

JOB TOWN

OUR JOB, YOUR TOWN



Newsletter of The Calgary Firefighters Association, IAFF Local 255
Established 1917

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www.calgaryfirefighters.org

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Customer service and teamwork drive everything we do

AND MORE!

YOUR L255 EXECUTIVE BOARD MEMBERS AND STAFF



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From the President

President's Update - Calgary Firefighters Association, IAFF Local 255

It's been a busy summer for Local 255. Our membership has grown to over 1,600 Brothers and Sisters, and I am proud to serve all of you as your President. Your Executive Board works hard every day to ensure you are represented, guided by our five pillars: Wages, Retirement Security, Benefits, Working Conditions, and Health & Safety. These pillars direct our efforts and decision-making to best serve our members.

Negotiations and Benefits

Earlier this year, we conducted a bargaining survey to better understand the priorities of our members. The results were clear: wages and benefits remain top concerns. To address benefits, we engaged a third-party consultant to benchmark our package against both internal and external standards. Several benefit enhancement requests have been submitted to the City, and we are working to understand the financial implications. Our goal is to improve benefits while being mindful of the costs our members face. We have also agreed to meet with the City before each round of bargaining to discuss enhancements, ensuring we are well-prepared.

Bargaining Status

As of September 26th, we've held thirteen meetings with the City of Calgary, achieving over twenty language sign-offs. While negotiations are ongoing, our focus remains on securing a fair and equitable contract for our members. We are committed to presenting a contract that reflects your needs.

Wages are always a central topic in negotiations. For context, other City Employees negotiated a 5.25% raise for 2021-2023, while the Calgary Police Service received 8% through arbitration. We are closely monitoring similar negotiations, particularly Edmonton Fire's ongoing arbitration, which also includes benefit considerations. Our goal is to negotiate a contract that aligns with the demands of our profession in Western Canada.

Working Conditions and Health & Safety

Thanks to the hard work of previous boards and our Government Relations team, we've seen a notable increase in department funding. This has improved our relief factor and enabled additional staffing for towers and ladders. Health and safety remain top priorities, particularly with ongoing studies on PFAS. We are in close contact with Canadian and U.S. IAFF Locals and are actively lobbying for legislative changes to protect our members.

Staying Informed

We strive to keep you updated through emails and our app, which provides timely updates and valuable resources. I encourage you to stay engaged and regularly review these communications. We have temporarily paused the Local 255 Steward program to reassess its effectiveness, with plans to relaunch it, focusing on education over information sharing.

Supporting the Union

Your involvement is key to our success. Stay informed about health and safety issues, familiarize yourself with the Collective Bargaining Agreement (CBA), and promptly report potential violations. Timely grievance filings are essential to address concerns effectively.

Vision for the Future

Looking ahead, our priorities remain clear: focus on our members, negotiate a fair contract, and enhance retirement security. While contract negotiations are like a 10K run, improving retirement security is a marathon. We are committed to making progress at all levels of government and at the bargaining table.

Member Events

We recently had a successful Stampede BBQ at Ranchman's, and the Local 255 Christmas Party is fast approaching. Please register your children and join us at our new location – TELUS Spark Science Centre. Stay tuned to member emails for more information.

Thank you to all our Stewards and members for your hard work and ongoing support. I'd also like to take this opportunity to express our gratitude to JP LeBlanc for his 11 years of service to the membership.



Jamie Blayney, President Local 255

September is Memorial Month

For Firefighters, September is memorial month. Each year, we remember our fallen firefighters at the Calgary Fallen Firefighters Memorial, in Ottawa at the Canadian Fallen Firefighters Memorial, and in Colorado Springs at the IAFF Fallen Firefighters Memorial.

At all these events, we come together to focus our thoughts on the loss of our Brothers and Sisters. Let us remember the sacrifices made by these brave firefighters and the dangers they faced, including the threat of presumptive cancers. Let their legacy serve as a constant reminder of the importance of prioritizing the health and safety of our firefighting community.

Calgary Fallen Firefighters Memorial

Every year, on the second Tuesday of September, a ceremony is held at the City of Calgary Municipal Building in the Police Officers and Firefighters Tribute Plaza.

On Tuesday, September 10, 2024, we honoured our fallen at the City of Calgary Tribute Plaza in front of City Hall. We will remember them.



Canadian Fallen Firefighters Memorial

On Sunday, September 8, 2024, the Canadian Fallen Firefighter Memorial took place in Ottawa.

The Canadian Fallen Firefighters Foundation is a registered, non-profit charitable organization dedicated to honouring Canada's fallen firefighters. The Foundation honours all types of firefighters whether volunteer/part-time, paid/full time, industrial, military, urban, rural, wildland, airport, or marine.

This year, three (3) Local 255 families attended the memorial, with the support of Local 255 Executives.



IAFF Fallen Firefighters Memorial

Every year, on the third Saturday of September, the IAFF honours the memory of brothers and sisters who made the ultimate sacrifice in the line of duty. The memorial is located in Colorado Springs, CO.

The 2024 Fallen Firefighter Memorial ceremony will honour those members who died or whose name were submitted between Jan. 1, 2023, and Dec. 31, 2023.

On Saturday, September 21, 2024, 308 names from across Canada and the United States will be added to the Wall of Honour. Four (4) Local 255 names will be added and three (3) families will be attending with the support of Local 255 Executives.

This brings the total number of fallen L255 members to 73.



Learn more about each memorial below:

Local 255 Memorial Video,



IAFF Fallen Firefighters
Memorial



Calgary Civic
Memorial



Canadian Fallen Firefighters
Memorial



KNOW YOUR RIGHTS

YOU HAVE THE RIGHT:

- To apply for various types of leave.
- To appeal if leave is refused.
- To bereavement leave for immediate family and, at discretion, for other relatives.
- To additional leave types such as military service, birth/custody events, and **pregnancy loss**.

CBA Article 17 - Leave of Absence

17.01 Any Member of the Association desiring leave of absence must apply for same to their Deputy Chief or Manager through their supervisor. Should the application be refused the Member shall have the right to appeal to the Fire Chief /CEMA Chief through proper officials of the Association. The decision of the Fire Chief /CEMA Chief shall be final and shall be communicated to the Association in writing.

17.02 When a Member has been granted any leave of absence without pay for a period of more than thirty (30) consecutive days, unless otherwise stated in this Article, they shall be required to pay, in advance, both the Member's and the employer's share of the premiums for applicable benefits and any other levies normally in force had such leave of absence not been granted. Where any leave of absence without pay has been granted for a period of thirty (30) consecutive days or less, such Member shall be required to pay, in advance, the usual employee benefit premiums and other levies normally in force had such leave of absence not be granted. Premium rate, amount, and required benefit coverage on a leave of absence, shall be determined by the Insurer.

Union Leave

17.03 When it is necessary for a Member of the Association to make application for leave of absence to perform duties of any office in this Association or of the Parent Union, such request shall have priority over all other applications. The application must be made in writing to the Deputy Chief in charge of labour relations who will refer it with recommendations to the Fire Chief /CEMA Chief for approval or otherwise, and The City agrees, if at all possible, to grant the request. In the event that the Fire Chief /CEMA Chief refuses the application, the matter shall be referred to the General Manager for final decision. During the absence of a Member of the Association on special work of this nature, such Member shall retain their original seniority in the Fire Department, with no decrease in status, but without claim to any promotions during their absence. Elected or appointed officials of the Association shall be allowed to use Shift substitutes for the purpose of conducting Association business. Such elected and appointed officials shall be responsible to identify qualified substitutes and shall use The City's forms and notification process.

Military Leave

17.04 in the granting of leave of absence for military reservists, it is agreed that the terms of such leave will be in accordance with The City of Calgary policy.

Bereavement Leave

17.05 Leave of absence to carry out responsibilities incurred by the demise of a relative shall be at the discretion of the Deputy Chief or designate. Where the Deputy Chief or designate is satisfied that the request is legitimate, they shall grant a leave of absence with pay, for two (2) working Shifts for Members of the Fire Operations Division or seven (7) calendar days for Members of the Fire Staff Division and Fire Maintenance Operations. For this purpose, a relative shall be defined as mother, father, brother, sister, wife, husband, common-law spouse, child, foster child, guardian, step-parent, stepbrother, step-sister, step-child, mother-in-law, father-in-law, grandchild and grandparent of the Member or Member's spouse.

At the discretion of the Deputy Chief or designate, Bereavement Leave may be granted for the demise of the brother-in-law, sister-in-law, uncle, or aunt of the Member or Member's spouse.

When a Member qualifies for bereavement leave during their period of vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall either be added to the vacation period or at the Members option rescheduled to a date mutually agreed to by the Member and The City for use at a later date.

(a) As a result of pregnancy loss, a leave of absence with pay of seven (7) consecutive calendar days (or two (2) working shifts for Members of the Fire Operations) will be permitted. The employee will be paid for their normal working days during the leave period granted. Those eligible for the leave are:

- the person who was pregnant
- the spouse (including common law or same gender spouse) of the person who was pregnant
- any other person who would have been a parent of a child born as a result of the pregnancy (including adoptive or surrogate parents)

For clarity, "pregnancy loss" is defined as any situation where a pregnancy ends other than in a live birth.

KNOW YOUR RIGHTS

Funeral Leave

17.06 Leave with pay to attend funeral services only, of persons more distantly related than those listed above, may be granted at the discretion of the appropriate Assistant Deputy Chief or Deputy Chief.

Birth/Custody Leave

17.07 Upon request, a Member shall be given one (1) day's (one (1) shift's) leave of absence with pay with the option of attending the delivery of their child or attending to the release from hospital of their partner who has given birth or on the day of first obtaining custody of a child who has been legally adopted. It is understood that this provision will only apply on a Member's regularly scheduled work day.

Compassionate Care Leave

17.08 Members who have at least 90 days service with the City, shall be entitled to Compassionate Care Leave without pay in accordance with the terms outlined in the Alberta Employment Standards Code. During such Compassionate Leave, the Member shall be entitled to accumulate service in accordance with the collective agreement.

Family Leave

17.09 (a) Full-time and permanent part-time Members occupying regular positions who have at least one year's service with The City shall be entitled, subject to the needs of the operation, to a leave of absence without pay to care for ill or elderly family members. Requests for such leave shall be given priority over other requests for unpaid leaves of absence for personal reasons. No loss of seniority or service shall result from such leave. Members who are granted a leave of absence without pay for a period of more than thirty (30) consecutive days to care for a family member, shall only be required to pay the Members' share of their benefit premiums in advance. The City shall pay the employer's share of the benefits premium in such a situation.

(b) if a Member requests, consideration shall be given to reducing their hours of work to accommodate their responsibilities for an ill or elderly family member. Similarly, where an opportunity exists for alternate employment within the Corporation which would allow a Member to meet their responsibilities to an ill or elderly family member, consideration will be given to the transfer of the Member to the suitable vacancy. Reduction in hours of work, or movement of Members for this purpose, shall be implemented upon consideration of the needs of the operation and following consultation and concurrence of the proper officials of the Association.

Maternity Leave

17.10 (a) A pregnant Member, who is permanent or who has ninety (90) days continuous service, shall be entitled to maternity leave without pay for a period not to exceed sixteen (16) weeks. A maternity leave is defined as the total time off work, before and after the birth of the child, including some health-related portion. During the health-related portion of a maternity leave, Members may be eligible for benefits as any other Member absent on sick leave. During the first six (6) months of pregnancy, such Members shall apply in writing for maternity leave, including advice to the appropriate Assistant Deputy Chief or Deputy Chief of the estimated delivery date and date of commencement of maternity leave. Maternity leave shall commence at the time designated by the Member, within thirteen (13) weeks of the estimated delivery date, but no later than the date of the birth of the child. During such maternity leave, the Member shall be entitled to accumulate service and seniority in accordance with the Collective Agreement.

(b) A Member who has applied for maternity leave shall be required to pay in advance for the non-health-related portion of the maternity leave, their share of the premiums for applicable benefits and any other levies normally in force had such leave of absence not been granted.

(c) Notwithstanding Clause 17.10(a), Members who are pregnant and have been seen by a physician of their own choosing and advised not to be in the workplace shall be eligible to apply for Short Term Disability benefits. Should this Member be approved for Short Term Disability and/or Long-Term Disability prior to the date they had indicated that their maternity leave would commence, this period of absence will not be included as part of their maternity leave.

(d) Such Members returning to work from maternity leave shall be reinstated to the same or similar position as the one held at the time maternity leave commenced, without claim to any promotions effected during absence on leave.

(e) in the case of a probationary employee, when medically cleared by their doctor to return to work, they will resume their probation period at the point where they left active fire duty and complete the remainder of the probationary period. Upon returning to work from such leave, the Member shall be provided with work of a comparable nature at not less than the same salary and other benefits that had accrued to the Member prior to commencing maternity leave.

RIGHTS AND RESPONSIBILITIES

MEMBERS ON EXTENDED UNPAID LEAVE MUST COVER BENEFIT PREMIUMS

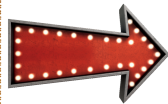
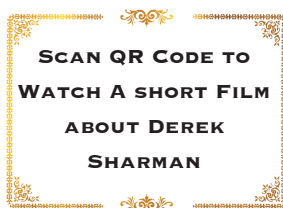
A Conversation with Donna and Andy Sharman about their son, Derek

In *A Firefighter's Firefighter*, we honour the life and legacy of a man who dedicated himself to the service of others while grappling with personal battles few could see. This short film pays tribute to Derek Sharman, a firefighter revered not only for his skill and bravery but for his kindness, mentorship, and deep commitment to his brothers and sisters in the fire service.

Yet behind the courageous exterior, Derek struggled with the immense weight of PTSD and the silent toll that years of service in such a demanding profession can take. His story is a stark reminder of the often unseen emotional and psychological challenges faced by first responders. Through the heartfelt words of those who knew him best, we reflect on the importance of mental health awareness within the firefighting community and the need for ongoing support.

This film does not shy away from the painful truth of Derek's passing, but rather, it seeks to shine a light on the very real struggles many face in the fire service. It is a call to action for us all to reach out, support, and care for one another—not just on the fireground, but in life.

A Firefighter's Firefighter is both a tribute to Derek Sharman's legacy and a message of hope for those battling similar struggles, reminding us that no one is ever truly alone.



Scan to see your
Calgary Firefighters
Peer Support Team



Senior Firefighter Derek M. Sharman 0975 May 6, 2021 Line of Duty Death



IAFF Strong



Hello Calgary Firefighters,

Did you know that you have two full-time Resilience Officers at your disposal? That's right! In a continued effort to be leaders in the fire service, the CFD has allocated two Full-Time Equivalents (FTEs) to the resilience portfolio—one permanent position and one on a two-year temporary assignment, with the hope of making it permanent. These positions are currently held by Lorne Miller and me, Willy Burnett. Lorne has been in the role for two years, and I am just wrapping up the first year of my two-year temporary term. In this article, I aim to give you an overview of what we do as Resilience Officers.

One of the responsibilities I hold dear is delivering our Stress Management Program to recruits and company officers during their training at the Academy. The purpose of this program is to discuss the stressors members may encounter in their new positions and provide practical tools to combat stress, enabling them to perform at a high level in challenging situations. We then expose members to a controlled and moderately stressful environment where they can perform a series of physical and cognitive tasks under duress. This gives them the opportunity to practice their stress management tools in real-time and experience how both stress and successful stress management can impact their performance as a firefighter or company officer.

The course was developed in collaboration with CFD Wellness, wellness psychologists, and other stakeholders. The course's roots are borrowed from best practices in the military, including BUD/S training and the U.S. Army Master Resilience Trainer program. It is also heavily influenced by Ric Jorge and Dave Gillespie's Tactical Resilience Training program and their book, *Developing Firefighter Resiliency*. Additionally, the principles of positive psychology are woven into this and other programs within the Resilience Officers' portfolio.

In addition to delivering the Stress Management course, one of my favorite resilience programs is Reintegration. Reintegration is a peer-supported and peer-facilitated program designed for members who have been off work due to a mental health injury and are looking to begin the process of returning to work. During this process, members have the opportunity to face and acclimate to stimuli in the workplace that may be triggering or preventing a successful return. The goal is for members to build confidence in managing their reactions to these stimuli through repeated exposure, under the supervision of a specially trained peer who works closely with their clinician.

For instance, if a member wants to return to the floor but experiences crippling fear or anxiety when hearing sirens, the reintegration team will provide opportunities for that member to gradually face their fear until the sirens become manageable. This might start with hearing a low-volume recording of sirens in a safe, non-work-related location, eventually progressing to sitting in a truck while the sirens blare. If operationally possible, the process may even include riding on a truck responding to a call. As anxiety around the stimulus is reduced, a significant barrier to returning to work is similarly reduced, if not removed entirely.

Giving a full rundown of what a Resilience Officer does is beyond the scope of this article, but I hope this provides you with some insight into our work. Beyond these programs, we help shape policies and procedures to support your mental health, oversee CISM, organize events like the upcoming "Spouse and Family Support Night" (coming in December—CFD notice to follow soon), and assist you in navigating anything related to the CFD's mental health resources.

If you have any questions, concerns, or simply want to chat about firefighter resilience, stress management, or mental health, please reach out to either Lorne at lorne.miller@calgary.ca or myself at wilson.burnett@calgary.ca.

*Stay resilient,
Willy Burnett
Resilience Officer*

THE IMPORTANCE OF TRADITION AS A CALGARY FIREFIGHTER

By The 255 Family

Tradition is the heartbeat of a Calgary firefighter, shaping who we are, how we serve, and the legacy we carry forward. It's more than just a connection to our past—it's the force that drives us to be the best firefighters in the service today.

One of the most cherished traditions in the Calgary Fire Department is the retirement smokers. These gatherings bring all members together, from rookies to retired veterans, sharing stories of past calls and experiences that shape who we are as brothers and sisters on the job. It's a tradition that we must always carry forward, ensuring that the bonds between generations remain strong and that the lessons learned are passed down. Adding to this are the cartoon drawings that often appear on the union boards, capturing the entire career and personality of a retired member in one drawing—just another way we honour those who came before us.

We also celebrate newer traditions that keep our membership tight. A prime example is the Golden Hammer on D Shift, in honour of Captain Terry Hammond—a storied captain who retired out of 2 Station. Every firefighter who had the privilege to work with him walked away wanting to be a better firefighter. The Golden Hammer D Shift golf tournament, which began on a rainy day with just a small group, has since become a sellout event every year. It's an event not to be missed, and Brad Lawrence now has some competition with Chad Evans and Ian Leew getting to hold the trophy!

Our fire service traditions go beyond the station. Day league hockey, run for years by Roddy Griffith and now passed down to Mac Robinson, keeps the competitive spirit alive. Yearly events like the Toy Association Kids Christmas Party that has a legacy spanning over 75 years, and the Local 255 Kids Christmas Party, dodging buckets of water at any moment in a firehall, and marching to the civic memorial every second Tuesday in September are just some of the ways we come together as a community. We also honour 93 years of the pensioners banquet, a gathering steeped in history that reminds us of those who built the foundation we stand on today.

These traditions are a critical part of our culture. They provide a foundation of shared values and practices that bind us together as a team. Through tradition, we learn what it truly means to be a Calgary firefighter—the commitment, sacrifice, and pride that come with wearing our turnout gear. These traditions remind us that we are part of something bigger than ourselves, a legacy built over generations, and one we are responsible for continuing.

We also maintain the tradition of station pride. Whether it's keeping our trucks spotless or making sure the coffee is always strong enough to wake the dead, these rituals keep our stations running smoothly and our spirits high. After all, a clean truck is a fast truck, and a fast truck gets the job done.

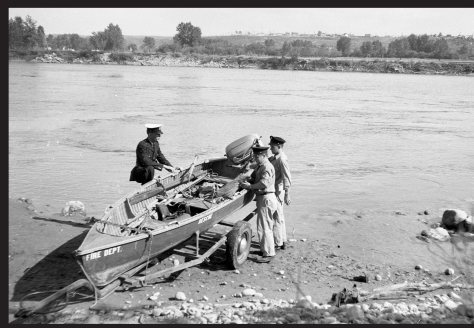
For rookies, there's the tradition of performing essential duties, from shoveling snow to cooking for the crew. Equally important is mastering the fundamental fire skills—handling hoses, setting up ladders, and executing search and rescue operations. These aren't just tasks; they're the building blocks of what it means to be a Calgary firefighter. Mastery of these skills shows that you're dedicated to upholding the high standards that our members are known for. And remember, we are a trade, and like any trade, mastery takes time. It's said that it takes 10,000 hours of work and training to truly master a profession. So, for rookies, don't get comfortable—keep working toward that mastery.

Our fire helmet is a symbol of our duty, pride, and tradition. As is often said by many firefighters across the country: "DUTY IS DOING IT, PRIDE IS WEARING IT, TRADITION IS LIVING IT." Our helmets represent the seriousness of our role, the pride we take in our work, and the traditions that guide us every day.

Earning the right to be part of the crew means more than just completing these tasks. It's about proving your commitment, showing up with a positive attitude, and demonstrating that you can be counted on when the pressure is on. It's about embracing our traditions, respecting our values, and contributing to the legacy that each of us has inherited.

These rituals, both old and new, define what it means to be a Calgary firefighter. From the retirement smokers to the Golden Hammer and its legendary golf tournament, to hockey leagues and Christmas parties, and all the small moments in between, they instill a deep sense of pride and belonging. And remember, while we hold these traditions dear, there's always time for a laugh and a cup of coffee. After all, what's the point of tradition if you can't enjoy it?

In tradition, we find our strength. In honouring our past, we forge our future.

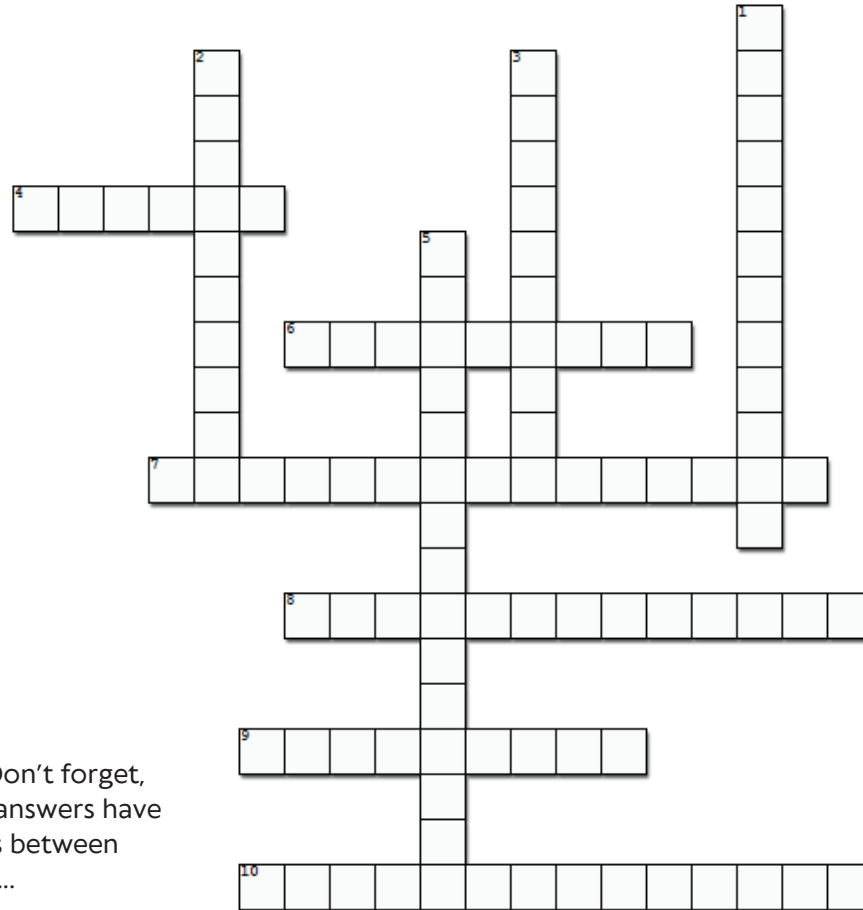


COFFEE BREAK

Name: _____

Jobtown terminology

Complete the crossword puzzle below



Hint: Don't forget,
some answers have
spaces between
words...

Across

4. used to create a path for firefighters to enter or exit a building
6. A term used to describe the rapid spread of a fire due to high winds, low humidity, and dry fuels.
7. A type of fire that occurs in an enclosed space and burns without a visible flame
8. predicts the spread of a wildfire based on weather and fuel conditions
9. A method used to help contain wildfires
10. What is the term for the process of reducing a fire's intensity by removing oxygen

Down

1. A funny term for a small fire that is easily extinguished
2. First step in fighting a fire
3. Emergency medical procedure to clear airways
5. Word that refers to a small, controlled fire used to burn away dead grass or brush

🔥 Attention, Fire Family! 🔥

Ready to test your skills? The first member from each Shift A,B,C,D,E,MECH who correctly completes the crossword puzzle will receive some exclusive Local 255 swag! 🍀🌟

To enter, email your completed crossword to cory.mckeen@calgaryfirefighters.org for your

chance to win! 🧠 Submissions close, November 1st, 2024

Get those pencils ready, and may the fastest brains win!



57TH IAFF Convention 2024

The 57th IAFF Convention is a significant event for the firefighting community, further underscored by the re-election of key leaders. General President Edward Kelly and General Secretary-Treasurer Frank Lima were re-elected, affirming the trust of the IAFF's 350,000 members in their leadership. Mike Carter C Platoon was also re-elected as the 6th District Vice President, continuing his role in representing members in our district.

These election results, certified by the IAFF Elections Committee, General Counsel, and observers, highlight the organization's commitment to transparency and democratic principles. With Kelly, Lima, and Carter continuing in their roles, the IAFF is poised to maintain its strong advocacy for better working conditions, health and safety, and overall support for firefighters. The convention showcases the unity and resilience of the IAFF, reinforcing its dedication to its members and their needs.

At the convention, the results of the resolutions were significant, with 65 resolutions brought forward for consideration. Of these, 58 were adopted and passed, reflecting the collective will and commitment of our members to address the critical issues facing our profession. This outcome underscores the strength of our union and our shared determination to continue advocating for the safety, rights, and well-being of all Calgary firefighters.



RESOLUTION RESULTS



ELECTION RESULTS





Aging Strong

What happens to muscle mass as we age?

By CFD Wellness

Sarcopenia

Sarcopenia is the progressive decline in muscle mass, strength, and function that is associated with aging. This decline typically occurs at a rate of about 1% per year, beginning sometime after the age of 40, with strength and power decreasing by 3-5% annually. This can lead to a reduced ability to perform daily activities and a diminished quality of life.

Sarcopenia is accelerated when individuals go through periods of disuse or immobility and can be exacerbated by poor nutrition. If an individual were to stop exercising and adopt a sedentary lifestyle at age 40, they could lose up to 20% of their lean mass by age 60 (for a 200-lb individual with average body fat, this could equal 35-lbs of lean tissue). While sarcopenia is partly due to the normal physiological changes that occur with aging, exercise and proper nutrition can help prevent it.

Exercise

If you don't use it, you lose it – Especially as we age.

Skeletal muscle relies on the balance between muscle protein synthesis (MPS) and muscle protein breakdown (MPB). Resistance training is the most effective way to increase and maintain muscle mass, strength, and function, and is a key strategy to counteract sarcopenia.

Aim for *at least* 2 strength training sessions per week. You can use body weight and higher repetitions or heavier weights with fewer repetitions, as both will stimulate MPS. Include single-sided exercises to address muscle imbalances. Mobility is also essential since injuries and muscle imbalances accumulate over time. Incorporate mobility exercises regularly.

Nutrition

muscle protein synthesis is also supported by specific nutritional strategies. Adequate protein intake is essential for preserving muscle mass and enhancing the benefits of resistance training.

Aim to consume 1.6 g protein per kg body weight each day. As a general guideline, females should aim for at least 80-100 grams of protein daily, while males should target 120-140 grams.

Since MPS and MPB are ongoing processes, it is beneficial to distribute your protein intake evenly throughout the day. It is generally recommended to consume 20-40 grams of protein per meal; however, recent studies suggest that we may be able to absorb more protein than previously thought. Overall, total daily protein intake is likely the most important.

Complete (animal foods) vs. Incomplete (plant foods) Proteins

Not all protein is created equally. Complete proteins contain all 20 amino acids, including the 9 essential amino acids that our bodies cannot synthesize and must be obtained from our diet. Incomplete proteins are typically found in plant foods. To get all essential amino acids, you need to consume a variety of high-protein plant foods daily and in larger quantities. Leucine is an

amino acid that helps stimulate MPS and supports muscle retention and growth. Aim for 2-3 grams of leucine per meal or more than 4.5 grams per day. Note that plant foods generally have lower leucine content.

		Protein (g)	Leucine (g)
Meat & Fish (cooked)	Chicken breast, 3 oz	25	2.5
	Pork loin, 3 oz	23	2.1
	Steak, 3 oz	23	2.3
	Turkey, 3 oz	23	1.9
	Fish & shellfish, 3 oz	18-22	1.4-1.8
Milks, Yogurts, Cheese & Eggs	Greek yogurt, ¾ cup	17	1.7
	Cottage cheese, ½ cup	12	1.4
	1 or 2% Milk, 1 cup	8	0.9
	Whey protein, 1 scoop	25	2.5
	Egg, 1 large	6	0.5
Legumes, Nuts/Seeds & Soy	Soy nuts, ½ cup	20	1.6
	Tofu, ½ cup	16	1.2
	Legumes, cooked, ½ cup	8	0.6
	Peanut butter, 2 tbsp	8	0.5
	Seeds, ¼ cup	8	0.5

Protein Supplementation

Whole foods should always be the first choice for meeting nutrient needs, but a high-quality protein supplement can also be beneficial for fulfilling protein requirements. Protein supplements can include whey, casein, collagen, beef, pea, soy, and vegetarian plant-based blends. Note that some supplements are higher quality than others.

When choosing a protein supplement, be sure to check for other ingredients, such as artificial colors and sweeteners, and verify whether the company tests for heavy metals.

Creatine

Creatine is a non-protein amino acid primarily stored in skeletal muscle and brain tissue. It is abundant in meat and seafood (contains 1.4 to 2.3 g/lb). Our bodies can also synthesize creatine in our liver and kidneys. We require replenishment of ~1-3 grams of creatine per day. In an average diet that contains 1-2g/day of creatine, muscle stores are about 60-80% saturated.

Vegetarians typically have lower levels of stored. Dietary supplementation can increase creatine stores.

- Improves exercise performance and lean mass when combined with resistance training.
- Supports muscle recovery by reducing inflammation and damage post-exercise.
- New studies support neuroprotective effects.

Supplementing Options: Creatine Monohydrate

Loading phase: 20-25 grams per day for 5-7 days, followed by a maintenance phase of 3-5 grams per day.

Alternative approach: daily dose of 3-5 grams is also effective but requires longer to fully saturate creatine stores.

References:

- Philips, S. (2020) The critical role of protein and mobility in prevention of muscle loss in aging and illness <https://www.youtube.com/watch?v=GPfBHChR3Q>
- McKendry, J. et al. (2020). Nutritional supplements to support resistance exercise in countering the sarcopenia of aging. *Nutrients*, 12(7), 2057.
- Antonio et al., (2021). Common questions and misconceptions about creatine supplementation: what does the scientific evidence really show? *JISSN*, 18(1), 1-17.
- USDA National Nutrient Database for Standard Reference Legacy. (2018). Nutrients: Leucine. <https://www.nal.usda.gov/sites/www.nal.usda.gov/files/leucine.pdf>

How to Appeal a Collision

This message serves as an important reference to the **8.800 Collision Appeal Process** outlined in the **CFD Operators Handbook**, and emphasizes the critical steps to take if you are involved in a collision. It is essential to know how to properly document the event and the importance of reaching out to the **Local 255 Executive Board** for guidance.

Request for Appeal: Essential Steps and Importance of Documentation

If a collision is classified as **preventable**, you have the right to **appeal the decision**. However, the success of your appeal heavily relies on having detailed and accurate information related to the incident. Here are the key points regarding the appeal process and why thorough documentation is crucial:

1. Timeframe for Appeal

You have **15 days** from the date you receive the letter classifying the collision as preventable to submit an appeal. The appeal must be submitted in writing and can be hand-delivered, emailed, or sent through internal mail to the CFD Deputy Chief of Risk Management at Fire Department Headquarters, Mail Code #49.

2. Submitting New Information

Your appeal must include **new information relevant to the collision**. This could be additional evidence, witness statements, or any other information that was not initially included in the investigation. **Failure to provide compelling documentation may result in the denial of your appeal.**

3. Taking Notes After the Collision

After a collision, it is critical to take detailed notes. Document everything you remember about the event, including:

- Road conditions
- Weather conditions
- Actions of other drivers
- Visibility and light conditions
- The sequence of events leading up to the collision

These notes will be essential if you decide to appeal a preventable classification. The more information you can provide, the stronger your appeal will be. Having clear, thorough notes may introduce key details that were missed during the initial investigation, which can help in overturning the classification.

4. Finality of the Decision

Once the CFD Deputy Chief of Risk Management reviews your appeal and all associated documentation, they will issue a final decision. This decision is binding and will determine if the collision remains classified as **preventable or non-preventable**. The Deputy Chief's decision is final, so submitting all relevant and accurate information from the start is essential.

Why Reaching Out to Local 255 Executive Board is Vital

Throughout the appeal process, it is important to remember that the **Local 255 Executive Board** is here to support you. Whether you are uncertain about the documentation needed for an appeal or need guidance on how to proceed. We strongly encourage you to reach out if:

- You are unclear about the classification of your collision.
- You need help gathering the necessary information for your appeal.
- You are unsure of what constitutes **"new and relevant"** information for the appeal process.

The Executive Board can offer insights into the process and ensure your appeal submission is as complete and thorough as possible.

Key Takeaways for a Successful Appeal

- **Submit your appeal within 15 days** of receiving the classification notice.
- **Include new, compelling information** to support your appeal.
- **Take detailed notes after the collision**—this documentation could be the difference between a successful and unsuccessful appeal.
- **Reach out to the Local 255 Executive Team** for guidance and support.

For any additional information or to discuss the specifics of an appeal, don't hesitate to contact a member of the **Local 255 Executive Board**.

Moment of Silence

CAPTAIN RON JOESTL	JULY 28, 2023
CAPTAIN BARRY POFFENROTH	AUGUST 2, 2023
DIVISION CHIEF JIM JACK	AUGUST 30, 2023
SENIOR FIREFIGHTER HAROLD DUFFIELD	SEPTEMBER 14, 2023
SENIOR FIREFIGHTER BILLY STEWART	NOVEMBER 10, 2023
CAPTAIN TOM BELL	NOVEMBER 11, 2023
CAPTAIN DON LINDBERG	NOVEMBER 25, 2023
CAPTAIN TOM GALLANT	DECEMBER 15, 2023
CAPTAIN JIM STANKEVICH	DECEMBER 18, 2023
CAPTAIN DAVE DYCK	DECEMBER 20, 2023
CAPTAIN GORD McARTHUR	JANUARY 29, 2024
CAPTAIN DALE STRAND	FEBRUARY 1, 2024
CAPTAIN ALLAN BORBRIDGE	FEBRUARY 13, 2024
FIRE INSPECTOR BERNIE KLATT	FEBRUARY 16, 2024
CAPTAIN SANDY TRIGG	FEBRUARY 27, 2024
DISTRICT CHIEF DICK ELIUK	MARCH 3, 2024
DISTRICT CHIEF LARRY WEST	MARCH 29, 2024
CAPTAIN DAVE BEARDSSELL	MAY 26, 2024
FIRE MARSHAL FRED PARKER	JUNE 7, 2024

Salute to our fallen firefighters

Delta Expectations

On the CFD, customer service and teamwork drive everything we do. Whether at the fire station or in the community, we must always act in the best interests of the team and the customer or citizen. With that in mind, here are some expectations I hold myself to as I work to support you. I expect the same from each member of my platoon as you strive to support the public:

- **Treat each other like family** – We don't get to choose our family, so communicate well and work out your problems with each other as if you will be together for the long term. Be loyal, communicate effectively, and provide the feedback that is needed.
- **Strive for solid customer service** – If we can do something to help, let's do it.
- **Strive for excellence, not perfection** – We can achieve excellence, not perfection.
- **Be the crew we would want showing up at our own houses** – Be well-trained, practiced, skilled, and friendly.
- **Bring your perspective to all discussions** – Disagree if you feel it's important, but know when to follow. Once a team decision is made, get behind it and support it.
- **Lead up, across, and down** – Provide mentorship for those below (be the mentor you wanted and needed, not necessarily the one you had). Encourage your peers, and offer ideas and support to those above (make their job easier by understanding what they need to be successful).
- **Know your job as well as the roles directly above and below** – Do what you can to support both.
- **Stand up when you see something that is wrong** – Whether at a call, in the community, or at the hall.
- **Be an ally to those who are different from you** – Our differences often contribute to our team's success.
- **Treat the customer like family** – Think, "What would I do for my family in this situation?"
- **Be the expert** – Know the policies, the training manual, the practical skills, and when to deviate from them and why.
- **There's no excuse for being unprepared, untrained, unpracticed, unskilled, or having non-working equipment** – We can control all these factors.

Delta Expectations

- **Teamwork, Pride, Professionalism, Respect** – Know them, live them.
- **Strive to learn an extra 2% each day, and help your teammates do the same.**
- **Demonstrate empathy** – For both your crew and the public.
- **Display honesty** – Always be honest with your crew, yourself, and the public.
- **Be dedicated** – To the craft, the mission, and the crew.
- **Lead by example.**
- **Be fit for duty** – Both physically and mentally.
- **Don't be afraid to ask for clarification when you don't understand.**
- **Be perceptive** of the crew and what is going on beneath the surface.
- **Be a true team player** – If someone needs correction, give them feedback. Don't be passive-aggressive and expect them to figure it out – communicate your expectations and the issues.
- **Show compassion** – Treat each person as if they are family, both crew and public.
- **Have a growth mindset** – Be confident in your skills, but know that you always have something to learn.

As firefighters, we are the ultimate 'problem-solvers'. People call on us when they are overwhelmed and can't figure things out on their own. Each and every time, we find a way to make things better for them. What a privilege it is to have people call on us during their hardest and worst moments, and what a responsibility it is for us to show up ready to serve, with the skill sets and tools to solve their problems. By holding ourselves to high standards and understanding these expectations, we can fulfill our responsibility to the citizens and our fellow firefighters.

With gratitude for the incredible work you do,

Scott Cowan
Battalion Chief – D Platoon



How to: Shift Exchanges



Shift exchanges offer flexibility for firefighters to manage their work-life balance while ensuring that all shifts are adequately covered. However, these exchanges come with specific guidelines and protocols to maintain operational effectiveness.

Guidelines for Shift Exchanges

1. **Number of Exchanges:** Firefighters can exchange shifts up to 8 times annually, unless permission granted by the Fire Chief.
2. **Rank Compatibility:** Shift exchanges can only occur between members of the same rank. This ensures that the crew maintains the necessary skills and experience levels for any given shift, regardless of who is on duty.
3. **Specialty Roles:** If you possess specialized skills or qualifications, you may be reassigned to fill these roles as needed by management and staffing. This flexibility ensures that the department can meet its operational needs, especially during unexpected vacancies or high-demand periods.

Proper Procedure for Shift Trades

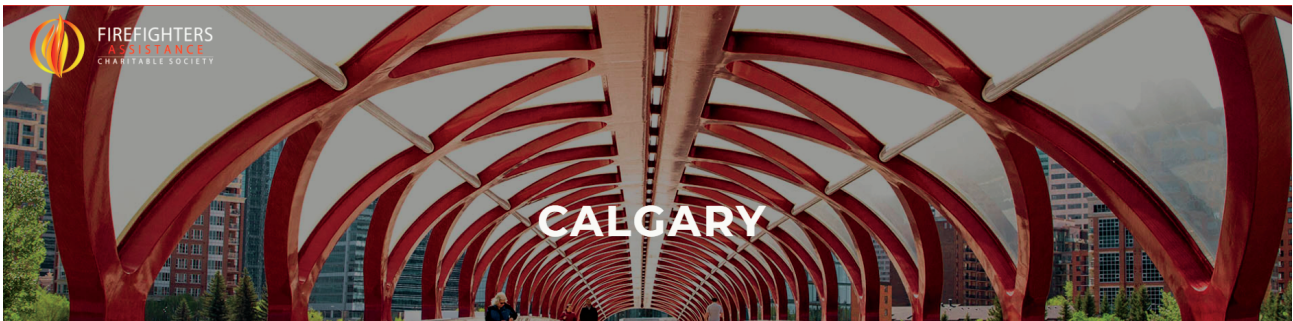
To complete a shift trade, the Calgary Fire Department uses a scheduling system called Telestaff. Adhering to the proper procedures on Telestaff is essential for the trade to be officially recognized and approved.

1. **Initiating the Trade:** The firefighter initiating the trade must first check for eligible colleagues within the same rank who are available and willing to exchange shifts.
2. **Telestaff Entry:** Once an agreement is reached, the initiating firefighter must log into Telestaff and enter the details of the trade, including the names of both parties and the dates of the shifts being exchanged.
3. **Approval Process:** The trade must be submitted through Telestaff for review. It will be evaluated to ensure that it complies with departmental policies.
4. **Final Confirmation:** Both parties involved in the trade must confirm the exchange on Telestaff. The system will notify you once the trade is officially approved and processed.

Importance of Following Procedures

Following the proper procedures for shift trades is critical for maintaining the integrity of the department's scheduling system. It ensures that shifts are always adequately staffed with qualified personnel and that all trades are transparent and documented.

By adhering to these guidelines and procedures, members can take advantage of shift exchanges to better balance their personal and professional lives while still meeting the department's operational needs.



Your Calgary Firefighters Peer Support Team...

has had a busy and productive spring and summer! Since our last update, the Peer Team has been involved in several community initiatives, including the 2024 Wellspring Stairclimb Challenge, the CFDPA 2nd Annual Golf Tournament, and various local conferences and seminars. The Peer Team was also honored to speak with two recruit classes—first during their Resiliency Training at the Training Academy and later at the Union Hall during the Recruit Open Houses. These opportunities are crucial in preparing our newest firefighters to navigate the challenges of this profession, particularly by encouraging proactive mental health practices. Additionally, new contact posters have been created and distributed to all CFD workplaces.

The Peer Team had a busy and impactful September, proudly supporting C Shift's Mike Norris in his incredible initiative benefiting the Firefighters Assistance Charitable Society (FACS). Mike's dedication and hard work have made a tremendous difference, and we couldn't be prouder of his efforts. His commitment to FACS has not only raised awareness but also rallied support from across the department. Congratulations to Mike for this remarkable achievement! As we move forward, the Peer Team is gearing up for the 7th Annual First Responders Suicide Awareness Conference in October, continuing our mission of support and advocacy.

If you're interested in helping your fellow firefighters, the Peer Team will be recruiting new members through our intake process starting this fall. Keep an eye out for a notice kicking off the nomination phase towards the end of September!

Your Peer Support Team is always here for you. We can be accessed via the QR code provided. Alternatively, information is available on the 255 App, website, and the Union boards in all workplaces. We are committed to supporting current members, retirees, and their families through all of life's challenges, both on and off the job.

Brandon Frizzell
Calgary Firefighters Peer Support Team Lead



Calgary Fire Department Honour Guard: Integrity, Dedication, Valour

By: Luke Brisson C Shift

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“The Honour Guard's professionalism and steadfast commitment are a beacon of respect and reverence, honouring our fallen, their grieving families, and the entire community. Their dedication ensures that the ultimate sacrifice is never forgotten, embodying the highest ideals of service and duty.”

- Commander Jason Yardley, B Shift

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The Calgary Fire Department Honour Guard exemplifies the dedication and commitment of our firefighters, who volunteer their time to honour fallen comrades and current and retired members. Established to provide dignified representation during memorial services, the Honour Guard is a respected entity within the Calgary Firefighters Association and the Calgary Fire Department. As the oldest Honour Guard in North America, it stands as a testament to our longstanding tradition of service and honor.

A Historical Perspective

The Honour Guard's roots trace back to a tragic event on September 6, 1970, when Lieutenant Lloyd Dutnall lost his life while battling a fire at the Calgary Stockyards. The inadequacy of the department's representation during Dutnall's funeral inspired a group of firefighters to envision a more formal Honour Guard. Despite initial resistance, their perseverance led to the Honour Guard's official formation in the summer of 1971, coinciding with the Canadian Association of Fire Chiefs (CAFC) convention.

Commitment in Numbers

The Honour Guard's commitment is evident in the hours volunteered by its members:

- 2017 - 2018: 82 events, 2,312 hours
- 2016 - 2017: 75 events, 2,242 hours
- 2018 - 2019: 79 events, 1,856 hours
- 2019 - 2020: 73 events, 1,650 hours
- May 2022 - May 2023: 83 events, 2,136 hours
- May 2023 - May 2024: 80 events, 2,606 hours

These figures exclude the significant executive time invested by the Honour Guard's leadership, who contribute hundreds of hours annually.

Major Events and Responsibilities

The Honour Guard's steadfast dedication is evident in their presence at key events such as:

- Funerals for members and retirees
- The IAFF and Canadian Fall Firefighter Memorials
- The Calgary Firefighter's Memorial at City Hall
- Recruit graduations

Events like Billy Stewart's funeral and the CFFF Ottawa memorial require extensive preparation, often involving hundreds of hours of effort.

Honoring the Legacy

The Honour Guard's journey from its inception to its current stature highlights the commitment of its members, who volunteer thousands of hours annually to uphold the Calgary Fire Department's tradition of honour and respect. Their efforts not only honour the fallen but also enhance the reputation of the department and the union.

As Canada's oldest fire department Honour Guard, the Calgary Fire Department Honour Guard holds a prestigious place in the nation's history. This distinction sets the standard for Honour Guards across the country. Commander Jason Yardley reflects, "The Honour Guard's professionalism and steadfast commitment are a beacon of respect and reverence, honouring our fallen and their families. Their dedication ensures that the ultimate sacrifice is never forgotten, embodying the highest ideals of service and duty."

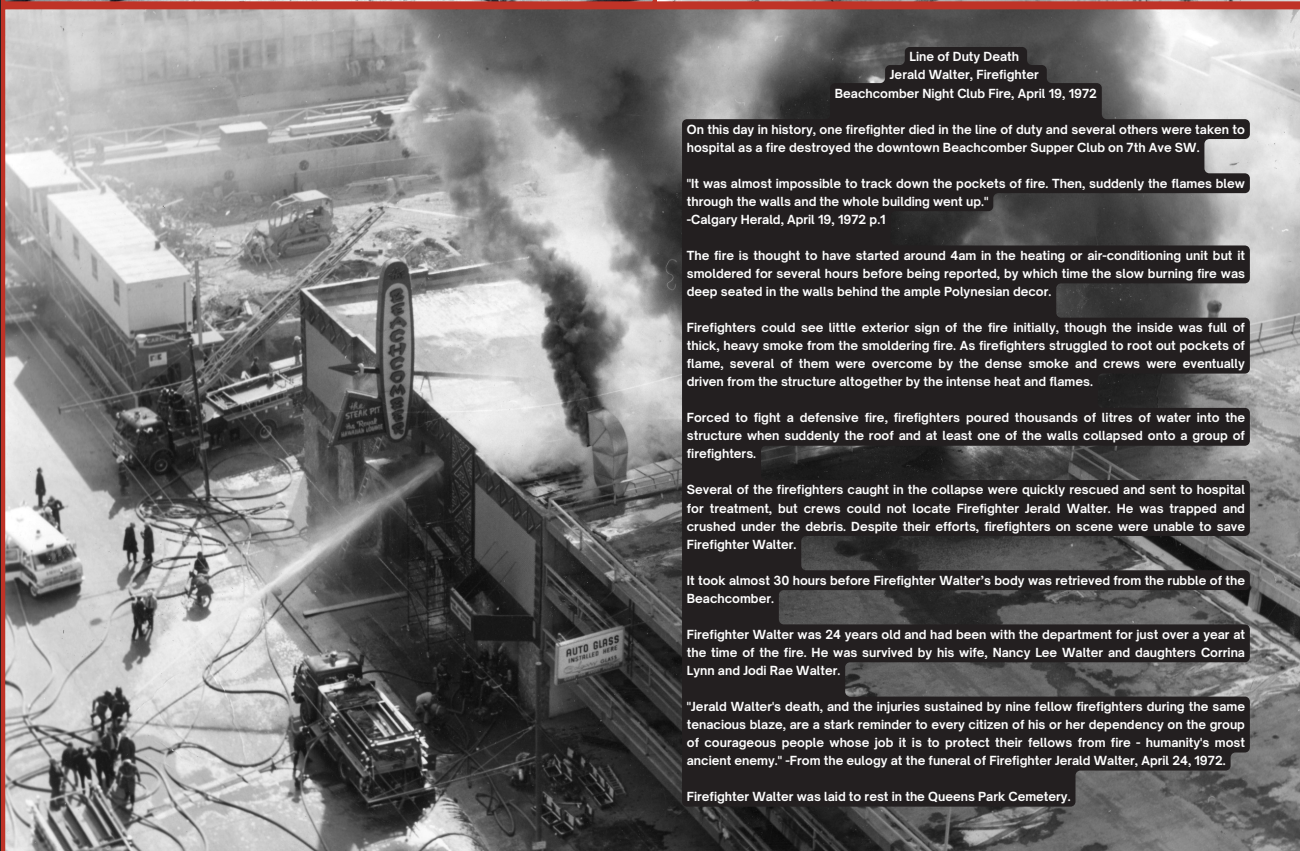
The Honour Guard's dedication transcends duty, embodying respect, solidarity, and pride that reflects the true spirit of Calgary Firefighters Local 255 members. Their legacy is a source of immense pride and inspiration for future generations of firefighters.





2024 Retirement Banquet HONOUREES

Firefighter Justin Zablocki	7 Years of Service
Senior Firefighter Tristan Fehst	16 Years of Service
Training Officer Dominik Friede	13 Years of Service
Senior Firefighter Jason Fleming	16 Years of Service
Battalion Chief Paul Frederick	25 Years of Service
District Chief Denis Forget	31 Years of Service
Firefighter Clint Bymak	6 Years of Service
Captain Royal Slade	26 Years of Service
Fire Safety Codes Officer Matthew Morrison	18 Years of Service
Captain Gord McAllister	28 Years of Service
Hazardous Materials Coordinator Brian Ladds	25 Years of Service
Captain Jamie Kaufman	25 Years of Service
Captain David McLeod	28 Years of Service
Firefighter Chris Sanford	12 Years of Service
Safety Codes Officer Simon Rowe	13 Years of Service
Captain Roger Smith	23 Years of Service
Lieutenant Emilio de Chantal	19 Years of Service
District Chief Michael Van Tetering	33 Years of Service
Captain Rene Phillips	25 Years of Service
Fire Investigator Allan Kananen	18 Years of Service
Captain Cary Roberts	26 Years of Service
Captain Robert Steel	23 Years of Service
Firefighter Neal Marshall	15 Years of Service
Fire Mechanic II Murray Ginther	24 Years of Service
Fire Investigator Stanley Froese	13 Years of Service
Captain Vern Olson	32 Years of Service
Captain Graham Peers	32 Years of Service
Apparatus Technician Brad Torrans	11 Years of Service



Line of Duty Death
Jerald Walter, Firefighter
Beachcomber Night Club Fire, April 19, 1972

On this day in history, one firefighter died in the line of duty and several others were taken to hospital as a fire destroyed the downtown Beachcomber Supper Club on 7th Ave SW.

"It was almost impossible to track down the pockets of fire. Then, suddenly the flames blew through the walls and the whole building went up."
-Calgary Herald, April 19, 1972 p.1

The fire is thought to have started around 4am in the heating or air-conditioning unit but it smoldered for several hours before being reported, by which time the slow burning fire was deep seated in the walls behind the ample Polynesian decor.

Firefighters could see little exterior sign of the fire initially, though the inside was full of thick, heavy smoke from the smoldering fire. As firefighters struggled to root out pockets of flame, several of them were overcome by the dense smoke and crews were eventually driven from the structure altogether by the intense heat and flames.

Forced to fight a defensive fire, firefighters poured thousands of litres of water into the structure when suddenly the roof and at least one of the walls collapsed onto a group of firefighters.

Several of the firefighters caught in the collapse were quickly rescued and sent to hospital for treatment, but crews could not locate Firefighter Jerald Walter. He was trapped and crushed under the debris. Despite their efforts, firefighters on scene were unable to save Firefighter Walter.

It took almost 30 hours before Firefighter Walter's body was retrieved from the rubble of the Beachcomber.

Firefighter Walter was 24 years old and had been with the department for just over a year at the time of the fire. He was survived by his wife, Nancy Lee Walter and daughters Corrina Lynn and Jodi Rae Walter.

"Jerald Walter's death, and the injuries sustained by nine fellow firefighters during the same tenacious blaze, are a stark reminder to every citizen of his or her dependency on the group of courageous people whose job it is to protect their fellows from fire - humanity's most ancient enemy." -From the eulogy at the funeral of Firefighter Jerald Walter, April 24, 1972.

Firefighter Walter was laid to rest in the Queens Park Cemetery.



Local 255 would like to thank everyone who contributed to Vol. No. 02. If you're interested in having a piece featured in a future newsletter, please contact Cory McKeen at cory.mckeen@calgaryfirefighters.org

LOCAL 255 SOCIAL MEDIA

255 WEBSITE
WWW.CALGARYFIREFIGHTERS.ORG

X (FORMERLY TWITTER)
 @CGYFIREFIGHTERS
 (CALGARY FIREFIGHTERS ASSOCIATION)

FACEBOOK
 CALGARY FIREFIGHTERS ASSOCIATION

INSTAGRAM
 @CGYFIREFIGHTERS



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