCT to learn more about CLAC's Building Communities Together program and to download a nomination form. Deadline for the next draw is **November 30, 2015**.

Together, we can build stronger communities.



Under Pressure

As much pressure as working in EMS can produce, it is nothing like cooking in the *MasterChef Canada* kitchen. The experience of being part of the Top 50 during Season 2 was surreal. *MasterChef* is a world-wide TV juggernaut seen in over 40 versions across 200 countries that plucks home cooks from obscurity into one life-altering culinary experience.

Nerves simmered as multiple people before me prepared dishes in that kitchen, many having their work spiral out of control and their dreams crushed by the judges with few white aprons handed out.

Eventually it was my turn, and I absolutely rocked that kitchen! During my prep, everything was firing on all cylinders, and even from the crowd reaction, I was confident that a white apron was mine for the taking. . . or so I thought.

Unfortunately, a simple mistake of leaving a bourbon butter sauce off of the plate was enough to offer up a harsh dose of reality to end my culinary dream before it even got rolling. The one saving grace is that all three judges agreed that if the sauce had made the plate, I would have received that coveted white apron and advanced further.

Motivation for culinary redemption is next on my plate. With the announcement of *MasterChef Canada* Season 3, I am hoping lightning will strike twice and this time, if I make it back into that kitchen, I will not make the same mistake twice.

We will find out in 2016.

Chris Mask, Local 920 member, volunteer firefighter and paramedic

For sharing his story, Chris received a \$50 gift card, courtesy of Mark's. Share your stories in the *Guide* or your newsletter by emailing guide@clac.ca, or talk to your representative.

Publications Mail Agreement No. 40051644



CLAC's Commitments

Positive Work-Life | Champions of You | Everyday Greatness

Save the Date!

The Ontario Multi-Sector Stewards Conference is coming up fast! We have spots for 240 stewards. Watch for more details this fall!

Date: March 4 & 5, 2016

Location: Marriott Gateway on the Falls, Niagara Falls

Registration: Stewards will be mailed registration information in November and will have the option to register by mail or online. Make sure your contact information is up-to-date so you don't miss out!

Your CLAC Representatives

Cambridge: 1-877-701-2522

Ian DeWaard, ldewaard@clac.ca

Grimsby: 1-800-463-2522

Carla Geldof, cgeldof@clac.ca

Michael Reid, mreid@clac.ca

Mississauga: 1-800-268-5281

J. D. Alkema, jalkema@clac.ca

Ottawa: 1-888-279-2522

Brendan Kooy, bkooy@clac.ca

Cody Lychak, clychak@clac.ca

Sudbury: 1-855-355-2522

Gord O'Coin, gocoin@clac.ca

Kyle Beishuizen, kbeishuizen@clac.ca

CLAC News is published semi-annually by CLAC for members working as volunteer firefighters and emergency services personnel in Ontario.

Formed in 1952, CLAC is one of Canada's fastest-growing unions. Operating through 15 member centres, it is the country's largest national, independent, multi-sector union representing over 60,000 workers in almost every sector. Based on values of respect, dignity, and fairness, CLAC is committed to building better workplaces, better communities, and better lives.

To order additional copies, contact the office of publication, 2335 Argenta Road, Mississauga, Ontario L5N 0A3

