

MEMBERSHIP UPDATE-APRIL 2019

April 2019

EXECUTIVE MEMBERS

PRESIDENT MARK WILSON, SECRETARY ANDREW ANTHONY, VP JASON SALISNY, TREASURER CARLO CIRILLO, GRIEVANCE CHAIR MARIO MARMORA, JUSTIN SANDERSON, DAN MILNE, & MATT MORRELL

PRESIDENT MESSAGE - *Mark Wilson*

The Executive Board and I have provided the following summaries for the month of March and a preview of April.

Our new IT system changeover has begun. There are five new laptops in service and operational, the balance to follow by mid-summer. This new model is already allowing us to communicate more effectively and efficiently. The cloud-based model allows the entire board to be engaged and informed on every facet of the Association's business. The website is close to completion and we will initiate some beta testing in April with a target "go-live" date of May 1, 2019. This new platform will include a "Members Only" area, with access to CBA, constitution, policy book and some City of Vaughan forms such as FAF, critical leave, and bereavement leave. Slowly, we will be adding new features to the "Members Only" area. This will streamline our business and allow us to keep in us in closer contact to the membership.

I would like to thank those of you that completed the membership survey. In short, it provides a snapshot of where we are hitting the mark and where we are missing. As a board, we are committed to ensuring every member knows what the structure of this Executive Board and respective committees will look like. I will acknowledge that given the survey results, it appears that there is not a lot information regarding our finances. As our organization grows, so does our financial scope and responsibility. I would like to acknowledge the attention to detail of our Treasurer Carlo Cirillo - at times Carlo operates in a silo-like atmosphere, his focus is squarely on the fiscal health and sustainability of the organization, independent of political or personal agendas. This combined with his previous experience in the financial industry gives our Association one of the most transparent and complex systems within the industry. Next year's budget process has already begun - this will

require extensive work on behalf of the Treasurer, Committee Chairs and the Finance Committee. I would encourage all members that are interested in getting a better understanding of how their dues are utilized, to attend the budget meeting in June. This is where the Annual Budget is presented, line by line, to the membership for their approval. As we continue to evolve and grow our brand, it becomes necessary to have more member engagement and support. It is impossible for your elected officials of this Association to carry the entire burden of managing and attending every part of our business. We will be providing numerous opportunities for individuals to become involved, either directly or by working for other individuals so they may participate.

It still remains my desire to attempt a face-to-face visit with every member in the near future (April-May). I want to know *“what we like, what we don’t like, and what we can do better”*. I unfortunately do not have the luxury of scheduling employees to come and listen to the Executive Board and I. However, I have been made aware of a few issues of contention as a result of the Staff Engagement meetings, and updates are provided below.

Firstly, the three 24-hour shift policy requesting a functional capacity declaration via a couriered package to the employee’s residence. This has been solely authored by the Human Resources Department and is independent of the Administration and Association. Disclosure has been requested for this corporate directive - it will be scrutinized and grieved to ensure it satisfies the freely negotiated terms of our CBA. Our initial position is this an unfair arbitrary practice. If there was any sincerity in supporting employees, the Association would have been given the opportunity to provide input.

Secondly, the Acting Captain process that the Fire Chief is advertising as being impeded by the Association. As this is not a contractual obligation this calendar year, the Executive Board and I do not believe this is necessity or an advantage to our membership as whole given the current political landscape. It is our belief that our existing contractual language listed in Schedule “B” will give our members the best opportunities moving forward. Any change to boundaries will surely create more supervisor positions given span-of-control best practices. The efficiencies of regionalization will most likely come through procurement opportunities and streamlining administrative positions. However, if the desire of the entire membership body is to open our CBA to engage the employer in discussions regarding a ratified minutes of settlement to create a “pool” of qualified supervisors prior to any confirmed news of what amalgamation looks like, then by all means this Executive

Board and Bargaining Committee will endeavor to bring the membership the best deal possible.

The IAFF Peer Support Training was completed the third week of March, we trained and certified 20 members under the IAFF model. This has given us better representation in every division. Since these members are now certified under the IAFF, they may be utilized to support other locals in times of need upon request. These situations include mass casualty incidents, line of duty deaths, natural disasters, etc. These support mechanisms would be initiated by the General President in Washington DC, which would then provide the avenues for our Peer Support team members to be deployed/utilized anywhere in North America. I have been and continue to advocate for a resilience training program. The initial program has been developed and I have been in contact with the IAFF via our District Vice President Fred LeBlanc to bring this program to our members. If successful, we will be one of the first Associations in Canada to offer this program, and most likely 3rd or 4th in North America.

Lastly, I would like to make every member aware that our current Retirement Benefit plan is under attack. The Employer has made it very clear that reducing or capping this benefit is their single biggest priority even ahead of collective bargaining. I will commit to each and every one of you, that we do not see any need for us to change from our current benefit package. This City was built by employees that were incentivized to move here, work here, live here in exchange for the agreed to benefits. The Principle Officers attended a meeting with Administration and HR as contractually obligated. The Employer-led conversation was framed around the “red-circling” or “grandfathering” of existing members, with new hire following a separate benefit package, which no details or suggestions of the new system, just that it wouldn’t be the same. These meetings will continue, this Executive Board remains committed to keeping all of you updated and informed on exactly what our working conditions will look like.

POLITICAL ACTION - *Mark Wilson*

The Secretary and I will be attending the IAFF 26th Canadian Legislative Conference April 7-10 in Ottawa. The IAFF’s top priorities in Canada will be front and centre on Parliament Hill during the 26th Canadian Legislative Conference. The Secretary and I will lobby MPs and Senators on the need to improve fire fighter safety in the National Building Code and banning chemical flame retardants in upholstered furniture, while also speaking to our local MP’s about issues important to our Association.

Vice President Salisny and I attended the District 1 meeting at the OPFFA seminar, it is expected that an announcement regarding amalgamation will be announced in August at the Association of Municipalities Organization (AMO) Annual General meeting. There is still zero information available regarding scope. The only people that appear to know is the Premier of Ontario and his most trusted Ministers. It seems like our respective fire departments throughout the identified regions will look different by the end of this Ontario Progressive Conservative's term in office.

VAUGHAN PFFA ELECTIONS -*Justin Sanderson, Elections Chair*

Nominations for 2019 VPFPA Elections are now open until **April 9, 2019**. Election dates are below:

Advanced Polls: **April 30, 2019 (0630-1800)**

Election Day: **May 6, 2019 (0630-1800)**

Positions up for election are: Vice President, Secretary, 2 Executive Members, 2 Benevolent Committee Members, 2 Human Relations Committee Members. Contact a member of the Elections Committee if you wish to nominate an individual.

2019 RETIREE GOLF LUNCHEON

This year's **2019 Retiree Golf & Luncheon** will be held June 18, 2019 at Tangle Creek Golf Course (4730 Sideroad 25) in Thornton. Breakfast will be at 8AM, followed by a 9AM Shotgun start for golf. Tickets have been printed and posters will be up in the fire halls any day now. Tickets are \$110 for Breakfast, BBQ Lunch, and a round of golf with a cart. If you would only like to attend the BBQ Lunch tickets are \$35. During Lunch we will be honoring each retiree;

1. Phil Carr
2. Dave Mawdsley
3. Larry Hallam
4. Gary Wadden
5. Terry Evans
6. Bryan Denny
7. Eric Volpert
8. Jeff Skirrow

Individual tickets or tickets for foursomes can be purchased from Gio Rosati (**705-715-7044**), Jim Collis (**519-215-1374**), Mario Marmorra (**416-522-3564**), Jason Salisny (**416-347-6919**), & Carlo Cirillo (**647-223-8318**). Like last year, tickets can also be purchased through Interac E-Transfer to treasurer@vaughanfirefighters.org - please ensure you include who the tickets are for in the comment area of the Interac E-

Transfer. Past retirees will be notified by email, but if anyone stays in contact with any retirees please let them know.

HEALTH & SAFETY COMMITTEE – *Tyler Solonenko*

Often portrayed as the bad guys who ruin the productive training and progression of crews, that is not the intention of the Health and Safety Committee. Officially it is meant to operate as an arm's length entity of you, the employee. The system is designed to offer workers a conduit of equality between the management team and employees to address issues and concerns in the workplace. The group is your voice as an equal at the table.

Instead of being just a coffee table conversation, this group of individuals bring the issues and concerns forward in a boardroom setting trying to make change to the processes, systems that we operate within. This is based on best practices in the fire service and the incorporation of emerging concepts and technologies. These subjects range from new gear and uniforms, improved exposure reporting systems, technical rescue skill limitations and equipment, as well as all equipment in the halls (discussion can be seen in minutes posted to H+S board in all workplaces). Work stoppages, Concerns reports, New SOG and Equipment, Workplace injuries, Best Practices and changes to existing processes all work their way through this setting at some point.

Should you have questions, concerns or improving ideas and philosophies, this is the group of individuals who can bring those ideas forward to improve the way we train and work; making sure we each go home at the end of shift.

BENEVOLENT COMMITTEE

The Benevolent Committee made its donation to Mackenzie Health Foundation last week totaling \$25,000. We have \$50,000 remaining on our pledge to the hospital and hope to accomplish that over the next two years.

The Committee will be quite busy over the next few months. Upcoming events and initiatives are listed below:

- As part of our Association Orientation, we will be presenting to the new recruit class next week. As the last few recruit classes have, they will be organizing and participating in a Boot Drive for Muscular Dystrophy. Date - TBD
- Upcoming on May 4th, Richview Manor/Universal Care has invited the Vaughan PFFA to join their Strides for Stroke 5km Run/Walk team in support of the Mackenzie Vaughan Hospital. There is no registration cost to individuals. Once again, contact Committee members if interested in participating.
- The 4-on-4 tournament will be happening on Thursday May 9th. In the past, this has been a great fundraiser for both our members in need and causes like Mackenzie Health. Please contact Rene Magotiaux at 7-6 A or any member of the Benevolent Committee to enter as an individual or a team.
- The 2020 calendar will be shot mid-May. Details on shoot location are still being determined, but our very own Romy Riley will be the calendar's photographer this year. The Committee is looking forward to continuing the momentum and success of last year's calendar.
- Lastly, the Committee is planning a Union Christmas party sometime late in November. It is not often we get together as a membership and building on the success of the Retiree Golf Tournament last year, the Committee would like this to happen more often. Stay tuned for more details!