

# JOB TOWN

OUR JOB, YOUR TOWN



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

Al Rothery Famous  
Firehall Recipe  
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[www.calgaryfirefighters.org](http://www.calgaryfirefighters.org)

Spring 2025  
Volume No.03

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**JAMIE BLAYNEY**



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**MARCO FICACCIO**



SECRETARY/TREASURER  
**BRAD OLSEN**



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EXECUTIVE OPERATIONS/STRATEGY  
**CARLY PETERSON**



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# FROM THE PRESIDENT

All Members,

As we continue to navigate through a busy and challenging year, I want to take a moment to reflect on some key developments within our Association and the ongoing work to ensure Local 255 remains strong and focused on the needs of our members and their families.

## AGM Recap and Business Plan Success

Thank you to everyone who attended our 2025 Annual General Meeting (AGM). It was a productive session where we discussed our progress and challenges. I'm happy to report that our financial position remains strong, thanks to the success of our budget and business plan. This stability allows us to focus on what matters most to you—our members.

## Bargaining Update

As always, it was our intention to freely negotiate a contract that best represents the needs of our members. This round of bargaining was guided by the feedback we received from the survey sent out last February. With over 500 responses, you made it clear that wages and benefits were top priorities, alongside retirement security.

On March 17th, the hard work of your executive paid off and we signed a Memorandum of Settlement (MOS). The terms of this agreement were presented at two Special Union Meetings on March 24th and 25th. Your Executive Board is proud and energized to do this work on behalf of the membership and we are happy YOU ratified the 2024/2025/2026 Collective Bargaining Agreement,

This Agreement was guided by your input, and we feel it was the best deal available. The work doesn't stop here though, your Executive are already planning bargaining for early 2026 in hopes of ratifying a deal prior to the end of this contract. Please stay tuned for a bargaining survey to be sent out prior to the exchange of proposals.

## Government Relations

Late last year, the Department faced significant budget cuts. However, through efforts from your Local 255 Executive Board and meetings with the Mayor, City Council, and City Managers, we successfully secured necessary funding. As we approach upcoming elections and a shift in Council members, it's crucial we maintain strong relationships with current and new elected decision makers. We'll be sending out candidate surveys to gauge their positions on the issues that matter most to us. Stay tuned for the results later this year.

Looking ahead to the 2027-2030 budget cycle, we'll continue advocating for the resources needed to ensure the safety and well-being of all our members.



### Member Engagement

Member engagement remains a key pillar of our success. We have seen some challenges with engagement in our member orientations, but we remain committed to offering these twice a year. The next opportunity will be in Fall 2025. It's essential for each of us to take an active role in our Association, as it is through engagement that we continue to build a stronger, more unified community.

When you engage with your fellow members, participate in events, volunteer for charity initiatives, or contribute to our affiliate groups like the Pipes and Drums or Honour Guard, you're not only strengthening our solidarity but also ensuring that we have a collective voice that shapes the future of our Association. While our efforts are progressing, we cannot do it alone.

### The Five Key Pillars of Our Association

Our work continues to be guided by five key pillars, which reflect the core values of our Association:

- Wages
- Benefits
- Retirement Security
- Working Conditions
- Health and Safety

These pillars are the foundation of our shared mission—to improve the lives of our members and their families.

### Looking Ahead

As we move forward, I encourage every member to stay engaged, get involved, and contribute to the success of Local 255. Your participation is crucial in making sure we continue to uphold the values of our Association and advocate for the health, safety, and well-being of our entire membership.

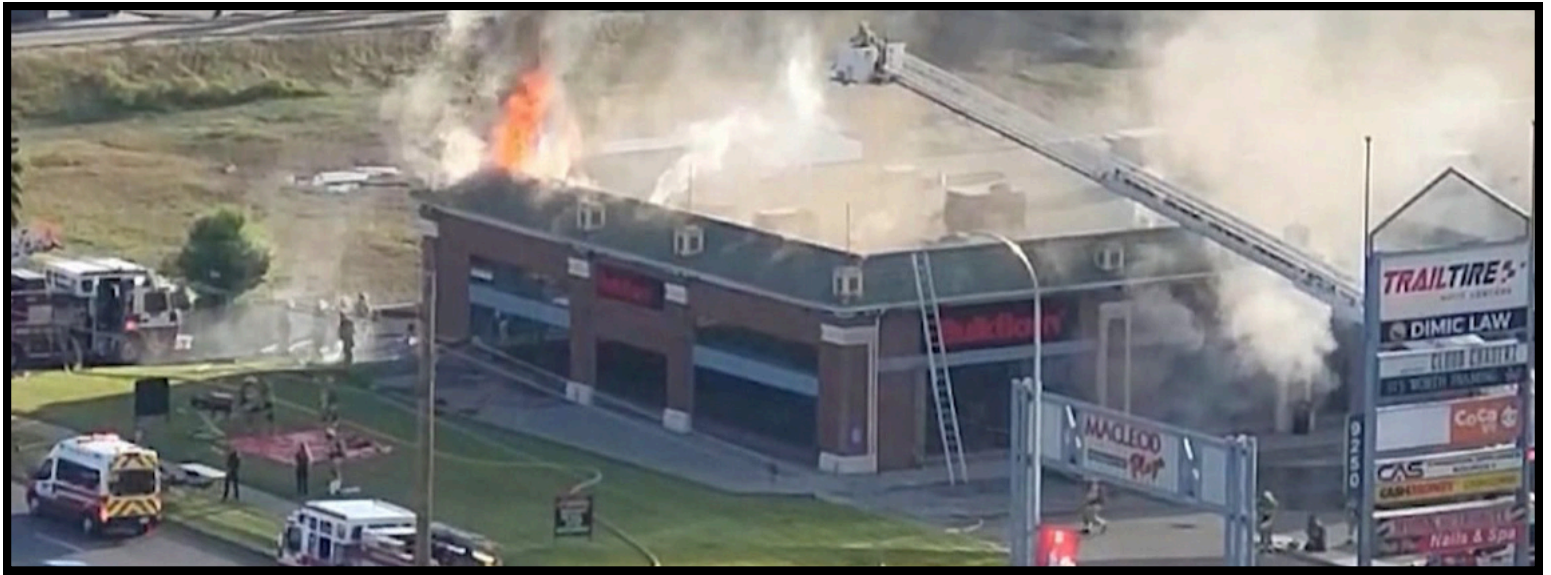
In Solidarity,



Jamie Blayney  
President  
Calgary Firefighters Association  
IAFF Local 255













## Matt Endsin 2VP

Hello Sisters and Brothers,

I'm Matt Endsin, and I want to take a moment to thank you for electing me as your 2nd Vice President for the Calgary Firefighters Association. It's an honour to represent such a hardworking, dedicated, and tough-as-nails group of professionals. I've been part of D Shift long enough to know we never shy away from a challenge—and I promise to bring that same grit and determination to this role.

Now, let me share a little about myself. My path to firefighting has been... let's call it "unconventional." I'm probably in a small group of firefighters who can say their academic journey sounds like the plot of a nerdy Netflix series. I started with a Bachelor's in Biochemistry and Psychology (because, apparently, I couldn't pick just one), then went on to earn a Master of Science in Biology. But why stop there? I figured I might as well top it off with an MBA from the Haskayne School of Business. At that point, my family was joking I'd collected enough degrees to rival a furnace—but hey, every good fire needs fuel!

Before joining the fire service, I worked as a project manager for an international engineering firm, managed a forensic science and air quality lab, and even led operations for a Canadian biotech company. These roles taught me how to lead teams, manage resources, and get results, even in the most challenging circumstances. But despite all the impressive job titles and fancy diplomas, something was missing—a sense of purpose and camaraderie. That's what ultimately led me to firefighting, where I found a career that's equal parts grit, teamwork, and service to the community.

As some of you on D Shift know, I've never been one to back down from a fight. Whether it's battling a fire, taking on a new challenge, or bringing that infamous "D Shift anger" to a friendly debate, I'm all in. And as your 2VP, I'm bringing that same relentless energy to represent you.

My focus is clear: improving job satisfaction, wages, benefits, and working conditions for all our members. I'll make sure your voices are heard, whether I'm advocating at the boardroom table or in discussions with leadership. We're firefighters—we don't settle, and neither will I.

Thank you for putting your trust in me. I'm proud to serve alongside you, and I'm looking forward to making sure every one of us has the support, respect, and resources we deserve. And if you ever want to chat about firefighting, strategy, or the fact that my career path looks like a game of academic pinball, you know where to find me—probably on D Shift, bringing the heat as usual.

Yours in service,



Matt Endsin  
2nd Vice President  
Calgary Firefighters Association



## Promotional Board Annual Update

2024 was another busy year for the Promotional Board. We had competitions in the following divisions:

Community Safety Officer – 5 applicants, 1 vacancy filled  
 Medical Officer – 3 applicants, 1 vacancy filled  
 Company Officer – 12 applicants, 12 successful  
 Safety Codes Officer – 17 applicants, 5 vacancies filled  
 Health and Safety officer – 10 applicants, 2 vacancies filled  
 Hazmat Officer – 2 applicants, 1 vacancy filled  
 Training Officer – 8 applicants, 3 vacancies filled

Thank you to all members who applied, and congratulations to the successful applicants. These are all important roles and we encourage all members who are interested to apply in the future.

Local 255 welcomed two new members to the Promotional Board in March of 2024. We are pleased to welcome Caleb Hagen and Kieran Hogan to the board. Thank you to all the members who applied for this position.

Currently we have 24 members who have signed up for the 2025 Company Officer Program. We would like to thank these dedicated members for their commitment in stepping up to fill this vital role and wish them the best of luck in the process.

A competition for up to 4 positions in the position of Training Officer has just been posted. Please see FD Notice 2025-10 for further information. We encourage all interested members to apply.

The Promotional Board would like to remind all members that we are here as a resource to you as you endeavor to further your career. Please do not hesitate to reach out to a board member if you have questions.

Paul Berger – [paul.berger@calgaryfirefighters.org](mailto:paul.berger@calgaryfirefighters.org)  
 Lyle Feser – [lyle.feser@calgaryfirefighters.org](mailto:lyle.feser@calgaryfirefighters.org)  
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 Kieran Hogan – [kieran.hogan@calgaryfirefighters.org](mailto:kieran.hogan@calgaryfirefighters.org)

Caleb Hagen  
 Local 255 Promotional Board Appointee

## 2025 Update Calgary Fire Pipes & Drums

The 2025 Pipes & Drums season was filled with many events this past year with an accumulation of over 3600 hours of time put in by our members. Our list of events continues to increase year over year and our membership is working hard to recruit new members interested in playing both the pipes and the drums.

We have acquired instructors for anyone interested in learning the pipes, as well, we have instructors that work with us each practice with our side drummers, tenor drummers and bass drummer.

Our mandate has always been to be there for the families, and this year was no exception. Our pipers were requested for eleven funerals and Celebrations of Life services this year for our fallen members. As well, we represented CFD in Vancouver and again in Calgary for two Provincial LODD services.

Our Pipes & Drums also attended the Canadian Fallen Firefighters Memorial in Ottawa, the Calgary Fallen Firefighters Memorial held at City Hall, followed by the International Fallen Firefighters Memorial in Colorado Springs.

Besides our continual commitment to honouring the fallen, we had some great celebration events this year as well. Calgary was host to the Scotties Tournament and allowed us to play and entertain for an afternoon.

Other events included the Annual Firefighter Stair Climb Challenge, Calgary Stampede Parade, Union Stampede Party, Field of Crosses Ceremony, Pensioners Banquet, Four Medal Presentation Ceremonies, Kids Toy Association Christmas Party, as well as playing for our three new graduating classes this year.

It has been a full year but continues to be rewarding in many ways. If anyone is interested or has questions about the Pipes & Drums, feel free to reach out to our [Pipe Major Owen Bonnar on C shift](#) for any inquiries.

Owen Bonnar  
 Calgary Fire Pipes & Drums, Pipe Major



## The Calgary Firefighters Antique Brigade

The Calgary Firefighters Antique Brigade continues to grow and thrive, thanks to the dedication of our members and the support of our fire family. Here's what we've been up to and what's ahead:

### New Members Welcomed

We're excited to have added new members to the Brigade and are always looking for more passionate individuals to join us. If you're interested in preserving

and showcasing our rich firefighting history, we'd love to have you on board.

### Restoration Projects Underway

- 1940 Clown Truck: Restoration work is in full swing, and we're bringing this iconic piece of Calgary's firefighting history back to its former glory.
- 1923 Hose Tender: Operation restoration continues on this historic vehicle, a testament to the craftsmanship and resilience of our firefighting legacy.



## The Calgary Firefighters Antique Brigade

### Making History Again

For the first time in over 20 years, we proudly had two antique trucks in the Calgary Stampede parade this year, a moment that was met with enthusiasm from the community.

### Community Engagement

The Brigade has had an incredibly active year, attending over 70 events! Each event has been an opportunity to connect with the public, share our history, and represent Calgary firefighters with pride.

### Looking Ahead

Our future plans include:

- Designing Antique Brigade clothing, so we can proudly represent the team at events and while working on these historical treasures.
- Launching the next major restoration project: the 1961 Karma truck, a unique piece that will add even more character to our collection.

The Antique Brigade remains an all-volunteer initiative, fueled by passion and a love for preserving our firefighting heritage. Thank you for your continued support, and we look forward to seeing you at future events!

If you'd like to get involved, [please reach out to Kyle Ford on A shift](#)—we're always looking for new hands to help bring history to life.

Kyle Ford

The Calgary Firefighters Antique Brigade President



## Spring 2025 Local 255 6th District Update

Members of IAFF Local 255,

I am honoured to serve as your IAFF Sixth District Vice President. In this capacity, I represent over 11,000 members from British Columbia, Alberta, Saskatchewan, the Yukon Territory, and the Northwest Territories on our executive board in Washington, D.C. My responsibilities include providing support to IAFF affiliates within our district concerning bargaining, governance, political action, strategic planning, and training. Furthermore, I assist in establishing the strategic direction for more than 350,000 IAFF members alongside my fellow IAFF executive board members.

In the past year, we have achieved several significant accomplishments, including the passage of a comprehensive bill that established a National Framework for Cancer in Firefighters. This framework consists of six pillars designed to mitigate the impact of cancer within our profession. The urgency for this initiative is highlighted by the 264 names inscribed on the granite walls of our IAFF memorial in Colorado Springs last September, including that of Brother Billy Stewart.

Additionally, the Responding to the Interface (RTI) program secured federal grant funding to enhance training for firefighters operating in urban-interface environments.

Another significant achievement was the amendment of the NFPA 1970 standard to enhance the safety of duty gear. This was accomplished through a Temporary Interim Amendment (TIA), which established a list of banned substances and chemicals prohibited in the manufacturing of our duty gear. This development resulted from the dedicated efforts of our IAFF staff and our PFAS attorney group, which initiated legal action against the NFPA to address their prior reluctance to implement these necessary changes.

Regionally, we have observed favourable bargaining outcomes for our smaller and medium-sized locals in Alberta. For example, Local 5284 in Chestermere recently secured a contract for 2025-2028, including a 4% annual wage increase and enhancements to other benefits and contractual language. The cities of Calgary and Edmonton must improve working conditions and compensation to align with those of other provincial career fire services. I am aware that the executives of Local 255 are working diligently to attain these objectives, and the IAFF remains committed to supporting them, as well as all of you, in your exemplary efforts to protect the citizens of Calgary.

Please do not hesitate to reach out if you have any questions and stay safe.

Mike Carter

IAFF 6th District Vice President





## FSPP Board of Trustees Update

### Your FSPP is in a Healthy Financial Position

#### **Financial Performance**

The Calgary Firefighters Supplementary Pension Plan (FSPP) showed strong financial performance in 2024, with a one-year investment return exceeding 13% as of December 31, 2024. Public equity and credit markets were the primary drivers, helping fund assets grow by over \$45 million to reach \$270 million.

#### **Funding Status**

The Plan's surplus funding position of over 105% as of our last valuation, reflects a robust financial health. This ensures the Plan can meet obligations while withstanding potential economic downturns or market volatility. This surplus aligns with the Plan's risk management practice and helps ensure the long-term stability of the Plan and the security of its Members' benefits.

#### **Looking Ahead: 2025 Valuation**

The Plan's funding process will be guided by the triennial valuation as of December 31, 2024. Valuations are critical for evaluation the sustainability of the Plan's funding objectives, assessing its financial health, and adjusting where necessary. This process will enable the FSPP to support its strong position while addressing potential challenges in the coming years.



#### **Funding Policy Objectives**

The FSPP's funding policy is underpinned by five principles:

1. Sustainability: Ensuring secure benefits for members.
2. Cost Management: Keeping costs manageable over time.
3. Long-Term Focus: Forward-looking, resilience with its assets and liabilities.
4. Stable Contributions: Avoiding significant contribution fluctuations.
5. Intergenerational Equity: Distributing costs fairly between generations.

#### **Implications for Members**

The Plan's continued financial strength provides confidence in the sustainability of our Plan. With ongoing sound management and stable funding, Members' benefits remain secure for the future.

#### **Member Resources**

The best source of information on our pension plans, refer to the [Summary of FSPP Benefits](#) at [FSPP.ca](#), which provides a comprehensive overview of how both our pension plans work together.

Tristan Shanks  
Firefighters Supplementary Pension Plan Trustee

Summary of FSPP  
benefits QR CODE:



## Local 255 Human Resources Committee

### 2024 Summary of Activity

Your Local 255 Human Resources Committee met this past year to discuss a variety of concerns raised by our Membership and to propose possible solutions. Some of the issues and topics examined include:

#### **Leadership Professional Development**

A recommendation from HRC to the Local 255 Executive helps ensure better access for members in various levels of leadership positions to City offered/ sponsored Human Relations training.

#### **HRC Succession planning**

Consideration of process to cycle long time members and those who are approaching retirement in a manner that helps ensure continuity, perspective, and representation.

Issues brought to the HRC by Members in Membership Experience Forums have led to better understanding of some concerns and challenges experienced by our members with meaningful discussions with the Local 255 Executive.

Opportunities to improve the lives of our members who are pregnant or are looking to take a family leave, supporting professional development through Fire Service Women conferences, personnel movement and searching out best practices in the Human Relations realm are some other areas that are ongoing for the Local 255 HRC.

John Moersch  
Human Resources Committee

## Calgary Firefighters Toy Association

### Committee Report for Calgary Firefighters Toy Association

The Toy Association had another very successful year with regards to our annual event. We invited approximately 1500 families, had 1200 families attend and we gave out just over 3000 presents to the community kids that attended the event

The Toy Association continues to be successful due to a number of things:

- Volunteers from Calgary Fire and private citizens
- Continued financial support from the payroll lottery
- Sponsorship from Telus Convention Centre, LP Events, Peters Drive In, Coca Cola, Old Dutch, Big Steel Box, Toys R Us, and Stingray entertainment

## Calgary Firefighters Toy Association

- Community of Calgary toy donations and monetary donations
- An ever expanding social media presence

The Toy Association will be sending out a recruitment drive email in the near future to fulfil an ever expanding need for members who want to take on a more active role in the Toy Association. This will allow for succession planning and a number of new roles that result from growth of the Toy Association.

Thank you to all those who volunteered at this year's party and all the work that led up to the party.

We encourage all members to get involved in one of the longest running charities that the membership of the Calgary Fire Department provides to the citizens of Calgary. This year will mark our 80th year serving this vulnerable sector, the community kids of Calgary.

Mark Hagel  
Calgary Firefighters Toy Association President



## Calgary Firefighters Charitable Foundation (CFCF)

### January 2025 Report

In the past year, CFCF has been brainstorming with new initiatives aimed at continually supporting Calgarians. CFCF is excited to add three new board members to join Matt Friede and Guy Cote. John Moersch, Dominica Wronski and Adam McLane will all add valuable experience, knowledge and insight for our future endeavours.

Our existing support avenues with the SAFE program has had a slight decrease in inquiries the last couple years largely due to some technical difficulties with our emails and phone numbers transitioning from the old system. In 2024, SAFE was contacted five times and the group was able to donate upwards of \$2000 in gift cards to citizens who were displaced following an emergency to use for food and personal supplies. We are confident we can reverse the recent trend and increase our support numbers in the coming years.

**A reminder to Company Officers, Chief Officers and Investigators, contact business cards for the SAFE program should be stored on the dash of all apparatus.**

If you have any questions or are interested in joining the team, don't hesitate to reach out to any of the board members. To reach the SAFE program you can call 587-971-7233 or email at:

[safe@calgaryfirefightersfoundation.org](mailto:safe@calgaryfirefightersfoundation.org)

Guy Cote  
Calgary Firefighters Charitable Foundation



## Firefighters Assistance Charitable Society (FACS)

### 2024 Annual Report: Firefighters Assistance Charitable Society (FACS)

The Firefighters Assistance Charitable Society (FACS) had a remarkable year in 2024, supported by generous donations, community partnerships, and the hard work of volunteers.

### Key Contributions and Partnerships:

#### Peanut Butter Classic Charity Support:

We are extremely grateful to the Peanut Butter Classic (PBC) Charity for their continued partnership and support of FACS. Through their annual golf event, we have been fortunate to receive generous contributions, which play a vital role in helping us grow our organization. The ongoing collaboration with the PBC Board helps expand our reach and support, allowing us to enhance our charitable efforts and further our mission at FACS.

#### Shane Homes Donation Application:

FACS submitted an application for funding to Shane Homes, which, if successful, will support our mental health and wellness programs for firefighters. We are hopeful for a positive response in the near future.

### Wayne Morris Memorial Fund Grant:

We were honoured to receive a grant from the Wayne Morris Memorial Fund, which will help expand our initiatives to assist injured firefighters and their families. This generous support plays a vital role in our mission.

### Firefighter Stair Climb:

Again this year, FACS was the honoured recipient of \$29,936 from the event. The continued partnership with Wellspring Alberta to provide firefighters an opportunity to challenge themselves and others for our cause is truly inspiring. This year the event will be held on June 8, 2025. Don't forget to register!

### Acknowledgements:

#### Peer Team Recognition:

A special thank you to our Peer Team for their continued dedication. Their work in providing emotional and practical support to firefighters is crucial to the well-being of our community.

#### Mike Norris's Fundraising Effort:

A huge thank you to Mike Norris from C Shift, who ran to every fire hall in the city over four days to raise funds for FACS. His dedication and hard work raised both awareness and much-needed support for our programs.

## Firefighters Assistance Charitable Society (FACS)

### Calgary Fire Department Payroll Donations:

We would also like to express our sincere gratitude to the members of the Calgary Fire Department who make regular payroll donations to FACS. Your ongoing contributions directly impact the lives of our first responders and their families, and we are deeply thankful for your support.

### Looking Ahead:

FACS remains committed to supporting firefighters and their families, and with the continued generosity of our donors and volunteers, we look forward to another impactful year in 2025.

Andrew Hardcastle  
FACS President



## 2024 JOHSC Committee Report

In 2024 the Local 255 nominated members of the JOHSC continued to push ahead with numerous items that affect the Health and Safety of Calgary Firefighters. Below is a summary (in no particular order) of some of the items we have been working on. If you have any questions, please do not hesitate to reach out to any member of the committee.

- Elevator Responses: awaiting new training module
- Dive Team Equipment Issues: dive op's halted 2x in 2024
- In-Cab Headsets: wiring installed in many rigs, waiting for training module before implementation
- Dual Purpose PPE: PFAS free, in queue for purchasing
- Protective Vests: waiting for pilot project
- Blue Emergency Lights: installed on several rigs for pilot project
- ERE's and Holdbacks: work ongoing with CPS, AHS, C-911
- Hose Thread Issues with FDC's and Standpipes: ongoing, recent problem with FDC at fire downtown
- Heavy Metals Testing: committee briefed by Dr J. Bezanson.
- Reporting/Tracking of Members HazMat Exposures: working on having exposures linked to members through SDMS system

- Reporting/Tracking of Members High Acuity Psychological Exposures
- Hearing Protection: investigation of hearing protection for IDLH environments
- Bangor Ladders: JOHSC recommendation for appropriate manpower to be assigned
- SCBA Transfill Hose: train on or remove
- Violent Scenes and Social Disorder: training enhancements being sought
- Laundering of Station wear and Bedding: solutions still being sought
- Li-Ion Batteries: EV fires, e-Bike and e-Scooter fires
- Throttle Pedal Corrosion Issue with some Engines: dangerous incident prompted replacement

Also, remember the best way to have a health or safety issue addressed is to fill out an SDMS report online. This will ensure the issue is documented and tracked. Once an SDMS report is generated it allows us to bring the item up in committee and ensure it is receiving appropriate follow up.

RJ Pasloski  
Joint Occupational Health and Safety Committee

## Calgary Fire Department Honour Guard

In 2024, the Calgary Fire Department Honour Guard dedicated over 3,000 volunteer hours to honouring fallen firefighters and representing the department at memorials, funerals, and community events. Their unwavering commitment ensured that every ceremony was conducted with the highest level of professionalism and respect.

Among the most solemn events were the Line of Duty Death (LODD) funerals for Captain Lloyd Wyer and Morgan Kitchen. These ceremonies included full firefighter honours, featuring a formal procession, flag presentations, the ringing of the final bell, and a last alarm tribute. Firefighters from across Canada stood in solidarity as the Honour Guard ensured a dignified farewell for their fallen brothers.

The Honour Guard also played a central role in the Calgary Firefighters' Memorial Service, ensuring that those lost in the line of duty were remembered with dignity. Their presence, including the laying of wreaths and presentation of colors, reinforced the fire

department's enduring commitment to honouring its members.

Beyond local ceremonies, the Honour Guard represented Calgary on the national and international stage. They traveled to Ottawa for the Canadian Fallen Firefighters Memorial, where they joined fire services from across the country in tribute. Additionally, they made the journey to Colorado Springs for the IAFF Fallen Fire Fighter Memorial, a significant international event honouring professional firefighters who have died in the line of duty. Their participation in this solemn gathering reflected their deep commitment to the firefighting brotherhood.

The Honour Guard also took part in the 2024 Calgary Stampede Parade, marching in full dress uniform to showcase their dedication to both tradition and community.

Craig Monnin  
Calgary Fire Department Honour Guard



## Calgary Firefighters Burn Treatment Society

The Calgary Firefighters Burn Treatment Society completed a very successful year full of changes and growth in 2024.

The charity said goodbye to the Hotstuff Calendar in 2024 as it was our final year of producing the well known fundraiser. However, with our goal of raising money to support burn care in Calgary and Southern Alberta, there was no time to dwell on the past. We've set our sights on new, bigger and better ways to raise even more funds going forward.

In June, the CFBTS held our first ever Truck Pull event on Stephen Ave. With the support of our sponsors, such as Social Beer Haus, and a huge contingent of Local 255 Members, over 25 teams competed in the inaugural event. With Engine 255 being pulled by teams in the downtown we raised thousands of dollars and turned a lot of heads. It was a great start and we look forward to building on the success on June 13, 2025.

As we looked for new revenue streams, the CFBTS set our sights on a new signature event, Ignite the Night YYC. We wanted a firefighter focused event that would highlight all the good work the charity does throughout the year. The event took place at the Big Four and featured great food, lots of drinks and videos highlighting the charity. Although the highlight for those in attendance was the Firefighter Relay Event featuring a two story home, ladders, hoses and firefighters racing in full gear. The crowd loved it! The event was a success in so many ways and we are already planning for the 2nd Annual event in October of 2025.

The CFBTS continued supporting burn care both financially and through our hard work. In September, the CFBTS presented a cheque for nearly \$1.3 Million to the Burn Unit at the Foothills Medical Centre in a special event. This brought the total donated to the centre to over \$13.5 million since 1978.

Along with funding the burn unit, the CFBTS has continued to support the Calgary Firefighters Burn Treatment Society Chair in Skin Regeneration and Wound Healing at the University of Calgary. By the end of our latest commitment, the CFBTS will have donated \$3.25 million to the ongoing research project. We hope to see things come to fruition in 2027 when human trials are set to begin in treating burns with the newly developed science.

Some of the other highlights of the year have included members of the CFBTS attending the American Burn Association Conference in Chicago and our continued support of the Alberta Firefighters Burn Camp for children who have been affected by burn injuries. The CFBTS is proud of our growing relationship with the Alberta Children's Hospital as they look to improve burn care for kids. The CFBTS proudly supports the local burn survivor community hosting several social events throughout the year including picnics, Christmas dinners, art and games nights and monthly meetings.

There is even more excitement in 2025!

The membership will have the opportunity to donate to the CFBTS through a payroll deduction. A tax receipt will be given on your T4 through the city. The funds will allow the CFBTS to continue to support burn care in Calgary and Southern Alberta and bring on even more projects to improve the lives of burn survivors.

On June 13 we will host our second annual truck pull. Watch for tickets to go on sale for the October Ignite the Night YYC and watch for posters in the hall for a live wrestling event coming in May!

The CFBTS would like to thank Local 255 and the entire membership for their ongoing support for this great initiative.

Jason Matthews  
Calgary Firefighters Burn Treatment Society





# Make a Difference Every Paycheck

Join our new Payroll Deduction Program and donate to CFBTS. Your support helps provide essential care for burn survivors and their families.

**Even a little makes a big impact!**



Scan to  
sign up today!



**Payroll Donation**



## One decision. One kidney. A chain reaction of hope.

My name is Nick Clayson. I serve as a licensed fire truck mechanic for Calgary Fire.

Calgary is a beautiful city of roughly 1.5 million people and home to the largest rodeo in the world every July. The mountain scenery and surrounding landscape are truly impressive—definitely worth checking out.

For years, I've had an inner desire to be part of something bigger than myself. I wanted to make a difference.

In January of last year, I was hired by Calgary Fire. It was—and still is—my dream job.

Just four months into the job, I received an email from the International Association of Fire Fighters (IAFF). The message included information from an organization called Kidneys for Communities, who had partnered with the IAFF.

That email brought back a memory of my friend Arne, who had suffered from kidney failure and passed away nearly two years prior. During Arne's illness, I'd felt a strong pull to get tested to see if I could be a match—but I was afraid. Afraid of the unknown. I had no idea what would be involved in becoming a kidney donor, and I let that fear influence my decision. I never followed through. After Arne passed, I realized how deeply I regretted not taking action—not even doing the research. I made a promise to myself: If I'm ever given another opportunity to help save someone's life, I'll answer that call immediately.

That email from the IAFF and Kidneys for Communities in April of last year was that call.

I filled out their online application, and within the hour, I received a call from a representative to talk about becoming a potential donor. A test kit was sent to me by FedEx that same day, and I returned it quickly after completing the test.

Several days later, that same kind individual called me back—excited to share that my results showed I was a viable kidney donor candidate!

After completing a four-day physical evaluation at the University of Michigan Transplant Centre in July, I was approved by their 16-member transplant team in November. My surgery was scheduled—and on December 4, 2024, it took place.

While I had initially requested that my kidney be donated to a first responder or their family member, I was just as thrilled when I learned it would go to someone within the U.S. military community. Through the paired kidney donation process, my donation set off a chain where other donors and recipients were cross-matched. Because of this chain, a first responder ultimately received a kidney.

As of now, the chain I helped start has resulted in four people receiving a life-saving kidney, with the potential for one or two more. In the end, I had the privilege of helping extend someone's life—and hopefully, many more.



The surgery went smoothly. While I was recovering, I learned that my kidney had been prepped and flown to San Diego, California, where it was successfully transplanted and began functioning as expected. It's my sincere hope that it continues to serve its recipient well—and that one day, we'll have the chance to meet.

During my recovery, I had the privilege of sharing my story in Washington, D.C., with members of the IAFF and the Kidneys for Communities board. I was also honoured to attend the U.S. National Advisory Committee meeting and meet IAFF President Edward Kelly and U.S. Fire Administrator Dr. Lori Moore-Merrill at the annual Congressional Fire Services Institute banquet.

Donating a kidney to someone I've never met has been one of the most incredible and rewarding experiences of my life. It's left a lasting impact on me. I now see life from a different perspective, understanding just how fragile and precious it really is.

My recovery went exceptionally well—and more importantly, I never felt afraid. From beginning to end, this journey has been filled with purpose, hope, and enthusiasm.

After a ten-week recovery period, I returned to my duties as a mechanic. Getting back to work with my team—and feeling their heartfelt support—meant the world to me. We live in countries where thousands of people sit on transplant waiting lists. With today's medical expertise and something so personal within each of us, we have the power to save lives.



## One decision. One kidney. A chain reaction of hope.

Thanks to Kidneys for Communities and their partnership with the IAFF, people can access funding, education, and awareness—bringing life-saving donations within reach.

I understand this isn't something that's on everyone's radar. But for those who are willing, donating a kidney is one of the most powerful gifts a person can give. It can save and extend the life of someone who desperately needs it—today.

We all have the chance to make a difference in someone's life—by simply seeing that person as a neighbour in need.

It's in our power to give,  
Within our grasp to save,  
And our joy to experience.

Thank you very much.

Nick





*Since 1908, representing over  
4,000 public safety professionals  
who proudly keep communities  
safe across Alberta and the  
Northwest Territories*

Alberta Professional Fire Fighters & Paramedics Association

Affiliated with  
**International Association  
of Fire Fighters**



## **Alberta Professional Fire Fighters & Paramedic Association (APFFPA) Committee Report L255 Annual General Meeting (AGM) 2024-2025**

On behalf of the Alberta Professional Fire Fighters and Paramedic Association (APFFPA), this report highlights the collective achievements and ongoing initiatives of the past year. Through strategic partnerships, legislative advocacy, and innovative health programs, the APFFPA remains committed to supporting the well-being of firefighters and paramedics while addressing critical issues within our communities.

The recent 2nd Annual Curtis Oscar Noble Legislative Conference, themed "Partners in Progress," brought together members to drive meaningful change through unity and collaboration. Key highlights included remarks from Deputy Premier Mike Ellis, Minister of Health Adriana LaGrange, and Minister of Municipal Affairs Ric McIver, alongside training sessions such as Government Relations 101 and Successful Election Campaign. These sessions provided valuable tools to strengthen our advocacy efforts.

The APFFPA's ongoing partnership with Molecular You continues to deliver critical health insights for members, with a focus on early cancer screening—an initiative aligned with our mission to combat presumptive cancer. Efforts are underway to expand this program, offering annual screenings and improving access to lab work.

On the legislative front, the APFFPA has been unwavering in its efforts to address the lack of government support for presumptive cancer coverage. While provinces like Ontario and British Columbia have taken significant steps to protect their firefighters—with Ontario's conservative government recently expanding coverage and BC's conservative party committing to full-body cancer protection—Alberta continues to fall behind. This disparity is unacceptable. The APFFPA will be formally requesting a meeting with Premier Smith to demand immediate action on this critical issue.

Looking ahead, the APFFPA will host the Annual Spring Convention in Canmore (May 4-7, 2025), themed "Renew. Recharge. Refocus," where members will come together to connect, learn, and strengthen our association. Additionally, we are excited to announce the upcoming launch of a new retiree health and dental benefits program, modeled after a successful plan in Saskatchewan. This program will provide comprehensive coverage, including out-of-country travel insurance, drug cards, dental, and vision benefits. More details will be shared soon.

Together, the APFFPA continues to build a stronger future for our members and communities. Thank you for your ongoing dedication and support.



(587) 434-2688



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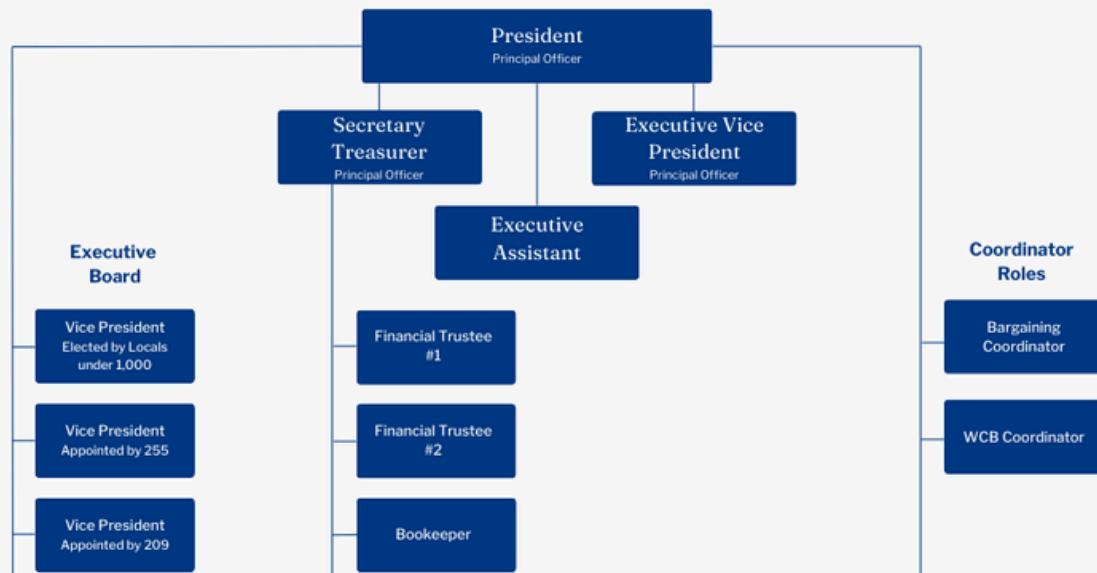






# Alberta Professional Fire Fighters & Paramedics Association

Organizational Chart

Version  
1.00Date  
January 2025

Note: The Executive Board is composed of the Principal Officers and appointed Vice Presidents of the APFFPA.



ALBERTA PROFESSIONAL  
FIRE FIGHTERS &  
PARAMEDICS  
ASSOCIATION



President Codey McIntyre



Secretary Treasure Elliott Davis



EVP Dan Henschel



VP Brent Nunweiler  
Local 237



VP Cole Chapelsky  
Local 209



VP Jamie Blayney  
Local 255

## APFFPA EXECUTIVE BOARD



# KNOW YOUR RIGHTS

## YOU HAVE THE RIGHT:

- **12 Hours' Pay:** Members receive 12 hours' pay for all public holidays, whether they work or not.
- **Premium Pay:** Half-time (0.5x) pay for each hour worked on a holiday, in addition to regular pay.
- **Special Holiday Pay:** Six extra hours' pay for working after 6 PM on Christmas Eve or New Year's Eve.
- **Day Staff Time Off or Extra Pay:** Option to take extra stat pay or time off in lieu for holidays worked.

## CBA Article 12 - Public Holidays

**12.01** All Firefighters and Fire Response Paramedics on Shift work shall receive one (1), day's pay in addition to their regular salaries for any public holiday whether Statutory, proclaimed or declared by a Federal, Provincial or Municipal Government. This shall include New Year's Day, Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Truth & Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day (shall be December 26th), plus any other day that is proclaimed or declared by the three (3) levels of government. If any Government body whose authority is binding in these matters declares a day in lieu of one (1) of these holidays, only the lieu day shall be observed.

### 12.02

**(a)** : In addition to Article 12.01, if a Member's regular Shift falls on a holiday, and they work such a Shift, or are required to be on vacation on such a Shift, the Member shall be entitled to receive one-half (1/2) time pay for each hour the Member's Platoon works, in addition to regular pay.

**(b)** As well, should a Member's regular Shift fall on Christmas Eve or New Year's Eve, and said Member works after 1800 on said Shift, or is required to be on vacation on such a Shift, they will receive, in addition to regular pay, six (6) hours regular pay for those hours between 1800 hours and 2400 hours.

### 12.03

**(a)** Members who are required to perform work on a Public Holiday in the Fire Staff Division, as referenced in Article 30.01 .02, shall receive payment in accordance with Article 12.01 of the collective agreement.

When a Public Holiday falls on a Member's regular working day and the Member is not required to perform work, the member shall receive only the regular salary and not the additional payment outlined in Article 12.01.

Notwithstanding the preceding paragraph, on an annual basis, a Member may elect to receive the additional payment in accordance with Article 12.01 of the collective agreement. Notice of such election must be submitted to the Staffing Liaison Coordinator prior to December 1 and shall remain in effect for the following calendar year. Members who so elect to receive this payment shall be required to work their next rearranged work day off to make up the additional payment received under Article 12.01 of the collective agreement. Members who are in receipt of Short-Term Disability (Sickness and Accident) Benefits, Long Term Disability (LTD) Benefits or Workers' Compensation Board (WCB) Benefits and who have elected to receive the additional payment, shall be required to work their next rearranged work day off to make up the additional payment upon their return to work.

**(b)** Members covered under Part B - Fire Maintenance Operations, who work regular day hours, on a steady Monday through Friday workweek, shall be granted time off in lieu of public holidays occurring on weekends. Such days shall be taken at the mutual convenience of the Department and the Member and utilized not later than the end of their vacation in the subsequent year.

### 12.04

For the purpose of this Article a day's pay for Shift workers shall be based on a twelve (12) hour day.

### 12.05

For the purpose of this Article, Members not on Shift shall receive a day's pay based on the average hours per day worked.

# KNOW YOUR RIGHTS

## 12.01 – Statutory Pay for All Firefighters

All Firefighters and Fire Response Paramedics working shifts are entitled to one (1) additional day's pay, equivalent to 12 hours, for each public holiday. This is paid regardless of whether the firefighter is scheduled to work the holiday or not.

Recognized public holidays include:

- **New Year's Day, Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Truth & Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, and Boxing Day (December 26).**
- Any additional holidays declared by Federal, Provincial, or Municipal Government are also recognized, and if a day in lieu is declared, only the lieu day is observed.

## 12.02 – Pay Breakdown for Working a Statutory Holiday

When a firefighter's regular shift falls on a public holiday, and they are scheduled to work, the pay breakdown is as follows:

1. **Regular Pay for Hours Worked:**
  - Firefighters earn their standard hourly rate for the entire shift worked.
2. **Stat Pay (12 Hours):**
  - They also receive an additional 12 hours of regular pay as part of their statutory entitlement under Article 12.01.
3. **Half-Time Bonus (0.5x Pay):**
  - For every hour worked on the statutory holiday, firefighters receive an additional half-time pay (0.5x), calculated based on their hourly rate.
4. **Example Calculation:**
  - A firefighter working a 12-hour shift on a statutory holiday:
    - Regular pay: 24 hours x hourly rate
    - Stat pay: 12 hours x hourly rate
    - Half-time bonus: 16.5 or 7.5 hours x 0.5 x hourly rate
    - Total Compensation: Shift day of the stat 32.25 hours or shift day before the stat 27.75 hours of pay for a 24-hour shift, plus stat pay at 12 hours x hourly rate.
5. **Special Pay for Christmas Eve and New Year's Eve:**
  - If working after 6:00 PM (1800) on these dates, firefighters receive an additional six (6) hours' pay at their regular rate.
  - This is paid on top of all other entitlements for the holiday.

## Pay Breakdown for Not Working a Statutory Holiday

When a firefighter is not scheduled to work on a statutory holiday or the holiday falls on their regular day off, the pay breakdown is as follows:

- **Stat Pay (12 Hours):**
  - Firefighters still receive 12 hours of regular pay for the statutory holiday as outlined in Article 12.01, even if they do not work.
- **No Additional Pay:**
  - Since no hours are worked, there is no additional half-time pay or other bonuses.
- **Example Calculation:**
  - A firefighter not working the holiday receives:
    - Stat pay: 12 hours x hourly rate
    - Total Compensation: 12 hours of pay.

## 12.03 – Adjustments for Day Staff

Day staff, including those in the Fire Staff Division and Fire Maintenance Operations, are subject to specific adjustments for statutory holidays:

- **Opt-In for Additional Stat Pay:**
  - Day staff working a regular Monday-to-Friday schedule can choose to receive additional pay for holidays falling on their workdays by submitting a written election to the Staffing Liaison Coordinator before December 1.
  - Condition: Members who opt-in must work their next rearranged day off to compensate for the additional pay.
- **Not Opting In:**
  - If day staff choose not to opt-in, they will only receive their regular salary for holidays that fall on their workdays.
- **Time Off in Lieu:**
  - For public holidays falling on weekends, day staff are granted time off in lieu, which must be taken before the end of the subsequent vacation year.
- **Example Calculation for Day Staff:**
  - Opted-in member working on a holiday:
    - Regular pay: 8 hours x hourly rate
    - Stat pay: 8 hours x (0.5x) hourly rate
    - Total Compensation: 12 hours of pay for an 8-hour workday.
  - Opted-out member working on a holiday:
    - Regular pay: 8 hours x hourly rate.

## Important Reminder

**For any questions or issues regarding your pay, contact your Executive Board to ensure it aligns with the Collective Bargaining Agreement.**



# Old School Hamburger Soup

## 38A HAMBURGER SOUP

By: Modified for *home* use by A. Rothery

Servings: One full Stock Pot

Aprox. \$43.00 (Jan. 19, 2012)

- 5 Pounds ground beef
- 3 Tin tomatoes (28 oz. – 796 ml)
- 2 Tins tomato or V8 juice (48 oz. – 1.36 L)
- 2 Tetra packs of beef consume' or beef broth (900 ml)
- 5 Tin tomato soup (10 oz. – 284 ml) or 2 (28 oz. – 796 ml)
- 3 Medium onion - finely chopped
- 6-8 Carrots - finely chopped
- 6-8 Stalks celery - finely chopped
- 5 Tablespoons parsley
- 1 Pkg. Pot barley

### Seasonings:

- Worstershire sauce
- 5 bay leaves
- 1 1/2 teaspoon thyme
- salt and pepper to taste

Brown meat and onions. Drain well. Combine all other ingredients in a large pot. Simmer covered, at least 2 hours or longer.

**Note:** Soup is nice and thick after one hour and is quite edible at that time.



Captain Al Rothery, a beloved member of D Shift, served Calgary Firefighters for 36 years. Known not just for his leadership but also for his legendary hamburger soup, Al's recipe has become a timeless tradition at the hall.

Gather the crew and give it a try – this soup isn't just a meal, it's a piece of D Shift history.

Keep the tradition alive!



*"Answering the call is what we do. It's who we are; we represent hope for the hopeless and we're a beacon of light for those that are lost."*

**IAFF General President Edward Kelly**



## Calgary Firefighters Attends Affiliate Leadership Training Summit (ALTS) 2025

Our executive team was honoured to attend this year's Affiliate Leadership Training Summit (ALTS), held January 5-8 in New Orleans, Louisiana. This impactful event provided an unparalleled opportunity to gain essential knowledge, skills, and strategies to address the evolving challenges facing our members and union leadership. ALTS reaffirmed the importance of continuous learning and collaboration to advance our mission.

The summit featured over 100 tailored presentations and workshops covering critical topics such as firefighter health and safety, recruitment and retention, PFAS exposure, cancer prevention, suicide awareness, and crisis communications. A standout session on firefighter mental health offered tools to recognize and address burnout and stress, while the health and safety panel shared the latest research on occupational hazards and proactive measures to safeguard members.

Beyond the educational programming, ALTS fostered meaningful connections with nearly 2,000 IAFF leaders from across North America. These interactions strengthened our shared commitment to advancing the fire service and addressing mutual challenges.

During the summit, IAFF General President Edward Kelly delivered a powerful message of unity and resilience, emphasizing that, *"Answering the call is what we do. It's who we are; we represent hope for the hopeless and we're a beacon of light for those that are lost."* His words, along with the progress shared on initiatives like PFAS safety standards and the repeal of unfair Social Security penalties, underscored the IAFF's dedication to advocating for firefighters' health, safety, and future.

**Highlighting Calgary Firefighters' leadership on the international stage, D-shift Shane Parnell and JP Galli attended ALTS to conduct a Multiple Casualty Incident Response Awareness.** Their expertise and dedication demonstrated Calgary Firefighters' commitment to excellence and their critical role in shaping best practices within the IAFF community. Their contributions were a source of pride and showcased our leadership in advancing training and readiness across the fire service.

### Watch the ALTS 2025 Video




To truly understand the value of this year's ALTS and its importance to Calgary Firefighters, we strongly encourage you to watch the attached video. This video captures the key moments of the summit, highlighting essential topics like PFAS safety, mental health strategies, and building political power. It also showcases the inspiring connections made among IAFF leaders, reflecting the shared commitment to improving firefighter safety, health, and advocacy.

This video is not just a recap—it's a vital resource for understanding the challenges and opportunities facing our profession today. By watching, you'll gain a deeper appreciation for the insights and strategies we're bringing back to benefit Calgary Firefighters. Scan the QR code below to watch and see how ALTS 2025 is shaping the future of the fire service.





**SAUNAS** have been a long-time popular intervention for health and well-being, specifically for their ability to improve certain biomarkers associated with cardiometabolic disease. More recently, saunas have gained popularity within the fire service as a means of athletic recovery, improved performance, and their perceived benefits surrounding detoxification. Types of saunas include:

		
<b>Wet Sauna</b> Water poured over rocks creates steam 70-100 °C >50% humidity	<b>Dry Sauna</b> Electrical heat; rocks create dry, even heat 80-90 °C 10-20% humidity	<b>Infrared Sauna</b> Infrared light heats body from within 40-60 °C No humidity

### Physiological benefits include:

- Acute and chronic use mimics that of moderate intensity exercise
- Greater stress tolerance, more robust cell environment and improved overall health
- Reduced hypertension, arterial stiffness, increased vessel compliance (dilation and constriction)
- Improved blood flow, left side heart function and heart rate variability (marker of systemic stress)

### When Not to Use Saunas

Fighting fires increases blood platelet numbers, aggregation, and coagulation. The main cause is heat exposure and dehydration which leads to electrolyte imbalances, lower blood volume and elevated heart rate. These factors are what contributes to the well documented increase in heart attack during/after a fire. IAFF expert opinion is that sauna use within 72 hours of a fire may increase the risk of a cardiac event.

### Chemical Detoxication and Application in Firefighters

- Popular opinion that saunas eliminate toxins absorbed by skin through sweat
- The ability to alter the extraction of organic molecules through sweat is unclear; few studies have examined this
- A 2020 study found fireground interventions (decon, bagged gear, clean cab) reduced urinary polycyclic aromatic hydrocarbons (PAHs). Infrared sauna also lowered PAHs but was not significantly different from control group.

### Things to Keep in Mind

Sauna use is generally recognized as safe and has emerged as a practical intervention to improve health; however, more research is needed with respect to use after fires. Claims regarding chemical detox are not currently supported. Although some departments have installed saunas, their use after a fire should be cautioned as this is when firefighters are most vulnerable to cardiovascular events. Chemical absorption may also increase at this time. Waiting 3 days for sauna use post fire could be best. Remember to hydrate before, during and after sauna use.

### American College of Sports Medicine Recommendations

70-77 °C for cardiometabolic benefits	1-2x per week decreases cardio metabolic risk	Start with 10 min bouts 2-3x per week then increase by 5 min every 2-3 days
Avoid saunas if pregnant or having fertility issues	Combining sauna with certain medications and/or alcohol can be fatal	Dehydration and excessive heat stress are serious health concerns

Burgess, et al. (2020). Evaluation of interventions to reduce firefighter exposures. JOEM, 62(4), 279-288; Henderson, et al. (2021). The Cardiometabolic Health Benefits of Sauna Exposure in Individuals with High-Stress Occupations. A Mechanistic Review. IJERPH, 18(3), 1105; IAFF Position Stand on Sauna; Peterson, et al. (2012). ACSM's Health/Fitness Facility Standards and Guidelines. Human Kinetics.



# HOT & COLD THERAPY

By CFD Wellness



## COLD WATER THERAPY and cryotherapy are commonly used as recovery

techniques to help relieve pain and decrease inflammation in the musculoskeletal system. These interventions have become increasingly popular in recent years, primarily due to their use by professional athletes during public sporting events. A variety of modalities have been investigated for their subjective rating of delayed onset muscle soreness (DOMS), rating of perceived exertion (RPE) and objective responses with respect to inflammatory biomarkers, such as lactate, creatine kinase, interleukins, and C-reactive protein. These include:

- Cold water immersion (aka ice baths - full body or limbs only)
- Whole body cooling chambers (-10, -60, -110 °C)
- Cold air application (-30 °C)
- Ice vests (-20 °C)

### When to Use Cold Therapy

The vasoconstrictive effect of cold therapy is believed to reduce inflammation by decreasing cell metabolism and pain through a reduction in body temperature and blood flow. Cold therapy exposure can also increase mental resilience in relation to physical discomfort and may help reduce depression symptoms.

### When Not to Use Cold Therapy

Studies have found that cold therapy can blunt strength adaptations. Cold therapy should be programmed as part of a periodized plan and prioritized during periods of intense activity or competition but avoided when strength adaptations are a priority, potentially up to 48 hours post training session. The effects of cold therapy on training, performance, and recovery are influenced by many factors as shown below. Always remember to take an individualized approach.

#### Things to Keep in mind:



Beware of bias in individual studies



Ideal temp for subjective symptoms 10°C



Ideal time for subjective symptoms 13 min



Positive effect on subjective (placebo?)



No effect on objective symptoms



Influence of other life factors



Workout intensity and specific muscle damage

Hohenauer (2015). The effect of post-exercise cryotherapy on recovery characteristics: a systematic review & meta-analysis. PloS one, 10(9), e0139028; Kelly (2021). Improved mood following a single immersion in cold water. Lifestyle Medicine. DOI: 10.1002/lim2.53; Roberts, et al (2015). Post-exercise cold water immersion attenuates acute metabolic signaling and long-term adaptations in muscle to strength training. J Physiol 18 (pp 4285-4301).

## **Guide to Short-Term Disability (STD), Long-Term Disability (LTD), and Workers' Compensation Board (WCB) Benefits**

This comprehensive guide explains the processes, pay structures, and documentation requirements for Calgary firefighters accessing Short-Term Disability (STD), Long-Term Disability (LTD), or Workers' Compensation Board (WCB) benefits due to illness or injury.

### **Short-Term Disability (STD)**

- Coverage Period: STD benefits provide income for up to 119 calendar days (approximately 12 weeks) from the start of your absence due to a non-work-related illness or injury.
- Pay Structure:
  - While on STD, you receive 90% of your regular base salary.
- Clock Reset:
  - To reset your STD eligibility, you must complete 12 consecutive weeks of work in your regular seat after returning from an STD leave.
- Communication Requirements:
  - Regular communication with Ability Management is mandatory. They will monitor your progress, provide support, and ensure proper documentation is in place during your absence.
- Required Forms:
  - Attending Physician Statement (APS):
    - This form must be completed and submitted if you miss more than two consecutive shifts on platoon A,B,C,D or more than 5 consecutive working days due to illness or injury.

### **Workers' Compensation Board (WCB)**

- When It Applies:
  - WCB benefits are specifically for work-related injuries or illnesses.
- Pay Structure:
  - If you are unable to work due to a work-related injury, WCB pays benefits based on your rate of pay at your rank at the time of the injury.
  - If you return to modified duties, your pay will be adjusted to reflect a modified rate of pay or base rate, depending on the duties assigned.
- Required Forms:
  - C060 Form:
    - This form must be completed to document the injury or illness and confirm it is work-related.
    - Failure to submit this form may delay WCB benefits.
  - WCB Employer Incident Report:
    - This is completed by your employer to support your claim.
  - SDMS Form:
    - This form ensures your status and benefits are tracked correctly.
  - WCB Claim Form:
    - Includes details of your injury or illness and must be supported by medical documentation.



**Long-Term Disability (LTD)**

- When It Starts:
  - LTD coverage begins on Day 120 of absence if you remain unable to return to work after exhausting STD benefits.
- Pay Structure:
  - LTD benefits are provided by Sun Life and are based on a tiered, tax-free formula:
    - i. 67% of the first \$2,250 of monthly earnings.
    - ii. 55% of the next \$7,500 of monthly earnings.
    - iii. 50% of the balance, up to a maximum monthly benefit of \$15,000.
- Tax-Free Benefits:
  - LTD benefits are not taxable because premiums are paid entirely by employees using after-tax dollars. This structure ensures you receive the full benefit amount without deductions.
  - The association waves Union dues
- Required Forms:
  - LTD Application Form:
    - This must include detailed medical documentation from your healthcare provider.
    - Begin the application process early (well before Day 120) to ensure seamless transitions between STD and LTD benefits.

**Key Considerations**

1. Communication:
  - Regular updates to Ability Management are required during STD and WCB periods to ensure proper tracking and support.
2. Pay Structures:
  - STD: 90% of your base salary during the first 119 days.
  - WCB: Based on your rank's pay at the time of injury, with adjustments for modified duties.
  - LTD: Tiered tax-free structure.
3. Timely Documentation:
  - Submit all required forms promptly to avoid delays in receiving benefits. Key forms include:
    - APS (for STD).
    - WCB Form C060 - Employee, C040 - Employer, C050 - Doctor, SDMS, and WCB Claim Form (for WCB).
    - LTD Application Form (for LTD).

By staying informed and meeting all communication and documentation requirements, you can ensure a smooth transition between benefits, maintain financial stability, and focus on your recovery. For additional support, contact your Local 255 representative.

## Lost in the flames, but forever burning bright in our hearts

On January 1, 1981, Firefighter George R. Look tragically lost his life in the line of duty at the age of 29, with just one year of service. He was caught in a structural collapse and died from smoke inhalation. Brother Look was added to the IAFF Fallen Firefighter Memorial Wall in Colorado Springs in 1989.

Since the 1990s, the IAFF has presented a commemorative medal to the families of members who die in the line of duty, symbolizing our respect and gratitude for their sacrifice. However, for the past 35 years, we were unable to contact Brother Look's family to present his medal. Along with others, it sat in the Local 255 office, awaiting its rightful owner.

Recently, during a general phone call, Brother Graham Busch shared his initiative to clean the gravestones of our traumatic line-of-duty death (LODD) members with EVP Marco Ficaccio. Brother Busch also expressed interest in helping locate the families of members who had not received their medals.

After discussing Ken Moody's family, Graham said, "Leave it with me." Within days, he successfully tracked down one of the families.

Encouraged by this success, EVP Ficaccio provided Brother Busch with a list of members whose medals were still in the boardroom. Once again, within days, he had tracked down two more families. He continues to work on this project, hoping to locate all the rightful owners.

**Thanks to Brother Busch's dedication, we are proud to announce that, after years of effort, we have finally connected with the Look family and presented them with his long-awaited IAFF memorial medal.** This was an incredibly meaningful moment for our Local 255 Executive Board, and we are honored to share it with all L255 members.

Rest in peace, Brother Look. You will never be forgotten.





## Firefighters pay their respects to comrade

More than 1,500 firefighters from across Western Canada joined the family and friends of 29-year-old Calgary firefighter George Look on Jan. 3 to pay their final respects to a comrade who died doing his duty.

Most were clad in their formal navy blue uniforms and stood silently outside the funeral home, while another

500 mourners crowded inside. Capt. Harry Moore, Fire Dept. Chaplain, offered words and prayers of comfort.

Mayor Ralph Klein praised the young firefighter's dedication to duty. He described Look, who died in a New Year's Eve blaze, as "a man in the prime of life who fell in the service of the City" and offered his sympathy to

Elaine Look and her two children, Jody, 3, and Derek, 11 months.

Look died after he was trapped by a falling wall at the Manchester Racquet Club.

Wreaths from fellow firefighters and policeman, as well as friends, surrounded Look's flag-draped coffin, and telegrams of sympathy from across

Canada as well as the International Association of Firefighters in Washington, D.C. were read by Capt. Moore.

The coffin was carried from the funeral home to a black-shrouded fire truck by Look's crew members, Capt. Jim Page, Lt. John McMaster, and Firefighters Joe Oviatt, Rob Stevenson, Bruce Seitz and Tom Tailor. Oviatt and Stevenson were injured when they attempted to rescue their comrade from the burning building.

Honorary pallbearers included Capt. R. Spielman, Lt. Ted Bogner, and Firefighters B. Petersen, G. Lottery, A. Lavery and P. Hughes.

Cremation followed and the ashes were buried on the family farm near Lloydminster, Sask.

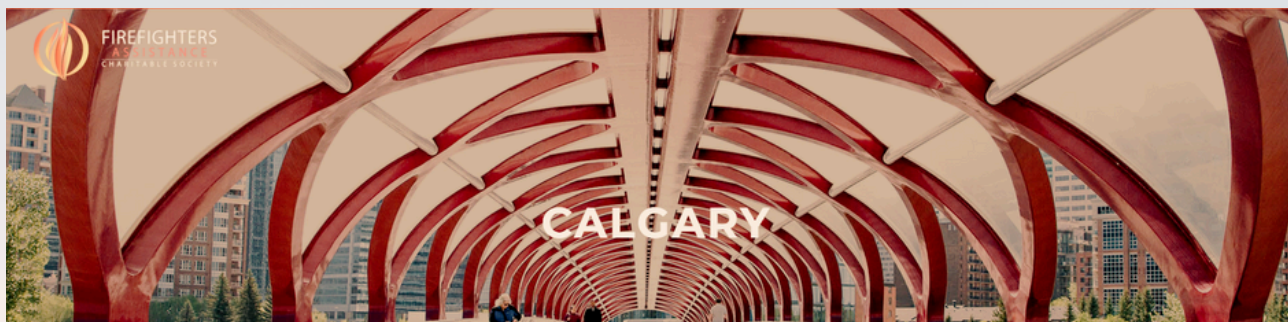
HONOR GUARD OF FIREFIGHTERS



A fireman sifts through the twisted remains of the blaze which killed fellow fireman George Look



Firefighters stand to attention as truck bearing the body of George Look leaves northwest funeral home



## 2 **Calgary Firefighters Peer Support Team**

2024 was an exceptional year of growth for the Calgary Firefighters Peer Support Team. Beginning with some leadership changes, Brandon Frizzell took over from Jim Fisher as the new Team Lead in February of 2024. Shortly thereafter, Lorne Miller began his tenure as the newly established Team Co-Lead. We would like to thank Al Tillotson, Troy Hodgson and Morgan Beeger for their tremendous contributions to the membership and to the Peer Team! They have all moved on from the Team to pursue other priorities and will undoubtedly continue to support those around them.

In the fall of 2024, the Peer Team conducted an intake for new members. There was a total of 66 people nominated for the Team, and after the application and interview process, 19 new members were selected for the Team. Their training will be completed in February 2025. This now brings the team total to a record 33 members including 4 retirees! This will ensure adequate resources are available for all members in their time of need.

The Team participated in many events throughout the year including the Wellspring Stair Climb Challenge and the CFDPA Golf Tournament. Mike Norris was also supported by the Team throughout his run to every fire station in support of FACS. The Team also attended several conferences such as the Legacy Place Suicide Awareness Conference and the Alberta First Responders' Mental Health Conference in Edmonton.

Looking forward to the rest of 2025, the Team intends to continue supporting the membership, retirees and their families. We will continue attending events and conferences to further the awareness of the Team and first responder mental health.

To connect with the Team, look for our posters on all the Union boards. Our information can also be found online via the QR Code on mugs and the posters, or via the L255 App.

Brandon Frizzell  
Calgary Firefighters Peer Support Team Lead

Scan to see your  
Calgary Firefighters  
Peer Support Team



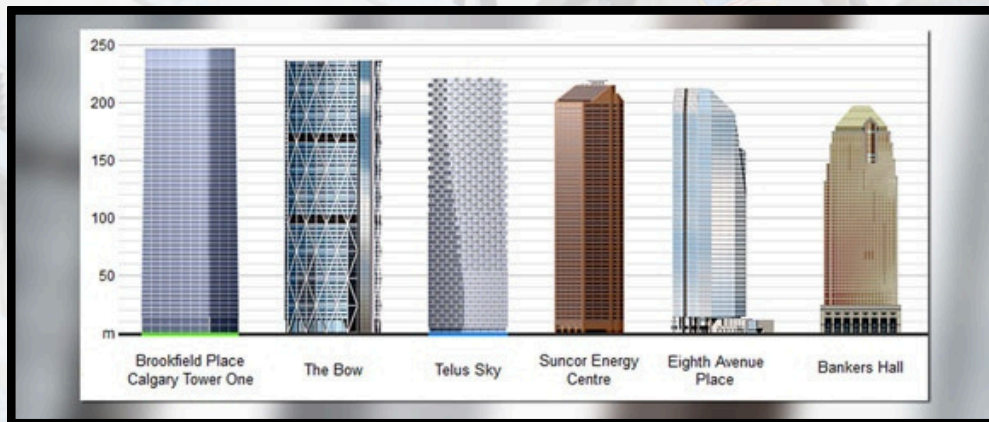
SCAN ME





# FIREFIGHTER STAIRCLIMB CHALLENGE

**CLIMBING JUNE 8TH, 2025**



The 11th Annual Wellspring Firefighter Stairclimb Challenge will be held at Calgary's tallest tower, Brookfield Place.

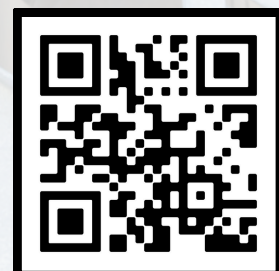
Originally inspired by Kathy Blas, sister of local fallen firefighter Gord Paul, the event supports firefighters and citizens in our community who are fighting cancer, with proceeds going towards Wellspring Alberta.

This event is made possible thanks to the generous support and involvement of the Calgary Fire Department, **the International Association of Firefighters Local 255** and event sponsors.

**At 57 stories and 1,370 steps, Brookfield Place offers firefighters access to stunning views when they complete their climb.**



Scan the QR Code to Register Today!





## **4th ANNUAL L255 STAMPEDE BBQ AND 43rd FIREFIGHTER VS COWBOY POLE CLIMB AT RANCHMANS ON JULY 7TH**



### **The 43rd Annual Pole Climb** **FIREFIGHTERS VS COWBOYS**

The Pole Climb will start at 6pm after the Stampede BBQ! Help cheer on our Members while they battle the cowboys in the climb!

Join us at Ranchmans on Monday July 7th from 1-5pm for the annual L255 Stampede BBQ! Your event volunteers and Local 255 Executives are putting on their aprons and firing up the grill for a mouthwatering event you won't want to miss! 🍖👤🍷 Ride the Mechanical Bull: Test your cowboy or cowgirl skills as you take on the wild mechanical bull! Giddy up, along with more fun activities with friends and your entire family.





## Calgary Firefighters Association

International Association of Fire Fighters - Local 255  
Affiliated with Alberta Fire Fighters Association • Alberta Federation of Labour • Canadian Labour Congress

2234 – 30 Avenue NE, Calgary, Alberta T2E 7K9  
Tel 403.261.6966 Fax 403.269.1985



All Members,

We are about to start formatting the **Calgary Firefighters Association's 2026 Local 255 Calendar**.

The calendar format will be similar to last year. There is never enough space for everyone each month, but we'll do our best to accommodate as many as we can. Please take a look at the below options for this year:

### Option 1 (Monthly Ad Space):

**The price for Local 255 members and their spouses is \$150/square in the 2025 calendar (Dec 2024 - Jan 2026 months available). The Monthly Ad sizes are 1.5 inches wide x 2.25 inches tall.**

### Option 2 (Gold Ad Space):

**We are also offering a new Gold Advertising option. There are 9 Gold Ad spaces on the bottom overhang of the calendar, which is visible all year round. The cost is \$1000 per space (4.1 inches wide x 1 inch tall). These are available on a first come, first served basis.**

If you're a new advertiser, or have any changes to your previous Ad, please provide us with an updated electronic copy so that we can have it formatted for confirmation prior to print.

For both options, the minimum resolution of the art should be 300 dpi. The format of the file can be a high resolution (300 dpi) jpg, PDF, or eps.

Payment must be received **by July 31, 2025** via cheque to "Calgary Firefighters Association" with 2026 Calendar noted in the memo space or via EFT to [payments@calgaryfirefighters.org](mailto:payments@calgaryfirefighters.org).

Thank you,

Local 255



# CALGARY FIRE DEPARTMENT PENSIONERS ASSOCIATION



## 3<sup>RD</sup> ANNUAL GOLF TOURNAMENT

**JUNE 17, 2025**

### VALLEY RIDGE GOLF COURSE

11618 VALLEY RIDGE PARK NW, CALGARY

REGISTRATION BEGINS AT NOON

SHOTGUN START AT 1:00 PM

DINNER TO FOLLOW

#### CONTACT AND SPONSORSHIP OPPORTUNITIES:

MIKE CRAWFORD [vp@cfdpa.com](mailto:vp@cfdpa.com)

DOUG CHERN [treasurer@cfdpa.ca](mailto:treasurer@cfdpa.ca)



[WWW.CFDPA.CA/2025-GOLF](http://WWW.CFDPA.CA/2025-GOLF)

### REGISTRATION FEE

\$195 PER PERSON

DINNER, PRIZES AND CART  
INCLUDED WITH ENTRY

\$185 EARLYBIRD ENTRY  
FOR CFDPA MEMBERS  
BEFORE APR 15, 2025

### TEAMS

4 PERSON SCRAMBLE – SIGN UP  
AS A TEAM OR SINGLES

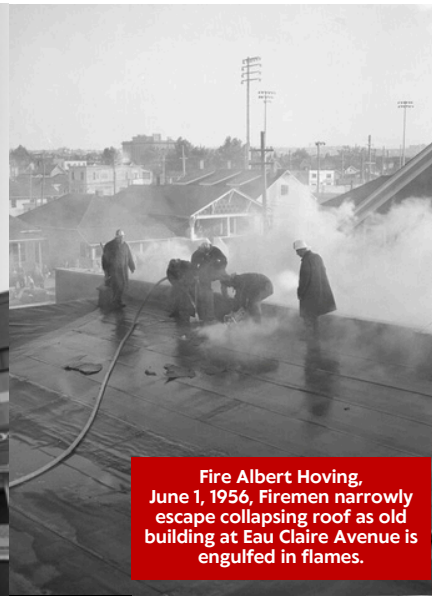
### REGISTRATION

OPEN TO CFDPA, LOCAL 255  
MEMBERS, CFD STAFF, FAMILY  
MEMBERS AND FRIENDS AND  
SPONSORS





Fire at the Parisian ladies wear store, November 9, 1973. Fire had broken out on the 4th floor of the clothing store, located at 106 - 8th Avenue SE



Fire Albert Hoving, June 1, 1956. Firemen narrowly escape collapsing roof as old building at Eau Claire Avenue is engulfed in flames.



Fire in 100 block of 8th Avenue East, 1949

Cappy's Last Parade 1939, This was 'Cappy' Smart, Calgary's first Fire Chief for 35 years



1956 Firefighters training



Fire in 100 block of 8th Avenue East, 1949



Midnapore motel flood, 1965





**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](mailto:cory.mckeen@calgaryfirefighters.org)**

#### LOCAL 255 SOCIAL MEDIA

255 WEBSITE  
[WWW.CALGARYFIREFIGHTERS.ORG](http://WWW.CALGARYFIREFIGHTERS.ORG)

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

FACEBOOK  
CALGARY FIREFIGHTERS ASSOCIATION

INSTAGRAM  
@CCYFIREFIGHTERS



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