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## Local 920 Board Nominations

Please return your mail-in ballots for the Local 920 Board election. All ballots must be received by January 31, 2015. If you are a Local 920 member and did not receive a ballot, contact your local CLAC member centre.



## CLAC Members Support Fire Service Women Ontario!



At the FSWO banquet gala in Hamilton – Sara Brosha, Trillium Muir, Christine Goudreau, and Ian DeWaard (CLAC regional director)

It's a long trek from Sudbury to Hamilton for just a weekend, but for three Local 920 members, it was well worth it. Christine Goudreau, Trillium Muir, and Sarah Brosha—volunteer firefighters with the City of Greater Sudbury—made the trip to participate in the Fire Service Women Ontario's (FSWO) annual conference. From November 7-9, they participated in live fire, high angle rescue, and firefighter survival training, as well as courses that promote diversity in the fire service.

The FSWO was started in 2009 with a vision of providing apprenticeship and mentorship in the fire service. It has grown to include firefighters from all levels of the service and from the ranks of both career and volunteer firefighters. The organization provides a forum for female firefighters to explore how to enhance diversity in the service. In addition to the annual conference, FSWO has helped to create and run several Female Fire Fighter in Training (FFIT) camps throughout Ontario for young women aged 15-19.

# Local News

## Ratifications

**Belleville** - On November 20, the volunteer firefighters in Belleville ratified a new collective agreement, which covers the period from November 1, 2011 to October 31, 2013. Negotiations were delayed by a series of complex grievances filed by both Local 920 and the local representing full-time firefighters in the City of Belleville. The disputes centred on the question of whether it was "safe" to permit volunteers to assume and maintain incident command at emergency calls where volunteer and full-time firefighters were jointly dispatched. Local 920 maintained a strong presence throughout the proceedings and in the end, the city determined to eliminate the joint response protocol that had given incident command to full-time firefighters, thereby affirming its confidence in the volunteers.

**Clarence-Rockland** - Volunteer firefighters in this municipality ratified their first collective agreement in September. It includes improved on- and off-duty insurance coverage and annual clothing allowance, as well as internal job posting provisions, training and attendance provisions, and language governing the geographic territory and responsibilities for volunteer firefighters. These members joined Local 920 in February 2014.

## Negotiations

**City of Kawartha Lakes** - Volunteers joined Local 920 in the spring of 2014. Since then, the parties have been working to negotiate a first collective agreement. "These negotiations have not been as productive as the CLAC bargaining committee had hoped," says J. D. Alkema, regional director. "Therefore, we've applied to the Ministry of Labour requesting the appointment of a conciliation officer." The parties were to meet in December with the ministry's appointed conciliation officer in the hopes that the impasse might be overcome.

# Volunteer Firefighters Honoured

The City of Greater Sudbury held its first Emergency Services Recognition Evening on December 4, 2014. The event recognized citizens, community partnerships, years of service, and retirements. It also recognized an employee of the year from each department within the emergency services. Local 920 would like to congratulate all the volunteer firefighters who were recognized during this event. We are proud to represent you!

## VOLUNTEER FIREFIGHTER OF THE YEAR

Jamie Meyer

## RETIREES

Dave Boland	(20 years)
Roger Dignard	(29 years)
Brian Kosicki	(19 years)
Jim Mathiasen	(16 years)
Patrick Morrissette	(25 years)
Alex Nepitt	(32 years)
Jack Parry	(41 years)
Ken Prestage	(39 years)
John Salvalaggio	(40 years)
Andy Scott	(20 years)
Dave Della Vedova	(29 years)

## RECOGNITION FOR YEARS OF SERVICE

<b>45 Years</b> James Spicer	Gilles Goudreau Andrew King Stephane Lagrandeur	Jacques Jodouin Eric Kiviaho Raymond Lagrandeur Ray Lariviere Michael Lawless Kerry McCallum Trace McCandleess Chad McIntyre	Andrew Crabbe Jean Yves Doiron Ray Doyon Sheldon Drysdale Shawna Goudreau Dan Gosselin Sam Guillemette Brent Hagen Leah Hattie David Hearty Matthew Johnson Julian Jurczynski Mikael Kassinen Tom Kneblewski Christopher Mask Tyler Matson James McDowell John Paul McIntyre Darcy McNamara Marc Morin Brian Morrison Jordan Mulligan Steven O'Brien Robert Oldridge Craig Page Mark Riemer Darcy Tellier Daryl Volpel Brad Westby Richard Wise Ryan Wood Dan Wyszynski
<b>40 Years</b> Claude Daoust Dennis Tucker	Joey Laprairie Wayne Lausch Neil MacDonald Paul Makinen Eddy Marcotte Cory Moore Denis Perrin Robert Spec Dwayne Stephenson Calvin Rees Scott Russell Lawrence Varcoe Douglas Wyszynski	Mark Ripley Craig Roney Adam Russell Mark St. Jean Shawn St. Louis Chris Trimmer Patrick Villeneuve David Woodliffe Brian Yensen	
<b>30 Years</b> Denis Blais Paul Boulay Robert Coupal Robert Gagne Mike Poulin		Jamie Meyer Michel Proulx	
<b>25 Years</b> James Battistoni Peter Foley Bob Humeniuk Michael St. Jean Rick Renaud		Shawn St. Louis Chris Trimmer Patrick Villeneuve David Woodliffe Brian Yensen	
<b>20 Years</b> Gerald Charbonneau David Deschamps Richard Dufresne Jacques Gareau James Kirkwood Terry Lawrence Mike Prevost Rodney Rienguette		Shawn St. Louis Chris Trimmer Patrick Villeneuve David Woodliffe Brian Yensen	
<b>15 Years</b> Michael Blinn Carol Chevrier Terry Giroux		Shawn St. Louis Chris Trimmer Patrick Villeneuve David Woodliffe Brian Yensen	
	<b>10 Years</b> Jason Amyot Anthony Anzil Brian Bertrand Mathew Billard Shane Bleach Kevin Bodson Jason Bois Gayle Cazalet Peter Charbonneau Sean Chaumont Joanne Coulombe Daniel Desloges Glen Duffy Gaetan Gagnon Kurtis Gillis Chad Gorman Aline Grylls	<b>5 Years</b> James Allman Gary Bass Jean Beausoleil Phillip Beauchamp Jesse Bertrand Ryan Bignucolo Kyle Bilinsky Bradley Blackwell Leonard Bolton Nicole Brabant Jesse Brooks John Butler Robert Colton Fred Constantin	

# CLAC Moves to Protect Two-Hatters

Delegates from CLAC's locals met on October 9, 2014, in Edmonton for the union's National Convention. They discussed matters that affect the union and its members, one of which is our concern over the elimination of two-hatter firefighters in Ontario.

In Ontario, 426 fire departments rely on 19,000 volunteers who daily respond to fire, medical, and roadside emergencies. They receive limited or no remuneration and without them, municipalities would be unable to provide required fire suppression, prevention, and education activities. CLAC represents more than 1,100 volunteers in Ontario.

Individuals who are employed as full-time firefighters in one municipality and volunteer during their non-working hours for their own municipality are two-hatters. This is common in Ontario, and several CLAC members are two-hatters.

The Ontario Professional Fire Fighters Association (OPFFA) is the union for full-time firefighters. During the last decade, it has directed its members not to serve as volunteers. And it publicly encourages its members to bully and harass two-hatters. When that fails, OPFFA works to rescind the membership of the two-hatter, with a goal to cause the employer municipality to terminate the employment of that person from their full-time career.

These measures are designed solely for the self-serving interests of OPFFA.

OPFFA's actions are disgraceful in a civil society that values freedom of association and the right to freedom from discrimination and harassment at work.

## The National Convention resolves that CLAC:

1. Commit to offer financial and legal assistance as its Staff Council Executive deems appropriate to support two-hatters who face losing their full-time employment for no other reason than their service as a volunteer firefighter.
2. Petition the Ontario minister of labour, minister of community safety and correctional services, and the premier to enact legislation that prevents firefighters associations from directly or indirectly requiring an employer municipality to terminate a person's employment as a firefighter because that firefighter's membership in the association is suspended or revoked for activities in connection to serving as a volunteer firefighter in a different municipality.

If you are a full-time firefighter and face harassment or bullying for being a volunteer, talk to your steward or representative.

## Thank You David McCue



Tom Sweet, Ron Globe, Steve Jones, Mike Knowles, Jeff Wemyss, David McCue, Perry Holland

CLAC stewards in Quinte West recently met to offer congratulations and appreciation to David McCue, who has been an active member of the steward and bargaining committees since September 2004.

David was recently elected as Quinte West municipal councillor for Ward 3 – Murray. Unfortunately for the members, because

he is serving on council, David had to submit his resignation as steward—which was received with regret.

At David's last stewards meeting, Ian DeWaard, CLAC regional director, recounted the story of David's first attendance to a stewards meeting—before he was even a steward. The volunteers at David's station had originally been skeptical about joining CLAC and had opted as a group not to sign membership cards. One night, shortly after the first collective agreement was ratified, David arrived unannounced at a stewards meeting, carrying signed membership cards from every volunteer at his station.

"The folks back at the hall think CLAC did a great job on the contract," David told the surprised committee members. "And they've sent me here to help out in whatever I can."

Local 920 thanks David for his service to his fellow members, and wishes him all the best as he serves the residents of Ward 3.

# Congratulations Ted Galea!



Jim Doyle (assistant deputy chief), Bernie Moyle (Ontario fire marshal—retired), Ted Galea, Fred McLennan (fire college principal)



Doug Crawford (deputy fire marshal—retired), Ted Galea, Pat Burke (Ontario fire marshal—retired)

On October 24, 2014, I graduated with my Ontario Fire College Fire Prevention Officer Diploma. I wouldn't have been able to achieve this goal without CLAC.

I started taking the course while serving with the Flamborough Fire Department. Half-way through my first diploma course, our municipality amalgamated with Hamilton. The amalgamated department decided to stop giving me approval to continue. The college would not accept me without department approval. I asked CLAC for help. Ian went to bat for me with Hamilton Fire and we came to an agreement that allowed me to finish my Company Officer diploma, and I did. Thank you CLAC!

*Ted Galea, Local 911*

## Honouring Canada's Fallen Firefighters



Doug Wylie (first vice president, Canadian Fallen Firefighter's Foundation), Paul Leggatt, Robert Kirkpatrick (president of the Canadian Fallen Firefighter's Foundation)

Local 911 President Paul Leggatt attended the Canadian Fallen Firefighter Memorial weekend in Ottawa from September 12-14. CLAC sponsored the event and was presented with a plaque in honor of our donation. We are proud to participate in this event, which honours Canadian firefighters who have lost their lives serving in Canada since 1848. Paul was able to connect with a number of individuals to discuss issues that concern volunteer firefighters, and looks forward to attending the CFFF weekend in the future.

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## Member Discounts

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](http://clac.ca/myCLAC) for a full list of vendors, along with discount codes, on the "More for Members" page. If you don't have an Advantage Program card, talk to your steward or rep about becoming a member.

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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.

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CLAC's Commitments

Positive Work-Life | Champions of You | Everyday Greatness

**CLAC**  
better together