



Q3 Member Services Webinar

Workplace Union Board Material Overview



The purpose of this presentation is to provide membership with a good understanding of where they can go to find basic and not so basic information that pertains to and affects their employment and daily lives. We will be going over the Union Boards which are found at every CFD work site, as well as the **Calgary Firefighters Association App** which is available on the App Store on iOS devices and on Google Play for Android devices.



Worksite Union Boards

What You Will Find On Every Board

- Collective Agreement (hard copy and QR link)
- Local 255's Constitution and Bylaws (hard copy and QR link)
- Pension and Retirement Information (QR links)
- Blue Cross Plan (hard copy and QR link)
- Local 255 and Associated Charity Information (QR links)
- Local 255 Committee Information (QR links)
- Local 255 Executive Board and Executive Steward Contact Information
- Local 255 APP Information (QR link)
- Current 255 Notices In Print (Retirement Posters, Day League Info. etc.)



To access a QR Code link, simply turn on your cell phones camera and hover over the square image. The phone will automatically bring up the link to the associated information you wish to read. See example above. Also, if any of the above is missing let an Executive or Steward know and it will be replaced.



Information and Notices

Charities/Events/Volunteer

PEER TEAM

YOU ARE NOT ALONE

Click, Call & Reach Out

www.HelpFireFighters.ca

Your Calgary Peer Team Members

Dave Andak	daveandak@gmail.com	(403) 618-0881
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Ben Ford	benford@gmail.com	(403) 698-2202
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EVENTS

MEMBERS INFORMATION

UPDATES

EXECUTIVE BOARD

EXECUTIVE STEWARDS

Collective Agreement

Constitution & Bylaws

Benefits and Pension



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Executive Board / Executive Steward Contact Information and APP Details

Calgary Firefighters Association
EXECUTIVE BOARD
IAFF Local 255



JP LeBlanc
Executive Vice President
jp.leblanc@calgaryfirefighters.org



Codey McIntyre
President
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Brad Olsen
Secretary – Treasurer
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Matt Osborne
Vice President
Government Relations/Spokesperson
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Greg Peter
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Royal Slade
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Member Services
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Rob Miller
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Member Services
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Calgary Firefighters Association
EXECUTIVE STEWARDS
IAFF Local 255




Aaron Johnson
Executive Steward Lead
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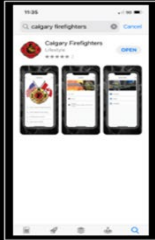
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403 969-1187




Dan Finley
Executive Steward
dan.finley@calgaryfirefighters.org
403 815-0441



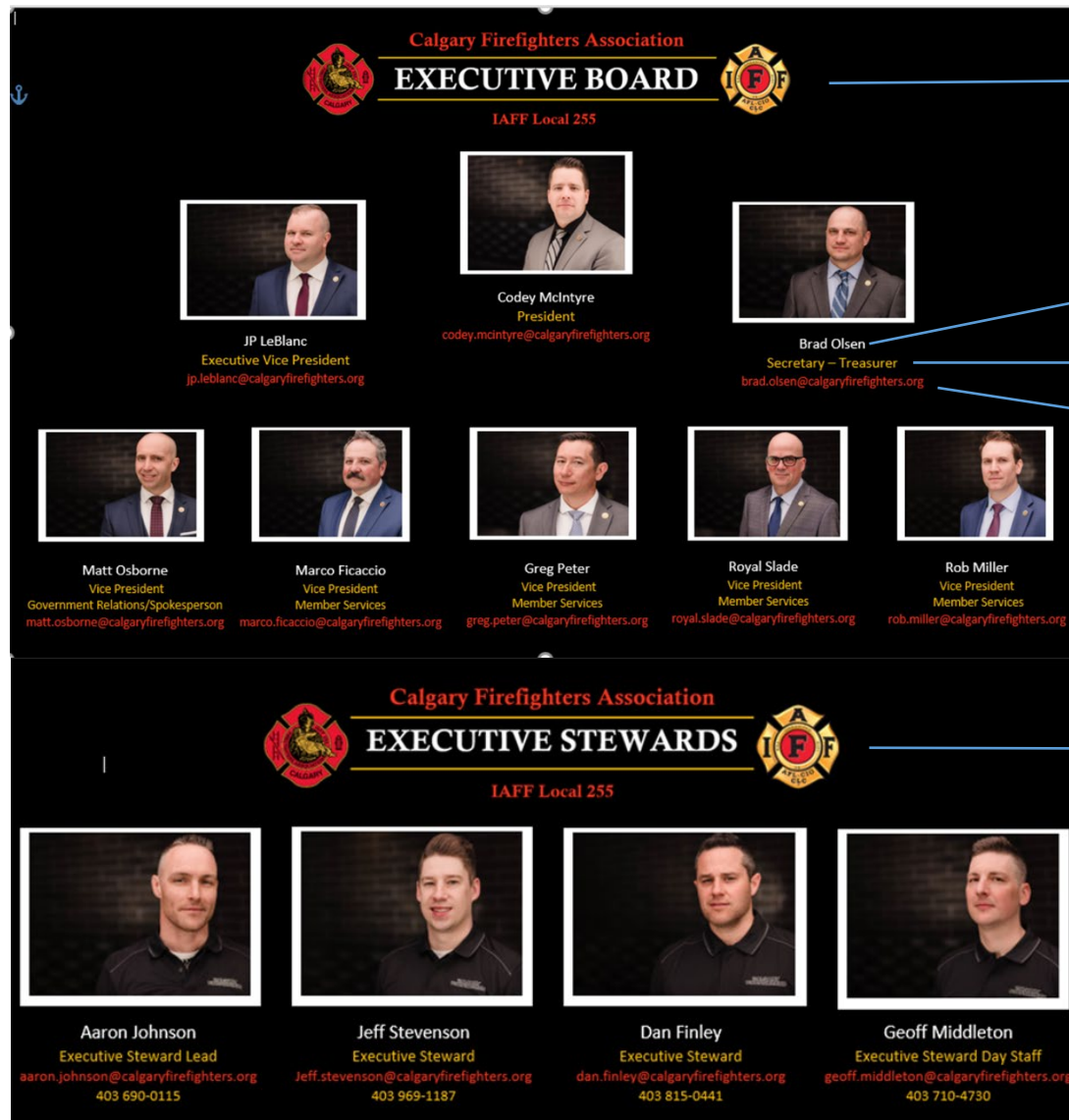
Geoff Middleton
Executive Steward Day Staff
geoff.middleton@calgaryfirefighters.org
403 710-4730










STAY INFORMED BY SCANNING THE QR CODE AND
DOWNLOAD THE CALGARY FIREFIGHTERS APP


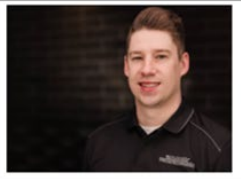
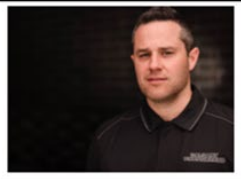



Executive / Steward Contact Information



The graphic is divided into two main sections: the Executive Board and the Executive Stewards. Both sections are headed by the Calgary Firefighters Association logo and the text 'EXECUTIVE BOARD' and 'EXECUTIVE STEWARDS' respectively, with 'IAFF Local 255' below. The Executive Board section features eight members, each with a photo, name, position, and email address. The Executive Stewards section features four members, each with a photo, name, position, and contact information (email or phone number).

EXECUTIVE BOARD	
IAFF Local 255	
 JP LeBlanc Executive Vice President jp.leblanc@calgaryfirefighters.org	 Codrey McIntyre President codrey.mcintyre@calgaryfirefighters.org
 Brad Olsen Secretary – Treasurer brad.olsen@calgaryfirefighters.org	
 Matt Osborne Vice President Government Relations/Spokesperson matt.osborne@calgaryfirefighters.org	 Marco Ficaccio Vice President Member Services marco.ficaccio@calgaryfirefighters.org
 Greg Peter Vice President Member Services greg.peter@calgaryfirefighters.org	 Royal Slade Vice President Member Services royal.slade@calgaryfirefighters.org
 Rob Miller Vice President Member Services rob.miller@calgaryfirefighters.org	

EXECUTIVE STEWARDS	
IAFF Local 255	
 Aaron Johnson Executive Steward Lead aaron.johnson@calgaryfirefighters.org 403 690-0115	 Jeff Stevenson Executive Steward jeff.stevenson@calgaryfirefighters.org 403 969-1187
 Dan Finley Executive Steward dan.finley@calgaryfirefighters.org 403 815-0441	 Geoff Middleton Executive Steward Day Staff geoff.middleton@calgaryfirefighters.org 403 710-4730

Elected Officials

Name

Position

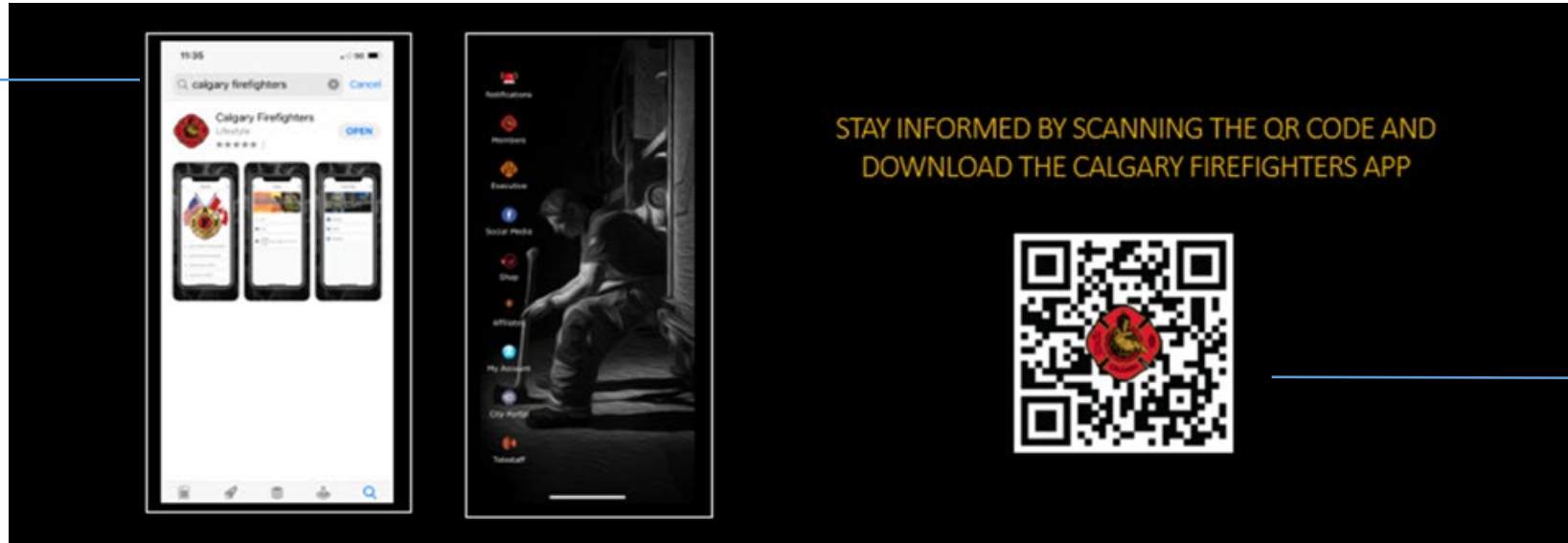
Contact Information

Appointed Officials



Calgary Firefighters Association APP Access

Screenshot
from APP
Store



QR Code

If you haven't done so already, download the **Calgary Firefighters Association APP** via the APP Store on iOS devices or on Google Play for Android devices. Simply scan the QR code found on the union board and the link will direct you.

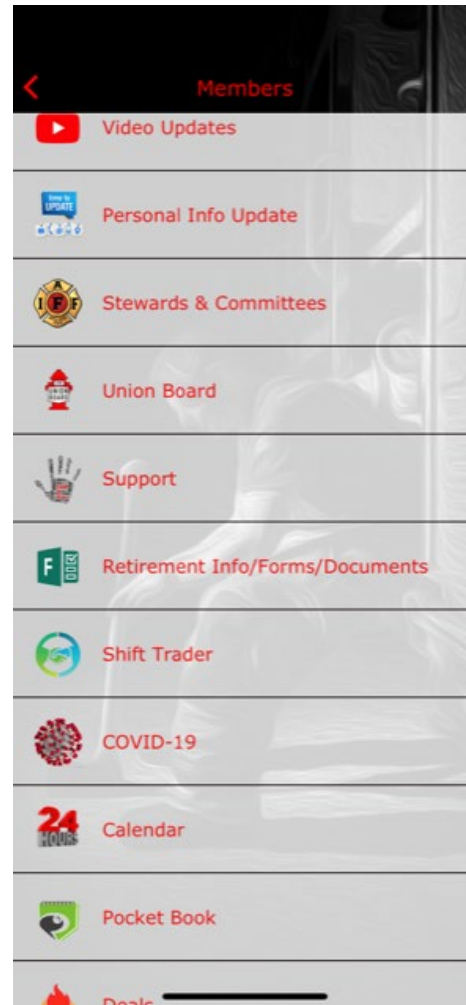


Calgary Firefighters Association APP Details

Main Screen



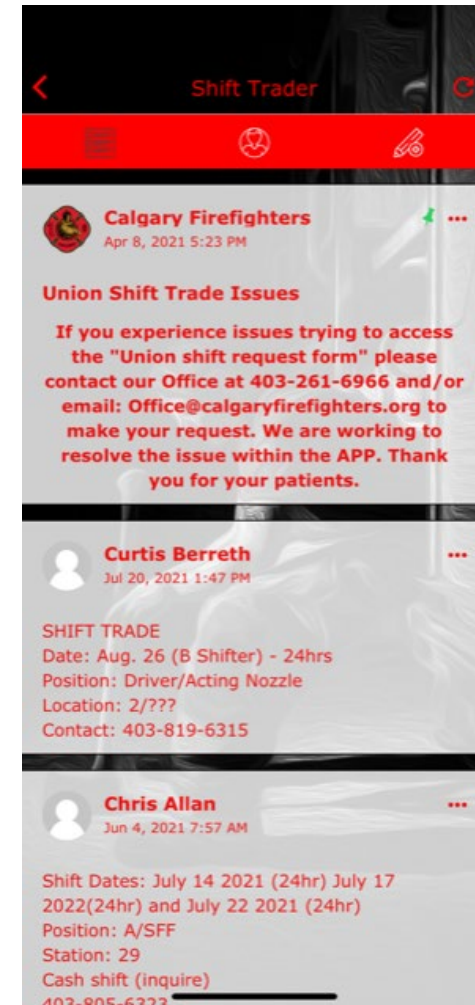
Membership Options



Membership Updates



Shift Trader



Information and Notices

Charities/Events/Volunteer

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Your Calgary Peer Team Members

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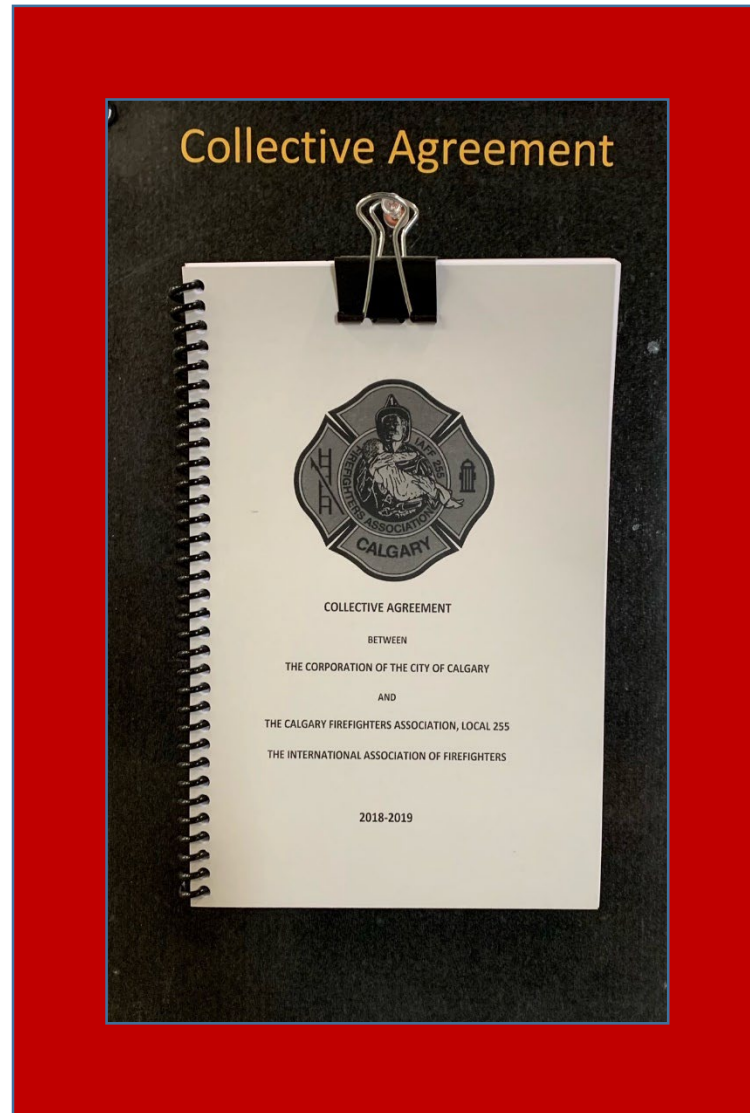


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ARTICLE 2 - RECOGNITION AND DEFINITIONS

2.01 The City of Calgary recognizes Local 255, International Association of Firefighters, as the sole bargaining agent for and on behalf of all Members covered under the scope of this Agreement, under Certificate Number 371-2001.

2.02 For the purpose of this Agreement: “Fire Suppression Member”, “Fire Staff Member”, “Fire Apparatus Technician Member”, “Fire Maintenance Member”, “Fire Response Paramedic”, and “Calgary Emergency Management Agency (CEMA) Member” shall mean Members in those classifications as listed in Schedule No. 1, Part A & B & C of this Agreement.

2.03 Wherever the singular is used in this Agreement, it shall be considered as if the plural has been used where the context of the party or parties hereto so require.

2.04

(a) At each location where Association Members report to work The City agrees to provide a bulletin board for the exclusive use of the Association to communicate with its Members.

(b) Officials of the Association shall be permitted access to City premises provided advance permission is obtained from an appropriate management exempt individual for that worksite and such access does not interfere with or interrupt normal workplace operations.



Reading Articles Continued

basis. For Platoon Firefighters, a week shall be defined as per Clause 11.04. The use of banked vacation is subject to a policy agreed to by the City and the Association.

11.04 For Fire Suppression Members who pass away in service or who retire to pension, vacation entitlement will be based on forty-eight (48) hours per week.

11.05 The same health benefit plan and retirement vacation bonus will be paid to a Member who resigns their position, terminates their employment and takes a commuted value of their pension entitlements by submitting their resignation within the 6 months prior to reaching eligibility for normal retirement or early retirement after 25 years of service.

11.06 Members shall not be required to take any vacation in the calendar year in which they retire.

11.07 A Member who acts in a higher position for the majority of regular hours in a calendar year shall have their vacation in the subsequent year paid at the acting rate of pay.

Article Subject

Article Number

Article Section

ARTICLE 12 - PUBLIC HOLIDAYS

12.01 All Firefighters and Fire Response Paramedics on shift work shall receive one (1) days' 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, 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 begin at 1800 hours Christmas Eve or New Year's Eve, and said Member works the 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



Collective Agreement / LOU's

(Letters Of Understanding)

Letter #4

LETTER OF UNDERSTANDING
BETWEEN
THE CITY OF CALGARY
AND
IAFF LOCAL 255

RE: MOVEMENT TO FIREFIGHTER 2 INDEX 102 AND FIREFIGHTER 3 INDEX 104

The parties agree that Calgary Fire Department management shall do the following in order to meet staffing requirements:

a) Movement to Firefighter 2 Job Code FF-04105 Index 102

1. Must be at minimum a Firefighter 1 at Index 100.
2. Calgary Fire Department management shall offer to all eligible Members, in descending order of seniority based on the Department Nominal Roll ranking, the opportunity to write the Firefighter 2 Index 102 exam.
3. After successful completion of the exam in point #2, the Member shall be moved to Index 102 no later than the end of the Member's 6th year.

b) Movement to Firefighter 3 Job Code FF-04104 Index 104

1. Must be at minimum a Firefighter 2 at Index 102.
2. Calgary Fire Department management shall offer to all eligible Members under point #1, in descending order of seniority based on the Department Nominal Roll ranking, the opportunity to receive the appropriate training related to the responsibilities required of a Senior Firefighter Index 107.
3. After successful completion of the appropriate training, as outlined in point #2, the Member shall be eligible to move to Firefighter 3 index 104. This movement to index 104 will be completed no later than the end of the Member's 8th year. The Member shall then be eligible to act by seniority as a Senior Firefighter Index 107.

Signed this DD day of MM, 2019.

For The City of Calgary

Melissa Brunson

Manager, Labour Relations

For the IAFF, Local 255

Mike Henson

President

Codey McIntyre

Executive Vice President

Original date of agreement: November 7, 2008

Definition

A **Letter of Understanding (LOU)** is a formal text that sums up the terms of an undertakings of a [contract](#) which may have been negotiated up to this point only in spoken form or otherwise informally. It reviews the terms of an agreement for a [service](#), a [project](#) or a deal and is often written as a step before a more detailed contract is issued.^[1]



Reading an LOU

LETTER OF UNDERSTANDING
BETWEEN
THE CITY OF CALGARY
AND
IAFF LOCAL 255

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3. After successful completion of the exam in point #2, the Member shall be moved to Index 102 no later than the end of the Member's 6th year.

b) Movement to Firefighter 3 Job Code FF-04104 Index 104

1. Must be at minimum a Firefighter 2 at Index 102.
2. Calgary Fire Department management shall offer to all eligible Members under point #1, in descending order of seniority based on the Department Nominal Roll ranking, the opportunity to receive the appropriate training related to the responsibilities required of a Senior Firefighter Index 107.
3. After successful completion of the appropriate training, as outlined in point #2, the Member shall be eligible to move to Firefighter 3 index 104. This movement to index 104 will be completed no later than the end of the Member's 8th year. The Member shall then be eligible to act by seniority as a Senior Firefighter Index 107.

Signed this DD day of MM , 2019.

For The City of Calgary

Melissa Brunsdon

Manager, Labour Relations

For the IAFF, Local 255

Mike Henson

President

Codey McIntyre

Executive Vice President

Original date of agreement: November 7, 2008

Letter #4

Letter Number

Subject

Details of LOU

Last Date of Renewal

Original Date of Agreement



Collective Agreement / Schedules

WAGES AND SALARIES – SCHEDULE NO. 1

PART A – FIREFIGHTERS' PAY SCHEDULE (hourly and monthly rates)

Job Code	Classification Title	Index	01/01/19 (Hourly)	01/01/19 (Monthly)	12/01/19 (Hourly)	12/01/19 (Monthly)
FIRE SUPPRESSION MEMBERS						
FF-04126	Fire Battalion Chief	159	\$72.99	\$13,335	\$73.36	\$13,402
FF-04121	Fire District Chief	139	\$63.81	\$11,658	\$64.13	\$11,716
FF-04111	Fire Captain	126	\$57.84	\$10,568	\$58.13	\$10,621
FF-04106	Fire Lieutenant	118	\$54.17	\$9,897	\$54.44	\$9,946
FF-04180	Senior Firefighter	107	\$49.12	\$8,974	\$49.37	\$9,019
FF-04104	Firefighter 3	104	\$47.74	\$8,723	\$47.98	\$8,766
FF-04105	Firefighter 2	102	\$46.83	\$8,555	\$47.06	\$8,598
FF-04199	Firefighter 1	100	\$45.91	\$8,387	\$46.14	\$8,429
	Permanent 4 th yr F/F	95	\$43.61	\$7,968	\$43.83	\$8,008
	Permanent 3 rd yr F/F	85	\$39.02	\$7,129	\$39.22	\$7,165
	Permanent 2 nd yr F/F	75	\$34.43	\$6,290	\$34.60	\$6,322
	Probationary F/F	65	\$29.84	\$5,452	\$29.99	\$5,479
FIRE STAFF MEMBERS						
FF-04123	Airport Fire Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04190	Coordinator of Training	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04191	Fire Training Officer	126	\$60.74	\$10,568	\$61.04	\$10,621
FF-04113	Wellness Fitness Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04112	Recruitment Officer	126	\$60.74	\$10,568	\$61.04	\$10,621
FF-04136	Recruitment Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04116	Fire Information Systems Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04115	Community Safety Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04109	Community Safety Officer	126	\$60.74	\$10,568	\$61.04	\$10,621
FF-04114	Health & Safety Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04176	Health and Safety Officer	126	\$60.74	\$10,568	\$61.04	\$10,621
FF-04166	Fire Marshal	159	\$76.64	\$13,335	\$77.02	\$13,402
FF-04108	Fire Inspections Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04165	Fire Investigations Coordinator	138	\$66.52	\$11,574	\$66.85	\$11,632
FF-04163	Safety Codes Officer 2	126	\$60.74	\$10,568	\$61.04	\$10,621

Initial Issue List – Fire Suppression, Fire Staff and Fire Response Paramedics

The following items will be provided to Fire Suppression, Fire Staff or Fire Response Paramedic Members at the time of hire and will be replaced on either an exchange or point system basis as per List "A", "B" or "C":

INITIAL ISSUE LIST	
FIRE SUPPRESSION, FIRE STAFF, AND FIRE RESPONSE PARAMEDICS	
ITEM	ISSUE
All-Weather Jacket	1
Athletic Shorts (with logo)	2
Ball Cap	1
Bar – Name (Cloth, Fire Department)	4
Bar – Rank (Cloth, Fire Department)	4
Belt Buckle	1
Collar Dogs	1 pair
Dress Shirt (White, Long Sleeve, with shoulder flashes)	2
Dress Shoes	1 pair
Dress Trousers	2
Dress Tunic as required, but (No more often than one [1] every three [3] years)	1
Forage Cap as required but (No more often than one [1] every three [3] years)	1
Job Shirt (1/4 zip sweat shirt)	1
Leather Belt	1
Neck Ties	2
Socks	6 pair
Station Boots (with Zipper Kit) or Station Shoes	1 pair
Station Wear Shirt (Long sleeve and or short sleeve, with shoulder flashes)	4
Station Wear Trousers	4
Sweater with Shoulder Flash	1
Sweatpants (with logo)	2
Sweatshirt (with logo)	2
T-Shirt (Dark Navy (with logo)	6
T-Shirt (White, Cotton)	2
Toque	1
Winter Gloves	1 pair

A Schedule is “a written list or inventory; esp., a statement that is attached to a document and that gives a detailed showing of the matters referred to in the document”.



End of Collective Agreement Overview

Questions?



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Zane Montoya	zane.montoya@yahoo.ca	(403) 999-3255
Randy Rosenberger	r.rosenberg@gmail.com	(587) 226-2814
Karen Sumnerville	ksumerville12@gmail.com	(403) 684-7588
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EVENTS **MEMBERS** **UPDATES** **INFORMATION**

EXECUTIVE BOARD

EXECUTIVE STEWARDS

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Constitution & Bylaws



Constitution and Bylaws

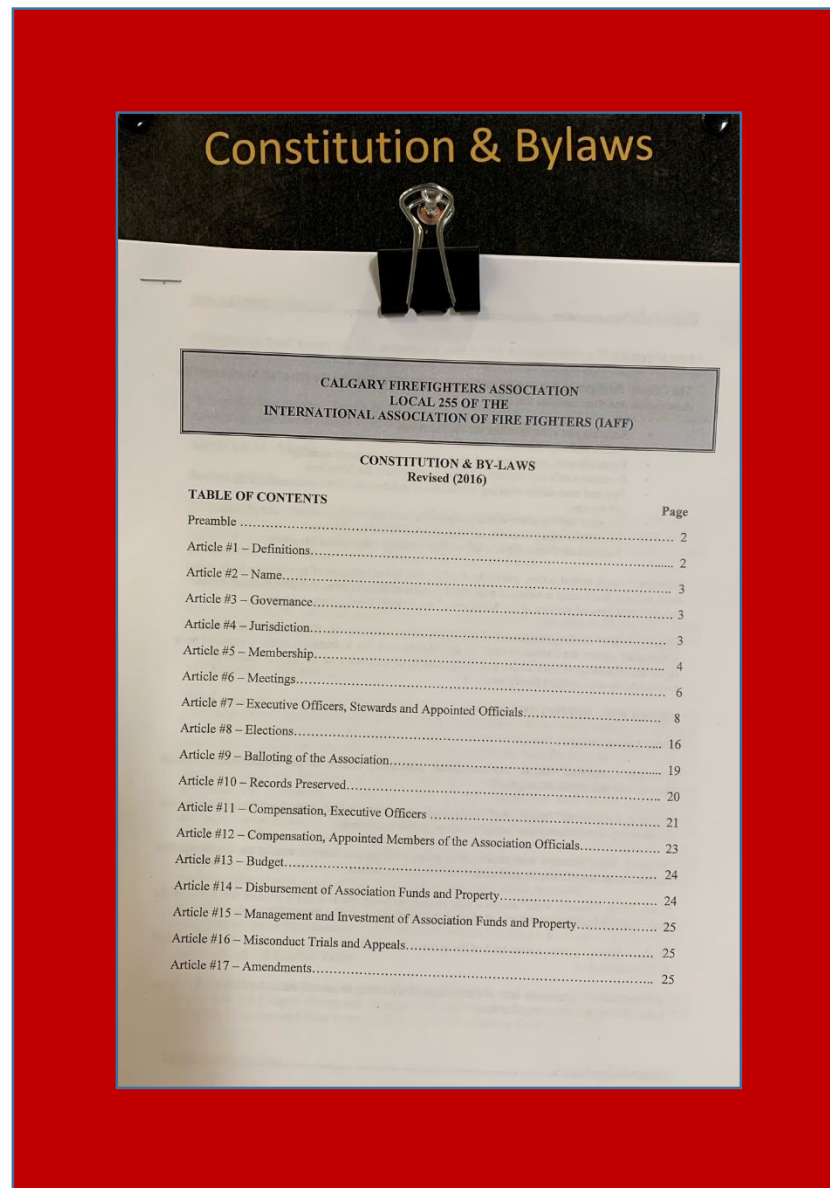


Table of Contents and Reading Articles

**CALGARY FIRE FIGHTERS ASSOCIATION
LOCAL 255 OF THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF)**

**CONSTITUTION & BY-LAWS
Revised (2020)**

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Calgary Fire Fighters Association

IAFF Local 255

ARTICLE #2 - NAME

Section 1 - Title

This organization shall be known as the "Calgary Fire Fighters Association, Local 255 of the International Association of Fire Fighters". No Member shall use the title of this organization or registered trademark or logo for any purpose other than where called for in this Constitution and By-Laws without the express written permission of this Association.

Section 2 - References to Association and International

References in this Constitution and By-Laws to the "Association" shall refer to the organization as set forth in Section 1 above, and references to the "International" shall refer to the "International Association of Fire Fighters".

ARTICLE #3 - GOVERNANCE

This Association, its Executive Officers and Members shall recognize, observe and be bound by the provisions of the Constitution and By-Laws of the International and the interpretations rendered by the International General President and the resolutions, decisions and directives of the Executive Board of Officers of the International when made in conformity with the laws of the International and the resolutions adopted and policies established by the delegates at conventions. Article XIII of the Constitution and By-Laws of the International is recognized as providing the basic rules governing this Association. Subject to Article #7, this Association shall attend each biennial Convention of the International Association of Fire Fighters, each biennial Redmond Symposium, and each annual Canadian Legislative Conference, Western Canadian Conference, and Alberta Provincial Conference. Subject to Membership approval as per Article #13, this Association may also attend any other conventions or seminars deemed appropriate or necessary so as to ensure that the interests and the welfare of the Members of this Association are advanced and protected in a manner consistent with the objectives of the International and of this Association.

Should this Association host an IAFF function, the Secretary/Treasurer shall be authorized to spend up to a maximum of three thousand five hundred dollars (\$3500.00) for hotel and incidentals.

ARTICLE #4 - JURISDICTION

The jurisdiction of this Association shall be as follows: all paid employees of the Calgary Fire Department who are covered under the Association "Certificate" as amended from time to time by the Alberta Labour Relations Board.

ARTICLE #5 - MEMBERSHIP

Section 1 - Composition

The Membership of this Association shall be composed of Active, Active-Retiree and Honorary Members.

Constitution and By-Laws

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Article Number

Article Name

Article Subject
Information



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PEER TEAM

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MEMBERS INFORMATION

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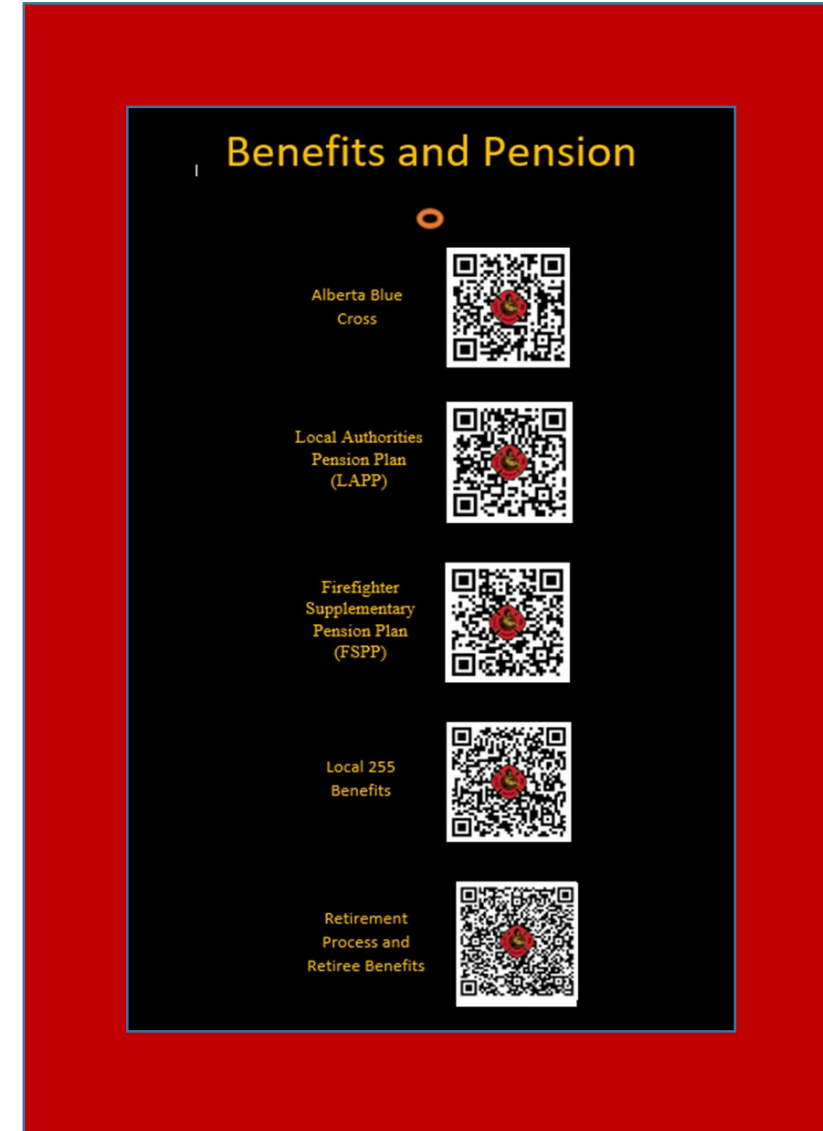
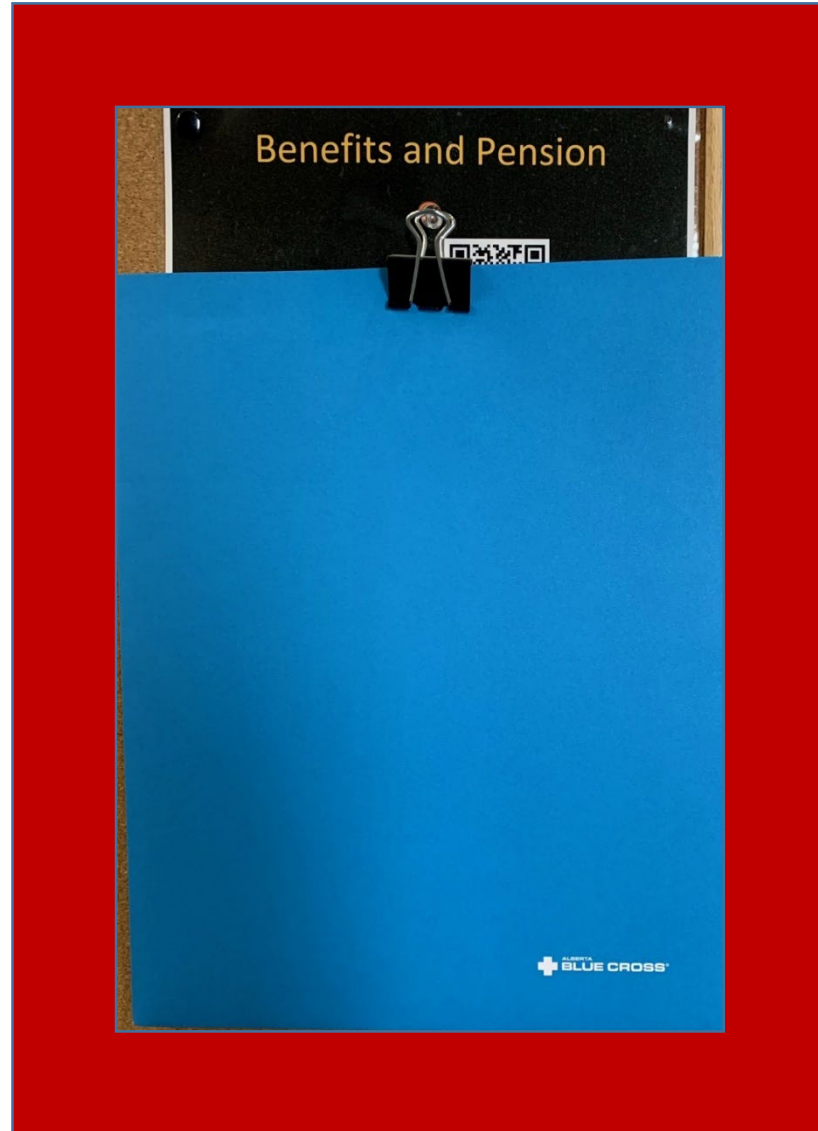
Collective Agreement

Constitution & Bylaws

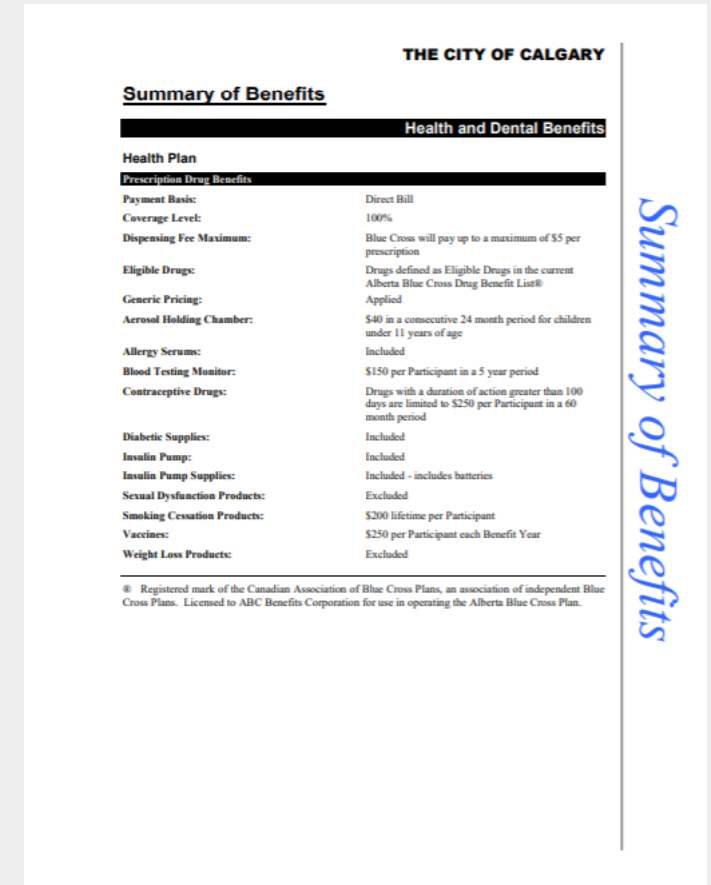
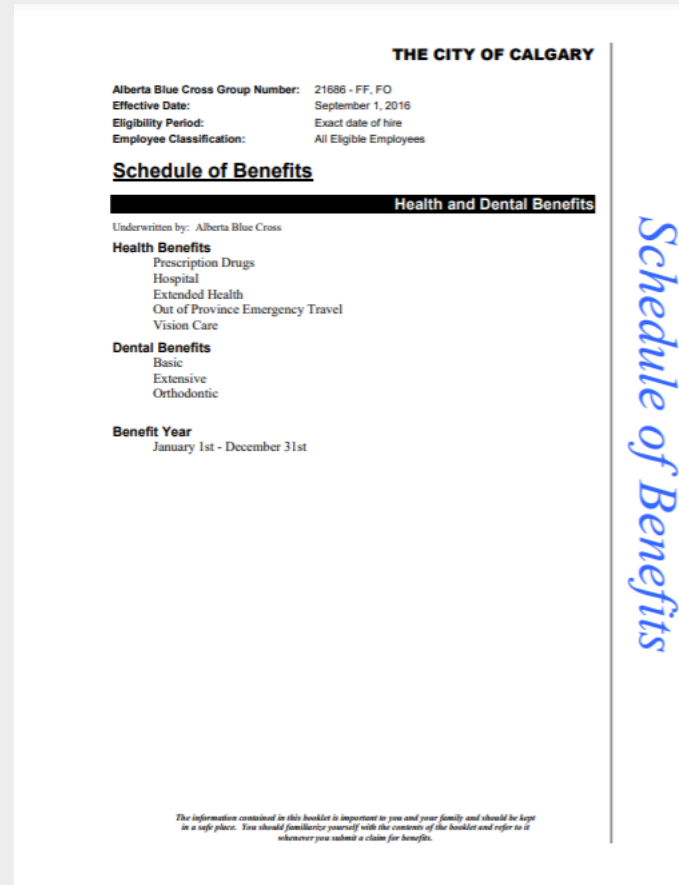
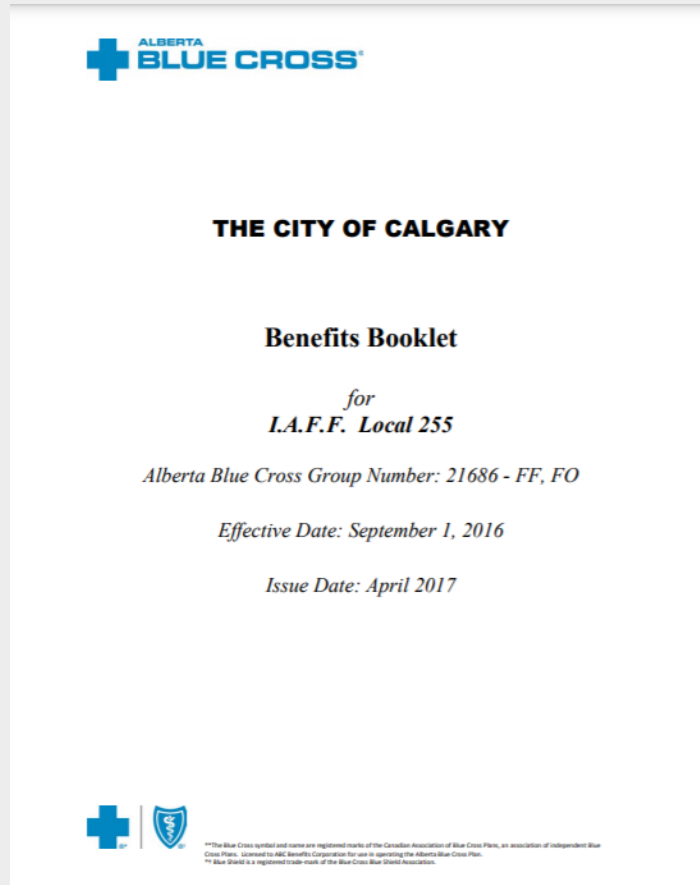
Benefits and Pension



Benefits and Pension Information



Reading Your Blue Cross Plan









Read the Blue Cross Benefit Booklet hard copy found on the bottom right of any Union Board or scan the QR code found underneath to access their website/APP. Your Health and Dental coverage information can be found within.



Benefit / Pension Website and Information QR Codes

Benefits and Pension



Alberta Blue Cross		Blue Cross Website / Download the APP
Local Authorities Pension Plan (LAPP)		www.LAPP.ca
Firefighter Supplementary Pension Plan (FSPP)		www.FSPP.ca
Local 255 Benefits		www.Calgary.ca
Retirement Process and Retiree Benefits		City of Calgary Retirement Guide

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Joint Occupational Health and Safety Committee (JOHSC)		Promotional Board	
Local 255 Human Relations Committee (HRC)		Volunteer and Events Committee	
Government Relations Committee		FSPP Trustees	

Charities / Events / Volunteers

Charities/Events/Volunteer

Calgary Firefighters Charitable Foundation		Calgary Firefighters Burn Treatment Society	
Calgary Firefighters Toy Association		Firefighters Assistance Charitable Society	
Calgary Firefighters Honour Guard		Muscular Dystrophy Canada	
Calgary Firefighters Pipes and Drums		Calgary Firefighters Antique Brigade	

Peer Team Poster

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Print Notices

- Retirement Posters
- Day League
- Meeting Notices
- Election Material
- etc.



End of Presentation

Questions?

