

Cape Breton Regional Municipality

Fire & Emergency Services Committee

AGENDA

Tuesday, October 31, 2023

10:00 a.m.

**Council Chambers
2nd Floor, City Hall
320 Esplanade, Sydney, NS**

Committee Members:

Deputy Mayor James Edwards, Chair
Councillor Gordon MacDonald
Councillor Glenn Paruch, Vice-Chair
Councillor Steve Parsons
Councillor Darren O'Quinn

Cape Breton Regional Municipality

Fire & Emergency Services Committee

Tuesday, October 31, 2023

10:00 a.m.

AGENDA

Land Acknowledgment

Roll Call

1. **Approval of Agenda:** (Motion Required)

2. **Career Fire Training – High Angle Rescue:** Chris March, Acting Fire Chief/Director of Fire & Emergency Services

3. **Volunteer Recruitment/Retention:** Craig MacNeil, Deputy Fire Chief

4. **REPORTS:**
 - 4.1 **Fire Chief/Director of Fire & Emergency Services Report:** Chris March, Acting Fire Chief/Director of Fire & Emergency Services (See page 3)

 - 4.2 **Operations, Sydney Fire Department & Public Information Officer:** Chris March, Acting Fire Chief/Director of Fire & Emergency Services (See page 5)

 - 4.3 **Volunteer Coordinator, Training, Prevention, & Fleet:** Craig MacNeil, Deputy Fire Chief (See page 8)

 - 4.4 **Manager of Emergency Management:** Bruce MacDonald, Manager of Emergency Management (See page 11)

 - 4.5 **Cape Breton Regional Fire Chiefs' Association Report:** Rod Beresford, Volunteer Fire Chief (See page 14)

Adjournment

CAPE BRETON REGIONAL FIRE & EMERGENCY SERVICES COMMITTEE

ACTING FIRE CHIEF/DIRECTOR SYDNEY FIRE DEPARTMENT

REPORT

To: **Cape Breton Regional Fire & Emergency Services Committee**

Date: October 26, 2023

As of Friday, September 22nd, 2023, resulting from his resignation, former Fire Chief/Director Michael Seth is no longer an employee of the Cape Breton Regional Municipality (CBRM). We would like to wish Mike and his family all success in his new position back home in Ontario.

As of that date, I was appointed as Acting Fire Chief /Director by CBRM Chief Administrative Officer (CAO) Marie Walsh.

On Monday, September 25, 2023, an internal job posting for the Chief/Director's position was disseminated with a closing date of Wednesday, October 4th, 2023. There were no successful applicants resulting from the internal posting. On Wednesday October 18th, there was an external posting for the Chief/Directors position posted with a closing date of Wednesday, November 8th, 2023.

I will be Acting Fire Chief/Director until a permanent replacement is hired. As Acting Fire Chief/Director the goal is, while addressing issues as they are presented, to continue to support career and volunteer fire fighters and all fire departments in their operations, to assist in efficient and effective operations without impeding any decision(s) that will have to be made by an incoming permanent replacement, Cape Breton Regional Fire & Emergency Service, Fire Chief/Director.

On Thursday, September 21st, 2023, IAFF actions with members who are also volunteers in their respective communities (two hatters) as commonly referred to, resulted in many varied responses to fire service administration from the volunteer fire chiefs where career members volunteer.

On Thursday, September 28, 2023, Deputy Chief Craig Macneil and I met with IAFF executive members to discuss the issues. On Thursday, October 5th, 2023 members of the union executive met with four volunteer fire chiefs who have career members as volunteers, Deputy Chief Craig MacNeil and I to again discuss the issue(s). This was a productive meeting, and an agreement was reached to continue as status quo for one of our service agreements.

It was deemed necessary to hold an emergency Cape Breton Regional Fire Chiefs' Association meeting, a meeting was held on Thursday, October 12, 2023.

Resulting from the meeting and proactive discussions, it was consensus that all response agreements and protocols between the Sydney Fire Department and surrounding volunteer fire departments would remain as status quo. It was agreed by the Chiefs' Association and supported by Fire Service administration that the Cape Breton Regional Chiefs' Association would request action on this issue(s) to be carried forward with the guidance and assistance of the Fire Service Association of Nova Scotia (FSANS). At this meeting it was also requested that I, as Acting Chief/Director, make a public statement in support of the Association's actions. I agreed to do so with the CAO's approval and stated that I would not speak on the issue unless requested. CBC's Tom Ayers requested

a radio interview, having the CAO's approval, I agreed and provided a detailed response in support of both the Regional Fire Chief's actions and of the Union's constitutional actions. I stated that I and fire service management supports any resolve that allows career fire fighters to volunteer without, reprisals to themselves and their families, the career fire fighters they work with, the volunteer fire fighters with whom they volunteer, the volunteer departments they serve, and most importantly, the CBRM citizens we protect. No other comments have been requested as of the date of this report.

A letter was drafted by the CB Regional Chiefs' Association Chair outlining the issue(s), provided to fire service administration October 25th, 2023, to be forwarded to FSANS to be placed on the agenda for the next FSANS meeting, November 26th, 2023. Deputy Fire Chief Craig MacNeil and/or I will be attending the November 26th. FSANS meeting.

The next regular scheduled C.B. Regional Fire Chiefs' Association meeting is scheduled for Thursday, November 16th, 2023, Deputy Chief Craig MacNeil and I will be in attendance.

There are some issues that former Fire Chief/Director Seth had been working on, acquiring a Regional breathing air apparatus lease agreement with MSA, and a new records management system as well as a revamped volunteer fire department registration document that I will continue to follow up on to keep these issues current. Final decisions however, as aforementioned, will be that of the new incoming Fire Chief/Director.

This concludes the C.B. Regional Fire & Emergency Service, Deputy Chief's Operations, Sydney Fire Department Report to the C.B. Regional Fire & Emergency Services Committee.

DC C. March
Original signed by:

Chris March BBA, C.Mgr., ECFO, AIFireE
Deputy Fire Chief, Operations
Public Information Officer,
Cape Breton Regional Fire & Emergency Service
Cape Breton Regional Municipality

Chris March BBA, C.Mgr., ECFO, AIFireE
Deputy Fire Chief
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CAPE BRETON REGIONAL FIRE & EMERGENCY SERVICES COMMITTEE

DEPUTY FIRE CHIEF, OPERATIONS, SYDNEY FIRE DEPARTMENT

PUBLIC INFORMATION OFFICER

REPORT

To: **Cape Breton Regional Fire & Emergency Services Committee**

Date: October 26, 2023

DEPUTY FIRE CHIEF, OPERATIONS

It was decided that officers' meetings, for the benefit the fire department, would be held on a quarterly basis. We continue to have these meeting and a general members meeting will be held again in January 2024. The purpose of general membership meetings is to ensure that our plans, visions, strategies, and tactics going forward were provided for all staff's knowledge and to provide an opportunity for all members to ask questions, make suggestions, or ad comments.

STAFFING

- There have been (2) promotions for the Cape Breton Regional Fire & Emergency Service, Sydney Fire Department. Captain Mark Bettens was successful in the Platoon Chief's Promotional Routine and will occupy the vacated PCs position resulting from PC Craig MacNeil's promotion to Deputy Chief. Congratulations to PC Mark Bettens.
- Sydney Fire Department Fire Fighter Eugene MacGee was successful in a Captain's promotional routine and is now a Captain on 'C' Platoon. We would like to congratulate Captain Eugene MacGeel on his success.
- Sydney Fire has begun a new recruitment process, successful applicants will be contacted soon to begin testing. We currently require 5 fire fighter vacancies to be filled.

Chris March BBA, C.Mgr., ECFO, AIFireE
Deputy Fire Chief
Fire & Emergency Service
Cape Breton Regional Municipality



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S.F.D. RESPONSES

June 12 – September 30, Sydney Fire Department responses,

• Alarms Activated	102
• MFR	298
• Electrical Fire	5
• Car Fires	4
• Structure Fire	15
• Motor Vehicle Collision	42
• Grass/Brush/Garbage Fire	46
• Misc. Assistance	25
• Yard Fires	<u>40</u>

Total 577 Emergency Responses

TRAINING

- This year 15 SFD members completed Small Vessel Operations (SVO) training through the Canadian Coast Guard College as well as the *Restricted Operator Certificate--Maritime Commercial (ROC-MC)* course.
- In October 2023 16 SFD members completed a Rapid Intervention Course (RIT) conducted by *Advanced Rescue Training*. The 16 members also received the *Train the Trainor's* portion of the course and will conduct RIT training for the remaining SFD members.
- Since 1995 the Sydney Fire Department has hired 67 new employees, 2 of which were internal and 65 outside employees hired. Of the 65, 53 were CBRM volunteer fire fighters meaning that 82% of new SFD hires since 1995 have come from the volunteer ranks.

STATIONS

- Flag poles have arrived for S.F.D. Station #1. Preparations are now being conducted for installation.

Chris March BBA, C.Mgr., ECFO, AIFireE
Deputy Fire Chief
Fire & Emergency Service
Cape Breton Regional Municipality



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FUNDING

The Nova Scotia *Emergency Services Provider Fund (ESPF)* offers financial help to fire departments and ground search and rescue organizations, including hazardous materials (HAZMAT) organizations. The funding is for equipment that's used directly in response to a fire or emergency. The Emergency Services Provider Fund may fund up to 75% of eligible costs to a maximum of \$20,000.

This possible funding assistance is available once (1) every three (3) years to the aforementioned organizations.

This year, for the first time, the Sydney Fire Department has applied for this funding to provide financial assistance for the purchase of required hose replacement totaling \$28,686.

Sydney Fire was notified in August that our applications for the ESPF Grant was successful, and we would be receiving \$20K as a grant to help with our hose purchase. Further to that, the NS Provincial Government announced, those who received the ESPF Grant, due to extreme weather conditions and associated demand on FD resources, would be receiving additional funding. Sydney Fire will be receiving an addition \$20k for equipment purchases.

This concludes the C.B. Regional Fire & Emergency Service, Deputy Chief's Operations, Sydney Fire Department Report to the C.B. Regional Fire & Emergency Services Committee.

DC C. March

Original signed by:

Chris March BBA, C.Mgr., ECFO, AIFireE
Deputy Fire Chief, Operations
Public Information Officer,
Cape Breton Regional Fire & Emergency Service
Cape Breton Regional Municipality

**Cape Breton Regional
Fire and Emergency Service**
Volunteer Coordinator, Deputy Fire Chief Craig MacNeil
362 George Street
Sydney, Nova Scotia
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PH: (902) 563-5350
CELL: (902) 574-0916
Email: wcmacneil@cbrm.ns.ca

CBRM Fire and Emergency Service committee meeting October 31 2023.

TRAINING

- The Training division completed CBRFES Level 1 Firefighter, rewrites are being arranged now. Certificates will be presented this fall.
- Heavy Rescue training took place Oct 13 – 15, with Five volunteer departments attending. Glace Bay, Sydney River, Big Pond, Mira Road and Reserve Mines.
- The Training Division is continuing to gather information on those who have uncompleted Level 1 courses to begin getting those completed.
- The mobile burn units last day of operation for the year was Oct. 25, 2023.
- The generator for the mobile burn trailer is damaged beyond repair due to a catastrophic engine failure, I have secured funding to replace when one is sourced.
- Rope rescue training took place for the team on September 16,17 and an additional training seminar will be held on Sept 30, Oct 01 at New Victoria Fire.
- Training team took part in Fire Ops 101 hosted by IAFF on September 11 with great success.

PREVENTION

- Fire prevention officers continue to deal with complaints only, the workload continues to grow, and we are not meeting our responsibilities.
- Both Fire Prevention officers will be attending an enforcement course mid November in Halifax.

- Fire Prevention week was a success with out Fire Prevention officers teaming up with the local Deputy Fire Marshals for School education.

FLEET

- The Frenchvale Commercial Pumper has been delivered to the department.
- We are in the process of purchasing a used tanker for the Gabarus VFD, delivery by mid to late November is expected.
- Westmount VFD tanker was in a serious collision and will be returned to the manufacturer for extensive repairs. No injuries to report thankfully.
- A new F450 tow vehicle has been ordered to tow the command trailer. This was necessary due to OHS concerns that the previous tow vehicle was under rated.
- 2017 Ram 3500 has been assigned to training (previous tow vehicle)
- A new 5-year plan will be presented before the new year arrives.
- Sydney Fires boat is out of service, the boat needs new motors.

Volunteer Operations

- East Bay Fire Department is experiencing great difficulty with membership due to an internal matter. As a result, East Bay Fire cannot provide the level of service agreed upon in their registration agreement with CBRM, therefore three neighboring fire departments have been put on automatic aid response, these departments are Northside East Bay, Big Pond and Howie Center to ensure the residents of East Bay are protected. Fire administration will continue to monitor this situation.

This concludes my report to the CBRM Fire and Emergency Service Committee.

DC C. C. MacNeil
Deputy Fire Chief
Cape Breton Regional Fire & Emergency Service

Cape Breton Regional Municipality
Email: wcmacneil@cbrm.ns.ca



CAPE BRETON REGIONAL FIRE & EMERGENCY SERVICES COMMITTEE

Manager of Emergency Management

REPORT

To: Cape Breton Regional Fire & Emergency Services Committee

Date: October 2023

RECENT ACTIVITIES

Liaison with External Partners

- Ongoing meetings with Salvation Army and Cape Breton Housing regarding disaster support.
- Met with representatives from CBU to discuss mutual emergency preparedness initiatives.
- Meetings with Nova Scotia Health regarding emergency planning for home patients, NSH facility access.
- Participated in Post Fiona Conference hosted by Union of Nova Scotia Mi'Kmaq.
- Attended Radio Interoperability Nova Scotia Advisory Council (RINSAC) as the CBRM representative.
- Attended Public Safety and Field Communication Interoperability conference.
- Emergency Preparedness panel member at Association of Municipal Administrators conference.

Training/Presentations

- Coordinated and delivered an Incident Command System (ICS) 200 course for first responders. The course was held at the Emera Centre in North Sydney on Saturday Sept 23rd and Sunday Sept 24th, 2023.

- Coordinated and delivered an Incident Command System (ICS) 400 course for first responders. The course was held at the Miners Forum in Glace Bay on Tuesday Oct 24th and Wednesday Oct 25th, 2023.
- Attended Technical Large Animal Emergency Rescue course.
- Hosted NSEMO Emergency Preparedness workshop for Emergency Management Team members at the Emera Centre.
- Attended various virtual sessions hosted through NSEMO including *Quarterly Alert Ready Review Session*, *Emergency Preparedness for Persons with Disabilities*, and *Senior Official orientation to Emergency Management -Municipal*.
- Attended Weather Interpretation Course with Environment Canada.

Community meetings

- Wednesday September 13th, CBC Interview regarding Hurricane Lee and personal preparedness.
- Developed and recorded a video covering the topic of *Hurricane Preparedness*. Video is now shared publicly on CBRM's YouTube channel.
- Thursday September 28th, CBC interview regarding vulnerable persons registries.

Exercise participation

- Participated in the Cove Guest Home's Code Yellow, missing resident emergency response exercise.
- Participated in the Cornerstone Community Home's emergency preparedness plan review and tabletop exercise.
- Participated in Imperial Oil Limited's waterfront spill response exercise at Sydney Harbour.
- Participated in the Breton Ability Centre's tabletop emergency preparedness exercise.

NEXT STEPS

1. Update of All Hazards Plan and on-going development required Hazard Specific plans.

This concludes the Manager of Emergency Management's report to the Cape Breton Regional Fire & Emergency Services Committee.

Original signed by:

Bruce MacDonald BTech (EM) CET ABCP
Manager of Emergency Management
Cape Breton Regional Fire and Emergency Service



Cape Breton Regional Fire Chiefs' Association



To: Fire and Emergency Services Committee, CBRM Council

From: Rod Beresford, Chairperson, CBRFCA

Date: October 25 2023

The CBRFCA continues to work with CBRM Fire Administration to follow up on recommendations from the June 10 2023 meeting. In the coming weeks, recommendations will be coming forth from the Association to Fire Administration to bring to Emergency Services Committee and to CBRM Council requesting funding for various aspects to build stronger, more cohesive fire and emergency services within CBRM. The topics at the forefront of this discussion include training, procurement, and fleet replacement.

As you are well aware, there have been some unfortunate circumstances arise within the CBRM Fire Service, specifically, seven members of the IAFF Local 2779 have been charged under various articles of their union constitution by a union member. While we recognize this is an internal union matter, we believe that those members need to know they are supported by the association and we have expressed this in several ways. As an association we have written to the Mayor and Council, and the CBRM CAO. We have also issued a press release expressing our concern over this matter. To date, the only correspondence received is from Mayor MacDougall. Our association has ensured that the information we provided was factual and supportive of the members of the IAFF Local 2779 who wish to serve the volunteer fire service within the CBRM. As a municipality that relies heavily on the volunteer fire firefighters, the silence of councilors whose areas are protected by volunteer fire departments has been noticeable.

Attached you will find (i) the letter sent to Mayor MacDougall, Councilors, and the CAO, (ii) the Press Release, and (iii) the letter sent to Deputy Chief Craig MacNeil asking to have this matter placed before the Fire Services Association of Nova Scotia. In the letter to Deputy Chief MacNeil, we are requesting that this matter be brought before the Nova Scotia government and that action be taken to protect anyone who wishes to serve in the volunteer fire service, regardless of their occupation (see documentation/legislation in Ontario that does so).



Cape Breton Regional Fire Chiefs' Association



October 10, 2023

Re: IAFF 2779 Motion re volunteer fire fighters

Dear Ms. Walsh, Mayor MacDougall, and CBRM Councillors,

I am writing to you on behalf of the Cape Breton Regional Fire Chiefs' Association to express our concern and disappointment with recent action taken by the International Association of Firefighters Local 2779.

As you are all aware, there are approximately 700 volunteer fire fighters within the CBRM and the significant majority of residents and their properties are protected by volunteer fire departments. For decades, the career fire service and volunteer fire service has worked closely to provide fire and emergency services to the citizens of our municipality. More recently (June 10, 2023), there was a workshop held where volunteer fire departments, IAFF representatives, and CBRM Fire Administration were present to discuss ways in which CBRM Fire and Emergency Services could become more efficient and provide better fire and emergency services protection to the citizens of the municipality.

It was brought to our attention that the IAFF Local 2779 passed a motion at a recent meeting that could result in the loss of career fire fighters from volunteer fire departments within the CBRM Fire Service. Today, we were informed that seven IAFF Local 2779 members were charged under various articles of their constitution. This is a great concern to our members. Several departments are fortunate to have career fire fighters among their membership, truly an asset to those departments where they serve and to the neighbouring departments that they assist. In addition, for those career fire fighters who are being placed in this difficult situation, they are potentially being forced to remove themselves from the volunteer fire departments that protect the communities in which they live. In our view, these career fire fighters are providing knowledge to make their departments stronger and their communities safer. This action is in complete contrast to the discussion that took place among everyone present in the room at the June 10, 2023 workshop.

At a time when progress is being made within the CBRM fire service, it is difficult to understand why this action was taken. While the IAFF 2779 members do not report to the Cape Breton Regional Fire Chiefs' Association, we want to bring to your attention that as an organization that represents the departments and individuals who protect a very significant portion of the CBRM, we find this action disappointing. This is disappointing not only for the departments that we represent, but for the individuals in the IAFF who want to contribute their knowledge and expertise to their community departments to make CBRM a safer community.

Sincerely,

ORIGINAL SIGNED BY

Rod Beresford, Chairperson



Cape Breton Regional Fire Chiefs' Association



PRESS RELEASE

October 15, 2023

FOR IMMEDIATE RELEASE

Volunteer and career members of Cape Breton Regional Fire and Emergency Services have made great strides in recent years towards accomplishing common goals. In June of this year a one-day workshop was held that focused on collaboration and cooperation to serve all aspects of Fire Emergency Services - including issues such as training, apparatus replacement, procurement, and firefighter retention. In recent days a matter of concern was raised regarding the status of some volunteer firefighters within the Cape Breton Regional Municipality and their respective community volunteer fire departments.

Twenty-six members of the International Association of Firefighters Local 2779 are volunteer firefighters in fire departments within Cape Breton Regional Fire and Emergency Services. In doing so they provide fire and emergency protection to their communities and neighbouring communities. These members have experience ranging from several years to almost 40 years and because of their chosen career they bring a high level of training and experience to their departments and the fire service. In some departments they are in leadership positions, thus can share their knowledge and training with other volunteers. In some cases, these firefighters represent several generations from a single family and in one department there are two members who bring more than 75 years of combined experience. Truly, these attributes are beneficial to the volunteer fire departments in which they serve and fire service as a whole.

Recently, seven of these 26 career firefighters who volunteer in fire departments in the communities where they live have been charged under various articles of their union constitution. It is possible that additional members could face similar charges and may result in them having no choice but to resign from volunteer fire departments. Matters which affect the delivery of fire and emergency services throughout the communities of the Cape Breton Regional Municipality are a concern for the Cape Breton Regional Fire Chiefs' Association (CBRFCA). Our association raised initial concerns on this issue to the CBRM Mayor and Council and also the CAO (see attached correspondence) immediately after learning of the situation.

The CBRFCA and all volunteer fire departments in the Cape Breton Regional Municipality support these 26 firefighters and their families. The role of the CBRFCA is to advocate for a stronger fire service and safer communities, thus we believe it is necessary that all members of the volunteer fire service and all communities within the CBRM are aware of this situation

Thank you.

Contact:
Rod Beresford, Chairperson
CBRFCA
rberesford@eastlink.ca



Cape Breton Regional Fire Chiefs' Association



To: Craig MacNeil, Deputy Chief, Cape Breton Regional Fire and Emergency Services

From: Rod Beresford, Chairperson, Cape Breton Regional Fire Chiefs' Association

Cc: Chris March, Acting Director, Cape Breton Regional Fire and Emergency Services
Amanda MacDougall, Mayor, Cape Breton Regional Municipality
Tim Houston, Premier of Nova Scotia

October 25, 2023

Dear Deputy Chief MacNeil,

I am writing to you on behalf of the Cape Breton Regional Fire Chiefs' Association (CBRFCA) in your role as our Cape Breton Regional Municipality Director on the Fire Services Association of Nova Scotia (FSANS) Board of Directors. As you are aware, some very serious, concerning events affecting all of Cape Breton Regional Fire and Emergency Services (CBRFES) will have a very negative impact on our fire service and we are requesting that you present our concerns to the FSANS board without delay.

The CBRFCA is asking that FSANS provide guidance and assistance with bringing this matter forward to the Fire Services Advisory Committee which is the method prescribed to present serious matters affecting the fire service to the Minister / Government. We request that you forward our concerns to your entire board and note that the current situation is detrimental to the delivery of fire services here in the Cape Breton Regional Municipality and across Nova Scotia and action is required to correct the present situation and corrective measures put in place to prevent future similar circumstances.

CBRFES is composed of both career and volunteer firefighters. Twenty-six members of the International Association of Fire Fighters (IAFF) Local 2779 are employed as firefighters within the CBRMFES and also volunteer in their community fire departments. On October 10, 2023 seven of 26 members of the IAFF Local 2779 were charged by a fellow union member under various articles of their union constitution. The current situation is such that these individuals may feel they have no choice but to leave the volunteer fire service. These individuals represent decades of volunteer fire service to their communities and we feel it is imperative that action be taken so that they may continue to contribute to their departments and communities and neighbouring departments and communities. To our knowledge, past practice has permitted IAFF Local 2779 members to volunteer in their community fire departments unimpeded, however, at this time action must be taken by government. Perhaps similar legislation to what is present in Ontario (see attached documents via weblinks) will protect these members so they may contribute their time and skills to the volunteer fire service and our citizens.

Only recently, Nova Scotia was devastated by wildfires in the Halifax Regional Municipality and in Shelbourne County, and all regions of Nova Scotia have been impacted by hurricanes or similar type storms. Among the many who responded to these disasters were members of the volunteer fire service who played critical roles in the response to these events. We feel that losing volunteers in the fire service for any reason is detrimental to the province of Nova Scotia and so protection to prevent this from happening is critical.



Cape Breton Regional Fire Chiefs' Association



We are asking for assistance from the FSANS in bringing this information forth to Premier Tim Houston (copied on this message) and the government of Nova Scotia Legislature with the hope that legislation / regulations can be put in place by government so we can build and maintain a stronger fire service throughout the province of Nova Scotia and can continue to provide protection to life and property when and where it is needed.

At a time when the fire service as a whole is having difficulty in recruiting and retaining volunteer firefighters, we cannot afford to lose one highly qualified firefighter let alone possibly 26.

Below is relevant legislation currently in place in Ontario that provides protection (of various types) to career firefighter who wish to contribute to the volunteer fire service.

The link below is for the Ontario Fire Protection Act.

<https://www.ontario.ca/laws/statute/97f04#BK61>

In Ontario, the government passed legislation (2018) to protect career firefighters so that they may serve in volunteer fire departments

https://www.ola.org/sites/default/files/node-files/bill/document/pdf/2018/2018-12/b057ra_e.pdf

(see Page iii-iv for amendments receiving Royal Assent – Bill 57 – Schedule 18 (2018) Province of Ontario, Canada)

“Part IX of the Act is amended to prohibit employers and employers’ organizations from refusing to employ a person as a firefighter, refusing to assign a person to fire protection services or discharging a firefighter because the person has worked, is working or intends to work as a volunteer firefighter.

Associations are also prohibited from denying membership to, suspending, expelling, fining, attempting to collect a fine from, penalizing or otherwise disciplining a firefighter because the firefighter has worked, is working or intends to work as a volunteer firefighter, regardless of whether or not such work is within the jurisdiction, or adversely affects the interests, of the association.

Amendments to Part IX of the Act replace three-member arbitration boards with single arbitrators for dispute resolution. The amendments also include new criteria to be taken into consideration in an arbitrator’s decision and a requirement that an arbitrator provide written reasons for a decision at the request of either party. Complementary amendments are also made.”

Our thanks in advance for your assistance and consideration of this information.

Sincerely,

ORIGINAL SIGNED BY

Rod Beresford, Chairperson

