



Serving Since 1957

Always on the
frontline

By fire fighters,
for fire fighters

Overview

- Video: Fire Fighting in the New Millennium
- What is a Union? IAFF Structure and Local 1271 Governance
- Political Action and Public Relations
- Occupational Health and Safety
- Members Family Assistance
- Wellness & Peer Fitness Program
- Charitable Society and our Role in the Community
- Social Media & Resources
- Dues (where they go and why)
- Benefits (Sick Time, Medical, Dental, LTD, Group Insurance)
- Pension (2.33, SPPA, Formulas)
- Uniform Allotment, Union Shift Relief, Shift Trades, Oath to Union,
- Rookie re-visit 1 year
- Final Words - Traditions, Fire Fighting, Seniority and Responsibilities



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FIRE FIGHTERS IN THE NEW MILLENNIUM



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What is a Union?

Union: Who we are

A group of people gathered together
to help others and one another



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Union: Who we are cont'd.

We are 300,000 professional fire fighters and emergency medical personnel in the United States and Canada

As a member, you are the most important part of our union.

Voice your concerns at Union Meetings or contact your rep.



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Union: Our Mission

The Union is committed to:

- Protecting safe work conditions
- Securing fair compensation
- Serving the community effectively
- **Ensuring the proper service is provided to its citizens**
 - i.e. IAFF provides locals with tech tools and programs to assist them with data / evidence



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IAFF History

The IAFF was formed in 1918 to address the rights of fire fighters

At a time when workers had little rights - long hours, low pay, no safety - the IAFF became the fire fighters' voice and remains so today, taking on issues facing all of our members



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IAFF History - Working for Fair Compensation

- 1918 Average fire fighter earns **29¢ an hour** and works 84 hours per week
- 1943 Fire fighter compensation improves to **50¢** per hour and a 70 hour work week
- 1968 Average firefighter earns over **\$2.00** an hour, 56 hour work week
- 1992 Fire fighters earn over **\$13.00** per hour and work 50 hours per week
- 2015 Fire fighters 1st Class hourly wage is **\$42.02** with a 42 hour work week



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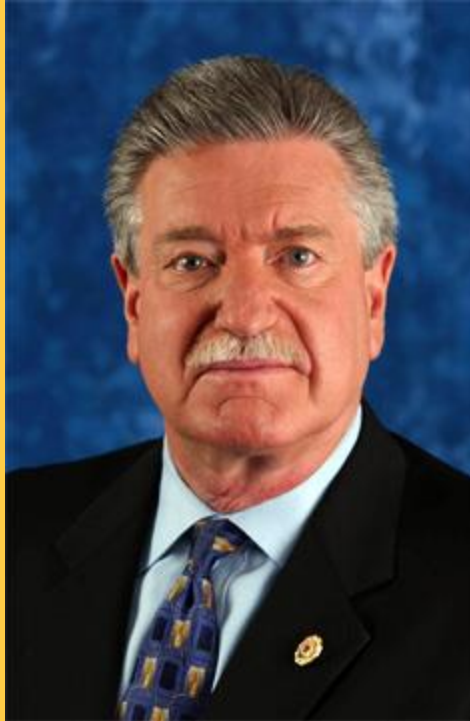
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IAFF Headquarters Leadership



Harold A. Schaitberger
General President



Tommy Miller
General Secretary-Treasurer



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Our District

- Lorne West 6th District Vice President
- Representing BC, Alberta, Saskatchewan, Yukon and North West Territories
- *Retired* Active Member of Local 1271



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Our Provincial Association - BCPFFA

- All L1271 Members are also members of the BCPFFA. L1271 works closely with the BCPFFA board on Provincial lobbies with Government as well as supporting Burn Fund initiatives such as Bright Nights at Stanley Park
- Also affiliated with the BC Federation of Labour and the New Westminister District Labour Council
- 1271 President Mike McNamara sits on BCPFFA board as VP Fraser Valley



BCPFFA President
Mike Hurley



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IAFF: More Than Just a Sticker

- Resources for Fire Fighters and Emergency Medical Responders
- Geographic Information Survey
- Municipal Financial Analysis
- Seminars and Conventions
- Health & Safety Information
- Financial Corporation
- Legal Assistance
- Political Action

www.iaff.org



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Local 1271 Governance



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Local 1271 Executive

- Local members elect officers who are responsible for representing their interests

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Secretary

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Vice-President

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What We Do

- Responsible for the day to day Union operations and representation of all members in our Local
- Negotiate all working conditions
- Makes decisions on grievances and arbitrations
- A resource for you... call us anytime!
- We meet in the Union Office every 1st & 3rd Thursday
- Angie Stara is our Clerical Staff
 - Tues - Thurs 8am to 3pm
 - Tel: 604.574.5785



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Executive Board

- The Executive Board are elected to represent an Area or Division within the membership
- They are a vital communication link to the membership. They are your resource
- The Executive board includes 9 Area Reps; 3 Trustees is part of the finance committee

L1271 AREA REPS AND TRUSTEES



Area Rep 1 & 2, B/C
Ryan Dance



Area Rep 4 & 5
Curtis Chamberlayne



Area Rep 6 & 18
Chad Possey



Area Rep 8 & 15
Graham Corrin



Area Rep 9, Mechanics,
Training: Aaron Gelowitz



Area 10 & 11



Area Rep 12 & 13
Dylan Van Rooyen



Area Rep 14 & 17



Communications,
Prevention, & Support
Erin Admunson



Trustee
Scott Solomon



Trustee
Terry Hunt



Trustee
Richard Bodnark



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Where We've Been

- The Surrey Fire Fighters Association was organized in 1957
- **Improved Labour/Management Relations** where we have a seat on multiple committees and have a say
- **Bargained 4 person Engines from (3 person)** in early 2000's that ensured safety measures for our fire fighters
- **Improved Pension Plan 2.33** (with .56% saved to a Tax Free Savings Plan), 2010
- Among Top 3 Locals to initiate settlements each term
- Today we have 405 members. We work in 15 stations



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Where We're Going

- City of Surrey continues to grow rapidly at a pace of 10,000 residents per year
- IAFF standard is 1 FF for every 1000 residents
- With a city population of 530,000 and only 368 FF we are well below IAFF standard
- Target – 530 FF and keep pace IAFF standard



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What is Political Action?

Political Action: Protecting Your Rights

The IAFF protects the rights of fire fighters to speak out on issues affecting fire fighters and the public.

This involves civic conventions, provincial, federal political action is how we get it done.



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Political Action: Staying Active

The IAFF educates politicians about issues important to fire fighters, such as safe staffing, first responder training, and collective bargaining



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Supporting Those Who Support Us

IAFF members work to elect politicians who support our fire fighters, regardless of party affiliation, and getting our own members elected



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Collective Bargaining Agreement

- **2012-2019 Agreement**
 - Last fall we avoided arbitration and freely negotiated an 8 year deal @ 2.5% wage increase per year, a 0.5% performance incentive and improved Benefit Package
 - FirePAC / Political Action helped achieve this deal
- Currently, 11 of 53 Locals in BC are still without a renewed agreement since 2011, and many are facing arbitration that costs \$100,000's



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Health & Safety

Occupational Health and Safety

Firefighting is one of the most dangerous professions in North America.

The IAFF has worked, and will continue to work, with governmental agencies, politicians and fire service organizations to seek improvements in staffing levels, protective gear and overall technology to ensure the safety of its members.



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Stay Prepared

- Hazardous Materials and Weapons of Mass Destruction Training
- Wellness-Fitness Initiative
- Safety Alerts
- Health and Safety Fact Sheets
- Health and Safety Online Job Aids



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Last Alarm

- Line of Duty Death (LODD) Investigation
- Fallen Fire Fighter Memorial
- Lobby for Public Safety Officer Benefits



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Members Family Assistance

- **Members Family Assistance Program (MFAP)**
 - Program designed to help members and family with personal issues
 - Jointly funded by City & Union
 - Contact information for peers to obtain referral forms
 - Strictly confidential
- **Critical Incident Stress Management (CISM)**
 - Provide defusing meeting to crew following a difficult call
 - Team member & professional jointly promote discussion about incident and provides insight / education
 - You can have private discussions if needed, if not comfortable in a group setting



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Wellness

- Program of physical fitness, health and wellness
 - Means for potentially reducing fire fighter injuries
 - Designed to enable all members of the department to develop and maintain appropriate levels of physical fitness
 - Includes:
 - training and development of PFTs who will be responsible for assessing and developing programs for all members of the department
 - commitment to education of our members on comprehensive medical testing, nutrition, and behavioural health
 - wellness manual with all of this information in it
 - Equipment is provided at each of the fire halls for use



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Attendance Management Program Review

- Jointly developed by SFS & Local 1271. Administered by SFS
- Designed to promote and achieve high standards of attendance
- The Program is not intended to be punitive, but is designed to assist employees who exhibit chronic absenteeism to reduce the absences to acceptable levels.
 - There are five levels
 - » *7 days over 3 occurrences, or*
 - » *5 Single Occurrences*
- What do you do if your are sick?
 - Call the Battalion Chief. (If you aren't sure, call the Union for guidance)
 1. List the nature of your injury/illness
 2. When are you expected back to work
 3. Can you do alternate duties
 - If it's more than 7 days, the chief will send you a Return to Work form to have your doctor fill out and send it in



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Code of Conduct Policies

- The City has policies in place and that the Union supports:
 - Communication / Technology
 - Conflict of Interest
 - Personal Appearance
 - Respectful Workplace
 - Safety, Liability
 - Report of Absences
 - Daily Activities
 - Discipline



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Break



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Charitable Service

Serving Our Community

- Have you volunteered with the Surrey Fire Fighters' Charitable Society (SFFCS) before?
- Do you know what programs or initiatives we support?
- How long can you participate with SFFCS?
- Do you have an interest in joining a particular event or program?



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Serving Our Community - cont'd.

Mission Statement: To provide charitable programs that benefit the citizens of our community and to assist other charities within the community that have similar goals and objectives.

Our goals and objectives are to:

- Provide relief from poverty
- Assist members of the community that have been affected by traumatic wounds, injuries, or episodes
- Raise money for medical and health care research
- Provide bursaries for community service
- Sponsor programs that promote staying in school
- Deliver programs that offer positive life experiences and enhance self-esteem.



Community Focused,
Community Driven



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Serving Our Community - cont'd.

Charity Fundraising Efforts

- *Boot Drive, Golf, Mayor's Ball, Thrift Store, Payroll Deductions, Community Services, Ignite a Dream*

Charity Program Delivery - \$750,000 each year

- *School Nutritional Snack; Wrestling, Basketball, Burn Camp, Female At-Risk, Disaster Assistance,*

Current Projects

- *SMH Emergency Centre - \$500,000*
- *SFU Mental Health - \$250,000*
- *Endowment Fund - \$4.25 Million (Goal: \$10 Million)*

Supporting over 50 community based groups

Health Care, Mental Health and Addiction, Community Care, Youth Groups, IAFF charities



**We'll need your help
to achieve this**



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Serving Our Community - cont'd.

Fire Fighters are woven into the fabric of the community on/off duty by:

- Serving those in need
- Attending community events
- Promoting Fire Safety Programs
- Volunteering their time



“Volunteering is good for the soul”

– Retired Fire Chief Al Cleaver

We will need your
PARTICIPATION for your
entire career, not just your
first year



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Social Media & Resources

Social Media & Technology

- **Perception of Fire Fighters (viewed on social media)**
 - It is important to conduct ourselves professionally at all times in public and on social media. We are viewed as fire fighters 24/7
- **Social Media posts by members should be kept clean**
 - Discipline if violate city's code of conduct policy
 - Private or secure settings still end up in employer's hands or go public
- **City Computer & e-mail use by members should be for city business, NOT personal business**
 - Discipline for inappropriate websites, dialogue, images, video
- **Local 1271 Pages to promote positive messaging on:**
 - www.surreyfirefighters.com
 - Facebook Pages L1271 and Charitable
 - Twitter @local1271



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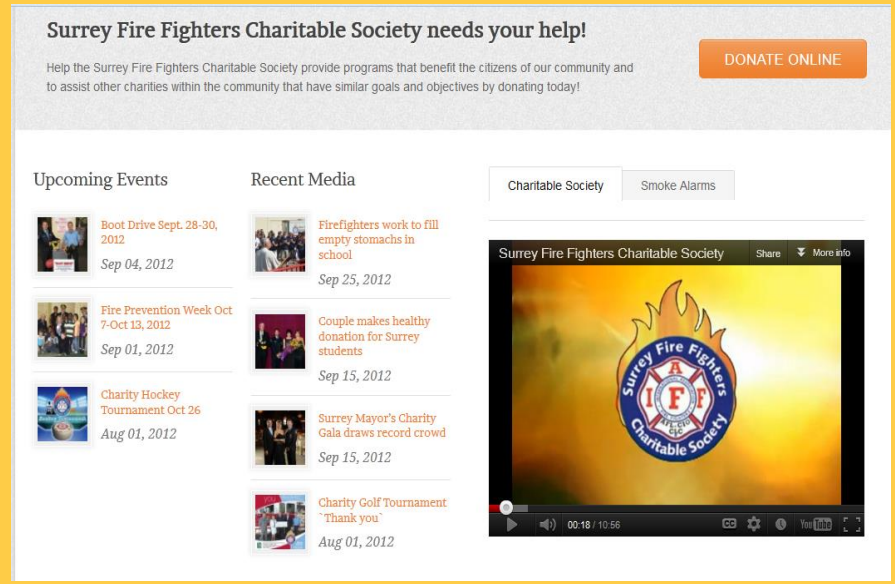
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Resource

Our website has information about our association and charities such as meeting minutes, contract, constitution and benefits & Pension. Angie will register your employee number and password '1234' Visit: www.surreyfirefighters.com



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Benefits and Wage

Sick Benefits

- **Sick Days are funded by both the City & Union**
 - You earn 1 ½ days / month = 18 Sick days a year
 - **14 days per year** go into a your Sick Bank up to a maximum of 200 shifts, a benefit if you have a long term injury or illness
 - **3 days are paid out January**, and **1 is banked and redeemable at anytime**. Many wait until retirement to maximize the wage index & increases over the years



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Insurance Coverage

▪ **Basic Life Insurance (City)**

- 3 x annual Salary or up to \$300,000 max. to your beneficiary if you die on or off the job

▪ **Two Optional Insurances purchased via HR**

- Optional Life Insurance. Max Coverage = \$300,000
- Optional Accidental Death & Dismemberment (AD/D) (Chartis) Single or Family rates available. Range of \$50,000 to \$500,000
- Optional Insurances are offered at affordable group rates, but **end** when you retire or terminate your employment. There are conversion rates when you retire
- Recommend you contact a financial advisor to assist you
- Contact Raveen Uppal of Human Resources for forms and brochures



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Benefits

- **Extended Health Benefit Deductible is \$25 applied to first claim each year**
- **Direct Billing card for Pharmaceutical and Services (mailed in 3 months)**
- **\$1,000,000 lifetime coverage for the following,**
- **Per family member**
 - Unlimited Physiotherapy
 - \$1,500 yr. combined (chiropractor, massage therapist, naturopath, acupuncturist)
 - \$1,250 yr. Psychologist
 - \$500 yr. Speech Therapist
 - \$1,500 yr. Hearing Aid Replacement
 - \$500 per 24 months for prescription glasses or elective contact lenses, or repairs
 - \$2000 lifetime per eye corrective surgery
 - \$100 yr. eye exams
 - Dental Plan A = 100% coverage (routine dental treatment)
 - Dental Plan B = 85% coverage (major dental treatment)
 - Dental Plan C = 75% coverage (orthodontic treatment) \$7,500 limit



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Wage Table 2015

2016 Suppression Rates

SUPPRESSION

Firefighter

1st 6 months
2nd 6 months
2nd year
3rd year
4th year
10th year
15th year

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
	\$ 5,354.38	\$ 2,471.25	\$ 353.04	\$ 29.420
	\$ 5,736.73	\$ 2,647.72	\$ 378.25	\$ 31.520
	\$ 6,119.05	\$ 2,824.18	\$ 403.45	\$ 33.621
	\$ 6,883.73	\$ 3,177.10	\$ 453.87	\$ 37.823
	\$ 7,648.39	\$ 3,530.03	\$ 504.29	\$ 42.024
	\$ 7,877.84	\$ 3,635.93	\$ 519.42	\$ 43.285
	\$ 8,107.30	\$ 3,741.83	\$ 534.55	\$ 44.546
Acting Officer	\$ 8,901.96	\$ 4,108.60	\$ 586.94	\$ 48.912
Captain	\$ 9,610.97	\$ 4,435.83	\$ 633.69	\$ 52.808
Battalion Chief	\$ 11,028.98	\$ 5,090.30	\$ 727.19	\$ 60.599



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About your Benefits

- The Union negotiates your Benefit Compensation Package
 - Add 27% to your wage (Includes Pension, Fringe Benefits)
 - 1st class rate = \$100,000/yr = \$127,000 total compensation
- Manulife Financial Group is the benefit carrier
 - Coverage will start in 3 months from hire date
 - Cover's spouse and dependants (up to age 23)
 - A great benefit that has taken decades to improve on
 - Refer to the Benefit Booklet handout, also found on the city's intranet, and our members website



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Where Your Dues go

Dues Are For...

To get you a Better Contract so you can have a Better Lifestyle

- Allows your Executive Team to:
 - Pursue Fair Wages,
 - Protect Pension and Benefits,
 - Protect and Improve Safe Working Conditions,
 - Pay for Legal Representation when needed, and
 - Be politically active and educated on all issues



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Dues and Budget Process

- \$750,000 Budget
- Follows L1271 Constitution and By-laws
- Transparent Budget process goes through 3 stages:
 - Finance Committee,
 - E-board reviews it, and
 - Membership votes on it

Budget Line Items:

- Area Rep Allowances
- Bargaining
- Committees: Benevolent, Athletic, Political Action, Barge Inn, Historical, Office and Clerical Staff
- Coffee Fund
- Conventions
- Education
- Honorariums
- Legal Fund
- Per Capita (IAFF, BCPFFA, PAC)
- Per Diems
- Travel
- Union Stand-ins



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How Your Money is Used

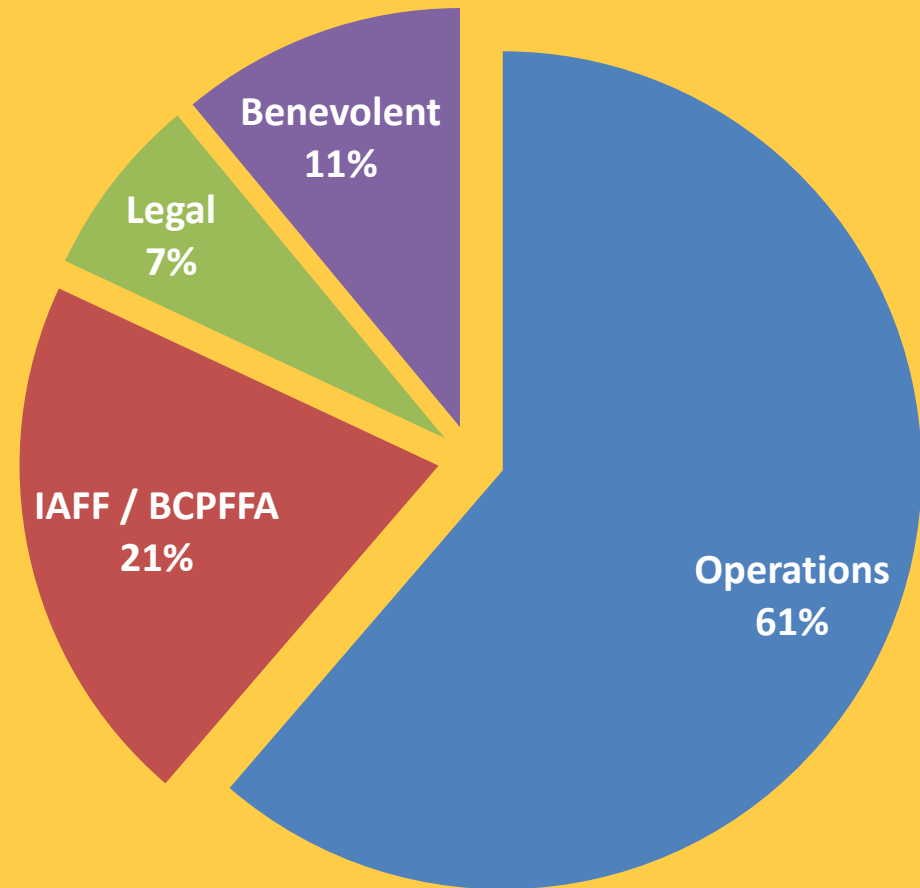
Current Union Dues

\$149.00 / month

- \$133 – deductible
- \$16 – non-deductible
- Payroll

Initiation fees are \$433.28 one time fee deducted from your pay cheque. Deducted in your first month.

Dues - Where your money goes



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Allotments

Vacation Entitlements

- **L1271 has the richest Vacation system in the country!**
- **Vacations are booked in sets of four**
 - 1st partial year = 4% pay in lieu of time off, you will see payment of this by March 1st of next year
 - Sets of Vacations booking is every October
 - ❑ Years 2-5 = 8 shifts, plus 12 stats = **20 shifts > 5 sets**
 - ❑ Years 6-9 = 12 vacations, plus 12 stats = **24 shifts**
 - ❑ Years 10-13 = 16 vacations, plus 12 stats = **28 shifts**
 - ❑ Years 14-18 = 20 vacation days, plus 12 stats = **32 shifts**
 - ❑ Years 19-25 = 24 days, plus 12 stats = **36 shifts**
 - ❑ Years 26 or greater = 28 days, plus 12 stats = **40 shifts > 10 sets**

Remember, vacations are a benefit that are earned, don't boast about it, enjoy it!



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Uniform Allotment

- All new hires will receive:
 - 1 pair of boots, 2 pair of socks, 2 pair of pants, 2 t-shirts, 2 pairs of shorts, 3 work shirts, 1 work jacket, 1 work vest, 1 wool sweater, 1 tunic, 1 uniform cap, belt, tie, gear bag and belt buckle
- All future uniform allotment will come as part of the triennial points system, and will be pro-rated for new employees (currently 1000 points for 3 years)
- Turn-out gear is supplied by the City on an as needed basis
- We receive a \$25.00 per month cleaning allowance for dry cleaning. Each hall has a drop off and pick up closet



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Shift Trades

- **Shift Trades are viewed as a privilege and are to assist you with family obligations**
 - Eligible after 6 months probationary period
 - Altering shift pattern of 4 on 4 off will be monitored. 3 & 5's will be monitored by the employer
 - No 36 hour shifts allowed, only 24 hour max
 - Member getting the Stand-in is ultimately responsible for the shift
 - Review the operational guideline for further clarification
- **Shift Trades are NOT for you to moonlight!!!**



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Working for Pension

Pension

- You receive a pension worth 2.33% for every year of service
- .56% Supplemental Pension Pay Allowance
 - Tax Free Savings Account w/ Manulife
 - Require and Voluntary options
- 50/80/55



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Union Shift Relief

- **Union Stand-Ins are worked for elected officials to conduct Union Business**
 - 6 unpaid USI's as per our Constitution
 - Eligible to work them in November 2016, and should be completed by June 2018. A substitution rate would be deducted via payroll per USI outstanding
 - Each month the Registrar will solicit for USI coverage via e-mail. Most rookies try to complete them asap
 - Each USI thereafter, you will earn the substitution rate



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Union Meetings

Union meetings are held on the first Tuesday of every month with the exception in July and August.

Meetings are at 7:00 pm at the Port Kells Community Centre
18922 88 Ave W, Surrey.

Note: Your Oath to the Union is September 6, 2016, Bring Tunic & Tie Be there by 7pm for Recruit Photo You may need shift coverage – Contact Saverio Lattanzio



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Treasurer

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Registrar



Rookie Breakfast & Review

One year from your hiring date you will be invited to a rookie breakfast to revisit this presentation with your Executive team and attend a question and answer session



After probation, you will receive

- IAFF car Decal
- IAFF 1271 Badge
- Member's Family Assistance Program Material
- Resource Materials



You represent the Fire Service and I.A.F.F. 24/7. You don't have to show someone that you are a 'fire fighter'

Remember
Code of Conduct



Mike McNamara
President

Mark McRae
Secretary

Dave Burns
Vice President

Todd Schierling
Treasurer

Saverio Lattanzio
Registrar





Final Words

Member's Responsibilities

- Be the best in your profession
- Know your rights and look out for each other
- Learn everything you can
- Bring your interests and talents to the local
- Ask not what your union can do for you but what you can do for your union.
- Protect your voice through the political process
- Help in the community with charities and fundraisers
- **STAY INVOLVED**



Mike McNamara
President

Mark McRae
Secretary

Dave Burns
Vice President

Todd Schierling
Treasurer

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Registrar





**Be Safe, Work Hard, &
Enjoy the Ride**