Issues Around the Local

Bargaining Update

On July 24th representatives of the Hamilton Professional Fire Fighters Association and the Corporation of the City of Hamilton met in an attempt to negotiate the terms and conditions for the 2006 Collective Agreement. After a full day of talks the parties were unable to agree on a memorandum of settlement.

We were close on basic wages, however with respect to other financial compensation and the benefits that the Police achieved in their freely bargained agreement the Corporation's proposal was not sufficient for us to agree.

Arbitrator Kevin Burkett will Chair the upcoming Board of Arbitration, The date(s) has yet to be determined.

Mandatory Retirement

The Executive Committee met with the Corporation on July 18th, at mediation, to try and resolve the Association's grievance regarding the Corporations failure to accommodate a member from suppression in another division who had reached age 60.

The Corporation sought agreement from the Association to bring back the member to the suppression division.

The Association steadfastly maintained its position that the member should be brought back in a division other than suppression.

The Corporation has made a unilateral decision to return the individual to the suppression division, contingent on the passing of a physical fitness examination at York University. The appropriate grievances have been filed and the matter is ongoing.

Hiring Practices

The Executive Committee had made a conscience decision not to get involved in the ongoing hiring debate that revolves around the latest recruitment process by the Corporation.

However, with the article in the Spectator, dated July 28th, we are forced to respond.

- It is our understanding that the volunteers/part-timers did either receive training courses or were told that by becoming a volunteer/part-timer and participating in the courses provided that it would enhance their opportunity to be hired fulltime.  

Cont...
• The Collective Agreement does not condone a 2 tiered process or in any way address the manner in which fire fighters are hired.

• The language in the CBA referred to by Cathrine Berge, Head of Human Resources, is for internal transfers within our bargaining unit and to infer anything other is disingenuous and a blatant political spin.

• The Association has remained consistent in that we want the best possible candidate(s) hired.

The Executive Committee will pursue the correction of these inaccuracies with the Spectator.

Membership interaction with Administration Staff

The Executive Committee has been made aware of a number of instances involving our Membership and their interaction with HES Administration and in particular the Assistant Deputy Chiefs. Although we share your frustration with their attendance at emergency scenes that violates the CBA, we cannot condone Members talking to them in a manner that is disrespectful or belligerent in nature. Simply put, your Executive Committee will deal with Management in the appropriate manner. If confronted at an emergency scene by a ADC, act appropriately and inform your Executive Committee who will discuss your particular concern with Administration.

SPECIAL NOTICE

Brothers and Sisters,

The Executive Committee and the WSIB Committee are recommending that all Members who attended the Biedermann Fire on Head Street in Dundas do the following:

• Fill out a WSIB form stating that you had exposure to byproducts of combustion from pesticides, granular rodenticides and other unknown chemical and combustible products.
• Fill out a Local 288 Exposure Form in the same manner and send to Ed Stanisz at Station 10D.
• If any Member remembers seeing any product names (i.e. warfarin) of chemicals that were involved, please forward that information to Walter Baumann.
• Any Member who has experienced any adverse effects from the fire (i.e. skin rash or irritation) seek medical attention immediately and fill out WSIB forms.

Fraternally, Executive Committee